

## **MEETING MINUTES**

### Labor and Employment Law Section Executive Council Meeting Ritz-Carlton Naples Golf Resort, Naples Thursday, September 22, 2016 • 5:00 p.m. E.S.T.

#### **I. Call To Order**

Cathleen Scott, Secretary/Treasurer, called the meeting to order and confirmed that a quorum of the Executive Council was present either in person or by phone. Zascha Blanco Abbott, Chair-Elect, led the meeting in Chair, Leslie Langbein's absence.

#### **II. Secretary/Treasurer Report**

Approval of Minutes – Cathleen Scott, Secretary/Treasurer presented the minutes for the June 16, 2016 meeting. The minutes were approved without amendment.

Financial Statement – Zascha Blanco Abbott, Chair-Elect presented the Financial Statement through June 2016. Honorable Frank Brown noted that while there were additional expenses such as the long range planning retreat this past bar year, the Section had great CLE revenue.

#### **III. Committee and Subcommittee Reports**

- A. ABA Liaison Committee – Cynthia Sass/Andrew Rodman  
Ms. Sass provided the report. The committee reported they are working with the ABA to plan the year and future events.
- B. Law School Liaison Committee – Cristina Velez/Yvette Everhart -  
Cristina Velez discussed her vision for a formal mentorship program for law students. It was suggested to speak with FAWL. A recent Stetson graduate in attendance, Ashley also suggested that there is a need for mentors and that mentorship is highly desired by law students and graduates.
- C. Judicial Outreach Committee – Zascha Blanco Abbott/John Davis Hoffman / Hon. Alan O. Forst: A committee meeting is being arranged
- D. Local/Voluntary Bar Association Committee – Robin Hankins/Ena Diaz – No report.
- E. EEOC and FEPA Liaison Committee – Kristen Foslid/Cheyenne Costilla – No report.
- F. NLRB and PERC Liaison Committee – Lindsay Wagner/Gregg Morton/Stephen

Greg Morton provided the report and advised that they are planning an NLRB conference call. A reminder that the next meeting PEARL seminar is coming up October 21-22 and is now a Friday - Saturday Conference.

- G. Wage and Hour Administration Liaison Committee – David Spalter/Jeff Goodz  
Mr. Spalter provided the report. He is working on plans to have a DOL question and answer for wage and hour practitioner as a webinar.
- H. Membership Outreach Committee – Leslie Reicin Stein/Sasha Dyson  
Leslie reported that they need volunteers to do Tool Kits.
- I. Bar Leadership Liaison Committee - Marlene Quintana/Evan Gibbs  
The report was provided by Frank Brown who was assigned to oversee this committee. He reported on the council of sections meeting. He said that the survey was completed and he will pass that along to the website committee. It will be distributed in January. There is an interest in the recent changes to wage and hour DOL guidelines and they are interested in having someone work on that. There is a proposed rule change to certification requirements, rule 6-23. Frank is sending the sections endorsement and will place the letter on section letterhead with approval. Mr. Brown provided an update on the deadline to submit the proposed jury instructions.
- J. Communication Committee
  - a. Publications Subcommittee (Checkoff/Journal) – Jay Lechner/Rob Eschenfelder/Carlo Marichel - written report provided
  - b. Website Subcommittee – Hon, Stephanie W. Ray/Brian L. Lerner.
    - i. Report: Judge Ray provided the oral report in addition to the written report submitted. The committee is seeking to raise a few issues for the section's consideration and if appropriate, a vote.
    - ii. Website: The website may have some compliance issues as determined by Ms. Sass' company, AccSass. The company submitted a proposal for \$860 to bring the website into compliance. The committee also obtained a proposal from E-link for a review and compliance work. The E-link quote is \$95 per hour with an estimate of 20 hours. Motion to approve AccSass proposed by Cathleen Scott, and seconded by Rob E. was approved.
    - iii. Mobile Friendly: Discussed second issue which is converting website to mobile friendly. That proposal is 25 hours \$95 -
    - iv. Motion amended to approve both expenditures by EC for up to \$3,800.00 for both AccSass and Mobile Conversion was made by Shane Munoz, Second by Cathleen Scott. Motion carries. This includes \$3800, includes the \$860 above.
    - v. E-Blast: Third issue is redesign on the e-blast - may not need to spend money but wants to have some budget for that to accomplish the goal. If within the

budget, does not require an actual vote at this, just for EC's information. The internal design can be accomplished by Mr. Lerner but may need some budget for functionality for the future.

- c. Social Media/Advertising Subcommittee – Cathleen Scott (Cathleen mentioned adding Brian L. Lerner/Hon. Stephanie W. Ray/ Gina Cadogan) – referred to the written report
- K. Long Range Planning Committee – Hon. Robert Kilbride/Robert Turk  
Bob gave report and they are meeting to discuss status they are ahead of schedule on long range planning committee.
- L. Special Projects Committee – Shane Munoz/Gina Cadogan  
Shane Munoz reported that the committee is working on the FLSA project and has gathered orders and procedures from Southern District but are in need of orders from Middle and Northern District courts. Brian Lerner suggested that a list serve request be made for these orders.

#### **IV. Continuing Legal Education**

- A. Mr. Poole provided the update:
- B. Webinars: 6 available time slots, he currently has 3 volunteers but needs some more. There is a current plan for FLSA with David Spalter, and Disability Webinar with DOJ and Cynthia Sass, LGBT topics as well.
- C. 42<sup>nd</sup> Public Employment Labor Relations Forum, Rosen Shingle Creek, Orlando – October 20-21, 2016
- D. 2016-2017 Audio Webcast Series – October 2016 – April 2017
- E. 17<sup>th</sup> Labor and Employment Law Annual Update and Certification Review, January 26 – 27, 2017 at The Florida Bar Winter Meeting, Gaylord Palms, Orlando
- F. Advanced Labor Topics 2017, March or April, 2017, New York City - Plans under way. Ray Poole asked about reports on the attendance numbers for location and attendance. The last three years there has been difficulty finding an acceptable location in Southern District

#### **V. New Business**

- A. Zascha Abbott reported that the new committee member assignments are attached to the agenda. They will also be emailed separately to all co-chairs. The goal is the schedule a committee meeting before October's meeting to get started on planning your programs for the bar year.
- B. The members and guests in attendance all did self-introductions.

**ATTENDANCE**

**In Person**

Zascha Blanco Abbott  
Cathleen Scott  
Sherril Colombo  
Rick Johnson  
Shane Munoz  
Yvette Everhart  
Allison Duffie  
Dan Zabłudowski  
Lakisha M. Kinsey  
Ashley Petefish  
Ashley Ward-Singleton  
Viktoria Johnson  
Nathan Paulich  
Maria Korn  
Bill Nelson  
Angie Froelich

**Conference Call**

J. Ray Poole  
Frank Brown  
Scott Atwood  
Ryan Barack  
Debbie Brown  
Sacha Byson  
Rob Eschenfelder  
Kristen Foslid  
Jennifer Fowler-Hermes  
Gregg Hearing  
Eric Holshouser  
Damon Kitchen  
Jay Lechner  
Brian Lerner  
Gregg Morton

Hon. Stephanie Ray  
Cynthia Sass  
Jill Schwartz  
David Spalter  
Leslie Stein  
Bob Turk  
Cristina Velez  
Dave Adams

**Excused**

Leslie Langbein  
Karen Evans  
Robyn Hankins  
Marlene Quintana  
Patrick Martin  
Steve Meck