



**Section Council Meeting Minutes  
Wednesday, March 11, 2026 – 5:00 pm MT**

**P = Present, A = Absent**

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

- 1. Called to order at 5:03pm**
- 2. Approve Minutes** for February 2026 Meeting, motion by Doug, second by Sam, passed unanimously.
- 3. Previous Events Since Last Section Meeting**
  - a. February CLE – Debrief and discussion. The CLE went well other than the technical difficulties at the beginning with the speakers.
- 4. Financial Update**
  - a. Discuss – no updated budget.
- 5. Scholarship Committee (Hunt and Bowers) – Updates**
  - a. Discuss notification process, reactions – everyone has reviewed notice. One person asked for feedback and a handful of “thank you” emails.
  - b. Other items regarding scholarships – maybe next year we put in place a bit more “reasonable” standards for expenses.
- 6. Member Introduction (Fenton).**
  - a. Post on list serve to generate interest – no update or interest.
- 7. Future Section Meetings & Speakers.**
  - a. **March 25, 2026** – Andrea Rasmussen at the Department of Labor FLSA, Child Labor, FMLA Part II – *(Confirmed by Brown)*.
  - b. **April 22, 2026** – Garret Kitamura from Parsons Behl, AI in HR – *(Confirmed by Brown)*.
  - c. **May 27, 2026** – OPEN.
  - d. **June 24, 2026** – OPEN.
  - e. Other ideas or concepts for future Section meeting presenters?
    - i. Military leave - SamFenton has a colleague that is a US Army JAG and has litigated USERRA matters.

- ii. John Rumel can add in a piece about military FMLA piece (could move to June 24 meeting date) and if too small of a topic can expand to a larger FMLA topic.
- iii. Follow up on Sam Fenton's idea: Whistleblower issues in the medical field (employment context). Samuel has contacted Ronald Van Wert
- iv. Federal Government unilaterally canceling Union contracts and military benefits – Presenter options?
- v. Bullying in the Employment Context – Tim Gresback.

**8. Posts to Listserv –**

- a. One member please commit to making a post in March. Justin will make a post.

**9. Employment & Labor Law Section All Day CLE Committee (Bowers, Riley, Roundy, Rumel) – Thursday, October 22, 2026**

- a. Bar put this date on the official calendar.
- b. Brainstorm of topic ideas, rate interest level in topics:
  - i. Taste of Labor: “What does a labor lawyer in Idaho even do?”
  - ii. Anatomy of Case, Case of interest
  - iii. Government enforcement of discrimination law/EEOC case enforcement & processing time
  - iv. Reverse discrimination (white men lead plaintiffs) – potentially combine with “What the government is doing” given the recent uptick in EEOC action.
  - v. What is the government doing? Panel Discussion
  - vi. Nuts & Bolts of a <insert the blank> case
  - vii. Workplace investigations (practical practice tips, panel discussion) – union/non-union, best practices how do handle specific allegation types, should an employee even participate, 30(b)(6) depo discussion, lawyer for employer being disqualified (ethics presentation), when to outsource an investigation (high level executives)
  - viii. Muldrow decision – lower court decisions
  - ix. Religious discrimination/ADA discrimination – similar accommodation
  - x. Interplay between FMLA/ADA – differentiations risks of conflating
  - xi. ADA – offsite work/work from home
  - xii. PWFA case study
  - xiii. Is DEI dead? This is an interest topic that may get attention, area of interest.
- c. Will schedule next meeting.

**10. New Business**

- a. Review agenda for Section March meeting. Will hit all topics that were not discussed at February meeting.
- b. Ask members for input at October CLE topics, to discuss or submit via email.

**11. Adjourn.** Motion by Susan, Second by Michael, approve. **5:35pm**