

State Bar of Michigan Labor and Employment Law Section

Minutes of Council Meeting March 11, 2013

PRESENT: Timothy Howlett, Robert Boonin, Daniel Swanson, Brian Koncius, Gail Cober, Gary Francis, Jeffrey Fraser, Joseph Girolamo, Gloria Hage, Susan Hiser, Sam Morgan, John Runyan, Jennifer Salvatore, Michael Shoudy, Jeffrey Steele.

ABSENT: Richard Mack.

The meeting was chaired by Timothy Howlett, Council Chair. The Agenda was approved as presented.

1. **MINUTES** -- The Minutes of the February 11, 2013 Council Meeting were APPROVED as read. (Motion by Susan Hiser, Second by Jeffrey Steele)
2. **TREASURER'S REPORT** -- Brian Koncius provided the State Bar's financial reports dated January 31, 2013, as well as a comparative analysis of current financials to prior years' financials. He noted that the State Bar report will be adjusted to correctly place certain expenses in their proper categories. He also noted that the break-even goal for the Holiday Party was exceeded, and that the Section's financial condition is healthy.
3. **NEW EVENT COMMITTEE** -- Dan Swanson reported that the Committee (comprised of himself, Gary Francis and Jeffrey Steele) met and developed a proposal for a program themed "Developing Your Practice," entitled "New Lawyers: Developing a Strategy for Success." The program would be held in the Fall, feature a keynoter on business development and two panels on practice development. One panel would be focused on plaintiffs' counsel, and the other on defense counsel. The program would run for about 2.5 hours followed by a reception. Gary Francis suggested that a locale could be the Royal Oak bowling alley, which has the capacity for such program. Since the target is new practitioners, the program will not only be marketed per normal channels, but also at the upcoming Young Lawyers Summit (see below) and the Solo Practice Institute. The keynote speaker may charge a fee, and the Committee will investigate that component further. The Council supported the framework proposed, and the Committee will provide a more definitive plan for the Council's consideration at its April meeting.
4. **CHAIR'S REPORT** --
 - a. The Chair reported that the Council has been invited to co-sponsor the Young Lawyer Section's Summit to be held June 8th at the Greektown Casino. Among the levels of sponsorship was a \$250 level which would maximize the visibility of our Section, including an e-blast about our anticipated new event to all members of the Young Lawyers Section. A motion by Jennifer Salvatore, seconded by Brian Koncius, was made to so sponsor the Summit at the \$250 level. APPROVED.

- b. The Chair updated the Council with respect to the upcoming April ICLE Annual Labor & Employment Law Institute. It was noted that attendance may be down this year due to conflicts with many school spring breaks, but the Section's sponsorship of new lawyers attending is still being promoted.
 - c. Stuart Israel sent a letter indicating that a new guide has been published as a non-lawyer's guide to employment law, and that the guide will be made available to attendees at the April ICLE conference. Stuart included a reference to Non-Lawyer Membership in the Section. It was also mentioned that the Bar for the WD of Pennsylvania held a program on effective advocacy prior to trial, presented by a panel of judicial law clerks.
 - d. It was noted that there may have been some inconsistencies as to how the distinguished service honorees have been recognized in that some may have received plaques and others have not. Jeffrey Steele will investigate this concern further and report back to the Council.
5. **MID-WINTER MEETING** – Jeffrey Steele reported that January 24 and 25 have been tentatively reserved at the Detroit Athletic Club for next year's Mid-Winter Meeting. He noted that, as to this year's program, all went well but that there is a lingering issue as to valet charges improperly charged to the Section. He also reported that if next year's meeting is converted to a one day (Friday) event, the DAC can accommodate the meetings followed by a dinner so long as it has 1.5 hours to set up the dining room while the reception is held in the lobby on the main floor. This option will be investigated further in light of the Council's anticipated survey of membership (see below), and a decision will be made later in the Spring. The consensus was that, if the structure is to change this year, the locale should remain at the DAC.
6. **NON-LAWYER MEMBERSHIP** – Susan Hiser reported that the Membership Committee has been reaching out to HR organizations, arbitrators and unions to invite non-lawyers to become Section members per our amended bylaws. All non-lawyers must apply for membership and be accepted by the Council. Applications from 11 individuals were received during the past month. A motion was made by Susan Hiser, seconded by Jeffrey Steele, to accept the following as Non-Lawyer Members of the Section:

Arthur G. Andrews, Arbitrator (Okemos)
 Joe Casalina, President, Employees Independent Union (Grand Rapids)
 Levi T. Gardner, III, Arbitrator/Mediator (Detroit)
 C. Keith Groty, Arbitrator (Cedarville)
 Frances L. Hill, Arbitrator (Farmington Hills)
 Ildiko Knott, Arbitrator (Bloomfield Hills)
 Robert L. Nichols, Sr., Arbitrator (Kalamazoo)
 James J. Palmer, Arbitrator (Clarkston)
 Donald W. Pearson, Arbitrator (Ypsilanti)
 Ralph Prince, Sec'y/Treas., Communications Workers of America (Lansing)
 Kathy Raglin, VP of Human Resources, Learning Care Group (Novi)

APPROVED.

7. **WEST-SIDE EVENT** – Jeffrey Fraser reported that the event sponsored by the Section and the Grand Rapids Bar Association is scheduled for March 12, 2013 from 12:00 – 1:30 p.m. at the University Club in Grand Rapids. Pre-registrations are at 55. A panel will be discussing the Right-to-Work laws.
8. **SPRING BOARD EVENT** – The Committee reported that it will be meeting in the near future to select speakers/facilitators for the table discussions. A final agenda should be presented at the Council's next meeting.
9. **ANNUAL MEETING** – Gloria Hage reported that the Committee (herself, Sam Morgan and John Runyan) met to develop concepts for the agenda of the meeting, to be held in September in Lansing. Three topics are currently being considered by the Committee: Right-to-Work; the Affordable Care Act; and Effective Advocacy. In light of considerable discussion about these and other topics, the Committee will meet further and develop the final program.
10. **MEMBER SURVEY** – The Committee (Robert Boonin, Mike Shoudy and John Runyan) has yet to finalize a survey to obtain feedback about member interests and options for meeting locales and structures. They will have a draft completed by the Council's next meeting and will confer with Ann Vrooman of the State Bar on the survey's format and logistics.
11. **OLD BUSINESS** – No old business was brought before the Council
12. **NEW BUSINESS** – Robert Boonin raised the issue of whether the Section could or should have a presence on social media such as LinkedIn and Facebook. The consensus of the Council was that this was worth exploring. Brian Koncius volunteered to contact the State Bar for its experience, input and possible assistance. Jeffrey Steele will explore the types of use of LinkedIn which the Council may wish to consider. Reports will be made at the Council's next meeting.
13. **NEXT MEETING** – The Council's next meeting will be on April 8, 2013 and held at the new offices of Sommers Schwartz in Southfield, Michigan. [Subsequent to the meeting, the location was changed to the offices of Vercruysse, Murray & Calzone in Bingham Farms.]

The meeting ADJOURNED at 1:45 p.m.

Respectfully submitted,

Robert A. Boonin
Acting Secretary