

FLORIDA BAR LABOR & EMPLOYMENT LAW SECTION
EXECUTIVE COUNCIL MEETING MINUTES
Orlando Rosen Plaza Hotel—February 26, 2004

I. Call to Order. Meeting was called to order at app. 5:10 p.m. by Susan Dolin, Chair-elect. Section Chair Cathy Beveridge arrived about ten minutes later.

II. Committee Reports. Several subcommittee representatives provided brief reports. Jeffrey Mandel reported that calls have been made by the Law School Liaison Subcommittee concerning co-hosting a reception, with varying responses. Treasurer Alan Forst made an inquiry regarding the funding of these receptions. Susan Dolin responded that the Section would contribute some money and charge attorneys who attend, with students coming for free. Jeffrey noted that the University of Miami was interested in co-hosting a reception. Courtney Wilson moved that \$500 to \$1000 be allocated for an initial “Inns of Court” reception/meeting at University of Miami. Jeffrey Mandel seconded and the motion was passed.

Don Ryce was appointed to replace Marilyn Holifield as Subcommittee Chair of the Local/Voluntary Bar Association Liaison Subcommittee.

Marc Snow provided the report of the New Membership/Outreach Subcommittee. Marc first noted that his article in the Checkoff received only one response. The Subcommittee had a brief phone meeting on 2/25, during which the idea of a List Serve was discussed. Walter Aye, Chair of the Website Subcommittee then passed around a proposal from Andy Adkins regarding the List Serve. Walter endorsed the proposal of a single password system, noting that it would be good for encouraging collegiality and the exchange of information. The cost would be a one-time \$1000 set up fee, and \$100/month maintenance fee, with links to the Section’s website. Michael Spellman moved to table a vote on this proposal until the next meeting, in order to give members time to study the proposal. There was no second to this motion. Discussion then followed as to whether the proposed List Serve would be duplicative or could get “out of control.” Program Administrator Angela Froelich informed the Section that the International Law Section required opt-in, with only 19 members choosing to do so. Marc noted that members could remove themselves from the list, though all Section members would initially be signed up. Walter added that he assumed that the maintenance fee included any charge for purging addresses. Marc volunteered his subcommittee to keep the list up-to-date and to ensure the opt-out provisions. Stuart Rosenfeldt moved to adopt the proposal of Andy Adkins, as set forth on page 2, box 1 of his proposal, labeled “Create List Serve Capability (pay initial set up fee of \$1,000.” Courtney Wilson seconded. The motion passed, with only Michael Spellman in dissent.

Exhibit A

Walter Aye provided the report of the Long Range Planning Committee. A survey has been sent to the ten Florida law schools to determine if E&L courses are being taught.

Cynthia Sass reported that 71 individuals registered for the Certification Review CLE seminar (2/26-27/04), with 65 attending on Thursday. She noted her appreciation of the efforts of Cathy Stutin and Gordon Leach, program co-chairs. Cynthia also reported that this seminar, as well as the PELR and Discrimination/Litigation Seminars made a profit. Cynthia then initiated a discussion of 2004-2005 CLE seminars. The Trial Skills week-long training is scheduled for Tampa in July. Susan noted that the Certification Course, which lost money last year but turned a profit this year, is good for more than the people taking the Certification exam (71 registered for the course, only 32 registered for the exam). Stuart expressed his opinion that we should continue to sponsor this seminar for a year or two and then discuss its viability.

Damon Kitchen suggested that we perhaps hold this seminar elsewhere in the State, in order to attract top level faculty. Cynthia responded that we should keep the course in the Rosen Plaza Hotel. Susan likes the idea of holding the Trial Skills Training every-other year. Stan Kiszkiel and Neil Chonin each inquired about moving this Training to South Florida, an idea that Susan indicated merited future consideration. Finally, Cynthia noted that the Advanced Labor Topics seminar is going to be held April 30-May 1 and is looking good, though representatives from the Bar's CLE Committee will be monitoring this seminar, as last year's ALT seminar lost quite a bit of money.

Steve Meck reported that the Current Legal Developments Subcommittee was thinking about "hot topics" for the next year. Michael Spellman reported that the Judicial Outreach Subcommittee was concentrating on getting on the curriculum for State and Federal Judicial Colleges. Finally, Scott Fisher and Frank Brown reported that there is a Checkoff ready to go and a number of articles in the hopper for the Florida Bar Journal

- III. Secretary/Treasurer Report.** The Secretary/Treasurer moved that the minutes from the November 13, 2003 meeting be adopted. Steve Meck seconded and the motion was passed without dissent. The Secretary/Treasurer also provided an insight into the Section's current financial situation, which can be summed up as "we're making money."
- IV. Special Projects Committee Report:** Susan Dolin discussed a Motion prepared by the Committee concerning the selection of CLE Subcommittee Chair and that individuals' succession to the Legal Education Committee Chair position. Per this Motion, the Section's Nominating Committee will select a CLE Subcommittee Chair,

based on criteria set forth in the Special Project Committee's Motion. The following year, that subcommittee chair will progress to Legal Education Chair and then to Chair-elect and then to Chair. It was clarified that, other than the Legal Education Committee and CLE Subcommittee Chairs (both selected by the Nominating Committee), all other Committee and Subcommittee chairs are appointed by the Section Chair. Stuart Rosenfeldt made the motion to adopt the Special Projects Committee's Motion (which had been amended to reflect that service as a subcommittee chair or as the Section's Secretary/Treasurer was equivalent to service as a committee chair). The Motion thus states:

In order to be considered for an officer position in the Labor and Employment Section of the Florida Bar, candidates must meet the following requirements:

1. They shall have served at least 2.5 terms (5 years) on the Section's Executive Council and have an attendance (phone or in-person) rate of at least eighty percent (80%) of the meetings over that five (5) year term;
 2. They shall have served as the Section's Secretary/Treasurer or chaired at least one Section Committee or Subcommittee, have served on the Section's Long Range Planning Committee and attended at least one (1) Long Range Planning Retreat;
 3. They shall have participated as a speaker in at least two (2) Section sponsored CLE programs and chaired at least one (1) such program (participation and chairing may not be concurrent);
 4. They shall have published at least one (1) article in the Checkoff, the Florida Bar Journal, or Section sponsored CLE materials.
- V. The Motion passed, with Alan Gerlach, Jeffrey Mandel, Marc Snow, Neil Chonin, Cathy Stutin and Courtney Wilson dissenting.

V. Adjournment. Alan Gerlach noted that the SMU conference was scheduled for June. Neil Chonin reported that he would miss the next E.C. meeting in favor of his 50th High School Reunion. Stuart Rosenfeldt moved to adjourn the meeting. Damon Kitchen seconded the motion, and the meeting was adjourned.

Members in Attendance

Cathy Beveridge
Susan Dolin
Alan Forst
Damon Kitchen
Cynthia Sass
Walter Aye
Frank Brown
Neil Chonin
Sherril Columbo
Alan Gerlach
Gregory Hearing
Stanley Kiszkiel
Stephen Meck
Donald Ryce
Marcus Snow
Michael Spellman
Leslie Reicin Stein
Cathy Stutin

Special Guests

Travis Hollifield
Reginald Clyde
Mary Silva