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THE PRESIDENT'S PERSPECTIVE

The College turns 21 this year. We have reached the age of majority as recognized by almost all states in the nation...and that is a notable tribute to all the men and women who have helped carry out the vision of the founders who established the College's goal of bringing together the most accomplished labor and employment lawyers to foster professionalism, civility and excellence in our practice area. While congratulatory sentiment is a helpful encouragement for continued success, reaching this maturity milestone also brings with it a greater degree of responsibility for each of us to aid the College in continuing to lead, educate, counsel and inspire young lawyers who have chosen the same career paths that led each of us to Fellowship.



While I am humbled by the task of leading the College, I am excited by the opportunity to help direct our collective attention to continuing to build on the foundation of excellence established by the hard work of the Fellows too numerous to honor here. It is my personal goal during my tenure as President to continue our established concerns for civility, professionalism and education while encouraging greater participation in College activities and fostering efforts to create greater inclusion of women and minorities in the practice of labor and employment law. We also need to take more time to review the ranks of labor and employment lawyers to recognize greater numbers of practitioners representing labor unions and employees who possess the credentials and professional character traits required for nomination and election to the College. The current class of 83 Nominees only includes eight employee representatives and six lawyers who represent unions. While complete parity is inappropriate in light of the understandably skewed number of lawyers representing employers, it would appear that we are not working hard enough to recognize qualified candidates in other practice pursuits.

These goals are neither lofty nor difficult to achieve. Participation can be aided by each of us simply agreeing to coordinate regional educational programs or opting to help raise money to allow the Stephen E. Tallent Video History Project to produce new insightful looks into our past accomplishments as a profession. Inclusion is served by the necessary mentoring of worthy young lawyers so that they can be exposed to career paths that would lead them to Fellowship. As leaders of firms, agencies, law school programs and alternate dispute resolution forums, we are in the enviable position to promote practice excellence, scholarship and community involvement that are the elements necessary to election as Fellows. It's not that hard to do, so let's all just do it. And I guarantee that you will find participating in educational programs, College efforts and mentoring to be satisfying and fun!

With that bit of my usual organizational cheerleading having been completed, I invite all of you to go onto our newly designed website to enjoy the new features and informational resources, to get to know our newly selected officers and Board members and to recognize the accomplishments of the past year under the impressive leadership of Don Slesnick. The visit to the website will hopefully encourage you to also take advantage of the College's foray into the world of social media and enable you to better communicate with Fellows throughout the United States and Canada.

I conclude this first talk with you as President with the plea that you each consider making the College a greater part of your professional life...I again assure you that we will all have a good time while serving the aims of the College, the profession and our respective communities.

Alan Epstein
President

INTRODUCING THE 2016 BOARD OF GOVERNORS

Members of the Board of Governors, which consists of sixteen Fellows representing all four disciplines, serve two three-year terms. On January 1st, Alan Epstein became the twentieth President to serve the College. Norm Brand, Lynne Deitch and John Runyan assumed the three other slate positions – Vice President, Secretary and Treasurer, respectively. And, after saying good bye to Bernie Siebert, Mike Posner, Don Slesnick and Nancy Bornn, four new members joined the Board in the beginning of the year. **David Cashdan** (Employee/Washington, DC) served on, and as chair of, the DC Circuit Credentials Committee, and has been active with the Video History Project, most recently as the interviewer for Bill Robinson's video. **Pete Zinober** (Management/Tampa, Florida) served on the 11th Circuit Credentials Committee and has been involved with the 11th Circuit's successful regional programs over the years. **Lisa Moss** (Union/Chicago, IL) served on, and as chair of, the 7th Circuit Credentials Committee and has been a speaker at various 7th Circuit programs including their very successful Law Student Program. And **Jon Rosen** (Union/Seattle, WA) has worked on the 9th Circuit North Regional Activity Committee as well as the 9th Circuit North Credentials Committee. Profiles of all Board Members can be found on the College's website.

Contact information for all board members can be found in the front of your directory. We hope this will make it easier to contact any of them should you have a question or concern.

11TH CIRCUIT REGIONAL PROGRAM – CORAL GABLES IS CALLING

Not even Winter Storm Jonas could stop the 11th Circuit Regional Programming Committee from pulling off another outstanding event at the beautiful Biltmore Hotel in Coral Gables during the weekend of January 22nd. Over fifty Fellows from the 11th Circuit, surrounding states, as well as members of the Board of Governors and associates from the Coral Gables firm of Sugarman and Susskind, enjoyed not only a stellar program on Saturday morning, but also a great night of casual dining and socializing on Friday evening at the home of Bill Bonn and Ruben Ceballos. Built in 1928, this one time home of former Senator and Congressman Claude Pepper provided a stunning setting for the traditional get together that kicks off the 11th Circuit program weekend.



With five of seven speakers coming from the Washington, DC area the weekend of a historic blizzard, we were extremely grateful that between perseverance by some and the tech savvy of others, four of those speakers either made it to Coral Gables, or participated in the panel discussions via video conferencing. Lynne Rhinehart, General Counsel for the AFL-CIO, along with Fellows **Randel Johnson** (US Chamber of Commerce) and **Hal Coxson** (Ogletree Deakins' Washington DC office) engaged in a lively discussion of hot button topics and the current political climate in Washington DC. The second panel was led by Fellow **Cynthia Sass** and featured technology expert Eric Singleton discussing the thought provoking subject of ADA compliance for websites. Finally, a little levity was injected into

the morning when Debra Norwood challenged the Fellows to loosen up and laugh a little as she discussed brain health, mindfulness and laughter therapy.



A program agenda and materials from this program can be found on the College's [website](#).

2016 LAW STUDENT WRITING COMPETITION

Papers for the 2015-2016 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: \$3000, 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 June 15, 2016.

JOIN US IN THE WINDY CITY

The College of Labor and Employment Lawyer's 21st Annual Induction Dinner will take place on Saturday, November 12th in the Grand Ballroom at the Navy Pier in Chicago. Celebrating its 100th anniversary in 2016, Navy Pier offers panoramic views of the

lakefront and Chicago's skyline. Invitations will be mailed in late August; however, information on hotel room blocks will be available in the coming months.



THANK YOU TO OUR DONORS

The Board of Governors is most appreciative of all those Fellows who made contributions during the end of year appeal for the Stephen E. Tallent Video History Project this past December and would like to highlight the following Fellows whose donation was made in memory of someone special. We thank you all for your support of this very important effort.

- Bennett W. Cervin, in memory of Alto B. Cervin
- Richard A. Hooker, in memory of Richard Francis Hooker
- Peter Turza, in memory of Stephen Tallent

THE COLLEGE BLOG

With the recent retirement of College Blogger Ed Hopson, we are looking for other Fellows to help Bob Fitzpatrick contribute insightful perspectives on labor and employment issues. No time commitment or timeline to follow – just an interest in commenting on current and relevant matters that may affect our practice. The most recent entry can be found using this link - [Non-Competition “In Any Capacity”: Broad Scope Can Sink Your Non-Compete.](#) The complete archives can be accessed at <http://www.laborandemploymentcollege.org/for-fellows/blog>. As the College delves further into the arena of social media, the blog page is another important component in establishing a College presence. Please let [Susan Wan](#) know if you have any questions or if you are ready to share your views!

SPOTLIGHT ON FELLOWS

- Fellow **Stuart W. Davidson** was appointed to chair the Professionals Committee of the International Foundation of Employee Benefit Plans (IFEBC) effective January 1, 2016.
- Fellow **C. Matthew Keen** has been elected Managing Shareholder of Ogletree Deakins, effective February 1, 2016. Keen was elected during the firm's annual Shareholders Meeting.
- Fellow **Wendi Lazar** was named one of twelve Commissioners for the ABA Commission on Women In the Profession in September 2015. She was also featured in a Lawyer Limelight interview with Lawdragon about her career and writes a quarterly column for the New York Law Journal entitled "Employees in the Workplace."
- Fellow **Mason Pratt** (photo right) recently published his first novel, titled "The Truth About Hannah White". The book is a murder mystery that takes place in the Maine north woods and is based upon Pratt's years as a labor lawyer representing landowners in their battles with loggers and unions. Read more about his inspiration for the story at http://www.thebrunswicknews.com/news/local_news/storyteller-finds-audience-in-south/article_05f005fe-0742-56ab-8434-44de2327697d.html
- Fellow **Jay W. Waks** (photo right) was appointed Senior Executive Vice President and General Counsel for The American Kennel Club (AKC®). In this new role, Waks will serve as the chief legal officer of the AKC and its entities.
- Fellow **Beth Walker** announced her candidacy for Justice of the Supreme Court of Appeals of West Virginia. The election is scheduled for May.



FELLOWS ON THE MOVE

- Fellow **Gary Eisenstat** joined the Dallas office of Ogletree Deakins as a shareholder.
 - Fellow **Nancy S. Shilepsky** joined the Employment Law Group of the Boston law firm Sherin and Lodgen.
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IN MEMORIAM

The College mourns the recent passing of three Fellows – David Slate, Richard Mittenthal, and Allan Drachman.

David Slate (photo right) was inducted as a Fellow into the College in 1998. Mr. Slate's career included serving as General Counsel of the U.S. Equal Employment Opportunity Commission, Deputy General Counsel of Con-way Inc, and participating in numerous mediations involving a wide variety of litigation cases. Mr. Slate passed away on January 8, 2016. [Click here](#) for a link to his obituary.



Richard Mittenthal, inducted into the College as an Honorary Fellow in 2005, served as President of the National Academy of Arbitrators from 1978-79. Mr. Mittenthal passed away on January 23, 2016. [Click here](#) for a link to his obituary.

Allan Drachman (photo right) passed away on February 13, 2016. Mr. Drachman was inducted into the College as a Fellow in 1997. He was a veteran labor arbitrator and mediator and was recently selected as the recipient of the American Bar Association Section of Labor and Employment Law's 2015 Arvid Anderson Public Sector Labor and Employment Attorney of the Year Award. [Click here](#) for a link to his obituary.



Members of the College strive to promote achievement, advancement and excellence in the practice of labor and employment law. These three men distinguished themselves as leaders in the field, and the College was proud to have been able to call them Fellows. Our thoughts are with their family and friends.

THE COLLEGE OF LABOR & EMPLOYMENT LAWYERS

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