

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

**MINUTES OF COUNCIL MEETING
November 12, 2018**

A meeting of the State Bar of Michigan's Labor and Employment Law Section Council was held beginning at 12:03 p.m. on Monday, November 12, 2018, at the Murray Law Group, Bingham Farms, Michigan.

PRESENT: Jennifer Salvatore, John Runyan, Keith Brodie, Mark Cousens, Erin Hopper, Jennifer McManus, Sarah Prescott, James Reid, Marlo Roebuck, Andrey Tomkiw, Ronda Tate Truvillion, Ann Marie Vercruysse Welch.

ABSENT: Gloria Hage, Michelle Crockett, Adam Forman, Heidi Sharp.

1. Approval of Agenda: No changes to the agenda.
2. Approval of Meeting Minutes: No changes to the May, June, October Meeting Minutes. Andrey Tomkiw moved to approve. Mark Cousens seconded the motion. Motion passed unanimously.
3. Chair's Report (Jen):
 - a. Jen reported that she had attended a meeting of all Section Chairs in Lansing, at which various topics were discussed. Of concern to SBM was pending litigation re mandatory membership and dues in the wake of the *Janus* decision.
 - b. Jen also reported that she had reached out to some of the major firms on the west side of the state and that a meeting had been set up for December 13, to discuss increased participation in Section activities.
 - c. Another successful initiative was her approach to ICLE where she was able to negotiate one or two additional scholarships for attendance at the Labor and Employment Law Institute in exchange for our continued financial support.
 - d. Jen also requested a vote to ratify the motion to expend up to \$600 for SBM assistance in setting up the online registration for the Holiday Party, although we now know the cost will be \$25.00 rather than \$600.

Motion carried unanimously.

4. Treasurer's Report (Keith):

- a. Keith reported that because of the bookkeeping associated with the end of the State Bar's fiscal year on September 30, no financial or membership reports would be distributed until mid December.
 - b. Keith also reported on a State Bar Conference call in which he and Jen participated relative to procedures and forms for requesting reimbursement of Section expenses. He indicated that he had already circulated some of this information to Council members and intend to circulate some additional information, including a handbook created by SBM.
 - c. Keith reported that he had a conversation with Jim Horsch and Becky Weaver regarding the charges which Tad Roumaya had reported for online registration for the Holiday Party. Becky was able to show Keith that we had been charged for such services in the past but the amount for arranging online registration was only \$25.00, not \$600 as suggested by Heather Anderson due to a communication error.
 - d. Jim Horsch indicated that the SBM was looking to increase the hourly rate for in person assistance such as we receive for the Mid-Winter meeting from \$20 to \$25/hour.
5. Holiday Seminar (Tad): Although Tad was not able to be present, Jen reported that an e-blast had been sent out on November 7, 2018 and that Tad had reported that at least one Section member has already registered.
6. Mid-Winter Meeting (Heidi)

Mark and Keith led the discussion because Heidi was unable to be present.

- a. No response as yet from Justice Kagan. Mark suggested newly elected AG Dana Nessel as an alternative. Jen suggested UC Hastings Law Professor Joan Williams, who had spoken on class differences and the growing class divide at last week's Labor and Employment Law Conference in San Francisco and received a standing ovation. Another possibility is a speaker on Artificial Intelligence.
- b. The speakers for the afternoon program are almost in place. Some discussion regarding possible panel discussion following the usual updates.
- c. Discussion regarding the cost of the Mid-Winter Meeting, transportation and parking. Moved by Audrey Tomkiw, seconded by Mark Cousens to increase the ticket cost for the Mid-Winter Meeting to \$115 for section members and \$125 for non-section members, which would include parking but not valet. Motion passed unanimously.
- d. It was agreed to revisit the issue of paying for transportation (bus) from the west side of the state if the number of west side registrants exceeds 20.

- e. A room block of ten rooms has been reserved at the DAC and will be held until 12/25/18.

- 7. **Distinguished Service Award (John):** John reported that two nominations had been received since the November 7, 2018 e-blast.

It was agreed that a second e-blast should be authorized even though the deadline for receipt of nominations may have to be extended beyond November 20.

- 8. **Diversity Lunch Services (Michele/Jen):** Jen reported that the next program in the series will be this Friday, November 16, 2018 at Miller Canfield, where the subject will be: "Developing Resilience: How Mindfulness Techniques Can Help Lawyers Deal with the Stress of Practicing Law." She said that 8 people had registered and encouraged Council members to attend. The next program will be in March.

- 9. Communications Committee (Tad): No report.

- 10. **Webinar Committee (Adam/Erin/ Mark):** No report.

11. Old Business:

- a. James Reid suggested that we reinstitute the practice of inviting one member of the e-newsletter committee to attend each of our Council meetings. John suggested that they all be given complimentary invitations to the Holiday Party.
- b. After some discussion of law student representation on the Council, Andrey agreed to spearhead the effort to invite law students to apply for section "fellowships," which might involve complimentary admission to section activities and a scholarship to the Labor and Employment Law Institute sponsored by ICLE in the Spring.

Jennifer McManus suggested that the invitation be broadened to include federal court "term" law clerks.

- 12. New Business: John congratulated Jen Salvatore and Keith Brodie on their induction this past weekend into the College of Labor and Employment Lawyers.

- 13. Adjourn at 12:55 p.m. Next meeting: December 11, 2018 @ 4:00 p.m. at the Birmingham Country Club.

Respectfully submitted,

John R. Runyan