



**Section Council Meeting Minutes**  
**Wednesday, September 10, 2025 – 5:00 pm MT**

**In attendance:** Chad Johnson, Amanda Ulrich, Susan Hunt, John Rumel, Michael Bowers, Katie Riley, Jon Roundy, Justin Brown.

- Chad stated that we typically have confirmation on the new slate at this point, but we have nothing official.
- **We wish Amanda all the best in her judicial pursuit**
- **Jon started the meeting – called to order at 5:05**

**1. Approve Minutes** for August 2025 Meeting. Katie motion to approve, John R second. No objections.

**2. Financial updates**

- a. Review most-recent financial summary. No update 9/10/25

**3. Scholarship Committee Update.**

- a. Status update: in process.
- b. Amanda: We need to look at our past timeline. January 2 was our announcement for a March deadline. We'll shoot for a November announcement this year. Pacific Labor conference is an early conference. Maybe make a February deadline this year.
  - i. Will Amanda and Justin stay on the committee? Michael volunteered to join the committee. Amanda will be back up support. Justin will come off. Susan will come on.

**4. Member Introductions**

- a. Who do we have lined up next? Sam is not present. Do we want to continue this practice? Perhaps a member spotlight – not necessarily a “new member” introduction.
- b. Council members take turns introducing people.
- c. Who will find someone to introduce in the next meeting? Susan has agreed.
  - i. Need to decipher who has and has not been introduced. Sam may have a list.
  - ii. Teresa has a master list.

**5. Future Section Meetings & Speakers.**

- a. Sept 24, 2025 — Chris Green from EEOC — Chad solicited questions and forwarded them on to him. Come prepared with additional questions. Jon will introduce him.
- b. October 22, 2025 — Steven Blackburn to present on professionalism
- c. November 26, 2025 – Cancelled for Thanksgiving
- d. December 17, 2025 – Jim & Lucas Kaster of Nichols Kaster will present re Campbell v. Union Pacific – large emotional distress verdict.
- e. January and February ideas?
  - i. Foundation for first amendment rights – Michael Bowers; perhaps seeking out authors of relevant articles.
  - ii. John R – national whistleblower institute – they file amicus briefs often all over the country.
  - iii. Pronoun bill – odd situation to be in for public employees in such a politicized environment. John R has done some work on the pronoun issue. He'd be happy to turn his research over to someone who would like to present.
  - iv. Hardy v. Kish – mistrial – protest case; 4<sup>th</sup> amendment claims; obstruction of evidence; spoliation of evidence, Ritchie Eppink.
- 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).
  - ii. Follow up on Sam Fenton's idea: Whistleblower issues in the medical field (employment context). Samuel has contacted Ronald Van Wert
  - 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.

## 6. Election

- a. Elections held virtually – we'll hear confirmation soon.
  - i. Proposed Slate:
    - Chair:** Jon Roundy
    - Vice Chair:** Katie Riley
    - Secretary/Treasurer:** Justin Brown
    - At-large Members:** Susan Hunt, John E. Rumel, Douglas A. Werth, Michael J. Bowers, Amanda E. Ulrich, Samuel J. Fenton
- b. Practice Section New Officer Orientation - Jon will attend in person; Katie and Justin virtually (optional)

## 7. Advocate Feb 2026 Issue Committee

- a. Projected Articles – working slate of articles (may not need all of them):
  - i. **Jon Roundy** – Intro to Employment in Idaho law – highlights for diversity of practice and regions. Less a legal article but maybe a snapshot of time. . . different perspectives of employment law in different areas of the state.

- ii. **Amanda Ulrich (Casperson & Dustin)** - Remedies in particular the remedy of reinstatement. Federal courts seem to be taking this more seriously lately in wrongful termination discrimination cases. Amanda will speak with her partners as well. She is in the process of a reinstatement, so she'll have a lot of material to draw from.
- iii. **Alexandra Grande (Bennet & McCraney)** – How to Avoid a Retaliation Claim or Hittle/Ames cases.
- iv. **Ben Earwicker** – Algorithmic Discrimination
- v. **Doug Werth** – Unemployment Insurance 101 – Tips for Handling Unemployment Cases (Pro Bono)
- vi. **Plaintiff's Attorney (Cold Call or Chad)** – Non-economic damages
- vii. **(Unknown author)** – Ames vs. OH Dept. of Youth Services (23-1039)
- viii. **Other ideas or volunteers to write?**

**8. Posts to Listserv –**

- a. One member please commit to making a post. – Katie to post about our upcoming speaker.

**9. New Business –** Amanda has a question: Outside counsel for a lab here. He is seeking a JD/Labor relations person. Do we have a section job posting place? List serv would be a good spot. Labor attorneys in Idaho. John R: Does Bar generally have legal positions? Yes. Michael suggests the posting should be neutral. Maybe have the Bar staff post it – they have access. Colleen, Dana.

**10. Adjourn** motion by Amanda, Katie second. Adjourn at 5:50.