



MINUTES

*Labor and Employment Law Section Executive Council Meeting
Gaylord Palms Resort and Conference Center
6000 W. Osceola Parkway, Kissimmee, FL 34746
Thursday, June 26, 2014 • 5:15 p.m. - 6:00 p.m. EST*

I. Call To Order – Robert S. Turk, Chair

Chair Bob Turk called the meeting to order. A quorum of the Executive Council was present either in person or by telephone.

II. Introduction of Guests – Robert S. Turk

Bob Turk recognized outgoing Board Liaison Grier Wells to introduce President-Elect of The Florida Bar Ramón A. Abadin and Board of Governors Members Michael J. Higer and David C. Prather.

President-elect Abadin spoke briefly regarding the initiatives he plans to work on during his year as President-Elect and carrying into his time as President. His initiatives include expanding and improving CLE offerings and delivery methods, promoting pro bono among the bar, and expanding the bar's use of technology.

Bob Turk also recognized and thanked Grier Wells for his many years of service to the Section as our Board Liaison.

III. Secretary/Treasurer Report – Frank E. Brown

a. Consideration of Minutes – May 16, 2014

There being no questions or additions or corrections to the minutes, the minutes of the May 16, 2014 meeting were approved unanimously.

b. Financial Statement – May 2014

Frank Brown reported that the Section's financial statement as of the end of May 2014 showed a current fund balance of \$232,530, which reflects a net operating surplus of \$16,265 over last year ending. Current Section membership is 2,162, an addition of 82 members since last meeting.

IV. Committee and Subcommittee Reports

Due to the late start because of a last minute change in the meeting room, Bob Turk asked the committee and subcommittee chairs for abbreviated reports.

a. Outreach Committee –

ABA Liaison Subcommittee – Jennifer T. Williams

No report

Law School Liaison Subcommittee – Jonathan Oliff/Debbie Brown

Debbie Brown reported that the 11 law school scholarships budgeted for the year had been awarded, and that four of the recipients – Ann Charleus of St Thomas, Nicole Engebretson of Thomas Cooley, Matthew Neff of FSU, and Louis Montone of Barry – would be attending the reception this evening to receive their recognition. Additionally, family members of the two Hall of Fame inductees, Judge Richard Harlan Frank and Theo Hamilton, would be present to receive the awards.

The other scholarship recipients are Thomas D. Rosachi from Ave Maria, Leanda Ferron from FAMU, Ingrid Cepero from FIU, Sari Canavan from Nova, Thomas Farrior from Stetson, Shannon Williams from UM, and Courtney Anne Newton from UF.

Judicial Outreach Subcommittee – Zascha Blanco Abbott/John D. Hoffman

Zascha Abbott reported that the subcommittee hosted its judicial program for Miami-Dade on May 20, and the planned program for Hillsborough County in conjunction with the HCBA has been moved to July.

EEOC and FEPA Liaison Subcommittee – Marquis Heilig / Kristen Foslid

Kristen Foslid reported that Bob Turk authorized the Section's contribution to the July 2, 2014 event commemorating the 50th anniversary of the passage of the Civil Rights Act to be hosted at the North campus of Florida International University. In exchange for its sponsorship, the Section was given 20 tickets to the event, of which 16 had been already been claimed.

NLRB and PERC Liaison Subcommittee – Nick Karatinos / Stephen A. Meck

No report

Wage and Hour Administration Liaison Subcommittee – Joseph G. Santoro

No report

Membership Outreach Subcommittee – Leslie Reicin Stein/Robyn Rosignuolo

Leslie Stein reported that the subcommittee is still looking for new toolkits.

Social Media / Advertising Subcommittee – Cathleen Scott / Brian L. Lerner

The subcommittee provided a written report for the agenda.

b. Long Range Planning Committee – Robert L. Kilbride

The Committee provided a written report for the agenda. In sum, the committee has addressed most of the issues from the last Long Range Planning Retreat. Two action issues that remain open for additional work during the next bar year include consideration of the appointment of a “technology czar” to oversee and integrate all of the Section’s technology-delivered services, including website, social media, advertising and CLE. Additionally, the Section needs to develop the new Executive Council member orientation approach.

c. Communications Committee – Cathleen Scott / Hon. Stephanie W. Ray

Publications Subcommittee – Jay Lechner / Zascha Blanco Abbott / Rob Eschenfelder

Website Subcommittee – Hon. Stephanie W. Ray / Brian L. Lerner

The Publication and Website subcommittees provided written reports for the agenda.

d. Special Projects Committee – Robert S. Turk

Bob Turk summarized his project of increasing the Section’s involvement with the NLRB as a success, with the April event hosted in Miami and another one planned for Tampa. Incoming Chair Shane Munoz discussed his project for the upcoming bar year. Shane’s goal is to develop standardized procedures for FLSA cases and attempt to get federal courts to adopt them. Shane has asked Marlene Quintana and David Spalter to serve as co-chairs of a special committee. Shane will appoint two members from each federal district to the committee, one from the plaintiff’s bar and one from defense bar.

e. Certification Standards Review Subcommittee – Sherril Colombo

Sherril briefly recapped the certification survey results. The Section received a 7% return rate from the survey. About two-thirds of the respondents felt the experience requirements should be broadened in some fashion. The most common opinion was that the current standards do not count a lot of work that is a regular part of labor and employment practice, such as representation before the EEOC, defending client or witness depositions, etc.

There was lengthy discussion about how best to proceed in considering the merits of changes to the experience requirement. Robyn Hankins noted that the BLSE would have to approve any proposed changes before any further action could be taken. Rob Eschenfelder moved that a subcommittee be appointed to consider the issues, and to work with the bar certification committee, to determine what, if any, changes should be proposed. The results of that review will be brought to the Executive Council before any further action would be taken. Rob Kilbride seconded the motion, which passed on voice vote.

V. New Business

a. CLE – Leslie Langbein

Leslie reported that the 40th Annual Public Employment Labor Relations Seminar is scheduled for October 23-24, 2014 in Orlando at the Orlando Airport Hyatt Regency Hotel. The City, County and Local Government Section is organizing this year's seminar with Gregg Morton co-chairing on behalf of our Section.

The details for the fall discrimination seminar still being finalized. Gina Cadogan and Ray Poole will co-chair. The Section is looking at mid-November for the seminar date but the hotel is still being finalized.

VI. Chair's Report – Robert S. Turk

a. Awards and Recognitions

Bob presented a number of awards to individuals for their work on behalf of the Section of the past year, including the officers, CLE chairs, editors, and Angela Froehlich for work as Section liaison. Additionally, the Section presented Bob Turk an award for his year of outstanding service as chair.

Program Chair Awards – Gregg Morton, PERLF SEMINAR; Marlene Quintana, NAVIGATING THE WORLD OF ADR; Erin Jackson and David Spalter, ANNUAL UPDATE AND CERTIFICATION REVIEW; Arlene Kline and Rick Johnson, ADVANCED LABOR TOPICS; and Leslie Langbein, WEBINAR SERIES.

Editors – Robert Eschenfelder, THE FLORIDA BAR JOURNAL Section Column;
Zascha Blanco Abbott and Jay Lechner, THE CHECKOFF

Officers – Sherril Colombo, Shane Munoz, Frank Brown, Robert Turk

Board Liaison – S. Grier Wells

Volunteer of the Year – Hon. Stephanie W. Ray

Lifetime Achievement Award – Cary Singletary

b. Report Of Nominating Committee and Vote For Officers and Executive Council Members

Bob Turk presented the Nominating Committee’s proposed slate of Executive Council members and officers. The Executive Council unanimously approved the following members for an Executive Council term expiring in 2016:

David W. Adams	Scott E. Atwood
Thomas A. Delegal, III	Robert M. Eschenfelder
Karen Evans	Kristen Foslid (new member)
Robyn Hankins	Robert L. Kilbride
J. Ray Poole, Jr.	Marlene Quintana
David H. Spalter	

The Executive Council also approved the proposed officer slate for 2014-2015, including Chair Shane T. Munoz, Chair-Elect Hon. Frank E. Brown, Secretary/Treasurer Leslie W. Langbein, Legal Education Director Zascha Blanco Abbott, Immediate Past Chair Robert S Turk, and new Board Liaison Adam Glenn Rabinowitz.

Finally, the Executive Council approved the recommendation that Sasha Dyson fill the Executive Council vacancy expiring in 2015 resulting from Zascha Abbott’s appointment as Legal Education Director.

Executive Council Members were reminded to attend the Hall of Fame and Law School Scholarship Reception and the reception for Chief Justice Ricky Polston. There being no additional business, the meeting was adjourned.

VII. Attendance:

Officers/Executive Council/Committee Chairs

In person:

Robert Turk
Shane Munoz
Hon. Frank Brown
Sherril Colombo
Grier Wells
Zascha Abbott
David Adams
Scott Atwood
Debbie Brown
Tad Delegal III
Robert Eschenfelder
Karen Evans
Hon. Alan Forst
Kristen Foslid
Marquis Heilig
Rob Kilbride
Brian Lerner
Ray Poole
Marlene Quintana
Hon. Stephanie Ray
Cathleen Scott
Leslie Stein
Angie Froelich

Phone:

Leslie Langbein
David Block
Robyn Hankins
Greg Hearing
John Hoffman
Rick Johnson
Nick Karatinos
Patrick Martin
Jonathan Oliff
Jill Schwartz
David Spalter

Section Members/Guests

Present:

Chris Bentley
Dan Coffman
Sacha Dyson
Erin Jackson
Gregg Morton
Amanda Neff

Excused:

Eric Holshouser
Damon Kitchen
Jay Lechner
Steve Meck
Jennifer Williams

