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CHAIR-ELECT

Hon. Frank E. Brown
Fla. Reemployment Assistance Appeals Commission
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SECRETARY/TREASURER

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Sacha Dyson, Tampa
Richard E. Johnson, Tallahassee
Jay P. Lechner, Tampa
Brian L. Lerner, Fort Lauderdale
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Jonathan W. Oliff, Jacksonville
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Karen Evans, Miami
Kristen Foslid, Miami
Robyn S. Hankins, Jupiter
Robert L. Kilbride, Stuart
J. Ray Poole, Jr., Jacksonville
Marlene Quintana, Miami

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Hon. Alan O. Forst, West Palm Beach
Gregory A. Hearing, Tampa
Eric J. Holshouser, Jacksonville
F. Damon Kitchen, Jacksonville
Stephen A. Meck, Tallahassee
Cynthia N. Sass, Tampa
Jill S. Schwartz, Winter Park

PROGRAM ADMINISTRATOR

Angie Froelich
afroelich@flabar.org

June 22, 2015

Re: Agenda, Executive Council Meeting, June 25, 2015

Dear Executive Council Members and Committee Chairs,

The Labor & Employment Law Section annual executive council meeting will take place on Thursday, June 26 at **5:15 p.m.** at the Boca Raton Resort & Club, 501 E. Camino Real, Boca Raton, FL 33432, (561) 447-3000, www.bocaresort.com.

The agenda and supporting documents for this meeting are enclosed.

The conference call information is:

Toll-free number: 888-376-5050

Conference Code: 1563821345 and #

Customer Service: 866-640-5038

Hotel Room Assignments:

Presidential Showcase: Grand Ballroom G

Executive Council Meeting: Venetian I

Reception: Royal Palm Ballroom VII

I look forward to seeing you in Boca Raton.

Angie

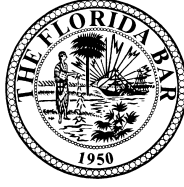


AGENDA

*Labor and Employment Law Section Executive Council Meeting
Boca Raton Resort & Club, 501 E. Camino Real, Boca Raton, FL 33432, (561) 447-3000, www.bocaresort.com
Thursday, June 25, 2015 • 5:15 p.m. e.s.t. • (Venetian I)*

- I. Call To Order** – Shane T. Muñoz, Chair
- II. Secretary/Treasurer Report** – Hon. Frank E. Brown
 - a. Consideration of Minutes – May 29, 2015 (**Attachment A**)
 - b. Financial Statement – May, 2015 (**Attachment B**)
- III. Committee and Subcommittee Reports (Attachment C)**
 - a. ABA Liaison Committee – Cynthia Sass / Jennifer T. Williams
 - b. Law School Liaison Committee –Debbie Brown / Freddy Perera
 - c. Judicial Outreach Committee – Zascha Blanco Abbott / John D. Hoffman (**attachment**)
 - d. Local/Voluntary Bar Association Liaison Committee – Scott Atwood / Sacha Dyson
 - e. EEOC and FEPA Liaison Committee – Kristen Foslid / Marquis Heilig
 - f. NLRB and PERC Liaison Committee – Nick Karatinos / Stephen A. Meck
 - g. Wage and Hour Administration Liaison Committee – Joseph G. Santoro / David Spalter
 - h. Membership Outreach Committee – Leslie Reicin Stein / Lindsay Wagner (**attachment**)
 - i. Bar Leadership Outreach Committee – Sherril Colombo / Marlene Quintana
 - j. Long Range Planning Committee – Hon. Alan Orantes Forst / Robert Kilbride
 - k. Communications Committee – Hon. Stephanie W. Ray / Cathleen Scott
 - a. Publications Subcommittee – Jay Lechner / Rob Eschenfelder
 - b. Website Subcommittee – Hon. Stephanie W. Ray / Brian L. Lerner (**attachment**)
 - c. Social Media / Advertising Subcommittee – Cathleen Scott / Brian L. Lerner
 - l. Special Projects Committee – Marlene Quintana / David Spalter
 - a. Certification Standards Review Subcommittee – Sherril M. Colombo / Frank Brown
 - b. FLSA Procedures Subcommittee – David Spalter / Marlene Quintana
- IV. New Business**
- V. Chair’s Report**
 - a. Chair's Special Appreciation
 - b. 2015-2016 Proposed Executive Council (**Attachment D**)
 - c. Report of Nominating Committee & Vote for Officers and EC Members
- VI. Informational**

6:00 p.m. – 6:30 p.m. Hall of Fame and Scholarship Awards • *Royal Palm Ballroom VII*
6:30 p.m. – 8:30 p.m. Reception • *Royal Palm Ballroom VII*
- VII. Adjournment**



MINUTES

*Labor and Employment Law Section Executive Council Meeting
Ritz Carlton Sarasota, 1111 Ritz-Carlton Drive, Sarasota, FL 34236, (941) 309-2000,
Friday, May 29, 2015 • 5:00 p.m. e.s.t. - 6:00 p.m. e.s.t. • (Mira Mar)*

I. Call To Order – Shane T. Munoz, Chair

Chair Shane Munoz called the meeting to order. A quorum of the Executive Council was present either in person or by telephone.

II. Secretary/Treasurer Report – Hon. Frank E. Brown

Frank Brown presented the minutes for the January 29, 2015 meeting, which were approved without amendment.

Frank Brown reported that the financial statement for the month ending April, 2015 showed an operating profit this year of almost \$54,000. The Section has generated significantly larger revenue from CLE programs in the current bar year as compared to this time last year.

III. Committee Reports

a. ABA Liaison Committee – Cynthia Sass/Jennifer T. Williams

No report

b. Law School Liaison Committee – Debbie Brown/Freddy Perera

The Committee included a written report for the agenda.

c. Judicial Outreach Committee – Zascha Blanco Abbott/John D. Hoffman

Zascha Abbott reported that the Committee has a presentation scheduled for Key West on August 7, 2015. The presentation in Tampa remains planned, but the details are still being finalized.

d. Local/Voluntary Bar Association Committee – Scott Atwood/Sacha Dyson

Scott Atwood reported that the Committee has identified 167 local/voluntary bar associations throughout the State of Florida, obtained from a listserv created by The Florida Bar through its Voluntary Bar Liaison Committee. The TFB committee has a conference this July, and our liaison committee plans to provide information to the main bar committee regarding opportunities to work together on projects.

e. EEOC and FEPA Liaison Committee – Kristen Foslid/Marquis Heilig

No report

f. NLRB and PERC Liaison Committee – Nick Karatinos/Stephen A. Meck

Gregg Morton reported that the 41st Annual Public Employees Labor Relations Forum is scheduled for October 22-23, 2015, in Orlando, Florida.

g. Wage and Hour Administration Liaison Committee – Joseph G. Santoro/David Spalter

No report

h. Membership Outreach Committee – Leslie Reicin Stein/Lindsay Wagner

The Committee provided a written report. Leslie Stein reported that while they have several individuals committed to complete toolkits, those remain outstanding. She asked that if individuals sign-up for a particular topic, to please complete it.

i. Bar Leadership Outreach Committee – Sherril Colombo/Marlene Quintana

Sherril Colombo and Marlene Quintana reported regarding the May meeting of The Florida Bar's Board of Governors. The primary topic was the bar's initiative VISION 2016 focusing on technology issues. Technology will be a major emphasis at the annual meeting.

j. Long Range Planning Committee – Hon. Alan Orantes Forst/Robert Kilbride

Robert Kilbride reported that the Section's "LEstserv" is up and running with over 100 participants. He noted that there were some technical problems with signups at launch, and encouraged anyone who had not been able to sign up to do so again. Rob thanked Brian Lerner for his work as the moderator thus far.

Judge Forst reported on the Section's selection to present the Presidential Showcase Program at the annual meeting this year. The Section will be covering topics related to technology and labor and employment law for law firms.

Judge Forst also raised the question of whether the Section should conduct a Long-Range Planning Retreat this year, since it has been several years since the last one.

k. Communications Committee – Cathleen Scott/Hon. Stephanie W. Ray

Publications Subcommittee – Jay Lechner /Rob Eschenfelder

Rob Eschenfelder provided a written report for the agenda. He summarized the report by indicating that he needed just one more article to fill the rest of the slots for the calendar year. He also indicated that he had committed the Section for an article for the special issue of the Journal for January 2016 focusing on technology issues. Greg Hearing agreed to write an article on social media for that issue.

Jay Lechner reported that he needs more articles for the next issue of the CHECKOFF. Sherril Colombo volunteered to write an article on the EEOC's new wellness regulations. Bill Mitchell agreed to write an article on the ACA.

Website Subcommittee – Hon. Stephanie W. Ray /Brian L. Lerner

The subcommittee prepared a report for the agenda.

Social Media/Advertising Subcommittee – Cathleen Scott/Brian L Lerner

The subcommittee prepared a report for the agenda. Cathleen Scott mentioned that the Section is still in need of additional advertising for the website.

l. Special Projects Committees –

Certification Standards Review Committee – Sherril Colombo/Frank E. Brown

The Committee submitted a written report for the agenda. Frank Brown reported that the Labor and Employment Certification Committee had agreed to review the experience requirements internally and then be prepared to discuss potential changes with Section representatives in September. Sherril Colombo agreed to put together a summary of the results of the Section survey and to get feedback from the Executive Council as to what changes, if any, to propose.

FLSA Procedure Committee – David Spalter/Marlene Quintana

Marlene Quintana reported that she met with Chief Judge Moore of the Southern District regarding developing a standardized approach for FLSA settlements. Judge

Moore reported that there was a lot of resistance internally to accepting standardization. It does not appear feasible to get that court to accept a standard practice as a matter of local rule. The Executive Council discussed alternative approaches to assisting in the standardization of FLSA administration and settlement procedures, including further developing the questionnaires to the judges prepared by The Florida Bar Federal Court Practice Committee, or preparing a similar survey.

IV. New Business

a. Hall of Fame Nomination: David Kornreich

Jeffrey Mandel, a former partner of the late David Kornreich at Fisher and Phillips, spoke in support of his nomination of David for the Labor and Employment Law Section Hall of Fame. Jeff summarized David's career, with emphasis on his mentoring of labor and employment practitioners, and his service to the Section and the profession as a whole. Frank Brown also spoke in support of the nomination, commenting on David's professional courtesy and collegiality. The Executive Council voted unanimously to admit David Kornreich to the Hall of Fame.

b. Standing Committee for Diversity and Inclusion Liaison: Patrick Martin

Shane Munoz announced that Patrick Martin has been designated as the Section's representative on The Florida Bar Standing Committee on Diversity and Inclusion and will be serving on the Committee during the next bar year.

V. Chair's Report – Shane T. Munoz

Shane Munoz reminded everyone of the full schedule of events at the annual meeting in June. The Section will be presenting the Presidential Showcase on technology as it relates to labor and employment issues in law firms. After the Executive Council meeting, the Section will have a reception honoring its Hall of Fame and Scholarship award winners, and the Section will then cohost (with the Florida Chapter of The Federalist Society) a reception honoring the departing chief judges of the DCAs.

VI. Attendance:

Officers/Executive Council/Committee Chairs

In person:

Shane T. Munoz
Hon. Frank E. Brown
Zascha Abbott
David W. Adams
Scott E. Atwood
Sherril M. Colombo
Sacha Dyson
Robert M. Eschenfelder
Karen Evans
Hon. Alan Orantes Forst
Robyn Hankins
Gregory A. Hearing
Eric J. Holshouser
Robert L. Kilbride
Jay P. Lechner
Marlene Quintana
Hon. Stephanie W. Ray
Cathleen Scott
Leslie K. Reicin Stein
Lindsey Wagner
Angie Froelich

Phone:

Robert S. Turk
David E. Block
Deborah C. Brown
Yvette Everhart (for Cynthia Sass)
F. Damon Kitchen
Brian L. Lerner
Patrick Martin
Gregg R. Morton (for Stephen A. Meck)
Freddy Perera
J. Ray Poole, Jr.

Section Members/Guests

Present:

Lori Adelson
Steve Cheeseman
Margaret Diaz
Jennifer Fowler-Hermes
Alan M. Gerlach
Janet Klinker
Jeffery E. Mandel
Bill Mitchell
Susan J. Willower

Excused:

Leslie W. Langbein
Marquis Heilig



Labor & Employment Law Section

2014 – 2015

MAY 2015

Section – Financial Statement

Beginning Fiscal Year Fund Balance	\$189,155
Total Revenue	\$134,726
Total Expenses	\$ 83,729
Ending Fiscal Year Fund Balance	\$240,152*

**see attached statement of operations*

Current Membership

Current Membership	2,251
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	May 2015 Actuals	YTD 14-15 Actuals	Budget	Percent Budget
Total Labor & Employment Law				
=====				
31431 Sect Dues	0	78,800	77,000	102.34
31432 Affil Dues	20	800	730	109.59

Total Dues Income Net	20	79,600	77,730	102.41

32010 Legal Span On-line	893	5,403	0	*
32191 CLE Courses	5,707	38,402	30,000	128.01
32205 Compact Disc	0	5,745	0	*
32293 Sect Differential	140	3,020	7,000	43.14
32301 Course Materials	0	60	0	*
35201 Sponsorships	0	0	2,500	0.00
37991 Advertising Revenue	0	700	3,000	23.33
38499 Investment Alloc	-616	1,796	6,599	27.22

Other Income	6,124	55,126	49,099	112.28

Total Revenues	6,144	134,726	126,829	106.23

36998 Credit Card Fees	0	98	15	653.33
51101 Employee Travel	0	2,239	4,330	51.71
71001 Phone/Direct	43	680	1,200	56.67
71005 Internet Charges	43	329	550	59.82
75401 Express Mail	2	38	0	*
84001 Postage	90	489	1,250	39.12
84002 Printing	0	396	800	49.50
84006 Newsletter	0	2,620	5,500	47.64
84007 Membership	0	0	250	0.00
84009 Supplies	20	311	250	124.40
84010 Photocopying	125	425	350	121.43
84051 Officers Travel Exp	0	0	500	0.00
84052 Mtg Travel Exp	585	10,415	22,500	46.29
84053 Out Of State Travel	0	0	1,000	0.00
84054 CLE Speaker Exp	0	0	10,000	0.00
84061 Reception	2,138	4,018	11,000	36.53
84069 Dinners	925	3,216	5,000	64.32
84101 Committee Exp	0	59	500	11.80
84103 Cert Committee Exp	954	2,145	2,000	107.25
84201 Board Or Council Mtg	0	2,641	5,600	47.16
84202 Annual Mtg	0	0	10,000	0.00
84205 Section Service Prog	105	1,849	3,000	61.63
84209 Retreat	0	0	11,000	0.00
84214 Long Range Planning	0	0	4,000	0.00
84301 Awards	335	398	7,000	5.69
84302 Scholarships	3,500	6,000	11,000	54.55
84422 Website	250	3,345	5,800	57.67
84535 Chairs Conv	0	0	400	0.00
84701 Council Of Sections	0	300	300	100.00
84998 Operating Reserve	0	0	11,870	0.00

	May 2015 Actuals	YTD 14-15 Actuals	Budget	Percent Budget
Total Labor & Employment Law				
=====				
84999 Miscellaneous	0	58	500	11.60
88241 Outline Prt-Inhouse	0	52	0	*
88252 Course Credit Fee	0	0	150	0.00
88281 A/V Ctr Dup/Prod	0	35	0	*

Total Operating Expenses	9,115	42,156	137,615	30.63

31433 Section Mgmt Fee	18	34,756	34,318	101.28
86431 Mtgs Admin	0	931	1,236	75.32
86543 Graphics & Art	0	5,688	2,722	208.96
86623 Registrars	0	198	0	*

Total TFB Support Services	18	41,573	38,276	108.61

Total Expenses	9,133	83,729	175,891	47.60

Net Operations	-2,989	50,997	-49,062	-103.94

21001 Fund Balance	0	189,155	219,983	85.99

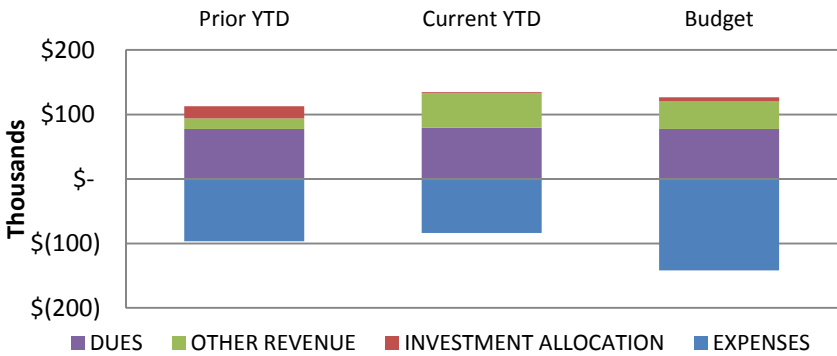
Total Current Fund Balance	-2,989	240,152	170,921	140.50

* * * * * End of listing * * * * *

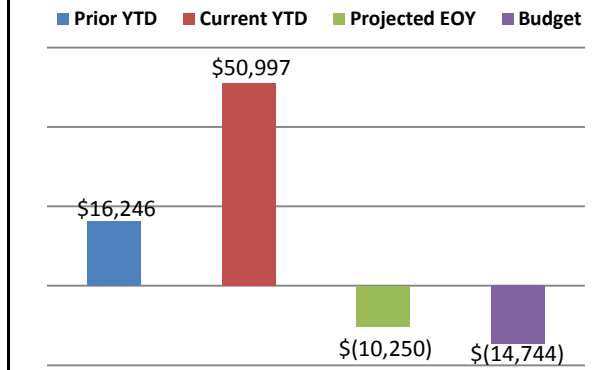
The Florida Bar
Labor & Employment Law Section Overview
Eleven Months Ending May 31, 2015

Statement of Operations	Prior Year to Date	Current Year to Date	Variance	Budget 2014-15	% of Budget
REVENUES					
DUES	\$ 77,800	\$ 79,600	\$ 1,800	\$ 77,730	102.41%
OTHER REVENUE	16,225	53,328	37,104	42,500	125.48%
INVESTMENT ALLOCATION	18,967	1,795	(17,172)	6,599	27.20%
TOTAL REVENUE	112,992	134,723	21,731	126,829	106.22%
EXPENSES	96,746	83,726	(13,020)	141,573	59.14%
CURRENT OPERATIONS	16,246	50,997	34,751	(14,744)	-345.88%
BEGINNING FUND BALANCE	185,244	189,155		189,155	85.99%
CURRENT FUND BALANCE	\$ 201,490	\$ 240,152		\$ 174,411	117.01%

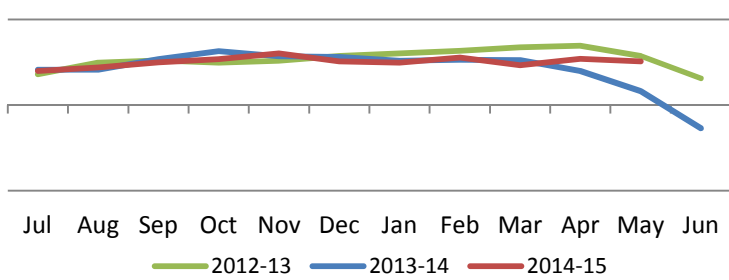
Labor & Employment Law



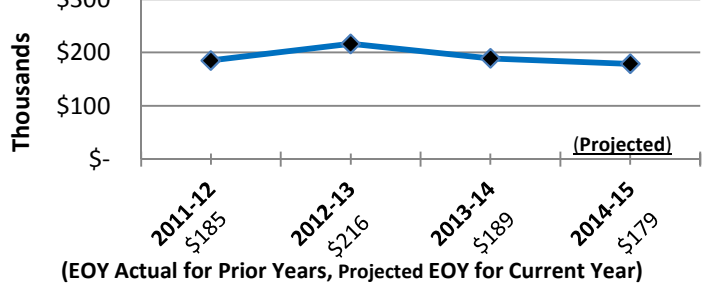
Net Operations Comparison:



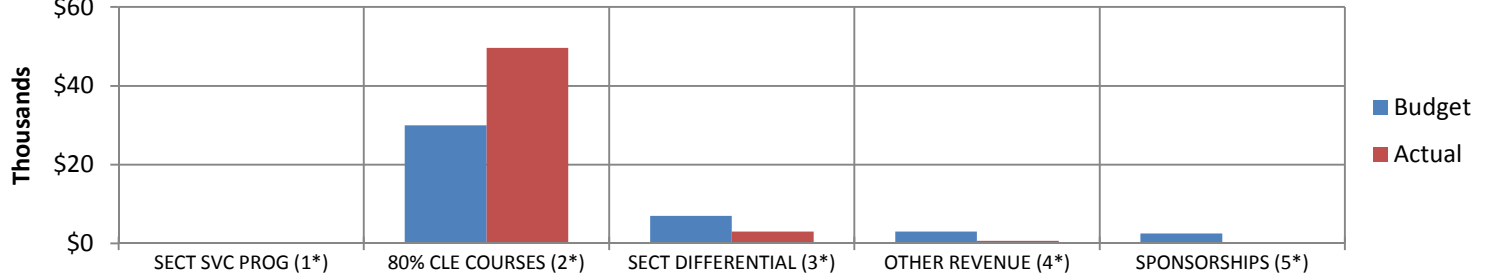
YTD Net Operations by Month



Fund Balance



YTD Non-Dues Revenue Sources by Category



- 1* Section CLE and Service Programs.
- 2* Section's 80% share of net profit of joint CLE.
- 3* Section Differential. The premium paid by non-section members for CLE.
- 4* Other Revenue. Includes ticketed events, advertising, licensing, etc.
- 5* Sponsorships.

JUDICIAL OUTREACH COMMITTEE

The committee has scheduled a program for the judges in Monroe County for August 7th.

Zascha Blanco Abbott

MEMBERSHIP OUTREACH COMMITTEE

Yvette Everhart has completed a toolkit on Severance / Separation Agreements which is being posted to the section website.

Benjamin Briggs is completing one on Non-competes.

We would appreciate volunteers on any labor/employment law topic. We are happy to reprint similar items from your firm's website and will provide appropriate attribution.

Leslie
Leslie Reicin Stein Esq.

**Labor and Employment Law Section
Website Subcommittee Report
June 11, 2015**

Submitted by Co-Chairs: Brian Lerner and Judge Stephanie Ray

New Developments on Website:

- LEst Serv (L&E List Serv)
 - Lest Serv is active and running smoothly. Resource is publicized on the website and promoted through EBlasts and Social Media.
 - Currently, there are 121 members signed up. Most have chosen to receive any posts as they occur, as compared to receiving posts in a one-time e-mail digest format (75 v. 46).
 - All members are encouraged to join.
- Website updates
 - Section Events, EC Meeting Materials, CLEs, and Publications regularly updated.
 - Membership Directory updated.
- E-Blasts regularly issued
- Website Data (from last report dated since the last report on 5/26/15):
 - 2,909 sessions.
 - The average person views the site for 1 minute, 28 seconds (down 16 seconds from 1/20/15 report)
 - Most popular age range remains: 25-34 (33.5%); 18-24 (27.5%); 35-44 (15.5%)
 - Males continue to visit more than females (over 54%).
 - The most popular pages viewed remain CLE/Section events and then publications.
 - 78% come from computers (whether Windows or Mac) (16% come from iOS, which would mean iPhones).

Reminder to Executive Council: As a benefit to Section members, the website features a searchable member directory which allows users to search for members by name, county, area of practice, law school or board certification. Members are encouraged to update and personalize their member page by adding a photo, practice area, law school, board certification, and links to publications. To log in for the first time to update your profile, click Member Login at the top right corner of the home page. Click the link that reads “Forgot your password? First time logging in? Click this link.” That link will provide instructions on how to obtain your password so that you can log in to the website and update your profile.

2015 - 2016 PROPOSED SLATE LABOR AND EMPLOYMENT LAW SECTION

OFFICERS

Chair	Frank E. Brown
Chair-Elect	Leslie W. Langbein
Secretary/Treasurer	Zascha Blanco Abbott
Legal Education Director	Cathleen Scott (PROPOSED)
Immediate Past Chair	Shane T. Muñoz
Board Liaison	Adam G. Rabinowitz

2017 (PROPOSED) EXECUTIVE COUNCIL

David E. Block

Sacha Dyson

Richard E. Johnson

Jay P. Lechner

Brian L. Lerner

Patrick Martin

Gregg R. Morton
(PROPOSED)
(Replaces Cathleen Scott)

Jonathan W. Oliff

Hon. Stephanie Williams Ray

Erika Deutsch Rotbart

David H. Spalter

Leslie Reicin Stein

2016 EXECUTIVE COUNCIL

David W. Adams

Scott E. Atwood

Robert M. Eschenfelder

Karen Evans

Kristen Foslid

Jennifer Fowler-Hermes
(PROPOSED)
(replaces Tad Delegal)

Robyn S. Hankins

Robert L. Kilbride

J. Ray Poole, Jr.

Marlene Quintana

PAST CHAIRS

Deborah C. Brown

Sherril M. Colombo

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