

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

**MINUTES OF COUNCIL MEETING  
December 11, 2018**

A meeting of the State Bar of Michigan's Labor and Employment Law Section Council was held beginning at 4:08 p.m. on Tuesday, December 11, 2018, at the Birmingham Country Club, Birmingham, Michigan.

**PRESENT:** Gloria Hage, Jennifer Salvatore, Michele Crockett, John Runyan, Mark Cousens, Adam Forman, Jennifer McManus, Sarah Prescott, Marlo Roebuck, Tad Roumayah, Heidi Sharp, Andrey Tomkiw, Ronda Tate Truvillion, Ann Marie Vercruysse Welch. Also present Channing Robinson-Holmes.

**ABSENT:** Keith Brodie, James Reid, Erin Hopper.

1. Approval of Agenda: No changes to the agenda.
2. Approval of Meeting Minutes: No changes to the November Meeting Minutes. Mark Cousens moved to approve. Ann Marie Vercruysse Welch seconded the motion. Motion passed unanimously.
3. Chair's Report (Jen):
  - a. Jen reported that the SBM Board of Commissioners is seeking input by January 4, 2019 with respect to the subject of the attached letter from the Legal Services Association of Michigan. Jen suggested that items 1 and 7 on the attached letter deserve our primary attention and Jen McManus suggested that with respect to wage claim cases (#7) that her firm takes on multi-claimant cases so that we might inform the SBM that 7 be restricted to single claimant cases. Jen Salvatore agreed to contact SBM.
  - b. Jen also reported on two bills currently pending before the Michigan legislature – Senate Bill 1182 and Senate Bill 1183. It was pointed out that only the State of Alaska has similar legislation and that the SBM Probate and Estate Planning Section and Oakland Bar have already taken a position in opposition to both bills. After extended discussion, it was agreed that the Council would not take a position with respect to either bill at this time.
  - c. Jen also reported that the meeting with West-Michigan Law firms – Varnum, Warner Norcross and Miller Johnson scheduled for December 13 has been rescheduled for January 2019, because Keith Brodie is in trial.
4. Treasurer's Report (Keith): Keith was not present. Because of the bookkeeping associated with the end of the State Bar's fiscal year on September 30, no financial or membership reports will be distributed until early January.

5. **Holiday Seminar (Tad):** Tad reported that everything was set for tonight's Holiday Seminar/Party at the Birmingham Country Club with about 100 advance registrations. Because he was unable to find a volunteer to sell drink tickets, we will be paying the Country Club \$85 for a person to do so.
6. **Mid-Winter Meeting (Heidi) (Mark):** Heidi and Mark reported that newly elected Justice Megan Kathleen Cavanagh has accepted our invitation to be the speaker at next January's Mid-Winter meeting. Heidi suggested that Justice Cavanagh speak immediately following dinner (approximately 7:15 p.m.), before the presentation of the Distinguished Service Award. Dinner choices will be limited to chicken, fish or pasta because the beef entrées are priced so much higher. Afternoon updates speakers include Charlotte Croson, Erin Hopper and Maria Dwyer.
7. **Distinguished Service Award (John):** John reported that the Selection Committee composed of Jen, Gloria, Michelle, Heidi and himself unanimously recommended Megan P. Norris of Miller Canfield as the 2019 recipient of the Distinguished Service Award. After extended discussion, it was moved and seconded that the Committee's unanimous recommendation be adopted. The motion passed unanimously. Jen and Michelle will notify Megan of the award.
8. **Communications Committee (Tad):** Tad introduced Channing Robinson-Holmes, a member of the Communications Committee, who he invited to attend the Council meeting.
9. **LELS Fellowship (Andrey):** Andrey indicated that letters had been sent to all Michigan law schools regarding the proposed fellowship program and that all but Wayne had promptly responded. He suggested that an eblast may be unnecessary given the prompt and positive response from the law schools. Some discussion regarding the proposed "term" of the fellowships and whether the initial fellowships should be for a year and one half, given that the program will not be operational until January. Andrey indicated that he will bring in more specific information regarding each law school's recommended candidate at the January 2019 meeting.
10. **Diversity Lunch Services (Jen/Michelle):** Jen reported that there was a good turnout of Miller Canfield Lawyers for the November 16 program on Resilience. Michelle reported that the next program will be on March 27 when Lisa Kirby from the Diversity Lab will be the speaker on how firms can improve diversity in their ranks.

11. **New Business:** None.

12. **Adjourn** at 5:00 p.m.

Respectfully submitted,

John R. Runyan