



Labor & Employment Law section
August 11, 2026 Executive Committee Meeting (via Zoom)

Members Present

Sarah Mack - Chair
Cassandra Lenning – Immediate Past Chair
Brad Medlin
Angie Hayes - Secretary
Jess Kang
Heather Shook
Joseph Wagner
Greg Ferguson
Colin McHugh
Carson Flora

Noah Baetge – WSBA Sections liaison
Sally Romero – WSBA Sections liaison

Members Absent

Fallon Schumsky
Andrea Scheele - Treasurer
Nicole Demmon
Nadine Khalidi

MEETING CALLED TO ORDER: 9:04 AM

- November CLE Conference – Speaker gifts – completed!
 - Due to timing issues, Sarah had to submit special budget memo to get costs covered
 - Thank you to Carolyn MacGregor and Noah Baetge from WSBA for their assistance in getting the gifts ordered and delivered (Gift baskets from Harry & David)
- Approval of the June and July Meeting Minutes
 - June 2026 – no changes/additions; motion and second to approve; no discussion; unanimous approval
 - July 2026 – no changes/additions; motion and second to approve; no discussion; unanimous approval

- Treasurer's Report –
 - Sarah provided report; most recent treasurer's report circulated
 - Healthy fund balance as of June: \$116,410.74
 - Following last meeting, budget was submitted for 2026-27 fiscal year, with addition of \$200 estimated for mini CLE revenue
- New EC members:
 - No new EC members were present at meeting so Sarah will circulate information to new members.

New Volunteer Training Sessions

Register for a training session

The following dates are available; all trainings are from noon-1 p.m.:

- Friday, Sept. 11
- Friday, Sept. 18
- Friday, Oct. 16
- Friday, Oct. 23

Note: the content is the same at each session, so pick the one that works best with your schedule

- 2026 Mini CLEs
 - Emerging Issues in Immigration Policies and Impact on Employers – Cassie
 - Proposed presenter: Kriper Upadhyay
 - Per Cassie –presenter has not reached out to Cassie or returned calls/contacts
 - K Upadhyay had originally reached out to Cassie expressing interest in making this presentation, but no follow up, so timing may have been an issue
 - We will put this on hold until future date if speaker reaches out again
 - Topics for additional mini-CLEs
 - PFML Amendments Update – Angie working with Jason Barrett from ESD
 - Focus will be on new amendments re PFML/FMLA stacking and associated notices; return to work obligations and associated notices
 - Aiming for mid-October date; 1:00 pm PST requested to accommodate speaker's schedule
 - Off Duty Conduct: Jim Heigl – LaRose case; Becky Andrews – Microsoft – 90 minutes – Jan./Feb.
 - Sarah will follow up with Greg Ferguson to see if he will shepherd this through
- September Dinner
 - Coordinator – Angie/Cassie

- Date/Time – group discussed week of September 21st as best week – will aim for Sept 24th (Thursday); 6:30 pm preferred by group
- Location – Harissa vs. Fare Start
 - Pre Cassie – Fare Start still has availability in September; facility requested budget estimate and they will build menu around
 - Sarah – cost for dinner comes out of development line item, which we are well under budget, so we should have sufficient funds
 - Brad suggests that if we use Fare Start to request seating upstairs
 - Angie will get in contact with Harissa as another option
- 2026 Annual Labor and Employment CLE
 - Date: November 20, 2026
 - Location: Arctic Club
 - Deadlines – bio, materials, slides
 - Send Speaker contact information and bio info to Sally Romero directly around Labor Day
 - Next deadline for session titles/descriptions is September 4th
 - Speaker Gifts for 2026 speakers– Angie will coordinate
 - Happy hour budget estimate:
 - Hosted bar for beer/wine only, 2 drink max, approx. 100 guests = \$2600
 - Cassie's firm is likely potential sponsor at \$2000 level; contract is with the Arctic Club directly
- AI Ethics
 - Moderator: Cassie
 - Panelists:
 - Mark Fucile is only able to present if he can present early (he is currently in Portland)
 - Mark Fucile also suggested new Chair for WSBA ethics committee Michele Carney - both Mark and Michele have been very active in developing ethics guidance around AI in the legal field
 - Cassie has also reached out to Carla Wale at UW Law School – associate dean of info and technology; has designed use of AI in law school classroom
 - Third potential panelist – Jean Marie Clavier – WSBA ethics attorney and staff liaison. She may be too similar to Michelle, but may also be complementary
 - 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: Three confirmed panelists: Jessie Harris, Shannon Lawless, Annie Holden of Reid, Ballew & Leahy L.L.P.

- AI in Legal Practice
 - Moderator: Jess/Heather
 - Panelists: Jake Bernstein - confirmed; J. Bernstein will provide additional suggestions. Follow up by Jess is pending
- Politicization of OCR
 - Moderator: Sarah
 - Panelists: Lisa Mangel (former exec director of OCR office); Lisa Mangel is checking on availability for other panelists
 - Sarah is meeting with LM next week to ensure the topic can be narrowed/focused to make relevant to employers
- Appellate Tips and Tricks
 - Moderator: Colin/Joe
 - Panelists: Proposed: Michael Morguess; Cynthia Jones
 - Mike Morgus: he hasn't done much WA appellate work, so declined but would make other suggestions
 - Val McOmie (Amicus briefs for employment law appeals; affiliated with WSJA)– she would need travel reimbursement
 - Cynthia Jones – not available
 - Kevin Hochalter – located in Lacey, WA; he may be potential speaker, but may also need travel expense coverage
 - Sarah suggested contacting Talmadge firm
- Labor Arbitration v. Private Complaints
 - Moderator: Brad/Nicole
 - Panelists: Contacts made and waiting to hear back/confirm
 - Jillian Cutler (labor rep) or Jack Holland
 - John Lee
 - Colin will provide brad with contact information for {NAME} who is with Police Guild in Vancouver area?
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- Off Duty Conduct – Removed – will convert to Mini CLE topic
- Next Meeting: ~~Tuesday, September 8, 2026, at 9:00 a.m.~~
 - September 24th dinner will be in lieu of our regular September meeting.
 - Next regularly scheduled meeting October 13, 2026, 9:00 am

Meeting adjourned at 9:47 am.