

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

**MINUTES OF COUNCIL MEETING
JANUARY 13, 2020**

A meeting of the State Bar of Michigan's Labor and Employment Law Section Council was held at 12:00 p.m. on Monday, January 13, 2020, at the offices of Miller Canfield, Detroit, Michigan.

PRESENT: Gloria Hage, Jennifer Salvatore, Michele Crockett, John Runyan, Mark Cousens, Erin Hopper (phone), Jennifer McManus (phone), Lindsay Poetz (phone); Marlo Roebuck, Tad Roumayah (phone), Heidi Sharp (phone), Ronda Tate Truvillion (phone), Ann Marie Vercruysse Welch.

ABSENT: Keith Brodie, Adam Forman, Sarah Prescott, James Reid, Andrey Tomkiw

1. **Approval of Agenda:** No changes to the agenda (attached). Moved by Marlo, seconded by Ann Marie to approve the agenda. Motion carried.
2. **Approval of Meeting Minutes:** The December 12, 2019 Meeting Minutes were circulated to the Council prior to the meeting. Michelle moved to approve the minutes. Marlo seconded the motion. Motion passed unanimously.
3. **Treasurer's Report (Keith):** In Keith's absence, Jen reviewed the written Treasurer's Report which Keith had circulated by email (attached). Significantly, year-to-date revenue has increased by \$10,087 as compared to same point in last fiscal year, due largely to an increase of \$11,180 in labor section dues for December, as compared to December 2018. We suspect that this is the result of the by-law change which the SBM may have neglected to enforce until it was recently called to its attention. December 2019 expenses also increased compared to December 2018, attributable to expenses for the Annual/Mid-Winter Meeting. Keith also compared the beginning fund balances for the last few fiscal years. He noted that this fiscal year's beginning fund balance (\$115,283.10) compares favorably with the 2016-2017 (\$112,881.35) and 2017-2018 (\$111,512.10) fiscal years, although it is down somewhat from the beginning fund balance for the 2018-2019 fiscal year (\$126,650.36).
4. **Holiday Party Recap (Tad):** Tad reported on the December 12, 2019 Holiday Party at the Birmingham Country Club. He estimated the total attendance at approximately 115 with approximately ten walk-ins. He complimented on-line registration through the SBM and said that he is still chasing down approximately four attendees who did not pay. The consensus was that event was well received and that the room was not as crowded as in the past.
5. **Mid-Winter Meeting (Heidi and Ronda):** Heidi reported that while 91 registrations have been received for the afternoon program and annual (business)

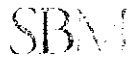
meeting, the number of registrations for the dinner program is currently only fifty. She also complimented SBM on line registration which is vastly improved but says that we really need to work to increase dinner registrations to meet our goal. Jen indicated a concern that an hour might be more than need for the Annual Meeting so that the time periods were adjusted to provide more time for the annual updates. She was reminded of the by-law change which needs to be approved (attached) and noted that the new Council members–Nedra Campbell, Jim Hermon, Mami Kato and Robin Wagner–should also be encouraged to attend. John agreed to work with Distinguished Service Award winner Barry Goldman and his introducer, Stuart Israel, to obtain a condensed biography for the program and some visuals for the large screen which we have rented for the afternoon program. Since only Barry and his wife will be at his table, Heidi also suggested that Stuart Israel and his guest receive complimentary admission. Ronda reported that her firm had agreed to be the dessert sponsor for the event but no other firms have agreed to be sponsors. Mark moved and Marlo seconded a motion to approve up to \$200 for printing costs for sponsor recognition.

6. **Diversity Luncheon Series (Michelle):** Michelle indicated that she had not yet developed the next program which will probably not take place until late February. Jen encouraged her to settle upon a topic so it could be announced at the Mid-Winter Meeting, even if a precise date can not be announced.
7. **Transition of Council Leadership (Jen and Michelle):** Jen thanked the Council for its support during her year and one half as Chair of the Section. Michelle asked those continuing on the Council to give some thought to whether some future Council meetings should be by Skype as opposed to in person.
8. **Adjournment:** The meeting was adjourned at approximately 1:00 p.m.

Next meeting: 12:00 p.m. on Monday, February 10, 2020 at Miller Canfield.

Respectfully submitted,

John Runyan
Secretary



STATE BAR OF MICHIGAN

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LABOR & EMPLOYMENT LAW SECTION

OFFICERS

CHAIR

Jennifer Salvatore, Northville

VICE CHAIR

Michelle Crockett, Detroit

SECRETARY

John Ruzjan, Detroit

TREASURER

Keith Brodie, Grand Rapids

COUNCIL

Mark Goussens

Adam Forman

Erin Hopper Donahue

Jennifer McManus

Sarah Prescott

James Reid

Marlo Johnson Rodback

Tad Roumavan

Heidi Sharp

Andres Tomkiw

Ronda Tate Travillion

Anne Marie Vercautysse Welch

COMMISSIONER LIAISON

Syeda Farhana Davidson, Harrison
Township

IMMEDIATE PAST CHAIR

Gloria Hage, Ann Arbor

AGENDA FOR COUNCIL MEETING

January 13, 2020

12:00 – 1:30 PM

Miller Canfield, 150 W. Jefferson, Detroit, MI 48226

1. **Approval of Agenda**
2. **Approval of December meeting minutes**
3. **Treasurer's Report – Keith**
4. **Holiday Party Recap - Tad**
5. **Midwinter Meeting Update - Heidi**
6. **Diversity Luncheon Series – Michelle**
7. **Transition of Council Leadership**
8. **Adjourn –**
Next Meeting: February 10, 2020 at 12:00 pm

MEMORANDUM

From: Keith Brodie, Treasurer

To: Jennifer Salvatore, Chair; Executive Team and State Bar of Michigan LELS Council

Re: Financial Report for December, 2019

Date: January 13, 2020

Fellow Council Members:

Attached please find Financial Report for Year to Date December 2020.

Highlights Financial Report December 2020 (Year End)

- Total Revenue Current Year to Date revenue is up by \$10,087.00 from the comparable December 2018 period. This increase is being driven by an increase of \$11,180 in Labor Section Dues (\$66,535 this December versus \$55,355 during the comparable December 2018 period). The \$66,535 also is an increase from December 2017 when dues collected were \$62,230.
- December 2019 Expenses are higher than the comparable period last year (\$12,202.68 versus \$4,537.30). Most of this increase is attributable to the cost of the Mid-Winter Event.
- In summary, the Section's ending fund balance as of December 31, 2019 is \$177, 993.00 versus \$186,939.06 for the 2018 comparable period.

Another interesting point of comparison are the beginning fund balances for the most recent fiscal years. The beginning fund balances for fiscal years 2016 and 2017 were \$112,881.35 and \$111,512.10. For fiscal year 2019, the beginning fund balance was \$126,650.36. This year, the beginning fund balance is \$115,283.10, more aligned with the two fiscal years before last year.

I did not yet receive updated Membership data from the State Bar, but will seek to get that information to ascertain the basis for the dues increase.

I am sorry I am unable to attend today's meeting but remain in bargaining. Please let me know if you have any questions.

1/9/2020

State Bar of Michigan
Labor & Employment Law Section
For the Three Months Ending December 31, 2019

| | Current Activity December 2019 | Year To Date December 2019 | Year to Date December 2018 |
|---|--------------------------------------|----------------------------------|----------------------------------|
| Revenue: | | | |
| 1-7-99-575-1050 Labor Law Section Dues | 3,500.00 | 66,535.00 | 55,355.00 |
| 1-7-99-575-1055 Labor Relations Stud/Affil Dues | 2.00 | 193.00 | 146.00 |
| 1-7-99-575-1130 Mid -Winter Seminar Revenue | 3,300.00 | 3,300.00 | 3,345.00 |
| 1-7-99-575-1135 Holiday Seminar Revenue | 2,635.00 | 4,885.00 | 4,930.00 |
| 1-7-99-575-1125 General Seminar Revenue | | | 1,000.00 |
| 1-7-99-575-1935 Misc Revenue | | | 50.00 |
| Total Revenue | 9,437.00 | 74,913.00 | 64,826.00 |
| Expenses: | | | |
| 1-9-99-575-1276 Meetings | | 167.67 | 771.83 |
| 1-9-99-575-1283 General Seminar Expense | | 100.00 | 200.00 |
| 1-9-99-575-1284 Mid-Winter Seminar Expense | 3,215.00 | 9,215.00 | 3,215.00 |
| 1-9-99-575-1286 Holiday Seminar Expense | 231.25 | 511.25 | 250.00 |
| 1-9-99-575-1297 Annual Meeting | | 1,074.15 | |
| 1-9-99-575-1493 Travel | | 93.96 | |
| 1-9-99-575-1633 Other Awards | | 200.00 | |
| 1-9-99-575-1777 B Gottfried Memorial Program | | 275.00 | |
| 1-9-99-575-1833 Newsletter | | 465.65 | 100.00 |
| 1-9-99-575-1987 Miscellaneous | | 100.00 | |
| 1-9-99-575-1868 Postage | | | 0.47 |
| Total Expenses | 3,446.25 | 12,202.68 | 4,537.30 |
| Net Income | 5,990.75 | 62,710.32 | 60,288.70 |
| Beginning Fund Balance: | | | |
| 1-5-00-575-0001 Fund Bal-Labor Law Section | | 115,283.10 | 126,650.36 |
| Total Beginning Fund Balance | | 115,283.10 | 126,650.36 |
| Ending Fund Balance | | 177,993.42 | 186,939.06 |

1 Proposed Section Bylaw Amendments

Bylaws of the Labor and Employment Law Section of the State Bar of Michigan

ARTICLE II MEMBERSHIP

SECTION 54. Persons other than State Bar of Michigan members may become, with the approval of the Council, non-voting affiliates of the Section, upon payment of annual dues as defined in Section 1. Affiliates will not be eligible for Council membership, but may assist in the activities of the Section as requested and shall be entitled to all other privileges accorded to Section members by the Section.

ARTICLE IV NOMINATION AND ELECTION OF OFFICERS

SECTION 1. NOMINATIONS. ~~At the first session of each annual meeting of the Section~~ The Chairperson and Vice Chairperson shall appoint a Nominating Committee annually. The Nominating Committee shall ~~consist~~ of three members of the Section, not being members of the Council. Such committee shall make and report nominations to the Section for the officers of the Chairperson, Vice Chairperson, Secretary, and Treasurer, and members of the Council to succeed those whose terms will expire at the close of the then Annual Meeting, and to fill vacancies then existing or which may exist because of election of a present Council member to an officer position for unexpired terms. Other nominations for positions as officers and Council members may be made from the floor.

ARTICLE V DUTIES OF OFFICERS

SECTION 1. CHAIRPERSON. The Chairperson shall preside at all meetings of the Section and of the Council. The Chairperson shall formulate and present at each Annual Meeting ~~of the State Bar of Michigan~~ a report of the work of the Section for the then past year, and shall perform such other duties and acts as usually pertain to the office.

ARTICLE VII MEETINGS

SECTION 1. The annual meeting of the Section shall be held at a date, time and location that is selected by majority vote of the Council and shall be published widely to the members of the Section, 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. There shall be regular meetings of the Council throughout the year, as determined by the Council, at which the business of the Section may take place.

ARTICLE IX AMENDMENTS

Created prior to 1948 as Labor Relations Law Section
Name changed to "Labor and Employment Law Section" in 1992
Revised 5/97
Revised 1/09
Revised 1/12
Revised 9/18

Bylaws of the Health Care Law Section of the State Bar of Michigan

ARTICLE IV COUNCIL

SECTION 1. COUNCIL. There shall be a Council of the Section consisting of thirteen to nineteen members, including the Officers of the Section, to be elected or appointed as provided in these Bylaws.

All Council members must be Active Members of the Section. The Chair-Elect shall remain as a member of the Council the year following his/her services as Chair-Elect in order to serve as the Chair of the Section notwithstanding the term limitation provisions of these Bylaws. The Immediate Past Chair shall remain as a member of the Council the year following her/his service as Chair of the Section notwithstanding term limitation provisions of these Bylaws. The Immediate Past Chair shall be included in determining whether a quorum is present at any meeting of the Council and shall have the right to vote on matters brought before the Council.

SECTION 4. TERM LIMITATIONS. No Council member shall be eligible for re-election to the Council if he/she has served without interruption for two (2) consecutive three-year terms immediately preceding the term for which the election is held. However, the term limitation shall not permanently bar a Council member from re-election to the Council. A Council member shall be eligible for re-election if at least three one years hasve passed between the end of the Council member's two consecutive three-year terms on the Council and the term for which an election is held.

SECTION 5. ABSENCES. Any member of the Council who is absent from three (3) consecutive meetings of the Council mayshall be deemed to have resigned from the Council.

ARTICLE IX AMENDMENTS

SECTION 1. PROPOSED AMENDMENT. Any proposed amendment to these Bylaws shall be submitted in writing to the Council in the form of a petition by at least ten (10) Active Members of the Section or in the form of a resolution at a duly convened Council meeting. If the Council approves the proposed amendment, the Council shall publish a complete and accurate text of the proposed amendment in the Michigan Bar Journal or on the official Section web page at least thirty (30) days prior to the meeting of the Section at which it is to be considered.

Bylaws of the Labor and Employment Law Section of the State Bar of Michigan

ARTICLE I NAME AND PURPOSES

SECTION 2. The purposes of the Section shall be to study labor and employment law and to promote its fair and just administration; to study and report upon proposed and necessary legislation, to promote the legal education of members of this Section of the Bar and the general public by generating awareness of the problems and concerns of management, labor, and employee relations through sponsorship of meetings, institutes, and conferences, and by preparing, sponsoring, and publishing legal writing in the labor and employment law field; to endeavor to assist in the development of rules of conduct based upon the rights and responsibilities of employees and management and labor and industry; to promote and encourage

civility and professionalism in the practice of labor and employment law; and to promote justice, equal opportunity, and industrial peace.

ARTICLE II MEMBERSHIP

SECTION 4. An active member who ~~elects~~has emeritus status in accordance with the rules of the State Bar of Michigan may continue as an emeritus member of the Section without the payment of annual dues. ~~attained the age of seventy (70) years and who has been a member of the Section for the five (5) years immediately preceding attaining the age of seventy (70) years may retain their membership without payment of~~ does not have to pay annual dues., provided, however, that application for continued membership in the Section shall be made annually in writing.

SECTION 45. Persons other than State Bar of Michigan members may become, with the approval of the Council, non-voting affiliates of the Section, upon payment of annual dues as defined in Section 1. Affiliates will not be eligible for Council membership, but may assist in the activities of the Section as requested and shall be entitled to all other privileges accorded to Section members by the Section.

ARTICLE III OFFICERS AND COUNCIL MEMBERS

SECTION 1. The officers of this Section shall be a Chairperson, Vice Chairperson, Secretary, and Treasurer. No person shall ~~serve as an~~ hold the same officer position for two consecutive terms. Officers shall also serve as members of the Council, and shall be selected by the Section as hereinafter provided. The retiring Chairperson shall be a member of the Council for one year immediately following the end of his or her term. Such one year term shall not be considered a second consecutive term.

SECTION 5. No person shall be eligible for election as a member of the Council if that person is then a member of the Council and has been such a member continuously for a period of two (2) full terms or more; provided, however, that a Council member may be elected to the position of an officer at the expiration of the first, second, third, or fourth consecutive year of Council membership and may serve consecutive one-year terms as Secretary, Treasurer, Vice Chairperson and Chairperson without regard to the above two-term limitation.

ARTICLE VI DUTIES AND POWERS OF THE COUNCIL

SECTION 4. The Council shall act by a majority vote of the whole Council or by the majority vote of a quorum at the Council's regular or annual meeting(s).

ARTICLE VII MEETINGS

SECTION 1. The 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. There shall be regular meetings of the Council throughout the year, as determined by the Council, at which the business of the Section may take place.

ARTICLE VIII MISCELLANEOUS PROVISIONS

SECTION 3. No salary or compensation shall be paid to any officer, ~~council person~~councilor, or member of a committee as compensation for their duties on the Council.