

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

**MINUTES OF COUNCIL MEETING  
October 8, 2018**

A meeting of the State Bar of Michigan's Labor and Employment Law Section Council was held beginning at 12:05 p.m. on Monday, October 8, 2018, at the Murray Law Group, Bingham Farms, Michigan.

**PRESENT:** Jennifer Salvatore, Michelle Crockett, John Runyan, Keith Brodie, Mark Cousens, Adam Forman, Erin Hopper, Jennifer McManus, Sarah Prescott, James Reid, Marlo Roebuck, Tad Roumayah, Heidi Sharp, Andrey Tomkiw, Ronda Tate Truvillion.

**ABSENT:** Gloria Hage, Ann Marie Vercruysse Welch.

1. **Approval of Agenda:** No changes to the agenda.
2. **Approval of Meeting Minutes:** No changes to the August Meeting Minutes. One change was suggested to September Meeting Minutes, where the Treasurer's Report should indicate that there are 2299 active members rather than 299. James Reid moved to approve. Andrey Tomkiw seconded the motion. Motion passed unanimously. Michelle indicated that May and June Meeting Minutes would be distributed shortly.
3. **Treasurer's Report (John):** John 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 available for distribution until late October or early November.
4. **Chair's Report (Jen):**
  - a. Jen welcomed new members of the Council Jennifer McManus, Marlo Roebuck and Rhonda Tate Truvillion, who participated by telephone. The remaining Council members also introduced themselves.
  - b. Jen distributed loose leaf notebooks to all of those Council members present and reminded them of their committee assignments, which she indicated were similar to those in the past. She also went over the 2018-2019 calendar year, indicating that the Council meeting for December would be at the Birmingham Country Club in connection with the Holiday Seminar and that there would be no meeting in July 2019.
  - c. With respect to ICLE's request that LELS section help co-sponsor the Annual and Labor Employment Law Institute in April 2019, John Runyan moved to continue to co-sponsor at the \$2,500 silver level. Adam offered a friendly amendment to increase the sponsorship to \$3,500 and Michelle seconded the motion. John accepted the amendment and it passed unanimously, with the understanding that Jen would inquire about several free admissions to the Institute in return.

5. **Next Conference (Sarah, Ann Marie):** Sarah reported that despite the light turnout, the presentation by three excellent speakers on the Equal Pay Act and equal pay claims under Title VII and state law was very well received. Sarah also reported that in contrast to the presentations, the \$2,500 spent to become a premium sponsor of the SBM reception following the presentations was not well spent. The consensus of those who attended was that we should not agree to be a co-sponsor again next year but instead sponsor our own reception, as we have in the past. Adam Forman also indicated that we should write to Janet Welch at the State Bar and indicate our disappointment.

Adam also suggested that we publicize the presentations so that Section members hear what they missed and that we consider videotaping such seminars in the future. Jen suggested that Mark take the lead on videotaping of the Midwinter meeting program.

Long discussion ensued regarding the lack of interest in section programs from the Grand Rapids legal community, including Varner, Warner Norcross and Miller Johnson. Jen volunteered to go to Grand Rapids with Keith Brodie to see what could be done to increase participation.

6. **Holiday Seminar (Tad):** Tad reported on the Holiday Seminar scheduled for the Birmingham Country Club on Tuesday, December 11, 2019. Dan Swanson's son has agreed to once again use his account but the Club has agreed to waive the \$1,000 deposit. Moved by Marc and seconded by John to approve two e-blasts (with one click registration) for the Holiday Party, which will be in connection with solicitation of nominations for the Distinguished Service Award.
7. **Mid-Winter Meeting (Heidi):** Heidi indicated that the Detroit Athletic Club has been reserved for Friday, January 25, 2019 and that a \$3,000 deposit had been approved and paid. She also indicated that an invitation had gone out to Justice Elana Kagan and that the Committee was seeking other suggestions in the event it was necessary to move to a Plan B. Bob Woodward was suggested. Extended discussion ensued about ways to attract more attendance at the Mid-Winter Meeting from the outstate areas, including providing transportation incentives and hotel room discounts.
8. **Distinguished Service Award Committee (John, Michelle, Heidi):** Nominations will be solicited through an e-blast and an article in e-newsletter.
9. **Communications Committee (Tad):** Tad reported that Heidi was in charge of the next e-newsletter that would be coming out around the end of October. He encouraged Council members to have younger associates contact him about getting involved on the Communications Committee, which he described as the Council's "Farm Team."
10. **Webinar Committee (Adam, Erica, Mark):** No report.
11. **Diversity Lunch Series (Michelle, Jen):** Michelle reported that the next diversity lunch program is scheduled for November 16, 2018: Developing Resilience: How Mindfulness

Techniques Can Help Lawyers Deal with the Stress of Practicing Law. Presentation by Patty Gaves at Miller Canfield. Jen encouraged Council members to attend.

**12. Old Business:** None.

**13. New Business:** None.

**14. Adjourn at 1:10 p.m.** Next meeting: November 12, 2018.