

GUIDELINES FOR ARTICLES FOR THE FLORIDA BAR JOURNAL FOR THE LABOR & EMPLOYMENT LAW SECTION

Interested in writing an article for *The Florida Bar Journal*? The Section is always looking for well-written, topical, thought-provoking submissions for the Labor & Employment Law Section column.

Here are some guidelines for articles for the Section.

Topic:

First, select a potential topic. Journal articles can cover a variety of subject matter relating to labor and employment law. Articles are often written on timely and significant developments in the field of labor and employment law. Some potential sources of good topics are

- Recent U.S. or Florida Supreme Court cases
- Major NLRB or PERC decisions
- Major Eleventh Circuit or Florida District Court of Appeal cases, preferably after certiorari review has been denied
- Significant new regulations (e.g., the 2004 amendments to the FLSA White-Collar Exemption rules)

Good articles can consist of an analysis or synthesis of the development of the law in a particular area. For example, recent articles have included an analysis of the current state of summary judgment in employment discrimination cases; an analysis of the interpretation of *Desert Palace* by district courts; and a retrospective on *Faragher* and its application by the Circuit Courts of Appeal.

Finally, “how-to” articles on practice topics such as litigation, attorneys fees, ADR, etc., are useful if written in a scholarly fashion.

After selecting a topic, but before beginning work, please check with the Section Journal liaison to make sure the topic is appropriate and available, as someone else may have already begun work on the same or a similar topic.

Style and Format:

Journal articles should run between 2000 and 2500 words in length, about 10-12 pages of double-spaced text, plus endnotes. Please submit your articles electronically in either MS Word or WordPerfect format. This assists in any editing necessary and in layout. Although *Journal* articles do not need to be written as formally as a law-review article, articles should be written in a scholarly, professional fashion with formal usage. If you are writing about a recent development, don't just explain what has happened, but provide analysis of the impact of a development, or a synthesis of the law as affected by the decision.

Articles should appeal to the broad spectrum of Section members: plaintiff attorneys, management attorneys, union attorneys, neutrals (government agencies, mediators, arbitrators, etc.). Keep in mind that Section members may work for private firms, government agencies, or in-house at businesses, and may have years of experience in this field, or just be starting out. This doesn't mean that articles can't be written from a particular point of view, such as a plaintiff's viewpoint or defense lawyer's viewpoint.

However, the topic and information should be useful and relevant to as broad a spectrum as possible. If an article is written from a particular point of view, please make it clear in the article what that viewpoint is. Don't give what purports to be an objective analysis of the law if what you are doing is advocating a position.

Journal articles should use endnotes for all citations. The names for the primary cases can be identified in the article text – the citations, and case names for secondary cases, should be included in endnotes only.

Timing:

Journal articles are due to the Bar two months before the publication date. That doesn't include the time necessary for any editing or formatting we need to do at the Section level. Accordingly, articles should be submitted to the Section liaison no less than 8-9 weeks prior to the expected publication date. Articles submitted after that time may be published in a later issue.

Approval:

The large majority of articles submitted specifically for the *Journal* are accepted for publication. However, the Section maintains the right to determine whether an article is appropriate for publication in the Section column, and to edit or format as needed.

Following these guidelines will help insure that your article is accepted. Keep in mind that the *The Checkoff*, the Section newsletter, is a good location for many topics or articles that might not meet the requirements for the *Journal*.

Questions:

If you have any questions about these guidelines, submission requirement or anything else relative to writing or publishing a *Journal* article, contact the Co-chair of the Publications Subcommittee, [Frank E. Brown](#), or any of the Publications Subcommittee members listed on the Section's website.