

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

**MINUTES OF COUNCIL MEETING
November 11, 2019**

A meeting of the State Bar of Michigan's Labor and Employment Law Section Council was held by conference call at 12:00 p.m. on Monday, November 11, 2019.

PRESENT: Jennifer Salvatore, Michele Crockett, John Runyan, Mark Cousens,, Erin Hopper, Jennifer McManus, Sarah Prescott, James Reid,, Tad Roumayah, Heidi Sharp, Andrey Tomkiw, Ronda Tate Truvillion, Ann Marie Vercruysse Welch.

ABSENT: Gloria Hage, Keith Brodie, Adam Forman, Marlo Roebuck

1. **Approval of Agenda:** No changes to the agenda.
2. **Approval of Meeting Minutes:** The October 14, 2019 Meeting Minutes were circulated to the Council prior to the meeting. Heidi moved to approve the minutes. Michelle seconded the motion. Motion passed unanimously.
3. **Chair's Report (Jen):**
 - A. Jen reported that three nominations had been received for the Distinguished Service Award to be presented at the Annual/Mid-Winter Meeting on Friday, January 24, 2020 at the DAC. Unfortunately, none of the three is from the west side of the state. Jen reminded Council members to encourage additional nominations.
 - B. Jen reported on the lawsuit against Founders Brewing Company and suggested that it might be a good subject for a future Diversity Luncheon or Springboard presentation. Jack Schultz represents the Plaintiff in the lawsuit.
 - C. In Sarah's absence, Jen reported that while few cast-siders made the trip over to Grand Rapids, the networking event on October 29 at the University Club was attended by about 50 lawyers and Professor Sam Bagenstos' remarks on the labor and employment cases currently before the United States Supreme Court were well received.
4. **Treasurer's Report (Keith):** Keith was unable to be present but his written report for the fiscal year ending September 30, 2019 (attached) was reviewed by the Council. Mark raised a concern regarding the fact that the expenses of the Mid-Winter meeting doubled from \$17,096.08 in 2018 to \$36,094.18 in 2019. Jen explained that the expense of the Annual Meeting in 2018 (\$5,124.35) will be eliminated in 2020 when the Annual and Mid-Winter Meetings are combined.

5. **Mid-Winter Meeting (Heidi):** Heidi led an extensive discussion of the Mid-Winter Meeting which will be held on Friday January 24, 2020 at the Detroit Athletic Club. She indicated that while the expenses associated with the **Annual Meeting** will be avoided now that the Annual and Mid-Winter meetings have been combined, there will be several expenses incurred in 2020 that were not incurred last year including:
- i. Food and Beverage Minimum has been increased to \$21,600.
 - ii. Service Charges have been increased to 22%.
 - iii. Speaking Fee for Speaker James Obergefell \$6,000.
 - iv. Overnight Accommodations for Obergefell \$350.00.

Heidi therefore recommended that the ticket price for Section members be increased to \$150 and to \$165 for non-Section members. No charge for those attending only the afternoon updates or the Annual Business Meeting of the Council. Moved by John, seconded by Jen that the Council approve Heidi's recommendations. The tentative schedule for the Annual/Mid-Winter Meeting is as follows:

1:00 p.m.	Registration
1:30 p.m.	Program (including Annual Updates)
4:30 p.m.	Annual Section Business Meeting
5:00 p.m.	Cocktails
6:30 p.m.	Dinner
7:00 p.m.	Dinner Speaker
8:00 p.m.	Presentation of Distinguished Service Award

Extensive discussion followed regarding sponsorships for helping to defray the cost of the dinner. It was agreed that publicity for the Dinner (including two eblasts approved by email after the meeting) and the dinner speaker should begin immediately. However, Heidi and her committee agreed to prepare a budget for the event before the December Council meeting so that Council guidance could be sought regarding menu options, appetizers, and sponsorships.

6. **Diversity Luncheon Series (Michelle):** Michelle reported that she was having a hard time getting a program scheduled for November as previously anticipated but was now planning a similar program for January 2020 dealing with employees of different ages/generations. Speakers will include Khalilah Spencer and an Associate from Honigman, Ben Frimpong and associate from DTE, Megan Bonanni and either Megan Norris or Jennifer Sabourin and an associate from Miller Canfield.
7. **Holiday Party Update (Tad):** Tad reported that eblasts have been sent and that on-line registration through the SBM is now open. Tad will be circulating a sign-up sheet for the registration table and making arrangements for name tags and a cash box. He will also be contacting members of the e-newsletter committee and inviting them to come and have a drink with the Council at 5:00 p.m.
8. **Non-Lawyer Membership and Renewals (Mark):** Mark reported on two new non-lawyer

applicants: Denise White who is the HR Director in Emmet County and Tina Marie Wolfield. Moved by John, seconded by Andrey to approve both applications for membership.

9. **Meeting was adjourned at 2:00 p.m.**

Respectfully submitted,

John R. Runyan
Secretary



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LABOR & EMPLOYMENT LAW SECTION

AGENDA FOR COUNCIL MEETING

November 11, 2019

12:00 – 1:30 PM

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

OFFICERS

CHAIR

Jennifer Salvatore, Northville

VICE CHAIR

Michelle Crockett, Detroit

SECRETARY

John Runyan, Detroit

TREASURER

Keith Brodie, Grand Rapids

COUNCIL

Mark Cousens

Adam Forman

Erin Hopper Donahue

Jennifer McManus

Sarah Prescott

James Reid

Marlo Johnson Roebuck

Tad Roumayah

Heidi Sharp

Andrey Tomkiw

Ronda Tate Truvillion

Anne Marie Vercruyse Welch

COMMISSIONER LIAISON

Syeda Farhana Davidson, Harrison
Township

IMMEDIATE PAST CHAIR

Gloria Hage, Ann Arbor

1. **Approval of Agenda**
2. **Approval of October meeting minutes**
3. **Chair's Report**
 - Program Ideas (Founder's Lawsuit)
 - Distinguished Service Award Committee update
4. **Treasurer's Update** (Keith)
5. **Diversity Luncheon Series** (Michelle)
6. **Holiday Party Update** (Tad)
7. **Midwinter Meeting Update** (Heidi)
8. **Grand Rapids Event** (Sarah)
9. **Non-Lawyer Membership & Renewals**(Mark)
10. **Adjourn –**
Next Meeting: December 12, 2019 at 4:00 pm
Birmingham Country Club

MEMORANDUM

From: Keith Brodie, Treasurer

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

Re: Financial Report for September, 2019 (Year End)

Date: November 11, 2019

Fellow Council Members:

Attached please find Financial Report for the twelve months ending September 30, 2019 (Year End).

Highlights Financial Report September 30, 2019 (Year End)

- 2019 Total Revenue was up about \$4500 (\$92,778.00 for 2019 versus \$88,215.00), mostly due to an \$8500 increase in revenue taken in for the MidWinter Event.
- Section Dues were down \$4355 for the year (\$57,875.00 for 2019 versus \$62,230.00).
- 2019 Expenses were higher than last year for a few notable reasons:
 - The MidWinter Event expenses more than doubled, from \$17,000 in 2018 to \$36,000 in 2019.
 - Five newsletter invoices were paid in 2019 instead of four, a difference of about \$7000.
- In summary, the Section's ending fund balance for the year is \$117,364.70.

Please let me know if you have any questions.

10/10/2019

State Bar of Michigan
Labor & Employment Law Section
For the Twelve Months Ending September 30, 2019

	Current Activity September 2019	Year To Date September 2019	Year to Date September 2018
Revenue:			
1-7-99-575-1050 Labor Law Section Dues		57,875.00	62,230.00
1-7-99-575-1055 Labor Relations Stud/Affil Dues		158.00	170.00
1-7-99-575-1125 General Seminar Revenue		1,000.00	40.00
1-7-99-575-1130 Mid -Winter Seminar Revenue		20,865.00	12,355.00
1-7-99-575-1131 Summer Conference Revenue		3,205.00	3,400.00
1-7-99-575-1135 Holiday Seminar Revenue		4,980.00	5,890.00
1-7-99-575-1231 Spring Seminar Revenue		4,645.00	3,820.00
1-7-99-575-1935 Misc Revenue		50.00	310.00
Total Revenue		92,778.00	88,215.00
Expenses:			
1-9-99-575-1202 Contrib to ICLE LELS Institute		3,500.00	2,500.00
1-9-99-575-1276 Meetings		2,117.40	1,903.06
1-9-99-575-1283 General Seminar Expense		1,140.26	1,164.07
1-9-99-575-1284 Mid-Winter Seminar Expense		36,094.18	17,096.08
1-9-99-575-1286 Holiday Seminar Expense		5,407.76	4,511.00
1-9-99-575-1288 Spring Seminar Expense		5,838.02	5,935.00
1-9-99-575-1289 Summer Conference Expense	3,651.48	6,298.16	3,560.40
1-9-99-575-1297 Annual Meeting		100.00	5,124.35
1-9-99-575-1493 Travel		259.78	2,029.83
1-9-99-575-1833 Newsletter	14,426.04	39,430.08	27,499.25
1-9-99-575-1861 Printing		159.25	
1-9-99-575-1868 Postage		0.94	55.53
1-9-99-575-1987 Miscellaneous	333.08	1,717.83	1,398.17
1-9-99-575-1458 Speaker Expenses			300.00
Total Expenses	18,410.60	102,063.66	73,076.74
Net Income	(18,410.60)	(9,285.66)	15,138.26
Beginning Fund Balance:			
1-5-00-575-0001 Fund Bal-Labor Law Section		126,650.36	111,512.10
Total Beginning Fund Balance		126,650.36	111,512.10
Ending Fund Balance		117,364.70	126,650.36