

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

MINUTES OF COUNCIL MEETING

A meeting of the State Bar of Michigan's Labor and Employment Law Section Council was held at 12:00 p.m. on Monday, April 8, 2019, at the Murray Law Group, Bingham Farms, Michigan.

PRESENT: Gloria Hage, Jennifer Salvatore, John Runyan, Keith Brodie, Mark Cousens, Adam Forman, Erin Hopper, Sarah Prescott, James Reid, Marlo Roebuck, Tad Roumayah, Heidi Sharp, Andrey Tomkiw, Ronda Tate Truvillion. Also present, Jon Cakmakci, student fellow from Wayne State University Law School.

ABSENT: Michelle Crockett, Jennifer McManus, Heidi Sharp, Ann Marie Vercruysse Welch.

1. **Approval of Agenda:** Adam Forman requested that the proposed Agenda be amended to allow him to make a brief report on the E-Newsletter and Section Website.
2. **Approval of Meeting Minutes:** No changes to the March Meeting Minutes.
3. **Chair's Report (Jen):**
 - A. Jen reported that she and Keith will be meeting with a group of five or six attorneys from the Grand Rapids area on April 18, 2019, to discuss ways in which to involve attorneys from the west-side of the state in Section activities, including possibly scheduling the Annual Meeting at a family-friendly west-side venue.
 - B. Jen reported on the cancellation of the event which student fellow Jon Cakmakci had organized at Wayne Law School for March 28, 2019, because of a scheduling conflict. Jon apologized to the Council Members who had agreed to attend and indicated that he hope that the event could be rescheduled for the Fall. Andrey suggested that it might be wise to start now to solicit applicants for the 2019-2020 fellowship.
 - C. Jen reminded the Council of ICLE's Labor and Employment Law Institute on Thursday, April 11 and Friday, April 12, 2019, at the Inn at St. John's in Plymouth. She thanked Andrey for his efforts in getting a new table skirt and banner through the SBM and its vendor. Jen redesigned the application for affiliate members and circulated a sign-up sheet for the table that the Section will have at the Institute. She also reported that all of the scholarship spots for the program had been spoken for.
 - D. Jen reported that she had been contacted by Diane Soubly from the College of Labor and Employment Lawyers about co-sponsoring a presentation on implicit bias by United States Court of Appeals for the Sixth Circuit Judge Bernice Donald, who has

recently co-authored a book on the subject. The consensus was that any such presentation should be a stand alone event and not part of the Diversity Luncheon series.

4. Treasurer's Report (Keith):

- A. Keith reported that he has not received updated numbers from the SBM with respect to either membership or finances so that he therefore had no report to make.
- B. Moved by Marlo, seconded by Ronda to approve reimbursement to Andrey in the amount of \$570.26 for the cost of the table skirt and banners which he obtained through a vendor for the SBM. Motion passed unanimously.

5. Annual Meeting (Ann Marie/Sarah):

- A. Sarah reported that she had contacted a variety of resorts as possible venues for the Annual Meeting, including Boyne Mountain, Crystal Mountain, Eagle Crest Conference Center and Treetops Resort. She indicated that the room rates at Treetops were the most reasonable and Boyne's were at the high end. John suggested that Ranch Rudolf near Traverse City also be explored since the Annual Meeting will likely not be held during the ski season.
- B. Mark suggested that the discussion start from an identification of our objective(s). We need to have an Annual Meeting under our Bylaws but beyond that, what are we trying to accomplish? Gloria indicated that the timing of the Annual Meeting may be locked in because of the terms of office and the need to elect new officers and council members.¹
- C. Substantial discussion ensued. Some expressed the view that the location of the Annual Meeting be accessible. Others thought that the change forced upon us by the SBM provides a ready opportunity to accomplish the objective of planning an event which would attract attorneys from across the state and possibly, a family-friendly event that would be attractive to attorneys with young children. It was agreed that we should continue the discussion at the May Council meeting after getting input from the west-side attorneys at the meeting on April 18.

6. Communications (Adam):

¹Article VII, Section 1 of the Bylaws provides that "(t)he annual meeting of the Section shall be held during the Annual Meeting of the State Bar of Michigan, in the same city or place as such Annual Meeting of the State Bar of Michigan, with such program and order or business as may be arranged by the Council." This section will obviously need to be revised.

Adam was complimented on the recently published Spring 2019 issue of the E-Newsletter. Adam reported that the Section's website is in need of attention and that the requirement that anyone interested in learning about Section events and calendar needs to log in prevents the website from having much utility. Adam suggested that content from Section events like the Mid-Winter Meeting updates be posted on the website after an appropriate waiting period. Sarah suggested that because the Section Vice-President has few other responsibilities, he or she might be charged with responsibility for overseeing Section Communications, including the website and Linked-in and Facebook pages. Adam agreed to contact Heather Anderson at SBM to see what could be done to make the Section's website more accessible.

7. Springboard (James):

James reported that Springboard will be held at the Reserve in Birmingham on Thursday, June 6, 2019, with registration from 3:30-4:00 p.m., the program from 4:00-6:00 p.m. and cocktails from 6:00-8:00 p.m. At present, six judges and three law clerks have committed to attend. Because the cost of renting the Reserve has increased by \$1500, it was agreed to increase the cost of admission to the event to \$60 (\$75 at the door), which includes valet parking. James moved and Mark second a motion to approve the cost of two e-blasts, publicizing the event including the names of the Judges who have committed to attend. Motion passed.

8. Summer Outing (Andrey):

Andrey reported that the "Wines of Summer" event will be held at the Detroit Athletic Club on Thursday, July 25, 2019, and that a flyer for the event had been approved by the SBM. Mark inquired about dram shop liability insurance and Gloria pointed out that both the SBM and the DAC have insurance and that our only obligation is to make sure that the servers have been "TIPS trained."

9. Diversity Luncheon (Michelle):

In Michelle's absence, Jen reported on the presentation at Miller Canfield on March 27, 2019, on increasing diversity and inclusion in law firms and corporate legal departments. Jen reported that 25-30 people attended and learned about "Mansfield Rule certification," given to those firms which reach certain benchmarks in diversity and inclusion.

10. Old Business: none

11. New Business: Sarah suggested that thought be given to recognition for Gail Cober and several others who are retiring after long careers at the Detroit office of the EEOC. Recognition for Gail is especially appropriate inasmuch as she is a former member of the Council.

12. Adjourn at 1:30 p.m. Next Meeting: May 13, 2019 at Murray Law Group.