



## **MINUTES**

*Labor and Employment Law Section Executive Council ANNUAL Meeting  
GAYLORD PALMS RESORT & CONVENTION CENTER, ORLANDO  
Thursday, June 21, 2012 • 5:00 p.m. - 6:00 p.m. • Miami 1*

**I. Call to Order** - Gregory A. Hearing, Chair

**II. Secretary/Treasurer Report** – Robert S. Turk

a. Consideration of Minutes

The Reading of the Minutes of the April 13, 2012 Executive Council Meeting were unanimously approved.

b. Financial Statement

Robert S. Turk provided the report.

The current fund balance is \$199,808. Current Section membership is 2,028.

**III. Committee and Subcommittee Reports**

a. Membership Outreach

No report.

i. ABA Liaison Subcommittee

No report.

ii. Law School Liaison Subcommittee

No report.

iii. Judicial Outreach Subcommittee

Zascha Blanco Abbott reported that a seminar for Miami-Dade County judges would be held on June 28, 2012. A similar seminar for judges in Monroe County is in the process of being scheduled for October 5, 2012.

iv. Local/Voluntary Bar Association Liaison Subcommittee

No report.

v. EEOC and FEPA Liaison Subcommittee

No report.

vi. NLRB/PERC Liaison Subcommittee

Stephen A. Meck – Steve Meck provided a written report. Mr. Meck also noted that PERC issued a decision today on the applicability of impact resolution where one party refuses to ratify a collective bargaining agreement.

vii. Wage and Hour Administration Liaison Subcommittee

No report beyond the report of April 13, 2012.

viii. Membership Outreach Subcommittee

Leslie K. Reicin Stein reported that the Subcommittee has four confirmed firms that are preparing Toolkits and that the Subcommittee hopes to have them ready for posting on the Section's website this summer. Ms. Stein circulated two examples of Toolkits for use by practitioners.

b. Long Range Planning Committee

No report.

c. Communications Committee

No report.

i. Publications Subcommittee

Scott A. Fisher thanked everyone for their support this year. He said that he would send out an e-mail with suggested topics for the upcoming Checkoff.

Frank E. Brown announced that, after nine years of editing articles for the Section in the Florida Bar Journal, he is ending his tenure in this position.

ii. Website Subcommittee

The Subcommittee's chairs submitted a written report attaching to these Minutes as Attachment "A."

The Honorable Judge Stephanie W. Ray noted that the website is primed for advertising.

Deborah C. Brown announced that the list of Hall of Fame inductees would be listed on the Section's website.

d. Special Projects Committee

No report.

Chair Marlene Quintana reported that Judge Ray was recently presented with an award by the Young Lawyers' Section for her service to that Section.

**IV. New Business**

a. Hall of Fame Inductees

At the Section's meeting, Deborah C. Brown announced the induction of Gary Vause and Charles "Charlie" Kossuth into the Section's Hall of Fame.

Ms. Brown presented plaque was to Steton Law School commemorating the induction of Gary Vause into the Hall of Fame.

Ms. Brown presented a plaque to Mike Hogan, commemorating the induction of Charles "Charlie" Kossuth into the Hall of Fame.

Nine other Hall of Fame inductees were to be honored later in the evening at the Section's reception along with friends and families of the inductees.

b. Annual Convention Reception

No Report

c. Elder Law Section Name Change

Chair Hearing announced that the Elder Law Section was considering a name change to its Section. However, he pointed out that there were numerous issues which needed to be considered before that Section could change its name to reflect that its members represent individuals in social security disability law. Chair Hearing said that he did not believe that the Section would be in a position to change its name any time soon.

d. Sponsorships/Checkoff Advertising/Website Advertising

No report.

e. Advanced Labor Topics

CLE Chair Shane T. Muñoz noted that the Advanced Labor Topic held in Puerto Rico was a great success with approximately 30 attendees. He thanked James M. Craig and Tony Cabassa for their efforts to make that seminar a success.

The Section's next seminar will be held on November 2, 2012 in Hollywood, Florida. The title of the seminar is: Litigating Employment Law Claims.

It was also announced that the PELRF seminar will be held on the afternoon of September 20, 2012 and all day of September 21, 2012 in Orlando, Florida. Mike Grogan and Stephen A. Meck are the co-chairs for this seminar.

f. YLD Liaison

Shane T. Muñoz reported that he hoped to have a connection between the Young Lawyers Division and the Labor and Employment Law Section. He also noted that Liz Rodriguez, from his office, volunteered to be a liaison with the Bar's CLE Committee.

g. Extra Hall of Fame Plaques

Chair Hearing noted that two Hall of Fame plaques for each inductee into the Hall of Fame would be presented. One plaque would be presented to the law firm where the inductee worked and one to the inductee's family. The Section would pay for the first two plaques (cost \$112 each) this year. The Section has prepared a form for families and friends to order extra plaques and the Executive Council will discuss in the future whether to pay for the plaques or set a policy regarding family and friends' ability to purchase additional plaques at their own expense.

## V. Chair's Report

a. Chair's Special Appreciation

Chair Hearing presented awards as listed below:

### **PROGRAM CHAIRS & EDITORS & OFFICERS**

Steven A. Meck (37th PELRF – Program Chair)

Robyn S. Hankins (Litigating Employment Law Claims 2011 – Program Co-Chair)

Robert Kilbride (Litigating Employment Law Claims 2011 – Program Co-Chair)

Mary Ruth Houston (12th L&E Certification Review – Program Co-Chair)

David H. Spalter (12th L&E Certification Review – Program Co-Chair)

Luis A. Cabassa (Advanced Labor Topics 2012 – Program Co-Chair)

James M. Craig (Advanced Labor Topics 2012 – Program Co-Chair)

Shane T. Muñoz (1) 2011-12 Webinar Series – Program Chair / (2) Legal Education Director)

Frank E. Brown (Florida Bar *Journal* Editor)

Scott Fisher Checkoff Editor)

Matthew Evans (Extraordinary efforts toward insuring Continuing Excellence of the Checkoff)

Jill S. Schwartz (Immediate Past Chair)  
Robert S. Turk (Secretary/Treasurer)  
Sherril M. Colombo (Chair-Elect)

**VOLUNTEERS OF THE YEAR**

Debbie Brown (Hall of Fame)  
Cathleen Scott (Communications Committee Chair)

Chair Hearing also thanked our Program Administrator, Angie Froelich for her outstanding service to the Section.

b. Report of Nominating Committee & Vote for Officers and EC Members

The following individuals were nominated and approved to serve as officers and members of the Labor and Employment Law Section Executive Council:

**OFFICERS**

Chair: Sherril M. Colombo  
Chair-Elect: Robert S. Turk  
Secretary/Treasurer: Shane T. Muñoz  
Legal Education Director: Frank E. Brown  
Immediate Past Chair: Gregory A. Hearing

**EXECUTIVE COUNCIL – 2014**

David W. Adams, Tampa  
Scott E. Atwood, Fort Myers  
Walter E. Aye, Tampa  
Thomas A. Delegal, III, Jacksonville  
Robert M. Eschenfelder, Bradenton  
Karen Evans, Miami  
Robyn Hankins, Jupiter  
Robert L. Kilbride, Stuart  
Leslie W. Langbein, Miami Lakes  
J. Ray Poole, Jr., Jacksonville  
Marlene Quintana, Miami

It was noted that there are now four new members of the Executive Council, as follows:

Marlene Quintana  
Robyn Hankins  
Karen Evans  
Robert L. Kilbride

Robert A. Miles and Robert M. Eschenfelder moved to approve the list of officers and EC members. Steve Meck seconded the motion and it was unanimously approved.

Thereafter, incoming Chair Sherril M. Colombo thanked Chair Hearing for his outstanding work on behalf of the Section.

**VI.** Chair Hearing announced that the next Executive Council Meeting and Reception is scheduled for:

Thursday, September 20, 2012  
Location: Orlando, Florida

**A Motion was made to adjourn the meeting, which was unanimously passed.**

**PRESENT:**

Zascha Blanco Abbott  
Scott E. Atwood  
Deborah C. Brown  
Sherril M. Colombo  
James M. Craig  
Robert M. Eschenfelder  
Honorable Alan O. Forst  
Alan M. Gerlach, Jr.  
Robyn Hankins  
Gregory A. Hearing  
Eric J. Holshouser  
Damon F. Kitchen  
Robert L. Kilbride  
Shane T. Muñoz  
Ray J. Poole, Jr.  
Marlene Quintana  
Honorable Stephanie W. Ray  
Cary R. Singletary  
Leslie K. Reicin Stein  
Robert S. Turk  
Grier S. Wells

**TELEPHONE:**

Frank E. Brown  
Scott A. Fisher

Stephen A. Meck  
Robert A. Miles  
Jonathan Oliff

**GUESTS:**

Angela Froelich  
Matthew Evans

**EXCUSED:**

Rick Johnson  
Cynthia Sass  
Cathleen Scott  
Leslie Langbein  
Marguerite Longoria  
Patrick Martin  
Jill Schwartz  
David Block

**ABSENT:**

David Adams  
Tom Delegal  
Dan Levine  
John Trimper