

**MINUTES OF THE LABOR AND EMPLOYMENT LAW SECTION
EXECUTIVE COUNCIL MEETING
JUNE 28, 2007**

I. **Call to Order** – Cynthia Sass called the meeting to order at 5:00 p.m.

II. **Secretary/Treasurer Report**

- A. **Consideration of Minutes** – Alan Forst moved to approve the minutes from the last meeting last meeting after revision. Eric Holshouser seconded the motion and the motion was passed. Revisions included substituting the correct name of the Judge in attendance at the last meeting and showing Ray Poole as present.
- B. **Financial Statement** – The Beginning Fiscal Year Fund Balance for the Labor and Employment Law Section was \$95,907 with a Current Fund Balance of \$159,034. The number of current members is 2,029. The motion to approve the budget was passed.
- C. New slate of officers was discussed. Alan Forst moved to approve the new slate of officers and members. Frank Brown seconded the motion and the motion was passed unanimously. The following is the approved slate of new officers and members:

2007 – 2008 Officers

Stephen A. Meck, Chair
Hon. Alan O. Forst, Chair-Elect
Eric J. Holshouser, Legal Education Chair
Gregory A. Hearing, Secretary/Treasurer

Term Expiring June 30, 2008

Walter Aye
Frank Brown
Cecil Howard
Leslie Langbein
Robbie Miles
Shane Muñoz
Ray Poole
Ron Rosengarten
Don Ryce
Jill S. Schwartz (CLE Chair)
Marc Snow
Michael Spellman

Term Expiring June 30, 2009

David E. Block
Sherril M. Colombo
Scott A. Fisher
Alan M. Gerlach, Jr.
Richard E. Johnson
Marguerite Longoria (new member)
Jonathan W. Oliff (new member)
Patrick Martin (new member)
Cathleen A. Scott (new member)
Cary R. Singletary
Leslie Reicin Stein
Archibald J. Thomas, III

III. Committee Reports

A. Membership Outreach Committee – No formal report was given.

1. ABA Liaison Subcommittee – Shane Muñoz provided the report. The ABA is preoccupied with their mega conference in Philadelphia so they are not interested in doing too much with us now. They do have a Student Trial Advocacy Competition slated for November 17 and 18 in Miami. Shane asked for anyone interested in participating to contact him. The Subcommittee now has a form letter to send out to ABA for synergistic opportunities.
2. Law School Liaison Subcommittee – Jonathan Oliff appeared telephonically. Jonathan reported that 8 scholarships have been approved for law schools. Each school receives \$1,000 for each school year with a lump sum usually given to a deserving student usually chosen at the discretion of the school. Jonathan is working with the Deans of the schools to develop programs/question and answer sessions about topics where the Section can be discussed as well. Alan Forst asked about the number of scholarships this year in comparison to past years. Jonathan was not sure how this year compares to past years. Alan further questioned whether the Section can name the scholarships. For instance, at Stetson, the scholarship is named for Dean Vause. There was discussion about considering naming scholarships but no resolution or motion.
3. Local/Voluntary Bar Association Liaison Subcommittee – Greg Hearing reported that the Subcommittee's work is done for the year. He is still waiting to have the list of local bar leaders posted on the Section website. Alan Forst suggested that the Subcommittee Chair invite local bar

members to CLE event lunches and make their lunch coincide with our lunch. All thought that that was a good idea.

4. New Membership/Outreach Subcommittee – No formal report was given.
- B. Long Range Planning Committee – Cary Singletary discussed scheduling a retreat for next year. The Section still needs to decide on a location. Jill Schwartz suggested Champions Gate. Cary said he will check into it. Cary also would like to hire the same facilitator as last time. He needs approval for up to \$1,200 as compensation for the facilitator. Eric Holshouser moved to approve Cary to spend up to \$1,200 to hire the same facilitator the Section used in the past. Damon Kitchen seconded the motion and it was passed unanimously.
- C. Legal Education Committee – Cynthia reported that the Committee is doing a great job – the Section is making money.
1. Continuing Legal Education Subcommittee – Eric Holshouser reported that the next seminar is the Employment Discrimination seminar in the Miami area. It was previously set for September 7, 2007, but Bob Turk, who is co-chairing the program, is now looking at September 28, 2007, because September 7, 2007, is Labor Day week and the next two weeks conflict with the Jewish holidays. Steve Meck noted that September 28, 2007, is within three weeks of the PERL seminar but said they should not conflict. Angela Froelich said we still have time to advertise. Alan Forst suggested we coordinate with the Dade County Bar Association Labor & Employment Section and the EEOC to get them to come.
 2. Current Legal Development Subcommittee – No formal report was given.
 3. Judicial Outreach Subcommittee – No formal report was given.
 4. Publication Subcommittee – Frank Brown reported that there is one article in press for The Florida Bar Journal due to run in September or October. He needs other articles as the pipeline is dry. Frank reported that there will be an article on domestic violence leave law in The Checkoff. Sherril Colombo reported that she just got out the June issue of The Checkoff. Sherril is starting on the next edition to look to get out in July or August.
 5. Website Subcommittee – No formal report was given. Cynthia said Marc Snow is doing a good job getting information on the website. Alan stated the information on the website is only as good/current as we make it.
- D. Special Projects Committee – Leslie Stein reported they are aggressively looking for sponsors. They are looking at advertising on the website – ex. \$150 for a law firm to advertise that it is looking for an associate. Cynthia is looking for

discretion for her and Leslie to sell sponsorships for lunches, etc. Shane Muñoz moved to let Cynthia and Leslie have discretion to set prices for sponsorships, Jill Schwartz seconded the motion and it was passed unanimously.

IV. New Business

- A. The BOG Report – Grier Wells asked if anyone had questions or comments. No questions were asked. Steve Meck said he will attend the next Board of Governors meeting.
- B. Alan reported that there were 179 in attendance at the Multi-State Seminar. It was very good because of the attendance. He also reported on co-sponsorship with the Virginia State Bar.
- C. Cynthia reported that Stetson sent a thank you note for the scholarship. She attached The Florida Bar advertising policy. Cynthia said she and Leslie will follow it when seeking advertising. Shane questioned how we are going to be certain that we do not run ads that run afoul of Bar rules. Leslie stated there is no intent to sell ads regarding provision of legal services to the public. Extensive discussion was had about what to do to make sure that we do not run ads that run afoul of Bar rules. Cynthia and Leslie will police the ads initially. Shane offered to assist based on his experience of having served on The Florida Bar's Advertising Committee.

V. Chair's Report

Cynthia Sass thanked Angela Froelich for her excellent service to the Section this year. Cynthia presented a gift to Angela that Steve and Damon chipped in on as well – a heart necklace. Cynthia moved to awards – pens from Tiffany's rather than plaques this year. The recipients were as follows:

Patrick Martin – Employment Law At Its Best! Seminar
Marguerite Longoria – Employment Law At Its Best! Seminar

Cary Singletary – Employment Arbitration Seminar

Alan Gerlach – 7th Annual Labor & Employment Certification Review
Susan Dolin – 7th Annual Labor & Employment Certification Review

Jeff Mandel – 32nd Annual Public Employment Labor Relations Forum

Karen Buesing – Advanced Labor Topics
David Linesch – Advanced Labor Topics

Ray Poole – Co-Editor of The Checkoff

Sherril Colombo – Co-Editor of The Checkoff

Frank Brown – Liaison for The Florida Bar Journal

Alan Forst – Legal Education Chair

Eric Holshouser – CLE Chair

Marc Snow – Website Committee

Steve Meck – Chair Elect

Cynthia turned the Chair over to Steve Meck.

Steve Meck presented the Lady Justice Award to Cynthia and thanked her for a great year. Steve talked about the past year and said that Alan did a great job with the CLE programs and thanked Frank, Ray and Sherril for their work on the Section's publications.

Frank commended the CLE Chair and those who contributed as we finished the year with over \$63,000 fund balance surplus because of the programs.

VI. Adjournment – A motion was made by Frank Brown and seconded by Eric Holshouser to adjourn. It was passed unanimously.

Executive Council Attendance:

Cynthia Sass, Chair

Stephen A. Meck, Chair-Elect

Jill Schwartz (via conference call)

Alan O. Forst, Legal Education Chair

Eric J. Holshouser, CLE Chair

F. Damon Kitchen (via conference call)

S. Grier Wells

David E. Block (via conference call)

Frank E. Brown

Sherril M. Colombo (via conference call)

Alan M. Gerlach, Jr. (via conference call)

Gregory A. Hearing

Richard E. Johnson (via conference call)

Shane T. Muñoz

Robert A. Miles (via conference call)

J. Ray Poole, Jr. (via conference call)

Cary R. Singletary (via conference call)

Leslie K. Reicin Stein

Committee Chairs (not members of the Executive Council):

Jonathan W. Oliff (via conference call)

Guests:

Angela Froelich
Jay Lechner
Patrick Martin

Requested Excused Absence

Walter E. Aye
Scott A. Fisher
Leslie W. Langbein
Donald T. Ryce, Jr.
Marcus L. Snow, Jr.

Unexcused Absences:

Marilyn J. Holifield
Cecil Howard
Jeffrey E. Mandel
Ronald M. Rosengarten
Michael P. Spellman
Archibald J. Thomas III
Courtney B. Wilson