

**FLORIDA BAR LABOR & EMPLOYMENT LAW SECTION
EXECUTIVE COUNCIL ANNUAL MEETING MINUTES
Boca Raton Resort and Club—June 24, 2004**

- I. **Call to Order.** Meeting was called to order at app. 3:10 p.m. by Susan Dolin, Chair-elect, acting in concert with Section Chair Cathy Beveridge, who participated by phone but was limited in her ability to speak due to illness.

- II. **Secretary/Treasurer Report.** Stuart Rosenfeldt moved that the Minutes from the April 30, 2004 Executive Council meeting be adopted, as amended to reflect that Sherril Columbo and Leslie Langbein were present at this meeting. Courtney Wilson seconded the Motion, and it passed without dissent. The Secretary/Treasurer then gave a brief overview of the Section's current financial situation. The Section ended the 2003-04 Bar Year with a profit of approximately \$2300. The Secretary/Treasurer cautioned that the Section was facing major expenses in the forthcoming year that it had not been subject to in 2003-04, such as the Trial Skills seminar, printing of judicial outreach material, publishing the Section Membership Directory, and holding a long range planning retreat.

- III. **Special Motion.** Following up on an item discussed prior to the start of the meeting, F. Damon Kitchen made a motion to donate \$500 to the Hospital where former Section Chair William Sizemore was treated prior to his untimely death. Leslie Stein moved to amend this contribution to \$100 (following discussion of the Section's finances). Alan Gerlach moved to amend this contribution to \$250, to go to St. Joe's Hospital in Tampa. Stuart Rosenfeldt seconded this amendment and Damon accepted the amendment of his original motion. After further discussion, Stuart withdrew his second. A vote was taken on whether to contribute \$500 or \$250. As the result of a divided vote, the motion to contribute \$500 carried.

- IV. **Committee Reports.** Prior to the commencement of Committee Reports, Bar Liaison to the Section Samuel Wells was introduced. Jeffrey Mandel provided the first report of the Membership Outreach Committee, noting that he contact had been made with FAMU law school and the Section had offered assistance and scholarship funds. FAMU replied that they're interested in exploring an Inns of Court arrangement. Courtney Wilson added that we're still in talks with the University of Miami regarding hosting a reception. Jeffrey added that the Section had offered scholarships to all of the State's law schools, with extremely limited response. Don Ryce of the Local/Voluntary Bar Association Subcommittee reported that he's working with the Broward County Bar to sponsor a meeting in October. There are also efforts to create and provide (in conjunction with local bar associations) a CLE program focused on labor law for law firms. Courtney complimented Don on his efforts. Marc Snow reported on the controversial Listserve project. The Listserve was launched without Section approval. It created a lot of negative response from members, as objections to being included on the list were sent to all members, rather than merely the host. The ListServe is

now down and will stay down until we're ready to relaunch. Four hundred members have expressed an interest in not being included in this project. Marc suggested that we test run a relaunch with the Executive Council and determine whether we want to make it an opt-in or an opt-out service. Susan Dolin suggested that we notify the General Membership of the availability of the Listserve. The Secretary/Treasurer suggested that we do so via the Check Off and the Web site, providing the ability to opt in via the web site. Marc responded that he'll talk with the computer people about doing this for free. The price for creating the web site was \$1200, with a \$100/month maintenance charge. Susan Dolin commented that we should not pay anything until the kinks had been worked out.

Outgoing Legal Education Chair F. Damon Kitchen congratulated CLE Chair Cynthia Sass and the Seminar Program Chairs for excellent work this year. Leslie Stein added that the Advanced Labor Topics seminar was very good. Steve Meck noted that there were 5-6 articles provided by his subcommittee in the Check Off, to which Damon responded that Steve's subcommittee was very helpful in working with CLE program chairs to come up with topics and speakers. Michael Spellman led the discussion of the Judicial Outreach Subcommittee's initiative to provide State Circuit Court judges with CLE material. He proposed an appropriation of \$5000 to provide this material to all of these judges. Susan Dolin noted that one of her priorities as Section Chair was to reach out to Judges, via receptions and the provision of educational material. She intended to have the Special Projects Committee look at Bench-Bar relations. There was a brief discussion of providing Standard Jury Instructions. Marc Snow suggested that we send the CLE material (from the 2004 certification seminar) to each Circuit's chief judge and ask if they'd like this material on CD or in print, inviting them to order more. Mike Spellman made a motion to this effect, seconded by Leslie Langbein and passed without opposition. Mike Spellman will work with Special Projects Committee on Bench-Bar relations. Frank Brown commented that the summer issue of the Check Off was coming out soon and that Bar Journal articles were needed. Marc suggested that we include a "blurb" about the ListServe in the next Check Off. Finally, in the absence of a report from the Website subcommittee, the Secretary/Treasurer commented that the website hasn't been updated for quite some time (as these minutes are prepared in late July, it still hasn't been updated).

- V. **New Business:** Michelle Fontaine was introduced. She is the winner of the outstanding Florida State University L&E student honor. She just graduated and has been clerking with Rob Sniffen's firm. A discussion of the Stetson Trial Skills Seminar followed. This seminar is scheduled for July 21-25. As of June 24, there were only 8 individuals registered. Susan commented that we need 12 to break even. She urged all members to encourage colleagues to register. Neil Chonin responded that we should cancel this seminar unless we get more than 12 registrants. He urged a relocation of the seminar site. Susan noted that the 12 break-even figure is Stetson's number and that she sees this seminar as a semi-

annual event. Neil expressed that we needed 24 registrants to make this a good seminar. Susan responded that 18 participants would work out. Neil moved that, barring an upswing in registration by the forthcoming registration deadline, Susan and the faculty of the seminar should determine, in consultation with Stetson, whether to cancel the seminar. Frank Brown seconded this motion, which passed without opposition. Susan reiterated that she sought support (encouragement of potential registrants) for this program.

The Secretary/Treasurer and the Program Administrator made a pitch for including advertisements in the Check Off and/or the Membership Directory. Angela noted that other sections sell ads in both publications. Mike Spellman suggested that we put the Directory on CD or on the Web, to save money. Stuart (as amended by Cathy Beveridge) moved that the Special Projects Committee study the advertisements and alternative Directory publication issues. The motion was seconded by Marilyn Holifield and carried without opposition. The Secretary/Treasurer called attention to the \$300 reimbursement being provided to CLE Certification members. There was no interest in discussing this matter.

- VI. **Report of the Nominating Committee:** The following officers were proposed for 2004-05: Susan Dolin, Chair; F. Damon Kitchen, Chair-elect; Cynthia Sass, Legal Education Chair; Alan Forst, Secretary/Treasurer. Steve Meck was proposed for the position of CLE Subcommittee Chair. The following individuals were proposed to continue as executive council members, with terms expiring June 2006: Walter Aye, Frank Brown, Eric Holshouser, Leslie Langbein, Robert Miles, Ronald Rosengarten, Donald Ryce, Marcus Snow, and Michael Spellman. The following individuals were proposed to commence (or renew) service as council members, with terms expiring June 2006: Courtney Wilson, Jill Schwartz, and Cecil Howard. There was no opposition to the Nominating Committee's proposal.
- VII. **Chair Report's:** Outgoing Chair Cathy Beveridge noted her appreciation of the new Committee structure and the people who made it work. New Chair Susan Dolin thanked Cathy for her leadership and gave her a statute of justice, a gift certificate and a crystal gavel in "a really neat box." Awards were then provided to the CLE Program Chairs: Jeffrey Mandel (PELR); Jill Schwartz and Eric Holshouser (Litigation); Cathy Stutin and Gordon Leech (Certification Review); Richard Johnson and John Campbell (Advanced Labor Topics). Awards were also given to the Check Off editors Scott Fisher and Ray Poole, Florida Bar Journal Editor Frank Brown, Legal Education and CLE Subcommittee chairs F. Damon Kitchen and Cynthia Sass. Cathy also provided a gift to Section Program Administrator Angela Froelich.
- VIII. **Adjournment.** In the absence of Stuart Rosenfeldt, Eric Holshouser moved to adjourn. Greg Hearing seconded the motion, and the meeting was adjourned.

Members in Attendance

Cathy Beveridge
Susan Dolin
Alan Forst
F. Damon Kitchen
Cynthia Sass
Walter Aye
Frank Brown
Neil Chonin
Sherril Columbo
Alan Gerlach
Gregory Hearing
Marilyn Holifield
Eric Holshouser
Stanley Kiszkiel
Leslie Langbein
Jeffrey Mandel
Stephen Meck
Robert Miles
Stuart Rosenfeldt
Ronald Rosengarten
Marcus Snow
Michael Spellman
Leslie Reicin Stein

Excused or Unexcused Absences

Donald Ryce, Cary Singletary, Cathy Stutin, Allan Weitzman

Special Guests

Angela Froelich (Program Administrator)
Samuel Wells (Board Liaison)
Margaret Fontaine
Rob Sniffen
Jill Schwartz