

EXECUTIVE COUNCIL MEETING

Rosen Shingle Creek - Orlando

10/19/17

I. Call to Order

Chair Zascha Abbott called the meeting to order and introduced members of the Executive Council and guests.

II. Secretary/Treasurer's Report

A. Minutes of August 17,2017

Chair Abbott called for the approval of the minutes of the 8/17/17. Patrick Martin noted that the minutes did not reflect a vote on changes to procedures. Rob Eschenfelder moved to change the minutes to add the omitted vote. David Adams seconded the motion. The motion carried on voice vote. .

B. Financial Statement -- Section Administrator Angie Froelich gave the financial report. The Section currently has revenue of \$184,193 and 2037 members

III. Committee and Subcommittee Reports

A. **ABA Liaison** – Chair Abbott reported that she had been in communication with ABA Committee's chair Don Slesznick regarding a request that the Section support the ABA TIP Subcommittee conference that is scheduled for January 11-12, 2018 in Coral Gables. Cynthia Sass explained that this would just be a naming opportunity and the Section would not play a role in organizing or planning the conference. Brian Lerner noted that the Section has a policy about not endorsing or sponsoring other labor/employment opportunities. He questioned whether our Section members would receive a break in the price of registration. There was discussion about exempting the ABA from the Section's sponsorship policy. Cynthia said she would try to get name recognition or a price cut on rate. Rob Eschenfelder moved to allow the Chair to negotiate a cut rate and even if not, to make a one-time exception. Frank Brown seconded the motion and requested Angela to research the policy that was passed. The motion was put for a vote and

passed. Cynthia also noted that the ABA is having two more functions in South Florida., an ADR seminar in February and mid-winter meetings.

- B. **Bar Leadership.** Co-chair Leslie Langbein noted the Committee had nothing to report. .
- C. **Corporate Counsel.** Co-Chair Chesley Flynn reported that the Committee was in the process of trying to identify and recruit Section members and determine what we can offer them. Then we will move forward.
- D. **EEOC/FEPA.** No report.
- E. **Immigration Law/** Co-Chair Shin-I Lowe reported that the Committee had discussed presenting a webcast in January regarding the Trump administration's policies on new immigration regulations.
- F. **Judicial Outreach** David Adams advised that the Committee planned and held a program in Tampa and 26 state judges attended. The program used certification materials to present the topics. The consensus was that the program was well received.
- G. **Law School Liaison.** Christina Velez noted the Committee discussed the new procedures for identifying scholarship candidates. The Committee also is looking at means to establish more permanent contacts at each law school.
- H. **Local/ Voluntary Bars.** Erika Rotbart reported that the Committee held a teleconference on 10/2/17 to find ways to supplement the agendas of local/voluntary bars with speakers. The Committee is creating a speaker's bureau. A letter was drafted to go out to all local bar associations we created offering resources and speakers for their programs. The letter was due to go out next week.
- I. **Long Range Planning Committee.** Judge Kilbride advised that the Committee has met a few times and has created a list of possible projects. These include: 1) creation of a Section Historian. Judge Kilbride solicited volunteers and Gregg Morton agreed to assist on this project. Judge Kilbride also noted that it was time for another Section Retreat since the last one was held in June, 2016 and proposed Fall, 2018. Rob Eschenfeld suggested that all the Section's policies be compiled for the Retreat so they can be reviewed. Judge Kilbride also stated the Committee would review the 2016 member survey to see where improvements need to be considered. Judge Kilbride also mentioned there were discussions about

hiring a staff attorney to do e-alerts. Brian Lerner commented that he believed monies used the LESTserve would be better spent on hiring a part-time attorney to prepare the e-alerts and case summaries. Rob Eschenfelder moved to eliminate the LESTserve. Damon Kitchen second the motion. On voice vote, the motion carried. Shane Munoz suggested that Section members be recruited to write case summaries and that it would be a testing ground for members who want to be more committed to the Section. Rob Eschenfelder suggested that we are a volunteer organization and we should not need to hire professionals when the Section has members who could work on this project. Frank Brown suggested that LRP Committee work up a recommendation. Judge Kilbride noted that the Section needs a consistent stream of case summaries on website.

- J. **Membership Outreach.** Sasha Dyson reported that the Section gained 90 new members. The Committee's plan is to reach out to them by teleconference and welcome them. Another idea is that existing members host a happy hour in select cities for Section members. An enticement for attendance would be sponsoring an employment law trivia game where Section members could get CLE credit.
- K. **NLRB/PERC.** Gregg Morton gave the report. He noted that PERC released decisions in two key cases yesterday, dealing with financial exigency and body cameras. Gregg noted that the County & Local Government Section is putting together a compendium of arbitrator decisions.
- L. **Special Projects.** Frank Brown provided a recap of the history of the changes to certification standards and noted that changes proposed by the BLSE committee already had been approved by the Section. He gave kudos to Sherril Colombo for her assistance with this venture.
- M. **Wage/Hour.** Jay Lechner noted that the Committee's report was attached to the agenda. He summarized that there are currently two projects being worked on: 1) the compilation of all federal judges' orders on settlement procedures in FLSA cases and 2) outreach to DOL administrators to try and organize a seminar on wage and hour issues.
- N. **Workplace Health & Safety.** Eric Holshouser advised that the committee held a teleconference and it was agreed members would reach out to Area Directors and find out what they thought were hot topics which might warrant CLE programs.

- O. **Communications Committee.** Rob Eschenfelder referred the Council to the Publication subcommittee's report. He noted that the next opening for an article for the Florida Bar Journal was for 3/18. The journal staff sent out a note they are covering certain topics. Zascha noted that the Checkoff is ready for publication. Brian Lerner also referred the Council to the Social Media subcommittee's report. Frank Brown gave the report for the Website subcommittee and commended Judge Ray for all of her past work on this subcommittee and her assistance in transitioning to the new Co-chairs.

IV. CLE

David Adams advised that there were 70 people registered for the PELRF seminar and there are various upcoming webcast programs. Marlene Quintana and Robyn Hankins have agreed to serve again as co-chairs of the Certification program. He is still working on a location for Advanced Topics with the ABA Disabilities Committee. Zascha Abbott suggested that the Section participate in the Presidential Showcase for the 2018 Bar Convention and noted that the deadline for application is 12/29/17. The topic will be Health and Wellness.

V. New Business.

Zascha Abbott noted that the Florida Bar is sponsoring a 2018 Legislative Reception. She raised the issue of whether the Section should help sponsor the reception so we get more direct involvement with the Fla. Bar. David Adams moved that the Section contribute. Gregg Morton seconded the motion and on voice vote, the motion passed.

VI Chair's Report.

Zascha Abbot noted that the Florida Bar is sponsoring a conference called "Path to Inclusion" on 11/9 and 10th, 2017 that will be centered on multicultural issues. Patrick Martin said he might be able to attend as a Section representative. Leslie Langbein moved to ratify the commitment made by the Chair of Section support. The motion was seconded by Damon Kitchen. Chelsie Flynn agreed to act as an alternative if Patrick could not attend.

VII. Adjournment.

Rob Eschenfelder made a motion to adjourn. The motion was seconded by David Adams. The motion carried by voice vote.



ATTENDANCE ROSTER

Return to Secretary or Angie Froelich

2017 – 2018

LABOR AND EMPLOYMENT LAW SECTION EXECUTIVE COUNCIL

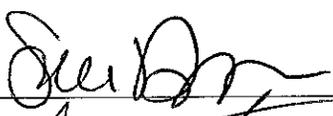
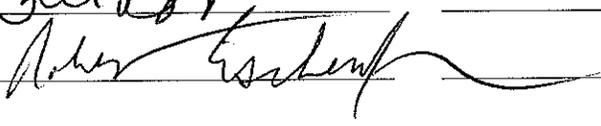
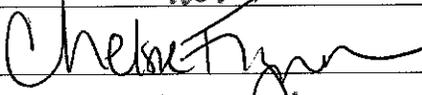
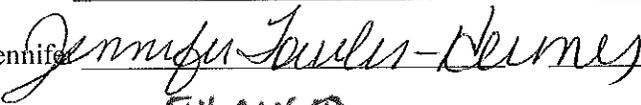
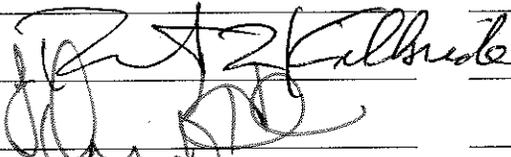
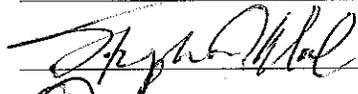
LABOR & EMPLOYMENT LAW SECTION EXECUTIVE COUNCIL ANNUAL MEETING
ROSEN SHINGLE CREEK, 9939 UNIVERSAL BOULEVARD, ORLANDO, FL 32819
THURSDAY, OCTOBER 19, 2017 • 5:00 P.M. E.S.T. • (ROOM TBD)

ATTENDANCE ROSTER

<u>NAME</u>	<u>SIGNATURE</u>	<u>NEW EMAIL ADDRESS</u>
Abbott, Zascha Blanco Chair		
Scott, Cathleen Chair-Elect	EXCUSED	
Poole, Jr., Jerry Ray Secretary/Treasurer	EXCUSED	
Hooker, Michael Board Liaison	X	
Langbein, Leslie W. Immediate Past Chair		
Adams, David W. Legal Education Director		SAME
Atwood, Scott E.	(Phone ✓ & IN PERSON)	
Barack, Ryan	Phone -?	
Block, David E.	EXCUSED	out of county
Brown, Deborah C.	Phone ✓	
Brown, Frank E.		
Colombo, Sherril M.	Phone ✓	

ATTENDANCE ROSTER

EXECUTIVE COUNCIL

<u>NAME</u>	<u>SIGNATURE</u>	<u>NEW EMAIL ADDRESS</u>
Dyson, Sacha		
Eschenfelder, Robert M.		
Evans, Karen		
Everhart, Yvette D.	Phone ✓	By conference phone
Flynn, Chelsie J.		
Forst, Hon. Alan O.	EXCUSED	
Foslid, Kristen		
Fowler-Hermes, Jennifer		
Hankins, Robyn	Excused	
Hearing, Gregory A.	Phone ✓	
Holshouser, Eric J.	Phone ✓	
Johnson, Richard E.		
Kilbride, Robert L.		in person
Kitchen, F. Damon		IN PERSON
Lechner, Jay	Phone ✓	
Lerner, Brian L.	Phone ✓	
Marichal, Carlo D.		
Martin, Patrick	Phone ✓	
Meck, Stephen A.		
Morton, Gregg R.		
Quintana, Marlene	EXCUSED	
Ray, Hon. Stephanie W.		
Schwartz, Jill S.	Phone ✓	
Spalter, David H.	Phone ✓	

ATTENDANCE ROSTER

EXECUTIVE COUNCIL

<u>NAME</u>	<u>SIGNATURE</u>	<u>NEW EMAIL ADDRESS</u>
Stein, Leslie K. Reicin	Phone ✓	
Turk, Robert S.	Excused	

COMMITTEE CHAIRS (WHO ARE NOT MEMBERS OF EXECUTIVE COUNCIL)

<u>NAME</u>	<u>SIGNATURE</u>	<u>NEW EMAIL ADDRESS</u>
Cadogan, Gina		
Costilla, Cheyanne		
Hoffman, John D.		
Ingram, Janeia	Jrjg	
Lowe, Shin-I Shiao	Phone ✓	via conf. phone
Rotbart, Erika	Phone ✓	
Saleh, Anis N.		
Sass, Cynthia	Phone ✓	
Velez, Cristina	Phone ✓	

MEMBERS & GUESTS

<u>NAME</u>	<u>EMAIL ADDRESS</u>
Angie Froelich / Section Administrator	afroelich@floridabar.org
Leonard Helrand	lhelrandlaw@outlook.com