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THE TREASURER'S TAKE

As the year draws to a close, we approach a new nominations and admissions cycle which will culminate in the induction of new Fellows in November 2018 at a gala ceremony in my home base of San Francisco, California. The College has at least six (6) categories of Fellows, and each year the large majority of new Fellows is in the Management category. I am writing this column to encourage Fellows to nominate distinguished candidates in the other categories this year: Employee, Union, Neutral, Law Professor, and Government Official. The College will function best when we have substantial numbers of new Fellows in these "other" categories.



Please review in your mind the outstanding lawyers in your community. Candidates must have twenty years of experience in the field of labor and employment law. Fellows, as you know, must exhibit the highest levels of professionalism and civility, be leaders in our field, be contributors to their communities, and have demonstrated scholarship by teaching or

writing about labor and employment law. We have so many distinguished Management side Fellows. Surely, they encounter, on a daily level, honorable adversaries who approach the practice of law with dignity and respect. They interact with hard working government officials in the various agencies that regulate the workforce at the NLRB, the EEOC, and other state level agencies. They can recall their best law professors, teachers who are still active in their local communities promoting the best practices in our field. They hire arbitrators and mediators who excel in getting cases resolved with efficiency and due respect to all participants. We want you to identify these adversaries, government officials, neutrals, and professors and consider nominating them this year.

I appeal to my fellow Employee side Fellows as well. We all know many well qualified candidates in our community who, for whatever reason, have yet to be nominated to the College. There is a role for Employee advocates in the College and the College cannot truly fulfill its mission without adequate representation of Employee advocates. Participation in the College facilitates non-adversarial contacts with employer side lawyers who are leaders in the employment and labor law community. We get to work together to promote the best practices and to promote increased civility in our workplace. The College's Membership Directory provides a database of potential referral sources and of the highest quality attorneys to whom potential clients can be referred all over the country. I have experienced firsthand the benefits of being a part of a network of the leading labor and employment practitioners around the country. Please identify leading members of our bar who have not yet been inducted and let's get them nominated and inducted in San Francisco!

Of course, we still have room for Management lawyers who can demonstrate twenty years of exceptionally high quality professional services to employer clients, bar, bench and the public. We anticipate that our Fellows will continue to nominate the best of the Management bar as well this year.

Finally, while we can use the 2018 admissions cycle to bolster the ranks of our Employee, Union, Neutral, Professor, and Government membership categories, we should also be looking to use this opportunity to increase the overall diversity of the College. We want to welcome diverse Fellows who are women, people of color, and members of the LGBTQ communities. Increasingly, we should be able to identify and nominate diverse candidates who joined the labor and employment bar as recently as 1998. The College's commitment to diversity starts with each of you stepping forward to nominate diverse candidates in this upcoming cycle.

Please note that the Board of Governors has tweaked the nomination process so that Nominees are REQUIRED to include, among their 6-8 references, at least TWO adversaries from prior litigation **and** two judges or other neutrals before whom they have appeared. Compliance with this rule and comprehensiveness in completing the nomination materials is critically important in the College's review process. We do not want to have to defer otherwise well qualified candidates for failure to submit a comprehensive and compliant

application. We also want to thank the many hard working volunteers on our Circuit Credentials Committees who painstakingly vet the nominations and forward them to the Board of Governors for final consideration.

So please review the College's website and download the nominations materials at <http://laborandemploymentcollege.org/for-fellows/nominations>. Identify some outstanding colleagues and adversaries and put together comprehensive nomination packages by the February 1, 2018 deadline. We are looking forward to welcoming a diverse class of Fellows in San Francisco!

David Borgen
Treasurer

DC PROGRAMMING

Our annual CLE program, *A Conversation with Justice Ruth Bader Ginsburg*, is scheduled for November 11th from 12:30 – 2 PM at The Washington Hilton during the ABA Labor & Employment Law Section's CLE Seminar. An RSVP is required for every attendee as seating is limited. Please RSVP to Jennifer Motley at 410-972-4712 or jmotley@laborandemploymentcollege.org.

A CONVERSATION WITH JUSTICE RUTH BADER GINSBURG

Saturday, November 11, 2017 • 12:30 to 2:00 p.m.

With a focus on her lifelong advocacy of women's rights, Fellow William Kilberg will guide Justice Ginsburg through a discussion on several fascinating topics including the early experiences that led her on this path and the cases she brought in affiliation with the American Civil Liberties Union, which ultimately laid the groundwork for much of current equal opportunity law.

Please join us on Saturday, November 11th from 12:30 to 2:00 p.m. at The Washington Hilton, 1919 Connecticut Avenue, NW, Washington, DC



The College
of Labor and
Employment
Lawyers

LEADERSHIP FOR GREATER PURPOSE

An RSVP is required for every attendee as seating is limited.
Fellows are permitted to bring only one guest. For security reasons, all names will be checked at the door.

To RSVP, please call or email Jennifer Motley at:
410-972-4712
jmotley@laborandemploymentcollege.org

DAYS UNTIL DC

We are looking forward to seeing many of you at the College's 22nd Annual Induction Dinner on Saturday, November 11 in Washington, D.C. at the Ronald Reagan Building and International Trade Center. There is still time to RSVP for those who have not yet done so. A copy of the invitation can be found [here](#). Please keep in mind that if your plans change and you need to cancel your reservation, refunds can be made only if you cancel prior to **Monday, November 6**.

2017 WRITING COMPETITION WINNER

The College of Labor and Employment Lawyers and the ABA Section of Labor and Employment Law are pleased to announce the winner of the 2016-2017 Writing Competition for Law Students. A distinguished panel of attorneys from around the country reviewed over thirty papers on current and cutting edge labor and employment law topics.

Congratulations to Michelle Streifthau-Livizos, a third year law student at the Drexel University Thomas R. Kline School of Law. Her winning paper is titled "[Protecting the Loyal Hardworker: The Need for a Fair Analysis of Venue Clauses in ERISA Plans](#)". She is a Lead Editor of the *Drexel Law Review* and a Board Member on the Drexel Moot Court Team. Michelle earned a BS in Animal Sciences, pre-veterinary concentration, and chemistry minor from the University of Delaware. Prior to law school, Michelle worked in property management and real estate. After taking the Delaware bar exam, she will begin work as an associate at Morris Nichols Arsht & Tunnell in September 2018.



CLASS OF 2018 APPLICATIONS

The College is accepting nominations for the Class of 2018 now through Thursday, February 1, 2018. The election of new Fellows is a very structured process and Fellows should make sure to submit completed and thorough packages. Please review the instructions and related materials in their entirety. A link to the information on the College website is included (<http://laborandemploymentcollege.org/for-fellows/nominations>) as well as the requisite forms that must be completed: [Part A - Nominator Form](#) and [Part B - Nominee Form](#). If you are nominating a neutral, please use [Part B - Neutral](#). If you are nominating a law professor, please use [Part B – Law Professor](#). As always, don't hesitate to contact [Susan Wan](#) with any questions.

REGIONAL PROGRAMS

UPCOMING EVENTS

NOVEMBER 14 – NEW YORK

The semi-annual [supper meeting](#) of the Second Circuit Fellows is scheduled for Tuesday, November 14, at the Proskauer law firm conference center in mid-town Manhattan from 5:30 – 8:30 PM.

The first part of the program will focus on developments at the U.S. Department of Labor and what we might expect during the Trump Administration. Featured speakers will be Nicholas Geale, Acting United States Solicitor of Labor, and Heather MacDougall, Chair of the US Occupational Safety and Health Review Commission. The second part of the program will deal with artificial intelligence and robots in the workplace and how this might impact the US labor market. Our featured speaker will be renowned European labor and employment attorney Gerlind Wisskirchen. Fellows [Susan Ritz](#) and [Lou DiLorenzo](#) will join our speakers at the dais and serve as program panelists.

For more information, or to RSVP, please contact [Evan Spelfogel](#).

NOVEMBER 16 – DENVER

Join the Tenth Circuit of the College of Labor and Employment Lawyers for a [reception](#) at the offices of Ballard Spahr LLP on Thursday, November 16 from 5 – 7 PM. This will be an opportunity to reconnect and discuss future plans for Fellows of the 10th Circuit. Fellows are also invited to bring a prospective member of the College to the reception as a guest. For more information, or to RSVP, please contact [Jen Motley](#).

RECENT EVENTS

6TH CIRCUIT WELCOMES NEW FELLOWS

On September 19, the Sixth Circuit Regional Committee of the College hosted a reception for all of the new Fellows of the Class of 2017 from within the Sixth Circuit. Through the good auspices of Fellow [Dick Hooker](#), the law firm of Varnum LLP hosted the reception, co-sponsored by the College and by Pitt, McGehee, Palmer & Rivers, PC, of Royal Oak, Michigan. Two Unique Catering of Royal Oak elegantly catered the reception, held in Varnum's "urban-design" office in Detroit's historic Federal Reserve Building.

Attending from the Class of 2017 were newly elected Fellows [Reginald Turner](#) of Clark Hill, [Beth Rivers](#) of the Pitt firm, and [Maurice Jenkins](#) of Jackson Lewis's Southfield, Michigan office

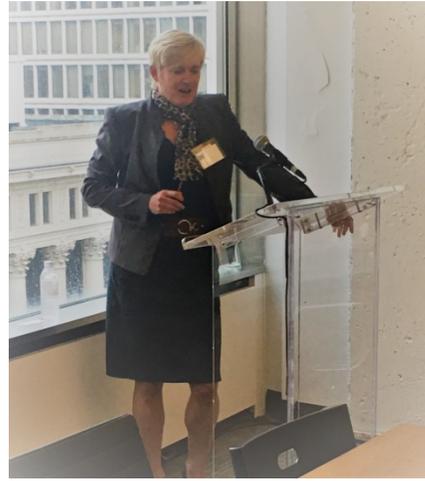


(L to R). Not pictured is newly elected Fellow **Anne Widlak** of Nemeth Law P.C.

A brief program at the reception reminded all in attendance of the accomplishments of the new Fellows. Fellow **Cary McGehee** celebrated the profound commitment to professionalism of **Maurice Jenkins** (co-nominated by Fellow **Diane Soubly**, Butzel Long) and his long-standing drive to excellence (exemplified when he was named to the Detroit News Metro All-Decades team that included George (Iceman) Gervin, Greg “Special K” Kelser, and Terry “Thunder” Tyler). Fellow **Tim Howlett** of Dickinson Wright lauded **Beth Rivers** (co-nominated by Fellow **Kathy Bogas**, Bogas & Koncius) as an architect of principled winning strategies that enable her distinguished colleagues to shine. Board of Governors member and Secretary of the College, Fellow **John Runyan** of Sachs Waldman, praised former State Bar President **Reggie Turner** (co-nominated by Fellow **Diane Soubly**) as an unfailingly civil “gentle man” with a remarkable record of service to the bar on a local, state and national level.

This year, the Committee opened the reception to guests invited by the Fellows so that they could become familiar with the criteria for election to Fellow in the College, as well as the College’s civility and professionalism standards. After the event, invitees who aspire to become Fellows have begun to consult with Fellows who can mentor them prior to and during the nomination process, and one guest commented that she felt privileged to meet such a veritable who’s who of the labor and employment bar.





7TH CIRCUIT LAW STUDENT PROGRAM

The Annual Law Student Program for the 7th Circuit was again a smashing success for the sixth year. Led by Fellow **Martin Malin**, over twenty Fellows shared their time and expertise to engage with law students representing all but two of the fifteen law schools in the 7th Circuit. A Friday evening reception hosted by Seyfarth Shaw provided an opportunity for students and Fellows to casually connect over drinks and appetizers. Saturday's all-day program focused on labor and employment law topics in relation to the Trump administration. Subjects such as immigration, benefits, state and local level initiatives, EEO issues, wage hour and the coming Republican majority on the NLRB were discussed, while students took copious notes and asked questions. Students enjoyed time with Fellows in small groups over lunch and, in the afternoon session, listened intently to blunt and direct advice on the do's and don'ts when applying for a job. In addition, the panel of practitioners from a variety of labor and employment law areas (union, in-house counsel, management – large firm/small firm, employee, government attorney) provided students with options they may not have considered yet. Students remarked that Fellows were “welcoming and easy to talk to,” “inspiring” and “insightful” and appreciated the “variety of perspectives” that were discussed during the program. One student even remarked that the panelists had “spurred a host of interests” for her, which in and of itself, made the entire program a worthwhile endeavor!

Thanks to the following Fellows for their participation: **Howard Bernstein, James Beyer, Bud Bobber, Tamara Cummings, Pat Deady, Josh Ditelberg, Carl Draper, Lori Ecker, Brenda Feis, Tim Hawks, Marty Malin, Peter Meyers, Paul Mollica, Jill O'Brien, Peter Ohr, Mark Olson, Burt Reiter, John Roche, Diane Soubly, Mary Rose Strubbe** and **Sherrie Voyles**.

If you are interested in organizing a similar program in your area, please contact [Susan Wan](#).



SPOTLIGHT ON FELLOWS

- Fellow **Dennis M. Devaney** was nominated by President Donald Trump to serve on the US International Trade Commission for a term expiring in 2023.
- Fellow **Lauren Simon Irwin** was listed as the local litigation star in *Benchmark Litigation* for 2018.
- Fellows **Therese Lawless** and her sister **Barbara Lawless** had an article about their exceptional work fighting sex discrimination published in *The Guardian*. The article can be viewed [here](#).
- Fellow **Anne Marie Lofaso** published an article in the *West Virginia Law Review* titled "[Groomed for Exploitation! How Applying the Statutory Definition of Employee to Cover Division I-A College Football Players Disrupts the Student-Athlete Myth](#)" that explores the exploitation of student-athletes by the schools they represent and presents insightful points on how many of these students have technically earned qualification for employee benefits.

- Fellow **Don Slesnick** (photo right) got some much needed assistance from his granddaughters Olivia and Julia as he cleaned up his Coral Gables home after Hurricane Irma. Thankfully, Don and his wife Jeannett did not sustain any serious damage.



- Fellow **Sharon Stiller** has partnered with design firm Abigail Riggs and the National Women’s Hall of Fame to create a commemorative scarf that went on sale at the induction ceremony on September 16 to help raise money for the organization in Seneca Falls, NY.
- Fellow **Peter Zinober** was honored with the [Tampa Bay Businesses for the Culture and Arts 2017 IMPACT Award](#), which honors Tampa Bay’s business and community leaders and arts supporters for their extraordinary contributions to culture and the arts.

IN MEMORIAM

The College mourns the recent passing of Fellows **Chris Mills** and **Sorrell Logothetis**.

Christopher Mills (photo right), inducted as a Fellow in 2005, passed away on September 6th after a long and difficult battle with lymphoma. Chris was a Founding Member of the Academy of New Jersey Management Attorneys and was elected to the Board of Directors of the Equal Employment Advisory Council. Considered by many to be a consummate professional and a ‘lawyer’s lawyer’, he was a proud Fellow of the College and an active member of the Labor and Employment Law Section for many years. The family requests that in lieu of flowers, donations be made to the Episcopal Relief & Development’s Hurricane Harvey Response Fund (<http://www.episcopalrelief.org/hurricane-harvey-response>) to assist the many people displaced by Hurricanes Harvey and Irma, ravaging the coasts of the U.S. during Chris’s passing. A link to his obituary can be found [here](#).



Sorrell Logothetis (photo right), inducted in the inaugural class of Fellows in 1996, passed away on October 4th after a brief illness. Mr. Logothetis was a Founding Governor of the College and counted the Fellows of the College among his closest friends. He practiced labor and employment law for more than fifty years, working tirelessly to represent the rights of individuals and union employees, including teamsters, police officers, firefighters, electrical workers, and many others. He started his career as a field attorney working for the National Labor Relations Board, Region 9, Cincinnati, and

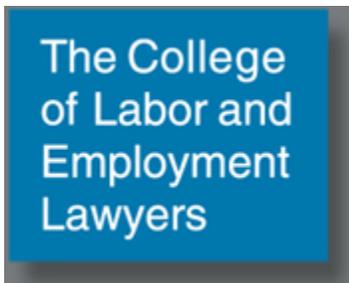


entered the private practice of labor law in Dayton in 1967, representing labor unions throughout the state of Ohio. His obituary is [attached](#).

Members of the College strive to promote achievement, advancement and excellence in the practice of labor and employment law. Mr. Mills and Mr. Logothetis have distinguished themselves as leaders in the field, and the College was proud to have been able to call them Fellows.

CLEEL LOGO

Fellows are encouraged to include the College logo on their website. Please contact [Susan Wan](#) for a downloadable file or download the logo.



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