0000000002508 RECEIVED BY: SECRETARY OF THE SENATE Date: August 22, 2022

Date/Time Stamp:

Employee Post-Travel Disclosure of Travel Expenses

Post-Travel Filing Instructions: Complete this form within **30 days** of returning from travel. Submit all forms to the **Office of Public Records in 232 Hart Building.**

In compliance with Rule 35.2(a) and (c), I make the following disclosures with respect to travel expenses that have been or will be reimbursed/paid for me. I also certify that I have attached:

☐ The **original** *Employee Pre-Travel Authorization* (Form RE-1), **AND**
☐ A **copy** of the *Private Sponsor Travel Certification Form* with all attachments (itinerary, invitee list, etc.)

Private Sponsor(s) (list all): Big Sky Labor and Employment Institute

Travel date(s): 8/3/2022 through 8/5/2022

Name of accompanying family member (if any): NA

Relationship to Traveler: ☐ Spouse ☐ Child

IF THE COST OF LODGING **DID NOT INCREASE** DUE TO THE ACCOMPANYING SPOUSE OR DEPENDENT CHILD, ONLY INCLUDE LODGING COSTS IN EMPLOYEE EXPENSES. (Attach additional pages if necessary.)

Expenses for Employee:

	Transportation Expenses	Lodging Expenses	Meal Expenses	Other Expenses (Amount & Description)
☐ Good Faith Estimate ☒ Actual Amount	$60.25, airport shuttle (Bozment to Big sky) Airfare: $966.20	$464.18	NA	NA

Expenses for Accompanying Spouse or Dependent Child (if applicable):

	Transportation Expenses	Lodging Expenses	Meal Expenses	Other Expenses (Amount & Description)
☐ Good Faith Estimate ☐ Actual Amount				

Provide a description of all meetings and events attended. *See* Senate Rule 35.2(c)(6). (Attach additional pages if necessary.): Attaching agenda to email.

8/10/22 (Date) Catharine Bailey (Printed name of traveler) Catharine G. Bailey (Signature of traveler)

TO BE COMPLETED BY SUPERVISING MEMBER/OFFICER:

I have made a determination that the expenses set out above in connections with travel described in the *Employee Pre-Travel Authorization* form, are necessary transportation, lodging, and related expenses as defined in Rule 35.

8/10/22 (Date) Mike Braun (Signature of Supervising Senator/Officer)

(Revised 1/3/11) **Form RE-2**

0000000002509 RECEIVED BY: SECRETARY OF THE SENATE Date: August 22, 2022

BIG SKY
LABOR & EMPLOYMENT CONFERENCE

August 3–5, 2022 | Big Sky, Montana

WEDNESDAY, AUGUST 3

All times are Mountain Time

12:00 p.m. – 1:00 p.m. MT

Registration

Located in the Missouri Ballroom

1:00 p.m. – 1:10 p.m. MT

Welcome and Conference Overview

1:10 p.m. – 1:40 p.m. MT

The State of Labor Relations in the Country

Liz Shuler
President
AFL-CIO

1:40 p.m. – 2:30 p.m. MT

Additional Thoughts Regarding the State of Labor Relations in the Country

Neil Bradley
Executive Vice President, Chief Policy Officer, and Head of Strategic Advocacy
U.S. Chamber of Commerce

Mia Dell
Advocacy Deputy Director
AFL-CIO

2:30 p.m. – 2:45 p.m. MT

Break

WEDNESDAY, AUGUST 3 *Continued*

2:45 p.m. – 4:00 p.m. MT

Developments at the U.S. Department of Labor, Including Safety in the Workforce and Current Priorities and Impact of COVID-19

Scott Mugno
Former Assistant Secretary Nominee
Occupational Safety and Health Administration
U.S. Department of Labor

The Honorable Seema Nanda
Solicitor of Labor
U.S. Department of Labor

The Honorable Kate O'Scannlain
Former Solicitor of Labor
U.S. Department of Labor

Partner, Jones Day

Doug Parker
Assistant Secretary of Labor,
Occupational Safety and Health Administration
U.S. Department of Labor

Glenn Spencer, *moderator*
Senior Vice President, Employment Policy Division
U.S. Chamber of Commerce

4:00 p.m. – 5:30 p.m. MT

Labor Law Reform – Do We Need it? If Yes, What Should It Look Like?

The Honorable Sharon Block
Former Member, National Labor Relations Board

Former Acting Administrator
White House Office of Information and Regulatory Affairs

Professor of Practice
Executive Director, Labor & Worklife Program
Harvard Law School

Oren Cass
Executive Director
American Compass

Michael J. Lotito
Co-Chair and Shareholder
Littler Workplace Policy Institute

Katelyn Walker Mooney
Director, Good Jobs Initiative; Advisor to Secretary Walsh
U.S. Department of Labor, Office of the Secretary

Samuel Estreicher, *moderator*
Professor & Director, Center for Labor and Employment Law
New York University Law School

6:00 p.m. – 8:00 p.m. MT

Reception

Huntley Dining Room Area

THURSDAY, AUGUST 4

7:00 a.m. – 8:00 a.m. MT

Registration/Breakfast

Located in the Missouri Ballroom

8:00 a.m. – 9:30 a.m. MT

Labor and Employment and Artificial Intelligence

Adam Klein
Managing Partner
Outten & Golden LLP

James Paretti, Jr.
Former Chief of Staff and Senior Counsel to Acting Chair
Equal Employment Opportunity Commission

Shareholder, Littler Mendelson

The Honorable Jocelyn Samuels
Vice Chair
Equal Employment Opportunity Commission

The Honorable Keith E. Sonderling
Commissioner
Equal Employment Opportunity Commission

Daniel Chasen, *moderator*
Vice President, Workplace Policy
HR Policy Association

9:30 a.m. – 10:45 a.m. MT

A View From the Courts

The Honorable Amy Coney Barrett
Associate Justice
The Supreme Court of the United States

The Honorable Jeffrey Sutton, *moderator*
Chief Judge
The United States Court of Appeals for the Sixth Circuit

10:45 a.m. – 11:00 a.m. MT

Break

THURSDAY, AUGUST 4 *Continued*

11:00 a.m. – 12:15 p.m. MT

Labor/Management Engagement and Cooperation – Is it Happening? If So, How?

Erin Foley
Secretary-Treasurer
Montana Teamsters Local #2

Robin Haux
Director of Labor Relations
Montana Nurses Association

Daniel Murphy
Senior Vice President of Labor Relations and Deputy General Counsel
Verizon

Hollis Peterson
Vice President, Senior Labor and Employment Counsel
Providence Health

David Rolf
Founder and President Emeritus
Service Employees International Union 775

Chuck Winn
Assistant City Manager
City of Bozeman

Lori King, *moderator*
Former Executive Director
Ohio Nurses Association and Montana Nurses Association

12:15 p.m. – 1:00 p.m. MT

Lunch *(provided at meeting site)*

1:00 p.m. – 2:30 p.m. MT

NLRB Part 1: Developments and Priorities

The Office of General Counsel

The Honorable Jennifer Abruzzo
General Counsel
National Labor Relations Board

The Board

The Honorable Marvin Kaplan
Member and Former Chair
National Labor Relations Board

The Honorable Lauren McFerran
Chair
National Labor Relations Board

The Honorable Peter Hurtgen, *moderator*
Former Chair
National Labor Relations Board

Partner, Curley, Hurtgen & Johnsrud LLP

THURSDAY, AUGUST 4 *Continued*

2:30 p.m. – 2:45 p.m. MT

Break

2:45 p.m. – 4:15 p.m. MT

NLRB Part 2: Response and Discussion

Susan Davis
Partner
Cohen Weiss and Simon LLP

The Honorable Richard Griffin, Jr.
Former General Counsel and Former Member
National Labor Relations Board

The Honorable Philip Miscimarra
Former Chair
National Labor Relations Board

Alice Stock
Former Deputy General Counsel
National Labor Relations Board

Of Counsel
Bond, Schoeneck & King PLLC

Vincent Vernuccio
President
Institute for the American Worker

G. Roger King, *moderator*
Senior Labor and Employment Counsel
HR Policy Association

4:15 p.m.,– 5:45 p.m. MT

The Workplace of the Future and Corporate Social Responsibility

LeAnne Andersen
Chair, People Services
Mayo Clinic

Scott Randolph
SVP, Employee Relations Executive, Global Human Resources
Bank of America

Howard Rankin
Chief Employee Relations Officer and VP of Human Resources
Best Buy Co., Inc.

David Sherwyn
John and Melissa Ceriale Professor of Hospitality Human Resources & Professor of Law
Cornell University Nolan School of Hotel Administration/SC College of Business

Shelly Carlin, *moderator*
Executive Vice President
HR Policy Association

8:00 p.m. – 11:00 p.m. MT

Reception

Vista Deck

0000000002514 RECEIVED BY: SECRETARY OF THE SENATE Date: August 22, 2022

FRIDAY, AUGUST 5

7:00 a.m. – 8:00 a.m. MT

Registration/Breakfast

Located in the Missouri Ballroom

8:00 a.m. – 9:30 a.m. MT

Labor Relations Update: Collective Bargaining Developments, Employee Voice and Organizing Issues, and Related Protected Concerted Activity Developments

Abigail Carter
General Counsel
United Auto Workers

Mike Fitzsimmons
Vice President of Labor Relations & Global Human Resources Policy
Boeing Corporation

Ken Hurley
Former Vice President of Human Resources and Labor Relations
Kellogg Company

Brooke Niedecken
Shareholder
Littler Mendelson

Anne Tan Piazza
Executive Director
Oregon Nurses Association

The Honorable Richard Griffin, Jr., moderator
Former General Counsel and Former Member
National Labor Relations Board

9:30 a.m. – 10:45 a.m. MT

Developments and Report From the EEOC

The Honorable Charlotte Burrows
Chair
Equal Employment Opportunity Commission

The Honorable Janet Dhillon
Commissioner
Equal Employment Opportunity Commission

The Honorable Victoria Lipnic, *moderator*
Former Commissioner
Equal Employment Opportunity Commission

10:45 a.m. – 10:55 a.m. MT

Break

FRIDAY, AUGUST 5 *Continued*

10:55 a.m. – 12:15 p.m. MT

What's Being Discussed in Washington?

Katie Bailey
Legislative Director
U.S. Senator Mike Braun (R-IN)

Judy Conti
Government Affairs Director
National Employment Law Project

Matt Haller
President and Chief Executive Officer
International Franchise Association

Ademola Oyefeso
International Vice President and Director of the
Legislative and Political Action Department
United Food and Commercial Workers International Union

Glenn Spencer
Senior Vice President, Employment Policy Division
U.S. Chamber of Commerce

0000000002516 RECEIVED BY: SECRETARY OF THE SENATE Date: August 22, 2022

From: Katie Strete <kstrete@hrpolicy.org> **On Behalf Of** Roger King
Sent: Thursday, February 24, 2022 11:17 AM
To: Bailey, Katie (Braun) <Katie_Bailey@Braun.senate.gov>
Cc: Katie Strete <kstrete@hrpolicy.org>
Subject: The 2022 Big Sky Labor and Employment Conference

Katie,

I am writing in my capacity as Co-Executive Director of the Big Sky Labor and Employment Institute. The Institute is a 501(c)(3) nonprofit organization. The sole mission of the Institute is to hold an annual labor and employment conference in Big Sky, Montana each August. The objective of the conference is to bring together influential leaders from organized labor, employer representatives, and neutrals, including members of the Judiciary. Last year, we had 15 presidential nominees/Senate confirmed speakers at the conference, including U.S. Federal Circuit Court Judges Jeffrey Sutton and Ryan Nelson. Speakers also included present and past members of the National Labor Relations Board, the Equal Employment Opportunity Commission, the Federal Mediation and Conciliation Service, and present and past Solicitors of the U.S. Department of Labor.

The Institute will be holding its 2nd Annual Conference on August 3 - 5, 2022 in Big Sky, Montana, and we would like you to be a speaker/panelist at the Conference to discuss your perspective on labor and employment legislation in the Congress and related issues before various regulatory bodies. The Institute will pay for all travel, lodging, and meal expenses.

Last year, notwithstanding COVID-19 challenges, we had over 125 national participants and expect the 2022 conference to approach, if not exceed, 200 attendees.

Thank you for considering our invitation, and we hope that you will be able to join us as a guest speaker/panelist at the Big Sky Labor and Employment Conference.

Best,

G. Roger King
HR Policy Association
1001 19th Street North, Suite 1002| Arlington, VA 22209
Direct: 202-375-5004 | Cell: 614-582-3939 | rking@hrpolicy.org
Assistant: Katie Strete | 313-774-0261 |kstrete@hrpolicy.org

0000000002517 RECEIVED BY: SECRETARY OF THE SENATE Date: August 22, 2022

CHRISTOPHER A. COONS, DELAWARE, CHAIRMAN
JAMES LANKFORD, OKLAHOMA, VICE CHAIRMAN

BRIAN SCHATZ, HAWAII
JEANNE SHAHEEN, NEW HAMPSHIRE
JAMES E. RISCH, IDAHO
DEB FISCHER, NEBRASKA

SHANNON HAMILTON KOPPLIN, CHIEF COUNSEL AND STAFF DIRECTOR
WILLIAM B. CABLE, CHIEF CLERK

HART SENATE OFFICE BUILDING, ROOM 220
SECOND AND CONSTITUTION AVENUE, NE
WASHINGTON, DC 20510-6425

TELEPHONE: (202) 224-2981
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TDD: (202) 228-3752

United States Senate

SELECT COMMITTEE ON ETHICS

July 25, 2022

Catharine Bailey
Office of Senator Mike Braun
United States Senate
Washington, DC 20510

Dear Ms. Bailey:

This responds to your recent correspondence requesting approval from the Select Committee on Ethics (the Committee) to accept an invitation you received to travel the *Big Sky Labor & Employment Conference* in Big Sky, Montana, on August 3–5, 2022, sponsored by the Big Sky Labor and Employment Institute (the Institute). Provided that you adhere to the guidance set forth below, it appears that it is permissible for you to accept necessary expenses from the Institute in connection with this trip.

Background

Based on your communication with the Committee, the background in this matter is as follows.[1] You are employed as a legislative director in the Office of Senator Mike Braun. The Institute invited you to travel to the *Big Sky Labor & Employment Conference* in Big Sky, Montana, on August 3–5, 2022. The Institute certified to the Committee that it will pay the necessary expenses[2] related to the travel and that it is neither a lobbyist, lobbying firm, agent of a foreign principal, or otherwise acting as a representative or agent of a foreign government. The Institute has also certified that it does not retain or employ a registered lobbyist or agent of a foreign principal and that no registered lobbyist or agent of a foreign principal will accompany you at any point throughout your trip.[3]

Discussion

Privately-sponsored travel includes any gift of travel and travel-related expenses for travel outside the Senate duty station, including transportation, lodging, food and refreshments, and conference fees and materials, whether paid for directly, reimbursed, or provided directly, from a private individual or entity, in connection with a Member's, officer's, or employee's official Senate duties. Incorporating reforms from the Honest Leadership and Open Government Act of 2007 (HLOGA), Pub. L. 110–81 (2007), Senate Rule 35.2 permits Members, officers, and

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[1] If this letter does not correctly recite the facts, contact the Committee immediately.

[2] The term "necessary expenses" has a specific definition. *See Select Committee on Ethics' Regulations and Guidelines for Privately-Sponsored Travel – Glossary of Terms* at 8.

[3] The term "any point throughout your trip" has a specific definition. *See id.* at 2.

employees to accept privately-sponsored travel only with the prior written approval of the Committee.

The Committee's approval process is governed by the *Regulations and Guidelines for Privately-Sponsored Travel and Glossary of Terms* (collectively, *Travel Regulations*). The *Travel Regulations* contain detailed requirements regarding who may sponsor travel; time limits for trips; and the type and amount of expenses that can be reimbursed.

Entities that do not retain or employ a lobbyist or foreign agent and all non-profit organizations designated as tax-exempt organizations under § 501(c)(3) of the Internal Revenue Code of 1986, regardless of whether they retain or employ a lobbyist or foreign agent, may sponsor domestic trips for up to three days. The three-day limitation means three 24-hour periods, calculated from the time of arrival in the trip location to the time of departure from the trip location. For such trips, neither lobbyists nor foreign agents may accompany a Senate invitee at any point throughout the trip, other than in a *de minimis* way.[4] This means that neither lobbyists nor foreign agents may accompany Senate invitees at any point to and from the event, at the event itself, or at the location being visited.[5]

Under Senate Rule 35, Senate staff must receive advance authorization signed by the Member or officer under whose direct supervision the individual works in order to accept payment or reimbursement for necessary expenses related to fact-finding travel. Further, such authorization and expenses must be disclosed to the Secretary of the Senate by filing the completed *Employee Pre-Travel Authorization* and the *Employee Post-Travel Disclosure of Travel Expenses* (Form RE-1 and Form RE-2), along with a copy of the *Private Sponsor Travel Certification Form,* and all relevant attachments (e.g., the private sponsor's invitation and itinerary) **within 30 days of the conclusion of Privately-Sponsored Travel**.

Consistent with these standards and Committee precedent, and the Institute's factual representations, it appears that it is permissible for you to accept necessary expenses from the Institute in connection with this trip, provided that the actual travel and travel-related expenses conform to the information and materials you provided, and the travel and all required documents are disclosed to the Secretary of the Senate (Office of Public Records).

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[4] The term "*de minimis*" has a specific definition. *See Select Committee on Ethics' Regulations and Guidelines for Privately-Sponsored Travel – Glossary of Terms* at 3.

[5] *See Select Committee on Ethics' Regulations and Guidelines for Privately-Sponsored Travel* at 5; *see also Select Committee on Ethics' Regulations and Guidelines for Privately-Sponsored Travel – Glossary of Terms* at 2-3.

Finally, Senate Rule 34 requires a reporting individual on their Financial Disclosure Report, to make an annual disclosure of the receipt of payments or reimbursements under Senate Rule 35 from a private sponsor for officially-related travel expenses where, in the aggregate, travel expenses exceed $415 from that sponsor during a calendar year. However, if a Member, officer, or employee properly reports the receipt of necessary expenses for such travel to the Secretary of the Senate within 30 days of the travel, as discussed above, the travel expenses need not be disclosed a second time on their Financial Disclosure Report. I hope you find this information helpful. If you have any additional questions, please do not hesitate to contact the Committee.

Sincerely,

Shannon Hamilton Kopplin
Chief Counsel and Staff Director

Enclosure: Travel Checklist