

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

Bar Year: 2013-2014

Section Name: Labor and Employment Law Section

Mission Statement: The Labor and Employment Law Section of the State Bar of Michigan provides education, information and analysis about issues of concern through meetings, seminars, this site, public service programs, and publication of a newsletter. Membership in the Section is open to all members of the State Bar of Michigan. Statements made on behalf of the Section do not necessarily reflect the views of the State Bar of Michigan

Officers and Council Members:

Officer	Name	Address	Telephone	Email
Chair	Robert A. Boonin	Detroit	313-568-6707	rboonin@dykema.com
Chair-Elect	Daniel D. Swanson	Southfield	248-746-4046	dswanson@sommerspc.com
Secretary	Brian E. Koncius	Bloomfield Hills	248-502-5000	bkoncius@kbogaslaw.com
Treasurer	Susan Hartmus Hiser	Bingham Farms	248-540-8019	shiser@vmclaw.com

Member	Term	Member	Term
Timothy Howlett, Imm. Past Chair	NA	Jeffrey Fraser	1 st
Jeffrey Steele	2 nd	Joseph Girolamo	1 st
Gary Francis	2 nd	Sam Morgan	1 st
Gloria Hage	2 nd	Jennifer Salvatore	1 st
John Runyan, Jr.	2 nd	Michael Shoudy	1 st
Gail Cober	1 st	David Radtke	1 st
Michelle Crockett	1 st		

Council Meeting Schedule: The Council meets the second Monday of each month, except for July. Most of the meetings were held at the offices of Sommers Schwartz in Southfield. Minutes of Council Meetings are posted on the Section's website.

General Budget and Membership Information: Through member dues and event fees, the Council generated approximately \$95,000 in revenue for the 2013-14 fiscal year.

Just over \$65,000 is generated by the dues support provided by our roughly 2,000 members (which is one of the largest sections of the State Bar of Michigan). Due to our recent change to our bylaws, non-attorneys are able to join our Section and enjoy most of its benefits. There are nearly 30 non-attorneys who have taken advantage of this opportunity.

Our expenses for the year will be approximately \$75,000. Most of those expenses relate to the printing and mailing of the Section's quarterly Law Notes publication, with the other expenses largely relating to our programs. A small percentage of our overall expenses relate to administrative costs. New initiatives which got underway in the current year will increase projected expenses for the coming years. Those expenses relate, in part, to supporting the new quarterly e-News publication and webinars, as well as coordinating and managing the Section's

presence on various social media sites. The finances of the Section are healthy and additional services are planned to be supported the Section's current fund balance and increased revenues from current and new programs.

Events, Seminars and/or Webinars: The Section continues to have numerous continuing education and social programs each year, and this year it added two new programs to its standard offerings. One of these offerings is a seminar offered in the Fall, the "Making Your Case" seminar. This program addresses issues of particular interest to new practitioners in the field. In addition, this year a summer social event was held. That event was a night at a Tiger's Game, preceded by a buffet picnic at the game.

Our programs were as follows:

Event or Seminar Title	Date	Location
Annual Meeting	September	Lansing
New Event	October	Southfield
Holiday Party	December	Birmingham
Mid-Winter Meeting	January	Detroit
ICLE L&E Law Symposium	April	Northville
Webinar w/Healthcare Section	May	
Springboard Event	June	Birmingham
Westside Event w/GR Bar Assn's LELS	June	Grand Rapids
Tiger's Game Summer Outing	July	Detroit

Publications:

The Section has been publishing a quarterly hard-copy journal for the past few decades, *LawNotes*. This publication is a marquis product provided to all members.

This past Spring, the Section also published its first newsletter, *e-News*. This is a web-based publication provided by email to members sent out between *LawNotes* mailings. The content focuses on Section news and its members.

Awards and Scholarships:

The recipient of this past year's Distinguished Service Award was posthumously provided to Janet Cooper, a former Director and attorney for the Michigan Department of Civil Rights. The award is reserved to individuals who have provided distinguish service to the profession over the course of their careers and who have done in highly ethical and collegial manners.

The Section also sponsored the Institute of Continuing Legal Education's Annual Labor and Employment Law Symposium, which subsidized substantially reduced tuition for new lawyers attending the conference.

The Section also provided \$1,500 towards scholarships to law students to attend the Bernard Gottfried Symposium on labor law, sponsored by the NLRB's Region 7.

Section Committees: There are a number of committees comprised of Section members, including Council members. Among those committees are:

- Annual Meeting Planning Committee (Gloria Hage, Chair)
- Mid-Winter Meeting Planning Committee (Jeffrey Steele, Chair)
- Webinar Committee (Gloria Hage, Chair)
- e-News Publication Committee (Daniel Swanson, Chair)
- Springboard Planning Committee (Jennifer Salvatore, Chair)
- Holiday Party and Summer Outing Planning Committee (Sam Morgan, Chair)
- “Making Your Case Seminar” Planning Committee (Gary Francis, Chair)
- Social Media Committee (Brian Koncius, Chair)
- Nominating Committee (Darcie Brault, Chair)

Section members are encourage to volunteer to participate in these planning committees, to provide suggestions to these committees, and to also serve as speakers at these various events.

Legislative Issues: While the Council rarely takes positions on legislative or regulatory matters, this year the Council endorsed a bill pending in Congress which would alter the way settlements of employment claims would be taxed.

Recommendations for Next Council: Continue with the new programs, including webinars and e-News communications, to better engage a broader range of the membership in participating in the development and execution of our programs, as well as in attending our events, and continue to reach out to the membership for participating in the development, planning and execution of these programs. Also continue to provide the programs which the members have consistently reported are highly valued to them, both on the seminar front and through Law Notes. And finally, continue to develop relationships and partnerships with other sections and affinity bar groups to aid in the maintenance and growth of our membership base, and to also enhance the diversity within our Section.

Other Information: In addition to continuing to offer various continuing education and social/networking events for the Section as it has over the course of recent years, as well as providing members with its quarterly scholarly and informative Law Notes publication, this year the Section has developed additional programs and services for its members. For instance:

- The Section, in part in conjunction with other Sections, is offering webinars to our members. The first webinar covered domestic partner benefits for same sex couples. Other webinars are planned for the coming year.
- In addition to Law Notes, the Section has started a new quarterly web-based publication, the e-News. This publication is intended to keep members informed of coming events and provide summaries of past events, and to otherwise keep members abreast of Section developments and ways for members to be involved in Section offerings.
- Late this year, the Section also rolled-out its presence on social media by establishing and supporting sites on Facebook, Twitter and LinkedIn.
- This past year, the Council also conducted and closely analyzed the results of a comprehensive survey of members regarding the programs and services provided, their value, and options for providing services into the future.

- The webinar programs, social media presence and e-News will not only provide added value to all members, but will also enhance the Section's connections and relevance to members outside of southeast Michigan region and the generation of more social media savvy attorneys.
- As an outcome of this survey, as well as follow-up surveys and reviews, it was determined that many members were interested in redesigning the traditional format for our Mid-Winter Meeting. As a result, instead of having the meeting entail a Friday dinner with presentations, followed by a Saturday morning education program, beginning with the 2015 Mid-Winter Meeting the format will entail an afternoon of education programs followed by a dinner with presentations.