

STATE BAR OF MICHIGAN
LABOR AND EMPLOYMENT LAW SECTION

MINUTES OF COUNCIL MEETING
March 8, 2021

A meeting of the State Bar of Michigan's Labor and Employment Law Section Council was held at 12:00 p.m. on Monday, February 8, 2021. Due to the ongoing Covid-19 situation, the meeting was conducted remotely using Zoom.

Present:

Council Members:

John Runyan, Keith Brodie, Ava Barbour, James Hermon, Colleen Carol, Mark Cousens, Ronda Tate Truvillion, Mami Kato, Nedra Campbell, Maria Dwyer, Jennifer McManus, Tad Roumayah, Robin Wagner, Shereef Akeel (arrived late)

Guests:

Melonie Lumpkin, Stuart Israel, John Adam

Agenda

1. Labor & Employment Law Notes.

John Adam is willing to take over from Stuart Israel. John will lead. Mark Cousins and Adam Foreman will assist and help on articles. Stuart will assist with John having ultimate responsibility.

Stuart shared the history of Law Notes and shared discussion with Avern Cohen, who is a regular reader of Law Notes, and indicated that of all the Bar publishing Lawnotes is the best, most broad. John Adam made a comment regarding the possible future of lawnotes: it would be to continue, maybe expand, cultivate to get new authors, a good avenue to have young lawyers to expand their resumes. John Runyan commented. Thought about having mentors and mentees work together to get Law Notes articles published.

2. Approval of Minutes. Keith moved to approve the minutes from the February 8, 2021 meeting. Tad seconded the motion. The motion passed.

3. 2021 LELS Student Fellow.

Melonie Lumpkin was introduced as our 2021 LELS student fellow. She attended the Mid-Winter Meeting, is a Mentee in the Mentorship program, is currently a 2nd year law student at Michigan State and loves puppies and dogs.

4. **Treasurer Report:** Tad indicated that he has not received information yet from the the State Bar to provide a complete Treasurer Report.

5. **Labor & Employment ENews Discussion.**

John Runyan reported. He is exploring Shared Resources. He has already spoken with Madelyn Lawry who had previously provided us support with the E-News Letter. Keith indicated that Tad (who had previously worked with her) should call her about continuing with the prior contract we had, as the new proposal was quite lengthy and included price increases. Tad will call her to address the new contract. Tad explained that Ms. Lawry has been very cooperative etc. Tad will report back. John reported that the cost is \$65/hour or \$800 - \$1,000 per newsletter which he believes is competitive.

6. **Diversity Luncheon Series:**

Robin Wagner reported. Nedra, Michelle C. and Robin are on the committee. The decision was made to rename the program the "Diversity and Wellness Program". Upcoming programming will include

- a. "Cancel culture" and in particular social media's impact, liability and related issues. It is expected that it will be scheduled for April or May;
- b. LGBTQ and religious rights tension. Waiting on the Supreme Court's decision in the *Fulton* case. John mentioned there were recent "Bar Journal" publications that will address these issues and suggested having one of the authors be a speaker.

7. **Mentor Program:** John Runyan reported. 10 mentors and 10 mentees. ADR section has asked about a presentation because they would like to explore establishing similar programs.

8. **Strategic Planning:** Keith Brodie reported – no report.

9. **Zoominars:** Ronda Tate Truvillion reported. Confirmed May 13, 2021 date with Charlie Ammeson for the first Zoominar. Will be held as a luncheon series from 12:00 – 1:30 timeframe. A "blurb" has been included in State Bar publications.

10. **Spring / Summer Board:**

Nedra Campbell reported. Thursdays are available June or July. No cancellation fees. Discussion was held about dates. Comments included that we should wait until July, at least. July 29th is targeted as a proposed date. Discussion about indoor or outdoor event.

John suggested including mediators. Robin Wagner suggested also including Magistrates. John mentioned getting people from out-state. There was more general discussion about options.

11. **Fall/Outstate Event:** Keith Brodie Reports – no report.

12. Holiday Party: Tad Roumayah reported. Thursday, December 9th is the likely date. A more thorough discussion will be had about details, food, entertainment, and other details in October.

13. 2022 Mid-Winter Meeting:

Mami Reports. Consensus is to see if DAC is available. A summary was shared with council for discussion regarding the

- Dates
Costs
- Various Options

It was stated that if registration is \$130.00 then would need 255 registrations to break even.

Questions posed by Mami –

- DAC, or look at other alternatives?
- If DAC what options do, we choose in regards to which rooms to reserve?
- Could add Georgian Room later if necessary?

The current has a force majeure clause

- If can't be held "as planned"
- Not mere cancellations.

Mark Cousens stated that he wants the event held at a "union house"

Could there be rescheduled or opt out provisions?

- Some people may have a reluctance to attend an event.
- Look for go to no go date in contract (October)
- Do the accounting carefully.

John Runyan stated that the event has never broken even. Right now the decision needs to be made in regard to pay a \$3,000.00 – deposit

Keith Brodie concurred that trying to book 3 months before the event is unrealistic. Will not know about registration #'s by October. Jen McManus suggested that a keynote speaker could be the new Michigan Supreme Court Justice Elizabeth Welch

James Hermon motioned to approve the \$3,000 payment for the deposit to the DAC for the 2022 Mid-Winter Date to reserve the rooms/date, provided the deposit is the only money at risk at this point. If additional monies are at risk, then council would reconvene. The motion was seconded by Mami. The Motion passed.

14. Additional Business:

James Hermon contacted the State Bar regarding putting all of the editions of Law Notes online so everyone would have electronic access to them. John will check with Stuart Israel to see if printer has electronic versions of them already available to save on the time of scanning in the prior hard copies.

Further Melonie Limpkin made a suggestion to have a Zoom meeting to introduce students to Labor & Employment scope of practice and topics.

15. Adjourn. Moved to adjourn by Mark Cousens, Seconded by John Runyan. Meeting was adjourned

Respectfully Submitted,

A handwritten signature in blue ink, appearing to read "Heidi T. Sharp", with a stylized flourish at the end.

Heidi T. Sharp, Secretary

Labor & Employment Law Section, State Bar of Michigan