

**THE FLORIDA BAR LABOR & EMPLOYMENT LAW SECTION
EXECUTIVE COUNCIL MEETING MINUTES
Coconut Grove—November 13, 2003**

I. Call to Order. Meeting called to order at app. 5:15 p.m. by Damon Kitchen, Chair of the Legal Education Committee. Damon noted that Section Chair Cathy Beveridge was unable to attend the meeting due to a funeral.

II. Secretary/Treasurer Report. After a discussion regarding the tone of the draft minutes of the October 23 EC Meeting the minutes were adopted with two amendments: a correction was made to the spelling of Mike Grogan's name, and the inclusion of the price paid for a hotel room in Orlando was deleted. Walter Aye moved the adoption of the original draft minutes, with the aforementioned changes. The motion was seconded by Stan Kiszkiel and the minutes were adopted, with three dissenting votes. (Kitchen, Meck, and Spellman). The Treasurer noted that the Section's current fund balance and membership numbers were slightly higher than they had been at the previous meeting.

III. Committee Reports. Cary Singletary noted that the Long Range Planning Committee had met prior to the EC meeting and discussed the EC dinner program. Cary felt that we should shoot for more friendly and collegial dinners, without an agenda. There was general agreement with Cary's sentiments and his recommendation that we get away from a set menu and formality.

Marilyn Holifield provided the report of the Local/Voluntary Bar Association subcommittee. The subcommittee had met and identified some goals, including the identification of leaders of voluntary bar associations in Florida. She noted that she had been invited to speak at a forthcoming Federal Bar Association meeting in Broward County regarding the Section.

Cynthia Sass gave kudos to Eric Holshouser and Jill Schwartz for putting together a fabulous seminar program, with 65 registrants. Cynthia also expressed her satisfaction with how the next two CLE programs were shaping up.

Michael Spellman, chair of the Judicial Outreach subcommittee, noted that the State's judges are focused on the budget situation, with law libraries on the endangered species list. Michael noted that the subcommittee will put some focus on the Circuit Court Judicial Conference, and that the subcommittee has plenty of educational material.

Damon Kitchen notes that Check Off will be coming out in early December and the publications subcommittee is doing a fine job of collecting articles for the next issue. Damon also noted that the Current Legal Developments subcommittee is keeping abreast of CLDs and available to work with other subcommittees on brainstorming ideas.

Walter Aye informed the group that he had spoken with Marc Snow regarding a Section Listserve. Walter also noted that we have solved the problem of getting information and data and pictures (no, not those kind of pictures) from the people with information to the people who know how to put said information on the Section's website (www.laboremploymentlaw.org), via the Section's webmaster, Andy Adkins. That is true, as the webpage is now up-to-date. Walter will get

some details regarding a Listserve from Andy, though he feels that the initial cost estimate would save the Section money by serving as a replacement for printing and mailing the Check Off. As for our current costs, it was reported that we pay \$100/month to the webmaster and we were not billed during the down time. The initial estimate for adding a forum/listserve would be a set up fee of \$600 and a monthly fee of \$250. Damon suggested that Walter distribute the proposal prior to the next EC meeting.

Susan Dolin announced that she has drafted EC members to serve on the Special Projects Committee (Walter Aye, Cynthia Sass, Damon Kitchen, Steve Meck, Leslie Langbein, Leslie Reicin Stein, and non-EC member Archie Thomas). The SPC will be looking at EC and Officer succession planning, term limits, and criteria for selection.

IV. New Business. A draft version of the Section By-laws as amended was circulated. A copy will be distributed to all EC members prior to a vote by the EC. Once a draft is approved, it will be submitted to the Florida Bar Board of Governors.

For the second time this Bar year, the matter of the Section's budget for 2004-2005 came before the EC. However, in the absence of the Section's Program Administrator and Chair at this meeting, Acting Chair Damon Kitchen and Chair-elect Susan Dolin suggested that the EC merely discuss the budget documents. Special guest administrator Arlie provided an explanation of the difference between a Budget and a Projected Actual Budget. Steve Meck stated "the numbers don't add up." He also noted that the 2004-05 budget numbers appeared to be premised on the notion that membership would go up, which is contrary to the recent trend. Steve initially moved for appointment of an Ad Hoc Budget Committee. But, first, Don Ryce moved to table a vote on the budget. This was seconded by Eric Holshouser and passed unanimously. Steve then returned to his motion, noting that the Section Chair will appoint an Ad Hoc Budget Committee to prepare for a Special Meeting of the EC (by phone) before the mid-year (1/22/04) Florida Bar Board of Governors meeting. The Committee, in consultation with P.A. Angela will get a grasp on the numbers and projections and report back to the EC at this meeting. Cary Singletary suggested that the Committee consist of the Section's Officers plus anyone else that the Chair appoints. Steve urged that the Secretary/Treasurer be included on the Committee. Steve Meck withdrew his motion without a vote.

Robbie Miles made a motion to reimburse the firm of Zinober & McCrea the sum of \$285.88 which was expended on a teleconference of the Publications Subcommittee. Susan Dolin seconded the motion, and it passed unanimously, with Frank Brown and the Secretary/Treasurer abstaining.

Alan Gerlach suggested that EC meetings be held on the Fridays after (or in the middle of) Section CLE seminars. Whatever, Damon and Cary agreed that this would be an issue for the LRPC.

V. Adjournment. Stan Kiszkiel moved to adjourn the meeting. Robbie Miles, seconded the motion, and the meeting was adjourned.

Members in Attendance

Susan Dolin
Alan Forst
Damon Kitchen
Cynthia Sass
Walter Aye
Frank Brown
Neil Chonin
Sherril Columbo
Alan Gerlach
Gregory Hearing
Marilyn Holifield
Eric Holshouser
Stanley Kiszkiel
Leslie Langbein
Stephen Meck
Robbie Miles
Ronald Rosengarten
Donald Ryce
Cary Singletary
Marcus Snow
Michael Spellman
Leslie Reicin Stein

Excused or Unexcused Absences

Everybody Else

Special Guests

Jill Schwartz
Acting Program Administrator Arlee Colman