

**FLORIDA BAR LABOR & EMPLOYMENT LAW SECTION  
EXECUTIVE COUNCIL MEETING MINUTES  
Rosen Centre Hotel—October 21, 2004**

- I. Call to Order.** Meeting was called to order at app. 5:25 by Section Chair Susan Dolin. This meeting followed a brief joint meeting with the Local, County and State Government Section, held in conjunction with the 30<sup>th</sup> Annual Public Employee Labor Relations Seminar. It was noted that there were 17 speakers and 65 paid registrants involved with this seminar.
- II. Secretary/Treasurer Report.** Don Ryce moved that the amended minutes from the June 24, 2004 meeting be adopted. Cynthia Sass seconded and the motion was passed without dissent. The Secretary/Treasurer also provided an insight into the Section's current financial situation and the Section Chair noted that the Stetson Litigation Trial Skills seminar made a profit.
- III. Committee Reports. Several committee and subcommittee representatives** provided brief reports.

**A. Membership Outreach Committee** Chair Stan Kiszkiel reported that he has had meetings with the ABA regarding putting on a Basics Program in Florida, co-sponsored by the Section. ABA Liaison Subcommittee Chair Karen Buesing endorsed the EEO Basics proposal and added that the Section and ABA did this before in Tampa and she would be willing to work on this. She has also talked with ABA representatives with respect to more Florida L&E attorney involvement with the ABA, particularly with ADR programs. Stan also referenced meetings with the NLRB with respect to State-of-the-Program exchanges. The Section Chair complimented Stan for this approach and encouraged his Committee to meet with NLRB Regional staff. Scott Silverman was designated as the contact person. Law School Liaison Subcommittee Chair Robert Eschenfelder submitted an impressive memo (attached) outlining the subcommittee's proposed projects for 2004-2005. A discussion of greater student involvement in the Section ensued, with the Section Chair emphasizing that the EC needs to encourage greater student involvement/membership in the Section. Ideas discussed were having students join the Section as affiliate members (with the Section or the student responsible for paying the share of the students' Section dues that are designated for the Bar or, as Program Administrator Angela Froelich noted, perhaps the Bar would waive its share), the Section subsidizing membership for one student from each school, and/or diverting funds currently earmarked for scholarships (which are mostly going unclaimed) for use as affiliate membership dues. Steve Meck suggested that Section Members who are teaching L&E courses should gauge interest among students in being Section members. New Membership/Outreach Subcommittee Chair Shane Munoz expressed his desire to work with the website subcommittee, make the Section more accessible to the Plaintiff's bar and get mailing lists from other sections (such as the workers' compensation section) and keep an eye on court filings in an effort to garner new members.

**B. Long Range Planning Committee** Chair Cary Singletary reported that he is working on the Section's fourth Long Range Planning "retreat." The retreat is planned for February 2005 and Cary hopes to get the same facilitator that worked on the first three retreats. Cary proposed that we spend some time at the retreat discussing the future of L&E law in Florida (less lawyers?/less filings?). He also proposed reaching outside of Florida and inviting the L&E Section chairs from other southeastern states to attend our retreat. Finally, Cary expressed his intent to continue with social dinners following EC meetings. Cary made a motion to have the Long Range Planning "retreat" at the Rosen Plaza hotel on Saturday 2/26/05 with the same facilitator. Walter Aye seconded this motion, which passed without opposition. Per the recommendation of the Secretary/Treasurer, the EC meeting that had been scheduled for 2/25 was rescheduled for the morning of 2/26, to precede the Long Range Planning retreat.

**C. Legal Education Committee** Chair Cynthia Sass thanked CLE Subcommittee Chair Steve Meck for his work on the PELR conference/seminar. Steve in turn thanked Jeffrey Mandel and Mike Grogan for co-chairing this conference. Cynthia announced the co-chairs of upcoming seminars: Debbie Brown and Stan Kiszkiel are co-chairing the Employment Litigation Seminar in WPB in December; Jill Schwartz and Carmen Johnson are co-chairing the Certification Exam Review Course in Orlando in February and Michael Spellman and David Linesch are co-chairing the Advanced Labor Topics Seminar in Duck Cay in late April. The Section Chair added that the next Trial Skills seminar would be in 2006. Current Legal Developments Subcommittee Chair Jill Schwartz reported that she is collecting legal updates to brief the EC and to place in the Checkoff and on the website. Judicial Outreach Subcommittee Chair David Linesch expressed his desire to hold a seminar for State Circuit Court Judges, perhaps in conjunction with the State Judicial Conference. He's also putting out "feelers" to Federal Judges regarding their availability for programming/outreach/education. Dave would also like to put certification material on the web directed only to judges, though, following up on Chair-elect Damon Kitchen's suggestion, Dave agreed to look into e-mailing this material to the judges. It was agreed that social interaction with the judges would be best handled elsewhere and that Dave would talk with Circuit Court Chief Judges regarding Bench/Bar conferences that are L&E Section specific. Publications Subcommittee Chair Frank Brown reported that the Section has articles included in the next 2-3 Florida Bar Journals. The Section had articles in 8 or 9 Journals last year, though it probably will be limited to 6 or 7 this year. Checkoff editor Scott Fisher noted that he is hoping to have four issues of the Checkoff in the coming year (including the issue released in November). Finally, Website Subcommittee Chair Marc Snow brought up the subject of the Listserve. Marc noted that his membership outreach subcommittee intended that the Listserve be utilized to draw members to the Section's website, but it had not worked out as planned. Per the suggestion of the Section Chair, Steve Meck moved to pull the plug on the Listserve. Damon Kitchen seconded the motion and it passed without dissent. Marc noted that Andy Adkins didn't believe we were getting our money's worth from our web site (\$500/month). All agreed that our efforts should be focused on developing and promoting the website.

- IV. **New Business and Adjournment.** Gregory Hearing offered an expression of appreciation on behalf of Thompson, Sizemore & Gonzalez to the Section for its donation in memory of Bill Sizemore (letters attached). The Section Chair noted that the Family Law Section wanted other Sections to support its legislative lobbying position with respect to the issue of adoptions by homosexuals. Upon consultation with Ron Rosengarten, it was determined that the Section cannot take a position on this issue. Steve Meck moved to adjourn the meeting at 6:35 p.m. Jeffrey Mandel seconded the motion, and the meeting was adjourned.

**Members in Attendance:**

Susan Dolin  
F. Damon Kitchen  
Alan Forst  
Cynthia Sass  
Cathy Beveridge  
Stephen Meck  
Walter Aye  
David Block  
Frank Brown  
Neil Chonin  
Sherril Colombo  
Alan Gerlach  
Gregory Hearing  
Marilyn Holifield  
Eric Holshouser  
Stan Kiszkiel  
Jeffrey Mandel  
Robert Miles  
Stuart Rosenfeldt  
Ronald Rosengarten  
Donald Ryce  
Jill Schwartz  
Cary Singletary  
Marcus Snow  
Leslie Reicin Stein  
Courtney Wilson

**Excused or Unexcused Absences**

Cecil Howard  
Leslie Langbein  
Michael Spellman

**Special Guests:**

Program Administrator Angela Froelich  
Board Liaison Samuel Wells  
Karen Buesing  
Robert Eschenfelder  
Scott Fisher  
David Linesch  
Shane Munoz  
George Aude  
Tom Brooks  
Youndy Cook  
Mary Jean Navaretta  
Robert Sniffen  
Meg Zabijaka

**Funny Story:** An L&E Section EC Member (who shall go nameless) went to dinner following the reception. She was dropped off at the entrance to the hotel—there appeared to be a large event taking place, as cars, limos and taxis were parked in front of the hotel and many people in formal wear were in front of the hotel. There was no such crush when she left the hotel 90 minutes earlier. She then went up to her room. Her key didn't work. She went downstairs for help. Hotel personnel went up to the room and let her in, but her luggage wasn't in the room! She went downstairs and, you guessed it, learned that she was at the Rosen Plaza Hotel and her room was at the Rosen Centre Hotel. She got a cab and went to the correct hotel and went to sleep. That night, there was knocking at her door. She didn't see anyone but later saw someone wondering the hall. She called security and learned that it was a guest registered at the Rosen Plaza Hotel looking for his room!