



Section Council Meeting Minutes  
Wednesday, April 8, 2026 – 5:00 pm MT

P = Present, A = Absent

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

Called to order at 5:00pm

1. Approve Minutes for March 2026 Meeting. Motion to approve by John, seconded by Katie, passes unanimously.
2. Previous Events Since Last Section Meeting
  - a. March CLE – Debrief and discussion...Good presentation and hit the FMLA for military leave.
3. Financial Update
  - a. Prepare 2026 Budget. Doing well spending down a bit and doing good work with the scholarship. Jon to copy 2025 budget plus the 2024 CLE costs.
4. Scholarship Committee Report (Hunt and Bowers) – Updates
  - a. Conference dates, lunch meeting report. Susan to connect with Hannah on best month to present.
5. Member Introduction (Fenton).
  - a. Post on list serve to generate interest. Sam to post.
6. Future Section Meetings & Speakers.
  - a. April 22, 2026 – Garret Kitamura from Parsons Behl, AI in HR - .(Confirmed.by. Brown);Confirmed Garret’s attendance.
  - b. May 27, 2026 – OPEN.
  - c. June 24, 2026 – OPEN.
  - d. September 2026 – OPEN.

- e. October 2026 – All day CLE.
- f. Other ideas or concepts for future Section meeting presenters?
  - i. Exhaustion by federal or state agencies and process for right to sue letter or timeline to bring case. John Rumel brought up and will look into disparate impact.
  - ii. AI and impact on attorney-client privilege. Katie thought it was a good angle and could reach out (or have her GC reach out). Sam recalled an outside attorney/expert who was from Montana who spoke a couple years ago. While this is a more general litigation topic this can easily be moved to apply to use by Human Resources.
  - iii. Attorney Wellness - Jon recently attended a call on Attorney Wellness and how it relates to ethical duty to provide representation.
  - iv. Union Decertification – Katie could present along with Dan Swedlow (Seyfarth).
  - v. Military leave – Sam Fenton has a colleague that is a US Army JAG and has litigated USERRA matters.
    - 7j Sam to follow-up with solid answer this week.
  - vi. 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.
    - 7j This is not necessary given Andrea’s presentation hitting this topic.
  - vii. Follow up on Sam Fenton’s idea: Whistleblower issues in the medical field (employment context). Samuel has contacted Ronald Van Wert
  - viii. Federal Government unilaterally canceling Union contracts and military benefits – Presenter options? v. Bullying in the Employment Context – Tim Gresback.
- 7. Posts to Listserv –
  - a. One member please commit to making a post in April. Jon to post.
- 8. Employment & Labor Law Section All Day CLE Committee (Bowers, Riley, Roundy, Rumel) – Thursday, October 22, 2026
  - a. Planning continues.
- 9. New Business
  - a. Review agenda for Section April meeting.
- 10. Adjourn. Motion by Katie, seconded by Sam, passed unanimously. 5:43pm.