

Labor and Employment Law Section Executive Council Meeting Minutes
West Palm Beach Marriott, 1001 Okeechobee Boulevard, West Palm Beach, FL 33401
Thursday, September 17, 2015 5:00 P.M. EST

I. Call To Order – Honorable Frank E. Brown, Chair

Chair Frank Brown called the meeting to order. A quorum of the Executive Council was present either in person or by phone.

He presented the minutes for the June 25, 2015 meeting. The minutes were approved with one correction.

II. Secretary/Treasurer Report - Zascha Blanco Abbott

Zascha Abbott reported on the Section's Final Financial Statement for 2014-2015. It showed that revenues had gone up from last year and the expenses were lower than budgeted. The resulting fund balance increased to \$197,953.

III. Committee Reports

Chair Frank Brown, mentioned that a few new subcommittee co-chairs were appointed. He would like to have more joint projects and subcommittees working on projects together.

Leslie Langbein is Chair of the Outreach Committee. This should help with subcommittees working together on certain projects.

Bob Turk will serve as a co-chair of the ABA Liaison Subcommittee.

Cheyenne Costilla of the FCHR has been added as co-chair of the EEOC and FEPA Liaison Subcommittee.

Gregg Morton has been added as a co-chair of the NLRB and PERC Liaison Subcommittee.

A. Outreach Committee – Leslie Langbein

1. ABA Liaison Subcommittee – Cynthia Sass/Robert Turk: The subcommittee is planning on having events with ABA in 2016. Bob Turk is coordinating with Gail Holtzman who is currently President-Elect of the ABA Labor and Employment Section.

2. Law School Liaison Subcommittee – Freddy Perera/Cristina Velez: The subcommittee had 100 percent compliance last year and plan to have the same this year. In

the process of confirming the deadline.

3. Judicial Outreach Subcommittee – Zascha Blanco Abbott/John Hoffman: The subcommittee just received its list of committee members and are in the process of scheduling a committee conference call to schedule the events for the year.

4. Local/Voluntary Bar Association Subcommittee – Scott Atwood/Sacha Dyson: No report

5. EEOC and FEPA Liaison Subcommittee – Kristen Foslid/Marquis Heilig/Cheyenne Costilla: The subcommittee is working on a tool kit or similar resource, which will include a summary of the local FEPAs and their ordinances.

6. NLRB and PERC Liaison Subcommittee – Nick Karatinos/Stephen Meck/Gregg Morton: Gregg Morton reported that planning was complete for the 41st Annual PERL Forum Seminar scheduled for October 22-23, 2015.

7. Wage and Hour Administration Liaison Subcommittee – Joseph Santoro/David Spalter: No report

8. Membership Outreach Subcommittee – Leslie Reicin Stein/Lindsay Wagner: Lindsay Wagner reported that the subcommittee was continuing its work on toolkits.

9. The Florida Bar Outreach Subcommittee – Sherril Colombo/Marlene Quintana: The reciprocity issue is being discussed and debated. There is also a proposed rule amendment that is expected to be approved by the Supreme Court, to include a technology component in required CLE credits.

B. Long Range Planning Committee – Hon. Alan O. Forst/Hon. Robert Kilbride: List serve is going well. Appreciative of the hard work of those who have helped with the list serve, Stephanie Ray and Brian Lerner. We have not had a long range planning retreat in several years and are planning one for this year.

C. Communications Committee

1. Publications Subcommittee – Jay Lechner/Rob Eschenfelder: The committee submitted a written report. The committee is working on the next Checkoff and will have monthly e-alerts.

2. Website Subcommittee – Hon. Stephanie W. Ray/Brian Lerner: The committee is working hard to keep the website updated with the Section's activities and also by communicating e-blasts to the membership. One of the priorities this year is to enhance member benefits even further with website and technology. Chair Frank Brown noted that technology and website will be a focus during the long range planning retreat.

3. Social Media/Advertising Subcommittee – Cathleen Scott/Brian Lerner: Cathleen requested that those interested in advertising let her know.

D. Special Projects Committee

1. Certification Standards Review Subcommittee – Sherril M. Colombo/Frank Brown: The issues brought up in the survey are being looked at. Marlene Quintana, Leslie Langbein, Kristen Foslid, David Adams, Greg Hearing and Zascha Abbott expressed an interest in participating in this subcommittee.

2. FLSA Procedures Subcommittee – Shane Munoz: The e-mail has gone out. Surveyed what judges are already doing and come up with best practices and as with last year providing them with opportunity to use our work product if they want to, which over time will help with consistency from judge to judge on how these cases are handled.

CLE – Cathleen Scott:

The following seminars are planned:

41st Annual Public Employment Labor Relations Forum, October 22-23, 2015
16th Annual Labor & Employment Law Update & Certification Review, January 28-29, 2016
Practice Before State Labor & Employment Law Agencies, April 1, 2016

Webinar series for the year has been planned.

IV. New Business

A. Advanced Labor Topics

We will vote via e-mail to determine the preferred location for Advanced Labor.

B. Presidential Showcase

Cathleen is going to look into submitting a proposal together with another section such as the Business Law Section.

C. Long Range Planning Retreat

The Executive Council approved unanimously a motion by Leslie Langbein, seconded by Sherril Colombo, to hold a retreat this year. We will vote via e-mail to determine whether to have the long range planning retreat together with the Certification Review Course, on Saturday, or as a stand-alone retreat.

D. Section Liaisons

Frank Brown discussed his appointment of Executive Council members to serve as liaisons from the Section to other bar organizations that might be of common interest to members. In addition to those individuals already selected to serve, the following individuals agreed to serve at the meeting:

Administrative Law Section – Robert Kilbride

Business Law Section – Kristen Manor

City, County, and Local Government Section – Rob Eschenfelder

Health Law Section - Alan Gerlach

Young Lawyers Section – Lindsey Wagner

Workers Compensation – Hon. Stephanie Ray

The Florida Bar Leadership Outreach Committee will oversee the Liaisons.

V. Attendance

Officers/Executive Council/ Co-Chairs

Hon. Frank E. Brown
Leslie W. Langbein
Zascha Blanco Abbott
Cathleen Scott
David W. Adams
Sherril M. Colombo
Hon. Alan O. Forst
Kristen Foslid
Jennifer Fowler-Hermes
Jay P. Lechner

Via Conference Call

Shane T. Munoz (immediate past chair)
David E. Block
Cheyanne Costilla
Robert Eschenfelder
Karen Evans
Robyn Hankins
Greg A. Hearing
Hon. Robert L. Kilbride
F. Damon Kitchen
Patrick Martin
Stephen A. Meck
Gregg R. Morton
Freddy Perrera
J. Ray Poole, Jr.
Hon. Stephanie W. Ray
Erika Deutsch Rotbart
Cynthia N. Sass
Leslie Reicin Stein
Robert S. Turk
Cristina Velez

Members/Guests

Kristen Allman
Grant Alley
Yvette Everhardt
Amanda Neff

Excused

Brian Lerner
Jonathan Oliff