
Labor and Employment Law Section

e-News

Issue 2

Fall 2014

Message From The Chair



Robert A. Boonin

The past year has been an ambitious and exciting year for our Section. Our accomplishments are due to our highly engaged Council members and many members who have volunteered and been active on various committees. It has been a pleasure and a privilege to be a part of these initiatives and serve as the Chair in the process. Dan Swanson is moving into the Chair's seat this month. He has a great team behind him as the Section continues to move forward with enhancing its programs and offerings to its members. I wish him and the rest of the Council, and all those who work on the various committees, only the best of success.

So, what has happened over the past year? While all of our programs and offerings are worthy of special acknowledgement, given space limits there are few which are new or otherwise particularly noteworthy.

For instance, under Dan Swanson's leadership, the first issue of this e-Newsletter rolled-out this past Spring and, due to a team of dedicated Section members serving as editors, new issues are planned to be sent out quarterly. Unlike Lawnotes, the e-Newsletter will focus on Section programs and events, news regarding Section members, and other articles regarding our practices. (If you have ideas for content, let the editorial team know!)



LABOR AND EMPLOYMENT
LAW SECTION

State Bar of Michigan Labor and Employment Law Council

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Immediate Past Chair



Judges' Dos and Don'ts



Oakland County Circuit Court Judge Wendy Potts

Five Dos:

- Do submit a Judge's Copy of briefing when the Court needs to consider numerous and/or voluminous exhibits;
- Do stand when making objections;
- Do try to arrive on time, if not early, when making Court appearances;
- Do be kind and respectful to Court staff;
- Do make sure you have set up your e-filing account with a valid email address;

Five Don'ts:

- Don't miss deadlines set by the Court in scheduling or other orders;
- Don't call the Court regarding missing orders or dates before checking with the register of actions and checking your spam e-mail folder;
- Don't forget to review the applicable Court Rules before calling the Court with questions;
- Don't forget to bring proposed orders to motion hearings;
- Don't forget to sit at the appropriate counsel table;

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What's on the Docket?

LELS Events

LELS Annual Business Meeting, Program, & Reception

Thursday, September 18, 2014
2:00-4:00 PM reception follows
DeVos Place -- Grand Rapids, MI
The Section's Annual Business Meeting is offered in conjunction with the State Bar's Annual Meeting.

LELS Celebrating Our Diversity Event

Thursday October 16, 2014 5:30 - 8:30 p.m.

The Detroit Beer Company --
Detroit, MI

As labor and employment practitioners we all know how important diversity is in our profession.

For more [Click Here](#)

Making Your Case: Using Emerging Technology As Part Of Your Labor And Employment Practice

Wednesday November 12, 2014



Oakland County Circuit Court Judge James Alexander

1. Be prepared.
2. Once the Court has ruled, say thank you and leave. Judges don't like to hear, "But your honor".
3. Show respect to the opponent and the tribunal.
4. Answer the question the Court asks. This is not a Presidential debate. The Court is asking a question to help it understand the issue you've raised.
5. Be prepared.

LELS e-news in the Crowd

On June 5, 2014, The Reserve at Big Rock Chop House in Birmingham was again the setting of the Labor & Employment Law Section's annual Spring-Board event. This year's Spring-Board was co-sponsored by the Alternative Dispute Resolution ("ADR") Section and featured roundtable discussions led by



several distinguished ADR experts. Those who attended gained valuable insight into the areas of mediation, arbitration and case evaluation. A networking session followed during which attendees enjoyed

complimentary beer, wine and hors d'oeuvres. Thank you to all of the round table panelists and attendees for making this year's Spring-Board a resounding success!

On June 13, 2014, The LELS, in conjunction with the Grand Rapids Bar Association Labor and Employment Law and Corporate Sections, co-sponsored a presentation regarding Disability Management under Federal and State laws entitled "Employee's Use of and Employer Challenges under the FMLA and ADAAA." Council members Jennifer Salvatore and Jeff Fraser presented to about 30 attendees. The LELS and the Grand Rapids Bar Association Labor and Employment Law Section co-sponsor a presentation each year during the late Spring / Early Summer in Grand Rapids. This year's presentation and discussion were held at the University Club in Grand Rapids.



4:30pm

Emagine Theatre - Royal Oak, MI

The practical and cutting edge information presented in this seminar will assist any emerging labor and employment lawyer in "Making Their Case."

For more [Click Here](#)

2014 LELS Holiday Party

December 11, 2014

TBD

Birmingham Country Club --
Birmingham, MI

Celebrate with LELS at the annual holiday party featuring music, hors d'oeuvres and holiday networking.

2015 LELS Mid-Winter Meeting

Friday January 23, 2015

1:00 PM

Detroit Athletic Club-Detroit, MI

In 2013 and 2014, the Council for the section surveyed the membership on multiple occasions. One of the questions asked of members of the section was whether people would prefer a Friday only format.

For more [Click Here](#)

Affinity Bar Events

Detroit Metropolitan Bar Association (DMBA) "Night Out with the Bench and Bar" Networking Reception

Thursday October 9, 2014

5:00 p.m.

Buffalo Wild Wings-- Detroit, MI

Chaldean American Bar Association Annual Dinner

October 29, 2014

6:00 p.m.

Shenandoah Country Club -- West Bloomfield, MI

DMBA Foundation Archer Awards, Honoring

On July 29, 2014, the Labor & Employment Law Section hosted its First Annual Summer Outing at Comerica Park. LELS members and their families enjoyed dinner, drinks and socializing at the Miller Lite Lounge before watching the Detroit Tigers take on the Chicago White Sox. Although the Tigers did not prevail, a fun time was had by all. Thanks to Sam Morgan for organizing this great event.



From Left: Heidi Sharp, Jessica Vartanian, Sam Morgan, Angela Walker, David Nacht.



Clockwise from top: Tom Cattell, Allyson Miller, Miyuki Oshima, Carly Osadetz.



Congressman John Dingell

Thursday November 6, 2014

6:00 p.m.

Cobo Center-- Detroit, MI

**Oakland County Bar Association
Holiday Gala**

Wednesday December 3, 2014

TBD

Townsend Hotel- Birmingham, MI

**DMBA Jingle Mingle Holiday
Party**

Thursday December 11, 2014

5:00 p.m.

TBD

For more info on the Events

[Click Here](#)



LELS SOCIAL MEDIA UPDATE

The State Bar of Michigan Labor & Employment Law Section is on Social Media. Please join our groups to keep up to date with our section events (including the upcoming Annual Meeting on September 18th in Grand Rapids), to post your own thoughts and photos of LELS events, and to engage in a lively discussion of current events and topics relevant to Labor & Employment Law. We are currently on Facebook, LinkedIn, and Twitter and can be found at the following:

<http://Facebook.com/SBMLELS>

<https://www.linkedin.com/groups/State-Bar-Michigan-Labor-Employment-8119918>

<https://twitter.com/SBMLELS>

RECENT DEVELOPMENTS IN THE LABOR AND EMPLOYMENT LAW

- Agencies Issue New Regulations Governing ACA's Contraception Mandate: [Link](#)
- President Obama Signs Fair Pay and Safe Workplace Executive Order: [Link](#)
- President Obama Signs Executive Order Prohibiting Discrimination Based on Sexual Orientation and Gender Identity: [Link](#)
- EEOC Issues Updated Enforcement Guidance on Pregnancy Discrimination and Related Issues: [Link](#)
- Burwell v. Hobby Lobby: Supreme Court Rules Certain Employers Do Not Have To Cover Birth Control In Health Care Plans Provided To Employees: [Link](#)
- National Labor Relations Board v. Noel Canning: Supreme Court Invalidates President Obama's Appointment of National Labor Relations Board Members Made During a Three Day Recess of the Senate: [Link](#)

