



Section Council Meeting Minutes
Wednesday, October 8, 2025 – 5:00 pm MT

P = Present, A = Absent

Jon Roundy – P	Chad Johnson – P	Susan Hunt – P	Doug Werth – P
Katie Riley – A	Michael Bowers – P	John Rumel – A	
Justin Brown – P	Sam Fenton – P	Amanda Ulrich – A	

Call to Order: 5:02pm

1. **Approve Minutes** for September 2025 Meeting. Motion by Justin, Second by Chad, motion passes.
2. **Spotlight a Success** – A chance to reflect on something good that happened in the last month because of the efforts of the Section. Thanks to Chad for securing EEOC speaker.
3. **Financial updates**
 - a. Review most-recent financial summary. Justin to follow-up with bar about inputting budget.
4. **Scholarship Committee (Hunt and Bower) Update.**
 - a. Date for Scholarship Announcement. Working on updating announcement.
 - b. Due Date for Applications. January 15 or February 1. School gets back in on January 12 so generally either date will work. Susan and Michael to pick a due date.
 - c. Time frame for selection and announcement of winners.
5. **Practice Section Handbook** – Available for all section council members. Distributed to all section council members.
6. **REMINDER Section Fair at U of I College of Law**
 - a. **Moscow – Wednesday October 8.** Sam attended. Good event but less attended than last year, good opportunity to talk about employment law.
 - b. **Boise – Wednesday October 22.** Susan and Justin to attend, Jon and Michael to possibly stop by.
7. **Member Introduction (Fenton)**
 - a. Who do we have lined up next?
 - i. October 22, 2025 – Tifani Silveria – Susan Hunt to introduce. Was sick last time and will rollover to this upcoming meeting.

ii. December 17, 2025 -- OPEN

8. Future Section Meetings & Speakers.

- a. October 22, 2025 — Steven Blackburn to present on professionalism. Chad working with Steven about topic related to discovery professionalism, requested a plaintiff and defense side practitioner. Ben Kramer and Jeremiah Hudson to assist in preparation.
- b. November 26, 2025 – Cancelled for Thanksgiving
- c. December 17, 2025 – Jim & Lucas Kaster of Nichols Kaster will present re Campbell v. Union Pacific. Last communication was 3 weeks ago and will reconnect a few weeks before presentation.
- d. January 28, 2026 – OPEN
- e. February 25, 2026 – OPEN
- f. Other thoughts or developments on Section meeting presenters?
 - i. Follow up on Michael Bowers Free speech rights of public employees Idea. Possible topics: current political environment – immunity, academic freedom – public university, compelled speech (pronoun law).
 - 1. Would really like to nail down this topic and on people’s minds. John Rumel may have leads on cases and Michael Bowers looked at those cases, at least one case with an attorney to speak on this topic. Michael will reach out to folks associated with the case or amicus briefs.
 - ii. Follow up on Sam Fenton’s idea: Whistleblower issues in the medical field (employment context). Samuel has contacted Ronald Van Wert. Sam said that Ron is interested but no concrete dates, Sam will check on February date.
 - iii. DEI Topics – Presenter options?
 - iv. Federal Government unilaterally canceling Union contracts and military benefits – Presenter options?
 - v. Bullying in the Employment Context – Tim Gresback.

9. Advocate Committee (Werth & Roundy) Feb 2026 Issue Committee

- a. Additional Committee Member – Sam marginally interested. Deadline is December 3.
- b. Projected Articles
 - i. **Jon Roundy** – Intro/Reflections on Employment Law in Idaho law – highlights of practice and regions.
 - ii. **OPEN** – Reinstatement as a Remedy/Make Whole Order. Was going to be Amanda Ulrich and her firm, but now not enough bandwidth.
 - iii. **Alexandra Grande (Bennet & McCraney)** – How to Avoid a Retaliation Claim or Hittle/Ames cases. Need to work out title.
 - iv. **Doug Werth** – Unemployment Compensation Appeals to the Idaho Industrial Commission in Employee Misconduct Cases.
 - v. **OPEN** – Non-economic damages. Or other short article.
 - vi. **Rafael Icaza** – Muldrow Decision and case survey.

10. Posts to Listserv –

- a. One member please commit to making a post. Justin to post on EEOC/DOL appointments.

11. New Business

- a. **Section ALL Day CLE, October 2026** – Be thinking of speakers, focus, or subjects that could be of interest.
- b. **Amanda Ulrich** – Stepping off the council
- c. **Scholarship** – reached out to Alisha Hopkins if she can present at October meeting.

12. Adjourn – Motion to Adjourn (Susan), second (Michael). Motion Passes.