



Labor & Employment Law section
July 14, 2026 Executive Committee Meeting Minutes
(Via Zoom)

Members Present

Sarah Mack - Chair
Cassandra Lenning – Immediate Past Chair
Brad Medlin
Jess Kang
Angie Hayes – Secretary
Heather Shook
Joseph Wagner
Nicole Demmon
Greg Ferguson
Colin McHugh
Erica Shelley Nelson
Nadine Khalidi

Carolyn McGregor – WSBA Sections liaison

Members Absent

Fallon Schumsky
Carson Flora
Andrea Scheele - Treasurer

- CALL TO ORDER: Meeting called to order by Sarah Mack, 9:00 am
- APPROVAL OF MINUTES:
 - May 2026 Executive Committee Retreat/Meeting Minutes reviewed; motion and second to approve without changes; no discussion; unanimous approval.
 - June 2026 minutes from 6/2/26 meeting are delayed; Angie will complete the draft and circulate to committee members for review and approval.
- November CLE Conference – Speaker gifts
 - Angie working with Carolyn on gift baskets to be sent out to November 2025 CLE speakers this week

- Treasurer's Report – Sarah (provided report on behalf of Andrea)
 - Mini CLE revenue
 - Our current budget needs to provide an estimate for anticipated mini CLE revenue, as none was listed on our current budget submitted
 - Per Cassie, in past, there has been a \$35 charge for non-section attendees, free for section members; we typically have a few non-member attendees
 - Last year, revenue est at \$300
 - Agreed upon estimate of \$200 in mini-CLE revenue for this budget year
 - Adoption of Final Proposed 2026-27 Budget
 - Sarah will submit final proposed budget with addition of \$200 Mini-CLE revenue
- 2026 Mini CLEs
 - Immigration – Cassie
 - Speaker, Kriper Upadhyay, has not responded to Cassie's repeated attempts to contact her to coordinate a date/time for the immigration mini-CLE (even though she contacted the section offering to present)
 - Discussion of other potential topics for September mini CLE
 - FMLA/PFML offset amendments and job restoration rights/use of forms – Angie will contact Jason Barrett from ESD to gauge his interest in presenting on this topic again
 - Other proposed topics reviewed
 - No-competes, non-solicitation agreements
 - Drafting employment contracts and separation agreements after "Silence no More" Act
- Summer Grantee Committee – Sarah (provided report on behalf of Andrea)
 - Gonzaga – No recipient selected/provided by GU (unclear why no applicants)
 - University of Washington –
 - Benjamin Steinacker; 2L
 - Summer employment at the Unemployment Law (UEL) Project
 - Seattle U –
 - Matthew Fitzgerald; 2L
 - Active in the Labor & Employment law section
 - Summer employment as Legal intern at UEL project
 - Checks for the two recipients are being processed through WSBA
- Election Results
 - Welcome to newly elected executive committee member Erica Shelley Nelson (At-Large Member, representing Labor Unions)
 - Elections results posted on our website; positions take effect October 1st
- September Dinner
 - Coordinator – Angie and/or Cassie
 - Date/Time – Angie and Cassie will each reach out to proposed locations for dates; usually a Thursday evening in September; report back in August

- Location
 - Angie can reach out to Harissa
 - Cassie will reach out to Fare Start
- 2026 Annual Labor and Employment CLE
 - Date: November 20, 2026 - CONFIRMED
 - Location: Arctic Club – CONFIRMED; WSBA is preparing contract for facility
 - Narrowed schedule to 6 sessions to accommodate happy hour before final ethics presentation
 - Deadlines – bio, materials, slides; Sarah will meet with Sally to discuss and will inform committee in next couple of weeks
- AI Ethics
 - Moderator: Cassie
 - Panelists: Cassie has reached out to three ethics attorneys; also suggested Seattle U professor who teaches topic; and attorney from the WSBA monthly magazine (Mark J. Fucile)
 - Single presenter vs. panel
 - This topic will cover the ethics credit and will be final panel/presentation of CLE
- Employee Monitoring/Productivity/AI-Enabled Monitoring
 - Moderator: Andrea/Fallon
 - Panelists: Jessie Harris and Shannon Lawless; both have committed
- AI in Legal Practice
 - Moderator: Jess/Heather
 - Panelists: Jake Bernstein (Jess contacted); J. Bernstein will provide additional suggestions
- Politicization of OCR
 - Moderator: Sarah
 - Panelists: Lisa Mangel (former exec director of OCR office); Lisa Mangel will provide suggestions for additional panelists
- Appellate Tips and Tricks
 - Moderator: Colin and Joe
 - Panelists: Proposed: Michael Morguess; Cynthia Jones
- Labor Arbitration v. Private Complaints
 - Moderator: Brad and Nicole
 - Panelists: Potential suggestions – John Lee, Aneal Karia (Colin has contact info), and Jillian Cutler
- Off Duty Conduct –
 - Moderator: Greg

- Panelists: Suggested Becky Andrews, Jim Kibe; Beth VanMopes (workplace investigations)
- Focus of off duty conduct – what type of off duty conduct can employees be disciplined or terminated for
- Discussed removal from November CLE roster to mini-CLE calendar; could also devote more time to the topic; plan for Late 2026, or early 2027.
- Happy Hour –
 - beer and wine will be offered; Sarah getting estimate from Arctic Club on cost;
 - The social hour will last 45 minutes and will take place just prior to the last presentation (ethics);
 - Cassie and Jess will approach their firms for potential sponsorship
- Speaker gifts –
 - Angie will coordinate gifts for 2026 speakers;
 - Gather speaker mailing information when confirming your speakers
- Thank you to Nadine Khalidi as she finishes her term as Young Lawyer representative
- Next Meeting: Tuesday, August 11, 2026, at 9:00 a.m.