

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

**MINUTES OF COUNCIL MEETING  
JANUARY 8, 2018**

A meeting of the State Bar of Michigan's Labor and Employment Law Section Council was held at 12:00 p.m. on January 8, 2018, at the Murray Law Group, Bingham Farms, Michigan.

**PRESENT:** Gloria Hage, Keith Brodie, Danielle Lester, Jennifer Salvatore, Andrey Tomkiw, Richard Warren, Susan Hiser, Adam Forman, John Runyan, Tad Roumayah, Heidi Sharp, Anne Marie Vercruysse Welch, Mark Cousens, and Michelle Crockett

**ABSENT:** Erin Hopper, James Reid, Sarah Prescott

1. **Approved Agenda:** No changes to the agenda.
2. **Approval of December Meeting Minutes:** The November meeting minutes were circulated before the meeting. Gloria requested that the minutes be changed to reflect that there will be a savings of \$1000 per issue for the printing of Law Notes. The minutes will be revised accordingly. No other changes to the minutes. Mark Cousens moved to approve. Rich Warren seconded the motion. Motion passed unanimously.
3. **Treasurer's Report (John):** John reported that the State Bar has not provided a monthly statement for December to date. There were three (3) outstanding payments that required Council approval:
  - Birmingham Country Club – Remaining balance for the Holiday Party – total of \$4503.80. Inclusive in the total balance is \$121.80 for taxes. John explained that the State Bar is a tax-exempt organization, and therefore, has not historically paid taxes. Birmingham Country Club has taken the position that the holiday party was not a tax-exempt event. Moreover, Tad noted that the State Bar paid the taxes assessed by the Country Club for the 2016 holiday party. The tax issue will be resolved by the Country Club and the State Bar. Susan moved to approve a payment of up to \$4503.80 to Birmingham Country Club. Adam seconded the motion. Motion passed unanimously.
  - Reimbursement of \$100 to Tad for payment to the cashier at Birmingham Country Club who managed the sale of additional drink tickets at the holiday party. Heidi moved to approve a \$100 reimbursement to Tad. Andrey seconded the motion. Motion passed unanimously.
  - Deposit for Mid-Winter Meeting – Mark Cousens requested that the Council approve payment to the Westin Southfield in the amount of \$1500 as a deposit for rental of space, food and drinks. Once the menu is solidified, there may be additional costs assessed by the Westin. To the extent that occurs, Mark will seek approval of the Council. Mark moved to approve the payment of \$1500 to the Westin. Keith seconded the motion. Motion passed unanimously.

#### 4. **Chair's Report (Gloria)**

- a. Gloria/Keith Meeting with Grand Rapids Bar Association President – There is genuine interest in increasing participation and involvement of labor and employment practitioners on the western side of the state. Programming that is offered in Grand Rapids as opposed to southeast Michigan may be a way of increasing attendance and interest in section events. Heidi suggested that someone from the Council contact Jeanie Eardley, a plaintiff's attorney in GR, who has expressed interest in helping to lead the effort with respect to garnering more participation and interest from west-side L & E attorneys. Jen also reported that J. Howard, who attended the diversity luncheon in Grand Rapids a couple of months ago expressed interest in helping to get the word out to others in that area about section programming as well. In addition, Ann Marie is seeking the assistance of someone in Clark Hill's GR office to lead the charge, and help organize other L & E practitioners in that area. Ann Marie also suggested that Amanda Fielder, partner at Warner Norcross, be contacted about her interest in helping spread the word about section activities/events.

Mark suggested that we form a task force of Council members who will work on programming with the GR Bar Association and other interested practitioners. A task force will be formed, such that Keith serves as chair, with Mark and Adam as additional task force members.

5. **Holiday Party Report (Tad/Sarah)** – Tad reported that the holiday party went very well. The rotations of Council members sitting at the registration table were very smooth. There were 122 paid RSVPs and 6 to 8 walk-ins. Final numbers will be forthcoming within the next few days. There were approximately 100 actual attendees. The event will yield a profit this year; total amount is unknown at this juncture. However, it's clear that paid registrations exceed the outstanding payment owed to Birmingham Country Club. Tad will provide an update at next month's meeting as to final tallies/profit. To the extent there are suggested changes or improvements for next year's party, that information should be forwarded to Tad or Sarah's attention.

Discussion ensued as to the use of magnetic nametags versus paper stick-on tags. Magnetic tags will continue to be used. Andrey asked if others thought the venue may be getting a little "stale." The consensus is that the venue is still viable, the food is excellent, and the addition of a food station this year was a huge success.

6. **Mid-Winter Meeting (Richard/Mark/Keith)** – Rich reports that three (3) venues were considered: 1) DAC; 2) Inn at St. John's; and 3) Westin Southfield. The Westin, by far, was the most economical. In fact, it is likely the section will break even this year, as opposed to subsidizing the event, as in prior years. The date of the meeting will be February 9<sup>th</sup>. Program speakers are in the process of being solidified. In furtherance of our strategic goal of increasing diversity, John will reach out to Cynthia Nance, Dean of University of Arkansas Law School, an African American female, and inquire as to her availability to sit on the panel that will discuss the "Me Too" movement.

A decision was reached to charge \$95 to attend the meeting, which will include admittance to the cocktail party and dinner. This is the same amount that was charged last year.

There will be no outside speaker during the dinner this year since there are two (2) awardees. Ample time needs to be allotted to each awardee and the individuals selected to introduce them. There is a concern about the event running too long in terms of time. Full bios for each speaker will be printed and made available at all tables.

Jen has ordered plaques that will be given to the awardees, Tim Howlett and Stuart Israel. The total cost of the awards was \$220.98. Mark moved to approve this expenditure. Rich seconded the motion. Motion was unanimously approved.

Rich will work with the State Bar to ensure that an e-blast is sent out to the membership, inclusive of price and venue information, as soon as possible. Mark moved for approval of up to three (3) e-blasts at \$75 each. Andrey seconded the motion. Motion was unanimously approved.

7. **Webinar Committee (Adam)** – Adam reported that the Committee is in the process of identifying a date for a Webinar. He will provide an update in this regard at our meeting in February.
8. **Springboard (James/Danielle)** – Danielle reported that the event will be held on June 6, 2018 from 4:00 to 8:00 p.m., at the Reserve in Birmingham. The cost will be \$4509, based on 90 attendees, which will amount to an approximate \$300 increase in cost. Each attendee will receive one (1) drink ticket and hors d' oeuvres will be served. There will be a charge for valet of \$5 per car. A deposit of \$1000 is needed to give to the Reserve in Birmingham to hold the date. Any and all suggested topics for Springboard should be submitted to Danielle and/or James. Heidi moved to approve a payment to the Reserve in the amount of \$1000. Andrey seconded the motion. Motion was unanimously approved.
9. **Communications Committee (Tad)** – Tad reported that the Committee is trying to get the e-Newsletter out more regularly, e.g., once every three (3) months. The section's list serve has been a great tool for getting the word out with regard to programming/events. Ann Marie will be the editor for the March issue of the newsletter. If there are suggestions for submissions, they should be forwarded to Ann Marie.
10. **Diversity Lunch Series (Jen/Michelle):** Jen reported that the next diversity lunch will be a follow-up to the anticipated "Me Too" panel discussion at the mid-winter meeting. A definitive date has not been identified, but it will occur during the first quarter of this year. More specific information will be forthcoming at next month's meeting in this regard. The 2018 luncheons will be held in either Detroit or Ann Arbor.
11. **Old Business** – The timing and location of the summer event was discussed. The wine tasting held at the DAC was extremely well organized, but not well attended. To generate more interest and better attendance, the idea of hosting the event at the Utica baseball field. The venue is family-friendly and informal. Suites can be rented, but if interested in pursuing this idea, a decision needs to be made quickly to ensure that we can book something during the months of June, July or August. Heidi will obtain more information

about the possibility of securing two (2) suites in late June on a Thursday. Each suite will accommodate 50 people.

12. **New Business** – None.

**Adjourn – Next Meeting: February 12, 2018 at 12:00 p.m., at the Murray Law Group.**