

**MINUTES OF THE LABOR AND EMPLOYMENT LAW SECTION
EXECUTIVE COUNCIL MEETING
THE FLORIDA BAR ANNUAL MEETING
June 22, 2006**

I. Call To Order- Damon Kitchen called the meeting to order at 5:03 p.m.

II. Secretary/Treasurer Report

- a. Consideration of Minutes-**Eric Holshouser moved to approve the minutes from the last meeting. The motion was seconded and passed.
- b. Financial Statement-**Eric Holshouser reported that the fund balance for the year is up almost \$20,000 for the year, but it still looks like revenues and expenses are not all yet reported.

Committee Reports-It was moved and seconded to waive committee reports. The motion carried.

III. New Business

- a. BOG Report-**No report. Grier Wells did advise that he has been reappointed as board liaison to our section for the coming year.
- b. Speaker Reimbursement-**Mike Spellman is still gathering data for a report and will report at the next meeting. Alan Forst asked what we should do about the next seminar, and Mike reported we could vote by e-mail or just continue to do what we had done before. Angela said she could provide the data by the end of June. Mike said that he intends to have the meeting of his Special Projects committee by the second week in July which should give us sufficient time to make a decision before the September seminar. Mike also requested that anyone who has ideas on this issue e-mail them to Mike.
- c. Affiliate Dues-**Angela reported that we charge \$20 for students and \$30 for out-of-state attorneys. She said that the Florida Bar takes \$20 for each affiliate members so we do not make any money on student members. She suggested we increase the affiliate dues by \$5 to get our section some money, but also advised that we would need to amend our by-laws to make the change. Damon said his personal feeling is to hold back on raising the dues for students and that is not a large source of revenue.
- d. Section Leadership Conference-**Cynthia Sass and Steve Meck will attend this conference.

- e. Steve Meck reported that Angela's predecessor with our section, Carol Kirkland, is retiring soon, and he asked that we recognize her service to our section.
- f. Damon Kitchen reported that we have an opportunity to co-sponsor with the American Bar Association a basic employment law seminar at Stetson in the fall 2006. Bill Cassidy advised his understanding is that our section would provide the speakers, but Damon raised a question as to what the ABA intends to do relative to marketing the seminar to our section. Mike Spellman moved that we agree to co-sponsor the seminar so long as it is at no cost to our section. Steve Meck seconded the motion. It was also brought up that as a co-sponsor, we might have some voice on scheduling the seminar. Damon suggested we table the motion to find out more about the seminar before we vote.
- g. Leslie Langbein reported that one of our section members had a tragedy about three weeks. Specifically, the wife of Juan Enjameo of Hunton and Williams passed away, and Leslie suggested that we send a card of condolences to the member. Damon reminded our council that we have a policy that would not cover a monetary donation, but it was decided that a card would be appropriate. Angela said that the Bar office has nice cards that would be appropriate for this type of situation.
- h. Cynthia Sass reported that the Law Practice Management section is planning a seminar and is looking for a labor and employment law speaker for it. Kevin Johnson advised that it is geared toward non-employment lawyers with an employment lawyer on a panel with a law firm administrator.

IV. Chair's Report

- a. **Nominating Committee**-Damon reminded us that the nominating committee came up with a slate at the last meeting. Neil Chonin announced that he is closing down his practice to engage in public interest work in Gainesville and is resigning from the executive council. Cynthia Sass as the incoming chair will appoint a replacement. Cynthia will advance to Chair, Steve Meck will move to Chair Elect, Alan Forst will become Legal Education Chair, Eric Holshouser to CLE Chair, and Jill Schwartz to Secretary Treasurer. A motion to accept this slate was made, seconded and passed. Regarding the Executive Council, all members whose terms were expiring in 2006 were proposed for reelection to two year terms, except for Neil, Stan Kiszkiel, and Stuart Rosenfeldt who have resigned and Jill Schwartz and Alan Forst who are becoming officers. As to four of those five vacancies, the proposed slate includes Shane Munoz and Ray Poole will be new members serving two year terms, with Eric Holshouser being reappointed and Rick Johnson being appointed for one

year terms expiring in 2007. A motion to accept this slate was made, seconded and passed.

- b. Recognition-**Cynthia Sass lauded Damon for his efforts in a difficult year with all the financial issues which have arisen. Cynthia presented him with a \$150 gift certificate to the Daytona Speedway and Scales of Justice with an inscription honoring Damon for his service to the section. Damon also presented awards to program chairs Sherrill Colombo and Leslie Langbein for the employment discrimination law seminar and to Jeff Mandel as co-chair from our section for the PERL conference. He also presented awards to Karen Buessing and Alan Gerlach for the sixth annual certification review, to Greg Hearing and Cary Singletary for Advanced Labor Topics, to Cary Singletary for the same program. Damon also presented awards as follows: Ray Poole and Scott Fisher for work on the Checkoff, Frank Brown for his work on the Journal, Alan Forst for his work as CLE chair. Steve Meck was recognized as Legal Education Chair. Damon also recognized Marc Snow for the work on the new website and again encouraged all to review it, and he reported that none of this would have happened without Marc's work on the website. Damon presented Angela Froelich with a gift card recognizing her hard work for the section. Finally, Damon honored Neil Chonin, Stuart Rosenfeldt, Stan Kizkiel and Susan Dolin for their many years of dedicated service to the section.

V. Informational

- a. Reception – 6:30 p.m.-8:30 p.m. – Royal Palm Ballroom II**

VI. Next Executive Council Meeting

September 8, 2006 in South Florida

5:00 p.m. – 6:00 p.m. Executive Council Meeting

6:00 p.m. – 7:30 p.m. Reception

- VII. Adjournment-**A motion was made, seconded and passed to adjourn at 6:10 p.m.

Executive Council Members in Attendance:

F. Damon Kitchen
Cynthia Sass
Eric J. Holshouser
Stephen A. Meck
Alan O. Forst
Susan L. Dolin
S. Grier Wells
Walter Aye
David E. Block

Frank E. Brown
Sherril M. Colombo
Scott A. Fisher
Alan M. Gerlach, Jr.
Gregory A. Hearing
Leslie W. Langbein
Stuart A. Rosenfeldt
Donald T. Ryce
Jill S. Schwartz
Marcus L. Snow, Jr.
Cary R. Singletary
Michael P. Spellman
Leslie K. Stein

Executive Council Members with Excused Absence:

Jeffrey E. Mandel

Committee Chairs/Program Administrator in Attendance:

William P. Cassidy, Jr.
Shane Muñoz
J. Ray Poole
Angela Froelich

Member guests:

Kevin Johnson
Robert Eschenfelder
Bruce Minnick