

**LABOR AND EMPLOYMENT LAW SECTION  
2012 - 2013 SECTION ANNUAL REPORT  
STATE BAR OF MICHIGAN**

***Mission Statement:*** The purposes of the Section shall be to study labor and employment law and to promote its fair and just administration; to study and report upon proposed and necessary legislation, to promote the legal education of members of this Section of the Bar and the general public by generating awareness of the problems and concerns of management, labor, and employee relations through sponsorship of meetings, institutes, and conferences, and by preparing, sponsoring, and publishing legal writing in the labor and employment field; to endeavor to assist in the development of rules and conduct based upon the rights and responsibilities of employees and management and labor and industry; and to promote justice, equal opportunity, and industrial peace.

***Officers and Council Members:*** Officers and Council Members are listed by practice emphasis: "M" references Management; "P" references Plaintiff; "U" references Union; and "N" references neutral.

**OFFICERS:**

**Chair: Timothy H. Howlett (M)**  
Dickinson Wright PLLC  
500 Woodward Avenue, Suite 4000  
Detroit, MI 48226  
(313) 223-3662  
Fax: (313) 223-3598  
thowlett@dickinsonwright.com

**Chair Elect: Robert A. Boonin (M)**  
Butzel Long PC  
301 East Liberty Street, Suite 500  
Ann Arbor, MI 48104  
(734) 213-3601  
Fax: (734) 995-1777  
boonin@butzel.com

**Secretary: Daniel D. Swanson (P)**  
Sommers Schwartz PC  
1 Town Square, Suite 1700  
Southfield, MI 48076  
(248) 746-4046  
Fax (248) 936-2172  
dswanson@sommerspc.com

**Treasurer: Brian E. Koncius (P)**  
Bogas, Croson and Koncius  
31700 Telegraph Rd., Suite 160  
Bingham Farms, MI 48025  
(248) 502-5000  
Fax: (248) 502-5001  
bkoncius@kbogaslaw.com

**COUNCIL MEMBERS:**

**Gail D. Cober (N)**  
Director, Detroit Field Office  
EEOC  
477 Michigan Avenue, Room 865  
Detroit, MI 48226  
(313) 226-3347  
Fax: (313) 226-2778  
gail.cober@eeoc.gov

**Gary W. Francis (M)**  
Plunkett Cooney  
38505 Woodward Ave.  
Suite 2000  
Bloomfield Hills, MI 48304  
(248) 901-4045  
Fax: (248) 901-4040  
gfrancis@plunkettcooney.com

**Jeffrey J. Fraser (M)**  
Miller Johnson  
250 Monroe Ave., Suite 800  
Grand Rapids, MI 49501  
(616) 831-1756  
Fax: (616) 831-1756  
fraserj@millerjohnson.com

**Jospeh P. Girolamo (N)**  
615 Griswold, Lobby 7  
Detroit, MI 48226  
(313) 886-7723  
Fax: (313) 886-7725  
jpgarb@comcast.net

**Gloria A. Hage (M)**  
General Counsel  
Eastern Michigan University  
11 Welch Hall  
Ypsilanti, MI 48197  
(734) 487-1055  
ghage@emich.edu

**Susan Hartmus Hiser (M)**  
Vercruysse, Murray & Calzone  
31780 Telegraph Rd., Suite 200  
Bingham Farms, MI 48025  
(248) 540-8019  
Fax: (248) 540-8059  
shiser@vmclaw.com

**Richard G. Mack, Jr. (U)**  
Miller, Cohen PLC  
600 West Lafayette Blvd.,  
4<sup>th</sup> Floor  
Detroit, MI 48226  
(313) 964-4454  
Fax: (313) 964-4490  
richardmack@millercohen.com

**Sam P. Morgan (P)**  
Gasiorek Morgan Greco &  
McCauley PC  
30500 Northwestern Highway  
Suite 428  
Farmington Hills, MI 48334  
(248) 865-0001  
Fax: (248) 865-0002  
smorgan@gmgpc.com

**John R. Runyan (U)**  
Sachs Waldman PC  
1000 Farmer St.  
Detroit, MI 48226  
(313) 965-3464  
Fax: (313) 965-4602  
jrunyan@sachswaldman.com

**Jennifer B. Salvatore (P)**  
Nacht Roumel Salvatore  
Blanchard & Walker, P.C.  
101 S. Main St., Suite 555  
Ann Arbor, MI 48104  
(734) 663-7550  
Fax: (734) 663-7592

**Michael M. Shoudy (U)**  
White Schneider Young &  
Chiodini, P.C.  
2300 Jolly Oak Road  
Okemos, MI 48864  
(517) 347-7211  
(517) 349-8295  
mshoudy@whiteschneider.com

**Jeffrey A. Steele (M)**  
Clark Hill PLC  
Ste. 3500  
500 Woodward Ave.  
Detroit, MI 48226  
(313) 965-8509  
Fax: (313) 965-8252  
jsteele@clarkhill.com

**Lawnotes Editor:**

**Stuart M. Israel (U)**

Legghio & Israel, P.C.  
306 South Washington, Suite 600  
Royal Oak, Michigan 48067  
(248) 398-5900, ext. 1161  
Fax: (248) 398-2662  
israel@legghioisrael.com

**Commissioner Liaison:**

**Stephen J. Gobbo**

State of Michigan  
P.O. Box 24222  
Lansing, MI 48909  
(517) 241-9267  
Fax: (517) 241-9296  
gobbos@michigan.gov

=====

**2012-2013 Council Meetings:** The Council meets once a month, typically on the second Monday of the month, during every month except July. During the last year, the meetings were held in Detroit, Southfield and Bingham Farms with a telephonic attendance option.

**Section Publications:** Lawnotes continues to be published quarterly and can be found on our Section website as part of the SBM website.

**Events and/or Seminars:** We started the year with our Annual Meeting in Grand Rapids on September 20, 2012. Terry Morgan, Regional Director in the Detroit Regional Office (Region 7) of the NLRB and David Lopez, General Counsel of the Equal Employment Opportunity Commission, were presenters. Craig Schwartz and David Radtke served as panel members to discuss the NLRB issues. Larry Murphy, Stephen Drew and Rhett Pinsky served as panel members to discuss the EEOC issues. David Calzone served as moderator for both panels.

The Section's Holiday party took place on December 13, 2012 at the Birmingham Country Club. We had 162 attorneys paid/registered for the event.

The Section's Mid-Winter Meeting took place on January 25 and 26, 2013 at the Detroit Athletic Club. The dinner speaker was Professor Kevin Boyle. He discussed his upcoming book about Sacco and Vanzetti. The Distinguished Service Award was presented to Joe Golden. The Section also presented a seminar on January 26, 2013 with Legal Updates presented by Mike Shoudy, Gary Francis, Rob Boonin and Jeff Steele. John Runyan moderated a panel which included Greg Murray, Kathy Bogas

and featured EEOC Commissioner Victoria Lipnik to discuss the EEOC's new strategic enforcement plan.

On October 14, 2012, the Section co-sponsored the 20<sup>th</sup> Annual Bernard Gottfried Memorial Labor Law Symposium held in Detroit at Wayne State University Law School.

On March 12, 2013 the Section co-sponsored a west side event with the Grand Rapids Bar Association featuring a discussion of the recent right to work legislation.

The Section co-sponsored the ICLE "Labor and Employment Law Institute" with a new lawyer promotion in April.

On June 6, 2013, the Section will present the "Spring Board" seminar, focusing on practice before the EEOC to be held at the Big Rock in Birmingham.

**Awards:** The Distinguished Service Award was presented to Joe Golden in January of 2013.

**Financial Report:** The Section is now financially secure, and expenses are within budget.

**Future Goals and Activities:** The Section intends to continue providing excellent seminars and programs for members and its quarterly publication, "Lawnotes." The Section also plans to continue its drive for new members. The Section has implemented a recruitment and approval process for non-lawyer members which is off to a good start. The Section recently conducted a survey of its members to evaluate and improve programming. The Section is also planning a seminar directed to new lawyers for October 2, 2013 in Royal Oak.