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THE PRESIDENT'S MESSAGE

At 12:01 a.m. on January 1st, your new officers quietly assumed the mantle of leadership for the College. As a prelude to the coming year, our immediate Past President, Bill Kilberg, deserves a most sincere “thank you” for his efforts to nurture the bonds of fellowship, to develop new educational programming and to promote membership growth while upholding the standards for admission.



Your new officer corps, Vice President - Alan Epstein; Secretary - Norman Brand; Treasurer – Lynne Deitch and I are off to a fast start working with the entire Board to determine how we can make a positive impact on the future of the College. In fact, during January we held a planning retreat to tackle current issues and to inspire discussion about ways in which we can improve the College experience for our Fellows. Possibly the best news I have to report is that our Executive Director, Susan Wan and her

Assistant, Jen Motley have committed to continue in their roles – roles, which, as we all know, are critical to this organization’s successful operation.

For the next several months the Board’s primary focus (under the leadership of Credentials Chair, Bernie Siebert) will be centered on the review and vetting of membership nominations, and subsequently the election of those nominees who are found to be fully qualified to become Fellows. But, that will not be our only focus. We will continue (1) encouraging regional leaders to hold “local” CLE/social gatherings; (2) working with the ABA Section of Labor & Employment Law [Chaired this year by Fellow Joyce Margulies] to offer expanded CLE opportunities; (3) devising new programs to promote civility and professionalism in our practice area; raising funds to support the Video History Project [with “thanks” for the untiring commitment of John Higgins]; (4) insuring the successful completion of this year’s law student writing competition [in conjunction with the University of Minnesota Law School which publishes the ABA Journal of Labor & Employment Law]; and (5) offering support and guidance to staff on the plans for the November Induction Banquet in Philadelphia.

There are a number of opportunities for Fellows to become involved with the activities of the College. Presently, we are organizing committee to address our projects. Committee rosters will be filled with Board members and volunteers from the general membership. These committees include: Law Student Writing Competition, Publications (like the e-newsletter you are reading at this moment), Video History, Website/Technology, Civility & Professionalism, Marketing, and Outreach Programs to Law Schools. At the regional level of activity there are Regional Program and Regional Credential Committee. If you are interested in working with any of these Committees, please e-mail me (donslesnick@scllp.com) or Susan Wan (swan@laborandemploymentcollege.org).

This is my 19th year as a Fellow – a title and a membership of which I am extremely proud. I look forward to serving you this year as the College President, and invite your input (suggestions, criticisms and, of course, compliments!).

Best wishes for a peaceful and productive 2015,

Don Slesnick

INTRODUCING THE 2015 BOARD OF GOVERNORS

As most know, the Board of Governors consists of sixteen Fellows representing all four disciplines. Governors serve two terms on the Board, each term being three years. On January 1st, Don Slesnick took the reins becoming the nineteenth President to serve the College. Alan Epstein, Norm Brand and Lynne Deitch assumed the three other slate positions – vice president, secretary and treasurer, respectively.

Four new members also joined the Board of Governors. Both [Homer Deakins, Jr.](#) (Management/Atlanta, GA) and [Tom Brooks](#) (Union/Tallahassee, FL) have worked on the 11th Circuit Programming Committee for the past four years. In addition, they each served on the 11th Circuit Credentials Committee. [Pearl Zuchlewski](#) (Employee/New York, NY) recently finished six years on the 2nd Circuit Credentials Committee, the last three years as chair. And [Arlene Steinfield](#) (Management/Dallas, TX) also served as a member of the 5th Circuit Credentials Committee and as chair for three years. Arlene also recently organized a committee in the 5th Circuit with Fellow [Jonathan Wilson](#) to begin planning regional activities and hosted a welcome reception for the 2014 Fellows in Dallas last October. Profiles of all Board Members can be found on the College's [website](#).

A full listing of all board members can be found in the front of your directory, including their phone and email information. We hope this will make it easier to contact any of them should you have a question or concern.

11TH CIRCUIT REGIONAL PROGRAM – A CORAL GABLES AFFAIR

The 11th Circuit Regional Programming Committee continues to organize outstanding opportunities for Fellows gather and garner new information and insights, and this year's January 24th event was no exception. Taking place at the Biltmore Hotel in Coral Gables, almost fifty Fellows including Board members and Fellows from eight states, enjoyed a wonderful weekend which began with a reception at a historic Coral Gables home, circa 1926. Bill and Barbara Reese opened their home to over 60 people and College President Don Slesnick arranged for a tour of the Coral Gables Merrick House, the boyhood home of George Merrick, across the street. Mr. Merrick founded and developed Coral Gables which was incorporated in 1926. <http://coralgables.com/modules/showdocument.aspx?documentid=6885>





The Saturday morning program did not disappoint, and in fact, most felt it was the best program to date. Acclaimed attorney and author Lanny Davis presented his thoughts on Managing Crisis in the Business Organization. Mr. Davis has served as counsel to President Clinton in the Lewinsky investigation, Penn State in the Sandusky investigation, Martha Stewart, Charlie Rangel, Dan Snyder, Starbucks, Royal Caribbean, Whole Foods, and others. Fellow Hal Coxson joined Mr. Davis, who is also a regular contributor of political commentary on thehill.com, for a fascinating discussion of the mid-term elections impact on Capitol Hill and the 2016 primaries.

The second panel featured five Fellows discussing three different topics:

Whistleblower Claims – Fellows Meg Campbell and Leslie Dent discussed the types of claims being brought, the current case law broadening the coverage of many of these laws and strategies in bringing and defending these claims.

Concerted Activity – Fellows Tom Brooks and Tim Palmer explored Section 29 USC 158(a)(1) of NLRA prohibiting interference with employee's rights to engage in concerted activity and how current board opinions apply to social media, the drafting of employer policies, and how unions and employees are successfully using this claim.

Settlement Agreements - Fellow Cynthia Sass focused on strategies in negotiating these agreements and problematic language, including a discussion of the EEOC's most recent position articulated in [EEOC v. CVS](#).

Materials from this three hour program can be found on the College's [website](#).

2015 LAW STUDENT WRITING COMPETITION

Papers for the 2014-2015 Writing Competition for Law Students are now being accepted. Fellows who are adjunct professors at accredited law schools are encouraged to distribute, discuss, and promote this wonderful opportunity with their students. View the complete [announcement](#) and rules for this year's competition.

Entries should address aspects of public or private sector labor and/or employment law relevant to the American labor and employment bar. Prizes awarded by the College of Labor and Employment Lawyers include: First Place: \$1500, Second Place: \$1000, Third Place: \$500. The first-place article will also be published in the *ABA Journal of Labor & Employment Law*, and its author will be a guest at the annual CLE program of the ABA Section of Labor and Employment Law and honored at the Annual Induction Dinner of the College of Labor and Employment Lawyers. Deadline for papers is May 15, 2015.

THANK YOU TO OUR DONORS

The Board of Governors would like to acknowledge the following Fellows whose recent donations to the Steve E. Tallent Video History Project were made in memory. We thank them for their support of this important effort.

- Richard A. Hooker, in memory of Richard Francis Hooker
 - Phillip R. Jones, in memory of William Keller
 - Bennett W. Cervin, in memory of Alto B. Cervin
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NEWS & NOTES

- Fellow **Karen Meyer Buesing** (photo right) was the recipient of the 2014 Tobias Simon Pro Bono Service Award, the highest statewide pro bono award. The award was presented by Chief Justice Ricky Polston at a ceremony at the Supreme Court of Florida in Tallahassee. The award commemorates the late Miami civil rights lawyer Tobias Simon who was well known as a tireless civil rights attorney, a crusader for prison reform and an appellate authority. The award is intended to encourage and recognize extraordinary contributions by Florida lawyers in making legal services



available to persons who otherwise could not afford them, and to focus public awareness on the substantial voluntary services rendered by Florida lawyers. Buesing was also recognized with The Florida Bar President's Pro Bono Service Award for the 13th Judicial Circuit (Hillsborough County).

<http://www.floridabar.org/TFB/TFBPublic.nsf/WNewsReleases/2B833B97E49F143F85257C690061FCBB>

IN MEMORIAM

It is with much sadness that we announce the passing of Fellow [Anthony T. Oliver, Jr.](#) Mr. Oliver passed away on February 3, 2015. Our thoughts are with his family and friends.

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The views expressed herein are not necessarily those of The College of Labor and Employment Lawyers, Inc.