



Labor & Employment Law section  
March 10, 2026 Executive Committee Meeting Minutes  
(VIA ZOOM)

Members Present

Sarah Mack - Chair  
Nicole Demmon  
Greg Ferguson  
Cassandra Lenning -- Immediate Past Chair  
Nadine Khalidi  
Fallon Schumsky  
Andrea Scheele - Treasurer  
Jess Kang  
Colin McHugh  
Brad Medlin  
Carson Flora  
Angie Hayes – Secretary

Members Absent

Joseph Wagner  
Heather Shook

Carolyn McGregor – WSBA Sections Liaison

- Call to Order: 9:00 am
- Approval of February Meeting Minutes – Motion and Second to approve the minutes as drafted; unanimously approved.
- 2026 Annual Labor and Employment CLE
  - Date: Propose November 20<sup>th</sup> , full day with lunch; November 6<sup>th</sup> as back up if needed
  - Location: Per WSBA, section is responsible for finding proposed location.
    - Sarah will check with The Motif
    - Greg will connect with The Arctic Club; suggested that we use 2025 contract to negotiate better rate
    - Cassie will check with The Bel Harbor Conference Center
    - Group agrees to table Seattle Library for now

- Panels and Speakers TBD at Annual Retreat
  - Cassie has volunteered to coordinate Ethics Panel
- Happy Hour: WSBA will allow section to budget for alcohol cost this year under new reimbursement rules; proposed holding happy hour just prior to last session (ethics)
- Budget Update (Andrea)
  - Review of revenue splits from FY 2023 forward
  - On-demand sales more profitable than our annual CLE
  - Andrea will circulate budget reports
- 2026 Mini CLEs
  - Fair Chance Act
    - Date: April 20, 2026 at 12:00 pm
    - Speaker: Amy Stephson
    - Coordinators: Sarah and Nicole
    - Sarah has circulated sign up and will send again this month; April and again the week of the program
    - Per Nicole – approximately 50 registrants in first week
  - Emerging Issues in Immigration Policies and Impact on Employers
    - Date: TBD (Aim for early June – also note that WSBA requires 6 to 8 weeks to schedule)
    - Presenter: Kriper Upadhyay
    - Coordinator: Cassie
    - Management of foreign national employees; 19 issues; responding to workplace raids/ICE entry into public spaces/workplaces.
  - Other Topics – for early fall/September
    - Colin – Non-competes based on current legislation
    - Brad – Labor topics; Brad researching potential topics/speakers
    - Cassie - What does potential WA Supreme Court overhaul mean for pending employment law cases?
- 2026 Retreat
  - Date: May 2<sup>nd</sup> confirmed; Sarah will circulate “Save the date”
  - Location: The Lodge at St. Edwards Park; lodging will be reimbursed for one night if needed
  - Coordinator: Sarah
- Summer Grantee Committee
  - Members: Andrea S./Nadine: Anticipates grantees will be selected from all three schools by late spring, early summer; all three schools anticipate having grantees
    - Gonzaga
    - University of Washington
    - Seattle U
- 2026 Executive Committee Elections

Terms Ending 9/20/2026		
Position	Current Holder	Running Again?
At-Large Representing Defense, Private	Angela Hayes	Yes
At-Large Representing Defense, Private	Jess Kang	Yes
At-Large Representing Plaintiff	Cassie Lenning	Yes
At-Large Representing Defense, Public	Sarah E. Spierling Mack	Yes
At-Large Representing Labor Unions	Carson Flora	No
At-Large Representing Labor Unions	Fallon Schumsky	Yes

- Erica Shelly-Nelson running for open union position
- Election Timeline:
  - **Monday, March 9 – Monday, April 20, Application Portal Open**
    - Candidates need to submit application information via the portal by 4/20 deadline
    - Not required to be nominated by committee; anyone can apply to run for a position via the portal
    - Every position has potential candidate/re-election
  - **March 24 & April 9 Interested Applicant Informational Zoom Drop-Ins**
  - **By Monday, May 11, Finalize Candidate Slate**
  - **By Tuesday, May 26, Approve Ballot**
  - **Monday, June 1 – Monday, June 15, Section Elections (electronically via SurveyMonkey)**
  - **By Monday, July 6, Election results will be sent to the section chair, nominating committee, and any other designated representatives.**
  - **By Wednesday, July 15, Contact Candidates Regarding Results, *Please ensure that the election results are communicated to all candidates by this date.*** The Sections Team will **not** notify candidates of election results directly, unless asked to do so by section leadership
  - **By Friday, July 26, Elections results are posted online**
- Nominating Committee:
  - Brad, Heather and Joe
  - Non EC Member – Sara Amies
    - Brad will forward Sara’s information to Noah at WSBA
- New Business
  - Bar section leaders meeting via zoom on April 7<sup>th</sup>; all are welcome to attend
- Next Meeting: Tuesday, April 14, 2026 at 9:00 a.m.

- Adjourned 9:44 am