



Section Council Meeting Minutes
Wednesday, November 12, 2025 – 5:00 pm
MT

P = Present, A = Absent

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

Meeting started at 5:01pm

1. **Approve Minutes** for October 2025 Meeting. Motion by Susan, Second by Sam, motion passes unanimously.
2. **Spotlight a Success** – A chance to reflect on something good that happened in the last month because of the efforts of the Section. None.
3. **Financial updates**
 - a. Review most-recent financial summary. No update, delivered the scholarship check.
4. **Scholarship Committee (Hunt and Bowers) Update.**
 - a. Updates or reminders. Verified contact information for law schools and will send out to same law schools again plus adding University of Montana. Due date January 21, 2026. Two weeks to review and grade applications so discuss on February meeting.
5. **Report Section Fair at U of I College of Law**
 - a. **Moscow – Wednesday October 8.**
 - b. **Boise – Wednesday October 22.** Well attended, mostly 1Ls, overall positive.
6. **Member Introduction (Fenton) – Discontinue the practice.** Try a post on the listserve to take volunteers for new member introductions. Sam will make listserve post.
 - a. Who do we have lined up next? No one lined up.
 - i. December 17, 2025 -- OPEN
7. **Future Section Meetings & Speakers.**
 - a. November 26, 2025 – Cancelled for Thanksgiving
 - b. December 17, 2025 – Jim & Lucas Kaster of Nichols Kaster will present re Campbell v. Union Pacific
 - c. January 28, 2026 – Lead counsel (Sam Boyd and/or Carli Raben) for Southern Poverty Law Center on free speech rights of public employees.

- d. February 25, 2026 – OPEN
- e. 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. Michael Bowers confirmed lead counsel on a Florida pronoun law for January.
 - ii. Follow up on Sam Fenton’s idea: Whistleblower issues in the medical field (employment context). Samuel has contacted Ronald Van Wert but was politely told no.
 - 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. Jon Roundy will reach out.
 - vi. AI in HR – Justin emailed Jason Mau and Garrett Kitamura at Parsons Behle.
 - vii. Chad’s idea about external investigations group by attorney and asserting attorney-client privilege or around ethics around using outside counsel for workplace investigations. Will make the pitch to counsel for the Idaho Bar.

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

- a. Additional Committee Member
- b. Projected Articles – Jon feeling good about status of articles
 - i. **Jon Roundy** – Intro/Reflections on Employment Law in Idaho law – highlights of practice and regions.
 - ii. **Sam Fenton** – Reinstatement as a Remedy/Make Whole Order – recent 9th Circuit Decision.
 - iii. **Alexandra Grande (Bennet & McCraney)** – Status of McDonnell Douglas - Hittle/Ames cases.
 - iv. **Doug Werth** – Unemployment Compensation Appeals to the Idaho Industrial Commission in Employee Misconduct Cases.
 - v. **Rafael Icaza** – Muldrow Decision and case survey.

9. Posts to Listserv –

- a. One member please commit to making a post. Sam is making a post on new member introductions and Michael on another topic.

10. New Business

- a. **Section ALL Day CLE, October 2026** – Be thinking of speakers, focus, or subjects that could be of interest. Will form a committee in the coming months.
- b. Chad raised a request from the Litigation section that the L&E group sponsor or promote an oath reaffirmation process. January 8, 2025 at the Idaho State Capitol rotunda with speakers. Looking to send a save the date email and follow-up email. Will send out notice on listserv and we will sponsor it.
 - i. Motion by Sam to sponsor the reaffirmation of oath, Chad seconded.
Passes unanimously.

11. Adjourn at 5:37pm. Motion by Sam, second by Michael, passes unanimously.