

**FLORIDA BAR LABOR & EMPLOYMENT LAW SECTION  
EXECUTIVE COUNCIL MEETING MINUTES  
Marriott West Palm Beach—December 9, 2004**

- I. Call to Order.** The meeting was called to order at app. 5:15 by the Secretary/Treasurer. Section President Susan Dolin arrived several minutes later to lead the meeting.
- II. Secretary/Treasurer Report.** Courtney Wilson moved that the minutes from the October 21, 2004 meeting be adopted. Cynthia Sass seconded and the motion was passed without dissent. It was noted that the final financial figures for the PELR seminar were not yet available.
- III. Committee Reports. Several committee and subcommittee representatives** provided brief reports.
- A. Membership Outreach Committee.** Shane Munoz noted that Walter Aye is in talks with the Hillsborough County Bar Association regarding a joint program. Later in the meeting, Shane provided Karen Buesing's report that the Section has been asked to co-sponsor an ABA EEO Basics Program in Miami in May 2005. Susan noted that Karen is doing a great job building bridges with the ABA. Stan Kiszkiel moved that we co-sponsor this program, provided we get equal "billing." Frank Brown seconded and the motion passed.
- B. Long Range Planning Committee** Chair Cary Singletary reported that his committee has been preparing for the Section's fourth Long Range Planning "retreat." The retreat is scheduled for February 26, 2005 and Lisa Gunther has been retained as the facilitator. There will be a dinner following the L&E Section reception on the evening of February 25. The retreat will commence at 9:00 a.m. and be followed by an EC meeting at app. 3:30 p.m. Angela will issue an amended notice regarding the time of the EC meeting (it was originally announced as scheduled for February 25). We will invite the Committee and Subcommittee Chairs as well as the EC members and officers. Cary will send a package setting forth the Section's past and topics discussed at previous retreats, as well as proposed topics for discussion, such as Future Trends for the Practice of L&E law in Florida; Certification-Achieving the Goals?; Feedback regarding the new Committee Structure, and; Flip Charts for Future Action. Susan Dolin added that we should discuss CLE Programs—which to keep, add and subtract or modify. Steve Meck and Cynthia Sass agreed, noting we should discuss status, format and relevance of the CLE programs. Cynthia will lead the discussion on this issue. The Secretary/Treasurer suggested that we discuss sponsorship and advertisements. It was agreed that this was a good subject for discussion. Cynthia moved that the Committee and Subcommittee chairs that attend the retreat be reimbursed as much as \$150 for their expenses, similar to the EC members. Courtney seconded and the motion passed. Later in the meeting, the Secretary/Treasurer and the Section Chair requested that the subject of the website and the listserve be discussed at the retreat. Near the end of the meeting, the Section Chair requested that we focus on the level of interaction between the Section and the

Certification Committee. Finally, just before adjournment, Stan expressed concern regarding having so many EC members participate in the meetings telephonically, which impedes collegiality (though does allow the in-person attendees to gorge themselves at the reception following the meeting). The Section Chair requested that we revisit the issue of excused absences and telephone appearances at the LRP retreat.

**C. Legal Education Committee** Chair Cynthia Sass thanked CLE Subcommittee Chair Steve Meck for his work on the Employment Litigation seminar scheduled for December 10. Angela announced that 49 people had registered for the conference. Steve in turn thanked Debbie Brown and Stan Kiszkiel for generating interest in the seminar. It was reported that the Certification Exam Review Course was being extended to 1.5 days. Cynthia reported that Dave Linesch has been working with Judge Berger regarding judicial outreach and Michael Spellman noted that he has 20 CDs of information for each circuit and will work with Dave with respect to the dissemination of this information to the judges. Frank Brown reported that the Section will have a lead article in the February issue of the Bar Journal but is lacking additional articles for future publications. Scott Fisher similarly noted that the Checkoff is ready to go but needs articles for future editions. Marc Snow expressed satisfaction with the website (and exasperation with the Listserve).

**IV. New Business and Adjournment.** The EC discussed the proposed 2005-2006 Budget. Agreement was reached that there would be no Stetson seminar in 2005-2006 (the next trial skills seminar would be in July 2006), and we would issue a membership directory in the current budget year and none in the 2005-06 budget year. It was noted that when the Section makes a profit on CLE programs, it could be listed under either CLE or under Registration. Stan offered a motion to approve the proposed 2005-06 Budget, as amended (no expenditures for Stetson seminar or Membership Directory). Cynthia seconded the motion and the motion passed without objection. The Secretary/Treasurer moved to adjourn the meeting at 6:35 p.m. Steve Meck seconded the motion, and the meeting was adjourned.

**Members in Attendance:**

Susan Dolin  
F. Damon Kitchen  
Alan Forst  
Cynthia Sass  
Cathy Beveridge  
Stephen Meck  
David Block  
Frank Brown  
Sherril Colombo  
Alan Gerlach  
Cecil Howard  
Stan Kiszkiel  
Leslie Langbein

Jeffrey Mandel  
Robert Miles  
Ronald Rosengarten  
Cary Singletary  
Marcus Snow  
Michael Spellman  
Leslie Reicin Stein  
Courtney Wilson

**Excused or Unexcused Absences**

Walter Aye  
Neil Chonin  
Gregory Hearing  
Marilyn Holifield  
Eric Holshouser  
Stuart Rosenfeldt  
Donald Ryce  
Jill Schwartz

**Special Guests:**

Program Administrator Angela Froelich  
Scott Fisher  
Shane Munoz  
Gerald Ferenchik  
Marguerite M. Longoria