



LABOR AND EMPLOYMENT LAW SECTION

AGENDA

Labor and Employment Law Section Executive Council Meeting

June 22, 2023

5:00 p.m. – 6:30 p.m.

The Boca Raton

501 E. Camino Real

Boca Raton, Florida 33432

Zoom

Meeting ID: 832 1774 1286

Passcode: 795372

CHAIR

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CHAIR-ELECT

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EXECUTIVE COUNCIL

Terms Expiring 2023

Aaron Chotiner, Boca Raton
Richard E. Johnson, Tallahassee
Alicia H. Koepke, Tampa
Brian L. Lerner, Fort Lauderdale
Carlo D. Marichal, Plantation
Patrick Martin, Miami
Michelle E. Nadeau, Clearwater
Hon. Stephanie Williams Ray, Tallahassee
David H. Spalter, Winter Park
Leslie Reicin Stein, Tampa
Lindsey Wagner, Jupiter

Terms Expiring 2024

Ryan D. Barack, Clearwater
James M. Craig, Tampa
Karen Evans, Miami
Chelsie J. Flynn, Orlando
Kristen Foslid, Miami
Hon. Robert L. Kilbride, Tallahassee
Angeli Murthy, Plantation
Marlene Quintana, Miami
Cristina Velez, Tallahassee

PAST CHAIRS

Zascha Blanco Abbott, Miami
David W. Adams, Tampa
Deborah C. Brown, Tampa
Hon. Frank E. Brown, Tallahassee
Sherril M. Colombo, Miami
Hon. Alan Orantes Forst, West Palm Beach
Robyn S. Hankins, Tampa
Gregory A. Hearing, Tampa
Eric J. Holshouser, Jacksonville
F. Damon Kitchen, Jacksonville
Leslie W. Langbein, Miami Lakes
Stephen A. Meck, Tallahassee
Shane T. Muñoz, Tampa
Cynthia N. Sass, Tampa
Jill S. Schwartz, Winter Park
Cathleen A. Scott, Jupiter
Robert S. Turk, Miami

PROGRAM ADMINISTRATOR

Angie Froelich
The Florida Bar
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afroelich@floridabar.org

I. Call To Order and Welcome - Sacha Dyson, 2022-2023 Chair

a. Welcome to Brittany Baxter, Program Administrator

II. Secretary/Treasurer Report - Yvette Everhart,

Secretary/Treasurer

a. Minutes – January 19, 2023 (Attachment A)

b. Financial Statement – April 30, 2023 (Attachment B)

c. Reimbursement Policy

III. Committee Reports

a. Florida Bar Journal Report

b. Scholarship Committee

c. Additional Committees Reports

THE FLORIDA BAR

- IV. New Business
 - a. Scholarship Recipient Recognition
 - b. Chair's Special Appreciation Awards
 - c. 2023-2024 Proposed Executive Council

- V. Old Business
 - a. Ad Hoc Bylaw Review Committee (Attachment C)
 - b. Past Chair Vlog Project
 - c. Logo Review
 - d. Review of CLE Pricing and Discounts (Attachment D)
 - e. Review of Social Media and Vendors (Attachment E)
 - f. Google Drive for Executive Council Materials
 - g. Announcement regarding JNC Applications (Attachment F)

- VI. CLE Report and Schedule
 - a. Annual Update and Certification Review Seminar
 - b. Technology Seminar (to be postponed)
 - c. PERLF

- VII. Next Executive Council Meetings
 - a. October 19, 2023 – Orlando, FL

- VIII. Adjournment
 - a. Reception (6:30-7:30 p.m.)

MINUTES

January 19, 2023 Executive Council Meeting Labor and Employment Law Section, The Florida Bar Rosen Shingle Creek, Orlando, Florida

Sacha Dyson, Chair
Gregg Morton, Chair-Elect
Rob Eschenfelder, Legal Education Director
Yvette Everhart, Secretary-Treasurer
Scott Atwood, Immediate Past Chair
Paige Dooley-Levy, Section Administrator

Zascha Abbott
David Adams
Ryan D. Barack
Debbie Brown
Honorable Frank E. Brown
Aaron Chotiner
Sherril Colombo*
Jim Craig
Karen Evans*
Chelsie J. Flynn
Honorable Alan O. Forst
Robyn Hankin
Gregory Hearing
Eric Holshouser*
Janeia Ingram*
Richard E. Johnson*
Honorable Robert L. Kilbride
Alicia Koepke
Leslie Langbein*
Shane Munoz
Michelle Nadeau
Cynthia N. Sass*
Cathleen A. Scott*
Leslie K. Reicin Stein
Robert Turk*
Cristina Velez
*Appearing by phone/zoom

Guests

Michelle Nadeau (excused)
Leslie Langbein (excused)

I. Call to Order

Chair Sacha Dyson called the meeting to order at approximately 5:17 p.m. A quorum of the Executive Council was present either in person or by telephone. The meeting began with a welcome from the chair to the members and guests.

Welcome Paige Dooley-Levy as the new Section Administrator – joins us from the Board Certification Committee.

There is a card for Angie Froelich for those to sign to thank her for her contributions to the Section.

II. Secretary/Treasurer Report

- a.** Minutes - Approval of Minutes from December 1, 2022 (Attachment A) – Secretary moved to motion to approve; Jim Craig seconded the motion to approve – it passed no opposed or abstain.
- b.** Financial Statement- (Attachment B) – Ending balance - \$344,707, FYE 2022 was \$271,072, added \$73,676 in revenue since then.
- c.** Reimbursement Policy – submit to Paige and Secretary/Treasurer to ensure that we can track them and make sure that there is timely payment. If a request was submitted, there is nothing to suggest that it wasn't received, we just want to track to ensure prompt payment of all reimbursement requests.

III. Committee Reports

- a.** Florida Bar Journal Report – see (Attachment C)
 - i.** Alicia Koepke – Greg Hearing is working on an article now for the next submission and then Erin Jackson will be doing an article on the new PUMP Act. Jim Craig will draft an article and we will work to get him a topic.
 - ii.** Sacha asked Viktoria to get us on Checkoff Schedule, so we know when it is going to be submitted and when they come out.
- b.** Scholarship Committee (Attachment D) – See Written Report

IV. New Business

- a.** Review of CLE Pricing and Discounts (Attachment E) – Ad Hoc Committee
 - i.** Coming into today 18 people in person for the Certification Review, which are low numbers for the Annual Update and Certification seminar. Need to look at the pricing for the seminars as the price is very high and for members this review was \$585. Proposing for the committee to review current prices, requirements by the Florida Bar CLE Committee since

they are joint sponsored and look at whether we should to it jointly or certain seminars on our own. No aftermarket if we do seminars on our own. Committee to review this and determine whether we should do a discount potentially for certain types of lawyers. Sacha got an email that legal aid attorney who wanted to attend and there is a rule that says that legal aid attorneys can attend for free, but it is whether we want law students to attend our seminars, aftermarket sales and make recommendations for a vote by the Executive Council.

Volunteers:

- Cristina Velez
- Scott Atwood
- Sherrill Colombo
- Janeia Ingram
- Bob Kilbride

b. Review of Social Media and Vendors (Attachment F)

- i.** Since the last meeting, the Section has had two people—one handling the website and then one handling the social media (Danny Aller through the Bar for social media and Lisa Tipton for the website.) Need to look at the issue about how we are doing our social media and whether we want to continue on with Lisa Tipton. Look at social media engagement and there is no data given to us about how we are doing as far as engagements. Need to explore whether the contracts with the contractors are the right way to go, what are our expectations, do we go to another route, do we pay them to come to events and take pictures and then post it or allow the section members to take pictures and do we want to stay with our current vendors or find new vendors.

Volunteers:

- Gregg Morton
- Yvette Everhart
- Scott Atwood
- Rob Eschenfelder

c. Google Drive for executive council materials

- i.** Set up a Google Drive for the Section to keep materials together.
 - Folders that these committees can put materials there and it can be accessed easily.
- ii.** The secretary indicated that when she handled the website before Lisa Tipton was hired, the website contained the executive council minutes initially and they are there but may not have been updated since Lisa has taken over. Lisa would get them from the section administrator to post.

- d. Announcement regarding JNC Applications (Attachment G)
 - i. Received an announcement from the Council of Sections soliciting applicants – deadline is February 24, 2023

V. Old Business

- a. Bylaw Review Committee (ad hoc)
 - i. Gregg Morton scheduling the first meeting towards end of January/beginning of February 2023. If want to help and was not included initially, looking at expanding classes of affiliate membership, changing the cap of (inaudible), changing the membership of the EC so it is capped at 22 but it can rise and fall. Discuss more in detail, whether to change requirements for becoming an officer because there are lots of hoops and hurdles to getting into leadership and looking at the current makeup of the committees or whether some of those should be liaisons vs. actual committees. Gregg thinks that we should require EC members a certain a number of meetings in person. He does not know the answer but is looking to discuss it with the committee and if you want to participate, email Gregg Morton.
- b. Past Chair VLOG Project
 - i. Sacha has been in touch with those on the project. We can use some members that are not from the West Coast of Florida. The purpose is to so people can understand the paths to leadership, the benefits, the practice of L&E and for law students. Stephen Meck volunteered for the VLOG project as well as Chelsie Flynn and Angeli Murthy.
 - Leslie Stein said that we need to have a meeting as a group to discuss the questions and the logistics for doing the interviews.
- c. Logo Review – Sacha talked to Paige, and she is going to talk to the art department with the Florida Bar and will try to look into another logo for our section.

VI. CLE Report and Schedule

- a. Annual Update and Certification Review Seminar
- b. Technology Seminar (to be postponed) – we will not be able to do this year. It will be postponed to 2023-2024 or 2024-2025 terms.

VII. Next Executive Council Meeting

- a. Advanced Labor Topics (Amelia Island) Ritz Carlton April 2023 – date should be locked down in the next few weeks.
- b. Annual Convention (Boca Raton) June 2023 – Sacha does not remember the dates. Chelsie Flynn said June 21-23 and the EC will be on Thursday night.

VIII. Adjournment

Rob Eschenfelder made a motion for adjournment.
Yvette Everhart seconded the motion.

Sacha adjourned the meeting at 6:04 p.m.

THE FLORIDA BAR
Labor and Employment Law Section
For the Ten Months Ending April 30, 2023

	April	YTD 2023	FY 22-23 Budget	FYE Actual 2022
3001-Annual Fees	90	89,730	91,395	90,495
3002-Affiliate Fees	-	1,320	1,065	1,100
Total Fee Revenue	90	91,050	92,460	91,595
3301-Registration-Live	8,200	7,735	-	6,810
3321-Registration-Webcast	577	6,227	-	752
3331-Registration-Ticket	-	-	-	405
Total Registration Revenue	8,777	13,962	-	7,967
3351-Sponsorships	-	-	2,500	-
3391 Section Profit Split	2,690	(20,259)	60,000	51,971
3392-Section Differential	113	2,183	4,800	1,298
Other Event Revenue	2,802	(18,076)	67,300	53,269
3401-Sales-CD/DVD	-	3,075	-	3,075
3411-Sales-Published Materials	-	120	-	180
Sales, Rents & Royalties Revenue	-	3,195	-	3,255
3561-Advertising	-	1,300	-	2,550
Other Revenue Sources	-	1,300	-	2,550
Total Revenue	11,669	91,430	159,760	158,635
4134-Web Services	-	593	8,000	4,723
4311-Office Supplies	-	34	500	27
Total Staff & Office Expense	-	627	8,500	4,750
5031-AV Services	-	1,324	10,000	12,727
5051-Credit Card Fees	192	599	1,430	1,778
5101-Consultants	-	(1,200)	-	9,400
5121-Printing-Outside	-	-	-	2,100
5131-Production-Outside	-	1,900	4,000	-
Total Contract Services	192	2,623	15,430	26,005
5501-Employee Travel	-	804	5,076	4,361
5531-Board/Off/Memb Travel	-	-	1,000	-
5571-Speaker Travel	-	-	17,000	-
5599-Other Travel	246	23,935	25,500	18,718
Total Travel	246	24,739	48,576	23,079
6001-Post 1st Class/Bulk	-	244	100	156
6021-Post Express Mail	-	3	-	-
6301-Mtgs TFB Annual Meeting	-	-	5,000	7,603
6311-Mtgs General Meeting	-	2,879	3,500	2,936
6319-Mtgs Other Functions	-	(2,725)	8,000	12,774
6321-Mtgs Meals	-	22,500	36,200	30,426
6325-Mtgs Hospitality	-	(889)	8,000	19,212
6399-Mtgs Other	-	305	-	-
6599-Brd/Off Other	-	-	500	88

7001-Grant/Award/Donation	-	500	7,000	3,953
7011-Scholarship/Fellowship	-	-	12,000	5,500
7999-Other Operating Exp	-	286	500	804
Total Other Expense	-	23,104	80,800	83,450
8011-Administration CLE	-	-	8,800	10,450
8021-Section Admin Fee	38	38,532	39,140	38,741
8101-Printing In-House	-	383	250	719
8131-A/V Services	-	-	-	3,469
8141-Journal/News Service	-	-	-	425
8171-Course Approval Fee	-	150	270	150
8901-Eliminated IntEnt Exp	-	-	-	1,250
Total Admin & Internal Expense	38	39,065	48,460	55,204
9692-Transfer Out-Council of Sections	-	500	500	500
Total InterFund Transfers Out	-	500	500	500
Total Expense	475	90,660	202,266	192,988
Operating Income	11,194	771	(42,506)	(34,353)
3899-Investment Income (loss)	1,591	18,164	16,431	(38,147)
Total Nonoperating Revenue (Expenses)	1,591	18,164	16,431	(38,147)
Change in Net Position	12,785	18,935	(26,075)	(72,500)
Net Position				
2001-Beginning of the year, restated (Fund Balance)		271,072		343,572
End of the Year (Current Month)		290,007		271,072

**BYLAWS OF THE
LABOR AND EMPLOYMENT LAW SECTION**

**ARTICLE I
NAME AND PURPOSE**

Section 1. Name. The name shall be "Labor and Employment Law Section of The Florida Bar."

Section 2. Purpose. The purpose and mission of this section is to serve and support our members and others through opportunities for education, leadership, networking, professionalism, and public service, by providing quality programs, publications, scholarships and awards, information access, and social activities, related to the field of labor and employment law and related areas of law.

**ARTICLE II
MEMBERSHIP**

Section 1. Eligibility. Any member in good standing of The Florida Bar interested in the purposes of this section is eligible for membership upon application and payment of this section's annual dues. Except as provided in other sections of this Article II, any member who ceases to be a member of The Florida Bar in good standing shall no longer be a member of the section.

Section 2. Affiliate Membership. The executive council may enroll upon request and upon payment of the prescribed dues as affiliate members of the section other persons who have shown the dual capacity of interest in and contribution to the section's activities. The categories of affiliate members, as defined below, are law college faculty members, full-time law students at any accredited law school located in the United States, legal assistants or paralegals, human resources professionals, law firm administrators, authorized house counsel, inactive bar members, or persons who hold positions directly related to the section's area of law. . Affiliate membership will be limited to no more than one-third of the section's membership at any one time. Affiliate members shall have all the privileges of membership in the section except they shall not hold office as an elected or appointed officer, become voting members of the executive council, vote or participate in the selection of officers or the nomination of the members of the executive council.

Section 3. Affiliate Membership Definitions

(a) Law College Faculty Membership. Any person who is either a full-time or part-time instructor of law at any accredited law school located in the United States may become an affiliate member of the section.

(b) Law Students. Any full-time student at any accredited law school located in the United States may become an affiliate member of the section.

(c) Legal Assistants or Paralegals. Any individual who works with an active member of the section and who has successfully completed the certified legal assistant

(CLA) exam of the National Association of Legal Assistants, Inc., or who has graduated from an ABA approved program of study for legal assistants, or who has graduated from a course of study for legal assistants which is institutionally accredited but not ABA-approved, and which requires no less than the equivalent of 60 hours of classroom study, or who has graduated from a course of study for legal assistants, other than as defined above, plus not less than 6 months of in-house training as a legal assistant; or a legal assistant or paralegal who has worked with active members of the section for 5 years or more; or any Florida Registered Paralegal;

(d) Human Resources Professional. Any individual who is a current member of the Society for Human Resource Management (SHRM) and/or a current member of one of Florida's SHRM-affiliated chapters, as recognized by the HR Florida State Council.

(e) Law Firm Administrator. Individuals who are regular members of the Association of Legal Administrators.

(f) Authorized House Counsel. Any individual who is an authorized house counsel as defined in chapter 17 of the Rules Regulating The Florida Bar may become an affiliate member of the section.

(g) Inactive Bar Members. An individual who is an inactive member of The Florida Bar and that is in otherwise good standing.

(h) Other persons. Any persons who do not fit into one of the other categories of affiliate members that hold positions directly related to labor and employment law as determined and approved by the section's executive council.

Commented [MG1]: Catch-all provision.

Section 4. Administrative Year. The administrative year of the section shall run concurrently with the administrative year of The Florida Bar.

Section 5. Annual Dues. The annual dues for both members and affiliate members shall be immediately and in full by The Florida Bar. There shall be no prorated dues. Upon becoming a member, dues shall be payable thereafter in advance of each membership year. Any member whose dues are in arrears for a period of 3 months shall be considered in arrears and shall be ineligible to vote or hold office.

Section 6. Cost of Affiliate Memberships. The section shall reimburse The Florida Bar for expenses incurred by The Florida Bar in administering this section's affiliate memberships.

ARTICLE III OFFICERS

Section 1. Officers. The officers of this section shall be a chair, chair-elect, secretary-treasurer, legal education director, and an immediate past chair, all of whom shall be members in good standing.

Section 2. Duties of Officers. The duties of the officers shall be as follows:

(a) **Chair.** The chair shall preside at all meetings of the section, shall appoint appropriate committees of the section to serve during the chair's term of office, shall plan and supervise the program of the section at its annual meeting, and perform all executive and administrative duties necessary or proper to the organization and functioning of the section, including any duty as from time to time may be prescribed by the section or by The Florida Bar.

(b) **Chair-elect.** The chair-elect shall assist the chair, and in the absence or disability of the chair shall perform the duties of that office. The chair-elect shall be responsible for such other duties as the chair may designate.

(c) **Secretary/Treasurer.** The secretary-treasurer shall keep minutes of the section, maintain the permanent records of the section, and prepare annual financial statements under the supervision of the executive council. The secretary/treasurer shall perform such other duties as may be prescribed by the chair.

(d) **Legal Education Director.** The legal education director shall be responsible for all Section-sponsored seminars throughout the year of the individual's tenure; shall be responsible for appointing all program chairs for such legal education seminars; and, shall be responsible for such other duties as may be prescribed by the chair.

(e) **Immediate Past Chair.** The immediate past-chair shall assist the chair and shall be responsible for such other duties as the chair may designate.

Section 3. Term of Office. Each officer shall hold office for a term beginning at the close of the annual meeting of the section following election and until a successor is elected and qualified. If a vacancy shall arise in the office of secretary/treasurer or the office of the legal education director, the chair shall appoint a successor for the unexpired term. If a vacancy shall arise in the office of chair and there also shall exist a vacancy in the office of the chair-elect, the executive council shall appoint a successor to the unexpired term; otherwise the chair-elect shall fill the remainder to the term of office and the executive council shall appoint a chair-elect for the balance of the unexpired term.

**ARTICLE IV
EXECUTIVE COUNCIL**

Section 1. Governing Body. The section shall be governed by an executive council. The chair of the section shall be the chair of the executive council and the secretary/treasurer of the section shall be the secretary/treasurer of the executive council. It shall have general supervision and control of the affairs of the section, subject to the provision of the Rules Regulating The Florida Bar and the bylaws of this section. It shall authorize all commitments or contracts which entail the payment of money and it shall authorize the expenditures of all section funds. It shall not, however, authorize commitments, contracts or expenditures involving amounts of money in excess of the total amount which is budgeted as disbursements for that fiscal year. As the governing body of the section, it shall be vested with the power and authority to formulate, fix, determine and adopt matters of policy concerning the affairs and purposes of the section which are not inconsistent with

the policies of The Florida Bar. All recommendations of the section to The Florida Bar or to any branch of the judiciary or to any other group or body to which recommendations by the section are authorized to be made, must first be approved by the executive council. Any recommendation made other than to The Florida Bar shall have the prior approval of The Florida Bar. The executive council shall conduct its business at regular and special meetings as provided for in these bylaws; provided, however, the business of the executive council between regular meetings may be conducted by facsimile, correspondence and telephone calls to the extent authorized by the chair.

Section 2. Executive Committee. There shall be an executive committee of the council composed of the chair, chair-elect, secretary-treasurer, legal education director, and immediate past chair of the section. The executive committee will meet as directed by the chair. Its functions will be to serve as a planning agency for the executive council and to take emergency actions on behalf of the executive council between regular meetings of the executive council. All actions of the executive committee taken on behalf of the executive council shall be subject to ratification by the executive council at its next regular meeting. A majority of the executive committee shall be sufficient to exercise its powers and it shall not be necessary that a formal meeting be held for action. Meetings may be conducted by correspondence, telephone, electronic media, facsimile, or any combination thereof to the extent authorized by the chair.

Section 3. Executive Council Membership. The executive council shall consist of the chair, chair-elect, immediate past chair, secretary-treasurer, legal education director, every past chair of the Labor Relations Committee of The Florida Bar or of the Labor and Employment Law Section of The Florida Bar who has attended (by phone or in person) 60% or more of the executive council meetings in the previous section year, and up to 22 elected members.

Section 4. Term of Office. All members of the executive council, excluding officers and former labor relations committee or section chairs and those initially appointed by the chair as hereinafter provided, shall serve a term of 2 years. The terms of the elected members of the executive council shall be staggered so that one-half of the members shall take office at each annual meeting. All terms of office commence at the conclusion of the annual meeting of the executive council following their election and ending at the conclusion of the annual meeting of the executive council 2 years thereafter. Members of the executive council, excluding officers and former labor relations committee or section chairs, may serve up to three consecutive two-year terms. A member may not be reappointed to the executive council for at least 2 years after the six-year term has ended. This term limit provision shall be applied prospectively, not retroactively, upon the effective date of the amended bylaws.

Section 5. Vacancies. If at any time during a term of office of an executive council member, such office shall become permanently vacant by reason of death, resignation, ineligibility or other reason, such office shall be filled for the balance of such term by vote of the executive council at the next meeting of the executive council unless otherwise provided herein. The chair shall fill all appointed office vacancies.

ARTICLE V

**TERMS OF OFFICERS AND EXECUTIVE COUNCIL MEMBERS:
NOMINATION AND ELECTION OF OFFICERS AND EXECUTIVE COUNCIL**

Section 1. Election of Officers. The executive council at its annual meeting shall elect a chair-elect, secretary-treasurer and legal education director to take office for a term to commence immediately following the adjournment of the executive council's annual meeting and to conclude at the conclusion of the next annual meeting of the executive council. The chair-elect shall become the chair. In order to be considered for chair-elect, the individual must have served the preceding year as either secretary-treasurer or legal education director. Candidates for secretary-treasurer and legal education director, shall have served at least one term on the section's executive council and have an attendance rate of 80% during that term and also completed one of following:

served at least terms (5 years) on the section's executive council and have an attendance rate of at least 80% of the meetings over that 5-year term;

(a) chaired at least 1 section committee or subcommittee, and or attended at least 1 long range planning retreat;

(b) participated as a speaker in at least 1 section-sponsored or co-sponsored CLE programs and chaired at least 1 such program (participation and chairing may not be concurrent); or and

(c) published at least 1 article in the Checkoff, The Florida Bar Journal, or section-sponsored or co-sponsored CLE materials.

Section 2. Election of Executive Council. All elected members of the executive council shall be elected by the membership in attendance at the annual meeting of the section.

Section 3. Nominating Committee. A nominating committee, as hereinafter provided, shall submit to the executive council nominations for officers and the executive council for the subsequent year, for the purpose of presenting to the section at the annual meeting. The nominating committee shall consist of the chair, who presides, the chair-elect and the immediate past chair. The executive council shall approve the nominations, and may make additional nominations for election of officers or to the executive council prior to submission to the section membership. Nominations for such vacancies may also be made from the floor at the annual meeting of the section.

Section 4. Balloting. The election of such officers and executive council members at the annual meeting of the section shall be by majority vote of those present pursuant to a balloting procedure to be determined by the chair.

Section 5. Management & Labor Representation. Insofar as is practical, the nominating committee and the section membership will alternate their recommendations and elections, respectively between management, labor and neutral representatives. It is the intent of this section that a bona fide effort be made to alternate the partisan identity of the chair between labor and management.

Section 6. Ex-Officio Executive Council Members. Every past chair of the Labor Relations Committee of The Florida Bar or of the Labor and Employment Law Section of

Commented [MG3]: Goal is to qualify more members for officer positions.

The Florida Bar who has attended (by phone or in person) 60% or more of the executive council meetings in the previous section year shall be eligible to serve as a full member of the executive council during the subsequent year.

ARTICLE VI STANDING COMMITTEES

Section 1. Standing Committees. There shall be the following standing committees of the section:

- (a) Outreach Committee;
- (b) Membership Committee
- (c) ABA Liaison Subcommittee
- (d) Law School Liaison Subcommittee
- (e) Judicial Outreach Subcommittee
- (f) Local/Voluntary Bar Association Liaison Subcommittee
- (g) EEOC and FEPA Liaison Subcommittee
- (h) NLRB Liaison Subcommittee
- (i) Wage and Hour Administration Liaison Subcommittee
- (j) Long Range Planning Committee;
- (k) Communications Committee;and
- (l) Publications Subcommittee;
Website Subcommittee
- (m) Nominating Committee; and.
Special Projects Committee.

Commented [MG4]: None of this is definitive recommendation, but we would like remove all the subcommittees from the bylaws. We will likely keep them in some form or fashion, but would like to ask each committee to come up with a purpose/mission statement and list of subcommittees and liaisons.

Section 2. Appointment to Committees. With the exception of the nominating committee, the section chair shall appoint the chairs of the standing committees. The section chair shall work with each appointed committee chair to select interested members of the respective committees. However, the nominating committee shall consist only of the chair, the chair-elect, and the immediate past chair.

Section 3. Ad Hoc Committees. The chair may create and appoint members of such ad hoc committees as are deemed necessary.

ARTICLE VII MEETINGS

Section 1. Annual Meeting. The annual meeting of the section shall be held during the annual meeting of The Florida Bar, with such programs and order of business as may be arranged by the chair. The active members of the section attending any meeting of the section shall constitute a quorum for the transaction of business and a majority vote of those present shall be binding.

Section 2. Regular Meetings. There shall be no fewer than 3 regular meetings of the section each year, 1 of which shall be in conjunction with the annual meeting of The Florida Bar. Insofar as is possible, the other 2 regular meetings shall be held in conjunction with scheduled seminars or CLE courses sponsored by the section.

Meetings of the section shall be subject to call by the chair of the section upon 15 days' written notice. Those present at a meeting duly called shall constitute a quorum and a majority vote of those present shall be binding.

Section 3. Executive Council Meetings. The executive council shall meet during the 3 regular meetings of the section. The executive council may also act or transmit business herein authorized, without meeting, by written approval of the majority of the entire executive council. All members of the executive council shall attend at least 60% of the regular meetings of the section. Any individual who misses any 2 consecutive such meetings, without prior approval of the chair, will lose executive council membership, and the secretary-treasurer will notify the individual in writing within 20 days of the second consecutive absence. Should an individual, upon such notification, wish to appeal loss of executive council membership, the individual may appeal such loss to the executive committee in writing within 10 days of notification, setting forth good cause for the 2 consecutive absences. After the executive committee's review of any such appeal, the secretary-treasurer will notify the individual in writing of the outcome of the appeal.

Section 4. Special Meetings. Special meetings of the entire membership of this section may be called by the executive council provided 14 days' notice thereof shall be given to each member of the section.

ARTICLE VIII LEGISLATIVE POSITIONS

Due to the unique make-up of the section membership, which consists of labor and management representatives, and in order to maintain the neutrality necessary for cohesiveness of the section membership, neither the legislative committee nor the section shall take a legislative position on behalf of the section. This provision shall not prohibit individual members of the section from adopting personal legislative positions. However, individual legislative positions shall not be represented as positions of the section.

ARTICLE IX MISCELLANEOUS

Section 1. Action of The Florida Bar. No action of the section shall be represented or construed as the action of The Florida Bar until the same has been approved by the The Florida Bar.

Section 2. Financial Obligations. Before payment, all financial obligations must first be

approved in the manner specified by the executive council.

Section 3. Compensation and Expenses. No salary or other compensation shall be paid to any member of the section for performance of services to the section but the chair and secretary/treasurer may authorize the payment of reasonable out-of-pocket expenses consistent with the section's financial policies.

Section 4. Amendments. These bylaws may be amended only by the Board of Governors of The Florida Bar upon recommendation made by the executive council of the section.

[Add "last amended" date]

Study and Prepare Recommendations Regarding CLE Pricing and Discounts

Mission of the Section

The purpose and mission of this section is to serve and support our members and others through opportunities for education, leadership, networking, professionalism and public service, by providing quality programs, publications, scholarships and awards, information access and social activities, related to the field of labor and employment law and related areas of law.

Objectives of the Ad Hoc Committee

1. Review current pricing for seminars and consider whether any changes should be made
2. Review requirements for pricing set by The Florida Bar
3. Consider whether to implement discounts and the amount of the discounts for:
 - a. Section members
 - b. Lawyers in public sector or non-profits
 - c. Legal aid lawyers (already entitled to complimentary admission for jointly sponsored CLEs, but that is not listed on our registration pages)
 - d. Law students
 - e. Law school faculty
 - f. Neutrals
 - g. In-person attendance
4. Review discounts (if any) for authoring articles in Checkoff or Bar Journal
5. Consider whether to implement a scholarship program for CLE attendance for law students or section members
 - a. Number of scholarships
 - b. Amount of the scholarships
 - c. Requirements for scholarships
6. Review after-market sales and pricing and consider whether changes should be made
7. Consider which seminars should be jointly sponsored with the CLE committee and whether any seminars should be section sponsored
8. Prepare recommendations for a pricing strategy and discount policy consistent with the section's missions and to increase attendance at in-person seminars

Study and Prepare Recommendations **Regarding Section Social Media Strategy**

Mission of the Section

The purpose and mission of this section is to serve and support our members and others through opportunities for education, leadership, networking, professionalism and public service, by providing quality programs, publications, scholarships and awards, information access and social activities, related to the field of labor and employment law and related areas of law.

Objectives of the Committee

1. Review current social media platforms and access and make recommendations as to which platforms we should have or use
2. Review branding for social media accounts for consistency and recognition
3. Review agreements for contractors for social media and website and provide recommendation as to whether we have the right resources in place or need different, additional, or fewer resources
4. Prepare deliverables and expectations for vendors for social media and website, including reporting to executive council
5. Prepare recommendations for whether and how to move forward with vendors
6. Prepare recommendations on the strategy, process, and procedure for our social media platforms, expectations for vendors, and role of executive council members, including who will have access to the credentials, who is responsible for posting content, and how often we should be posting.

Sacha Dyson

From: Hill, Terry L <THill@floridabar.org>
Sent: Monday, January 9, 2023 11:47 AM
To: Council Of Sections
Subject: The Florida Bar Council of Sections: Calling for JNC Applicants

This message originated outside of GrayRobinson.

Council of Section members,

The below communication from Board of Governors member Jeremy Branning is shared with you at his request.

Good morning!

The Florida Bar is in the process of securing applications for open seats on Judicial Nominating Commissions throughout the state. JNC members are critical forming the future of our judiciary and making sure that the candidates sent to the Governor are eligible, qualified, and fit to be a part of the judicial branch.

The due date for submitting applications to serve on a JNC has been extended to February 24, 2023, and we ask that [you share the announcement](#) with your members and encourage them to apply. We are committed to nominating a diverse selection of dedicated lawyers, but we need them to apply!

**Thank you in advance for your assistance in this important matter,
Jeremy Branning, Chair
The Florida Bar JNC Screening Committee**

Your assistance in getting the word out to your section members will be greatly appreciated. Thank you.

Terry L. Hill
Division Director, Programs
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