



Labor & Employment Law section
January 13, 2026 Executive Committee Meeting Minutes
Location: Seattle Civil Service Commission, Seattle Municipal Building

Members Present

Sarah Mack - Chair
Nicole Demmon
Greg Ferguson (via zoom)
Cassandra Lenning – Immediate Past Chair
Nadine Khalidi
Fallon Schumsky (via zoom)
Andrea Scheele
Joseph Wagner
Heather Shook
Jess Kang
Colin McHugh
Angie Hayes – Secretary (via zoom)

Carolyn McGregor – WSBA Sections Liaison

Members Absent

Brad Medlin
Carson Flora

Meeting called to order at 9:07 am; quorum present

- Chair's Report
 - Sarah attended two trainings with the WSBA – Section support training and legislative action training
 - Legislative action and policy comments
 - AG investigation requests regarding investigations
 - Worker's compensation change
 - We have asked to be updated on progress of relevant bills, but do not intend to take action at this point (due to varied nature of our representation/committee members)
- November 4, 2025 special meeting minutes
 - Motion and second to approve minutes without changes; unanimous approval
- Close Out November CLE Conference – 11/21/25 at The Arctic Club

- 60 virtual attendees; approx. 40 in person
 - Review of Panel Speakers:
 - Attendees enjoyed speakers and variety of panels.
 - Committee members Andrea and Colin provided additional feedback received from other attendees.
 - Sarah has not yet received the formal survey feedback, but will request from Sally for next meeting
 - Review of Location:
 - Attendees liked the venue; however, cannot return next year due to cost.
 - WSBA currently reviewing other potential venues/contract for next year.
 - Committee will request that the bar approach Arctic Club for a reduced rate for 2026.
 - WSBA will also look for other locations with hotel accommodations, for out of town guests/speakers
 - Happy Hour:
 - Thank you to Jess for the K & L sponsored happy hour.
 - Relatively low attendance due to Friday night scheduling.
 - Next year, may consider moving happy hour to just prior to final session to increase participation.
 - CLE credits for prep time:
 - 1 credit for every 5 hours of prep.
 - Speakers also entitled to CLE credit for prep and presentation
 - Misc feedback:
 - Consider eliminating additional afternoon break that occurred shortly after lunch hour
 - Speaker gifts:
 - Per Heather: selected leather portfolio notebooks for speakers
 - Ordered and should be mailed this week.
 - If any speaker addresses are still needed, Heather will reach out to presentation organizer for follow up
- 2026 Annual Labor and Employment CLE
 - Date: discussion of possible dates/day of week.
 - Week prior to Thanksgiving is not ideal; but Fridays seem to be popular for CLEs. Also discussed moving conference to late October.
 - Sarah and Greg will research other conferences taking place in November 2026 to avoid a conflict; For example, ABA Labor & Employment conference in WA DC is November 4-7th.
 - Sarah will talk to WSBA to follow up on their negotiations with other venues
 - Location: Committee agreed to look for venue in downtown Seattle
 - Panels and Speakers TBD at Annual Retreat
 - Discussion of meeting day/time
 - Currently: Second Tuesday of each month at 9:00 am

- Sarah will send out survey monkey to assess whether day/time needs to be modified, as bylaws require that sections hold minimum of 4 meetings per year, and that each committee member attend at least 50% of the meetings. Need to ensure that meeting day/time works for most committee members
- Budget Update (Andrea)
 - Andrea has requested a current budget report from WSBA, so no treasurer report at this time
 - Per Sarah, we are currently under budget
- Law School Connection Event?
 - No Law School connection events in 2025 as committee decided the events had not been very fruitful in past.
 - Discussion of event – food, beverages; invite students to mix and mingle with practicing labor and employment law attorneys to explore different areas of practice
 - Andrea – would be good to increase visibility of LELS with law students; Andrea offered to reach out to 2025 grant recipient for suggestions
 - Cassie – should committee consider changing requirements for grant recipient (ie, requiring short presentation by grantee at annual CLE, and formally asking grantee to provide assistance with outreach opportunities)
 - Nadine suggests going out to law schools/classrooms to discuss the grant opportunity; the schools may not know how to communicate/push info out to students
 - Nadine and Andrea will follow up with U of W; Angie and Colin will follow up with Gonzaga to explore how to increase law school outreach and/or advertise our grant
 - Colin suggests approaching the Tomas More program
 - Fallon: UW/Seattle U have student interest groups related to labor and employment – Nadine will explore these groups
- 2026 Mini CLEs
 - Goal of offering/organizing 3-4 per year – need ethics credits offered this year
 - Currently proposed:
 - Immigration policies and impact on employers (Cassie)
 - Update: propose that this CLE take place in March, so as not to overlap with Fair Chance Act CLE (below)
 - Fair Chance Act CLE: This topic raised by L&E Section Member, Amy Stephson (ret.)
 - New law took effect January 1st; significantly expands requirements under the state’s Fair Chance Act.
 - Amy Stephson was on legislative committee for the expanded Fair Chance Act; many new changes that employers are likely not aware of
 - Ms. Stephson is willing to give a CLE on this topic
 - Sarah will follow up with Ms. Stephson and suggest mid- February

- Nicole will assist Sarah with the presentation
 - Typically free to members and low cost to non-members
 - Other topic ideas will be discussed at later meetings
- 2026 Retreat
 - Last year we moved from 1 ½ day overnight format to single full day with breakfast /lunch; agreed to follow same format for 2026
 - Date: Sarah will check with location for possible May dates
 - Location: The Lodge at St. Edwards Park (Same as 2025)
 - Coordinator: Sarah
- Summer Grantee Committee
 - Members:
 - Gonzaga – Angie and Colin
 - University of Washington – Andrea and Nadine
- 2026 Executive Committee Elections
 - Elections occurring this spring 2026 will be for terms beginning October 1, 2026 (the beginning of the WSBA’s 2027 fiscal year).
 - The Sections Team will be holding the following two informational drop-in sessions to answer any questions about the elections process and action items

Session #1: Thursday, January 22 from Noon to 1 pm [Meeting link](#)

Phone: (253) 215-8782

Meeting ID: 865 8116 3700

Passcode: 784843

Session #2: Tuesday, February 3 from Noon to 1 pm [Meeting link](#)

Phone: (253) 215-8782

Meeting ID: 871 5512 7446

Passcode: 867059

- Election Timeline
- Nominating Committee:
 - Need volunteers (3 EC members and one person not currently on the EC board)
 - Two training sessions regarding nominating committee offered by the WSBA
 - Role is to Help identify/recruit candidates for positions available
 - Last year, nominating committee consisted of Cassie, Brad and Matt Kelly.
 - Cassie suggests that anyone running for a position should not be on the nominating committee.

- Joe and Heather volunteered to serve; Brad was also volunteered; the committee will be tasked with finding the non-EC member to serve
- Suggestion to explore candidates outside of the Seattle/west side area, including Eastern WA and other smaller counties such as Whatcom.

- Update on WSBA alcohol policy
 - Section funds may be used to purchase alcohol for:
 - An event intended for all section members OR something that is considered a “speaker’s dinner” or event intended to recognize volunteers (ie, event to honor speakers/volunteers from our CLE)
 - BOG was concerned about liability regarding alcohol provided free of charge–
 - At any event where alcohol is served, gratis, with bar funds, must have licensed and insured bartender and limit of 2 (free) drinks per person – preferably using drink tickets. Attendees are permitted to purchase their own alcohol beyond the 2 free drinks.

- Next Meeting: Tuesday February 10th, 9 am

Meeting concluded at 10:15 am