

**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 12:09 p.m. on Monday, January 14, 2009, at the Murray Law Group, Bingham Farms, Michigan.

PRESENT: Gloria Hage, Jennifer Salvatore, Michelle Crockett, John Runyan, Keith Brodie (phone), Mark Cousens, Adam Forman (phone), Erin Hopper, Jennifer McManus, James Reid, Marlo Roebuck (phone), Tad Roumayah, Heidi Sharp, Ronda Tate Truvillion, Andrey Tomkiw, Ann Marie Vercruysse Welch.

ABSENT: Sarah Prescott.

1. **Approval of Agenda:** No changes to the agenda. Motion to approve by Mark Cousens. Motion carried.
2. **Approval of Meeting Minutes:** No changes to the December, 2018 Meeting Minutes. Heidi Sharp moved to approve. Jen McManus seconded the motion. Motion passed unanimously.
3. **Treasurer's Report (Keith):** Keith distributed and reviewed financial reports for the month ending October 31, 2018 and for the two months ending November 30, 2018, as well as a proposed FY 2018-2019 budget for the Section and an addendum showing LELS revenues and expenses over the 2016, 2017 and 2018 fiscal years. He noted the downward trend in dues receipts and revenues from the Mid-Winter Meeting. He also indicated that expenses for the Mid-Winter Meeting and Annual Meeting are likely to be higher this fiscal year. With respect to the proposed FY 2018-2019 budget, Jen Salvatore mentioned that this year's contribution to the ICLE Labor and Employment Law Institute is going to be \$3,500 rather than \$2,500. Gloria mentioned that because the Section is likely to reevaluate sponsorship of the SBM's Annual Meeting reception, the cost of the Annual Meeting could either increase or decrease. The by-law change approved at last year's Annual Meeting should result in some dues increase. Jen suggested that Keith make these few tweaks in the budget and bring it back for approval at the February meeting.
4. **Chair's Report (Jen):** Jen Salvatore indicated that she had nothing to report except that she thanked the Council for the hard work on the Holiday Party and Mid-Winter Meeting. She also indicated that the meeting with West-Michigan law firms had yet been rescheduled because of Keith's trial schedule.
5. **Holiday Party Recap (Tad):** Tad reported that with expenses at \$5,157, including \$240 in

sales tax which we are seeking to have waived, and revenues at \$5,890, the holiday party should net a small profit. Tad said that on-line registration worked well. Cash receipts continue to be a problem; a receipt book was suggested for next year. Tad said the only complaint was the quality of the wine and liquor which were served; expanding to a second room was also discussed.

6. **Mid-Winter Meeting (Heidi):** Heidi reported on preparations for the Mid-Winter Meeting on Friday, January 25, 2019 at the Detroit Athletic Club. She indicated that as of this morning, 88 registrations had been received. Miller Canfield and Butzel Long have reserved tables and Ann Marie indicated that Clark Hill had reserved a table as well. Tad will arrange for an additional e-blast to encourage additional registrations. Heidi indicated that cocktails will begin at 5:00 p.m., followed by dinner at 6:30 p.m. and Justice Cavanagh's remarks at approximately 7:15 p.m. Jen will introduce Justice Cavanagh and Michelle will present the Distinguished Service Award to Megan Norris. Heidi also reported on the schedule for the afternoon updates and led discussion as to whether the afternoon updates should be open only to Section members and whether parking should be paid. It was agreed that the Section will only pay for self-park and not for valet for anyone attending either afternoon or evening sessions or both.
7. **Communications Committee(Tad):** Tad reported that Adam would be taking the lead with respect to the next e-newsletter and that he would invite another member of the Communications Committee/Farm Team to attend the February Council Meeting.
8. **Springboard (James):** James indicated that the proposed date is Thursday, June 6, 2019. He indicated that the Committee has been discussing a return to the original format with presenters from various state and federal agencies, like the EEOC. Discussion ensued regarding the venue for the event and Jen Salvatore indicated that she is not favor of a change of venue. Ann Marie suggested a meeting of young lawyers be convened immediately prior to the afternoon session at the Mid-Winter Meeting, as had been done in the past, for the purpose of discussing proposed topics for Springboard.
9. **Old Business**
LELS Fellowship (Andrey): Andrey distribute the three Fellowship applications which he had received. After much discussion, Andrey moved to offer Fellowship through June, 2019 to applicant Jon Cakmakci, a third year law student at Wayne Law. Fellowship will include attendance at Council meetings, and free admission to all Section events, including one of the scholarships to ICLE's Annual Labor and Employment Law Institute. Andrey also moved to offer to the other two applicants scholarships to ICLE's Annual Labor and Employment Law Institute and participation on the Section's e-Newsletter Committee. Motion was seconded and passed unanimously.
10. **New Business:** Ann Marie led a discussion regarding continuation of outstate events in Traverse City and possibly in Lansing, although Erin indicated that the Lansing event was

poorly attended.

11. **Adjourn** at 1:18 p.m. Jen raised the possibility that the February meeting take place by conference call but Mark spoke in favor of continuing to have face-to-face meetings.

Respectfully submitted,

John R. Runyan