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## THE SECRETARY'S SCENE

### *How the College Turned Me into a Social Media Participant*

Let me start with a confession. My social media use has been limited to following email requests from my daughters to look at a picture they have posted on Facebook. I have never posted anything. I don't Tweet. I was never LinkedIn. Based on my comprehensive lack of experience, Executive Director Susan Wan thought I would be just the person to write about the College's new presence on social media. Didn't know we were on social media? Here's how it happened.



The Board of Governors appointed a committee to create a presence for the College on social media consisting of Fellows Lori Ecker, Cyndi Nance and Beth Walker. Lori is

responsible for *Facebook*, Cyndi for *Twitter*, and Beth for *LinkedIn*. They have established a presence for the College on all three. Consequently, I decided to join *LinkedIn* and *Twitter* to visit the College.

I provided each site only the minimum amount of information it required to start an account. I did not allow either to access my contacts, so none of you should be getting those cheery notes saying Norm Brand wants you to join *LinkedIn*. On the other hand, I have received a raft of *LinkedIn* invitations from people who, I assume, have me in their contact list. Did I agree to this? Like every other *LinkedIn* user I have no idea what's in the privacy policy or voluminous rules to which I was obliged to click my agreement. My updates on *LinkedIn* include the College announcement about the upcoming annual meeting, a plea to share the College page with my followers (I don't have any, perhaps I should I dragoon my wife and kids so I don't look like a social media outcast), links to the July newsletter and the list of new Fellows (an awesome group.)

By following the College on *Twitter*, I saw lots of congratulatory posts to our newest Fellows. I posted my first tweet, adding my congratulations. It was not, I must confess, nearly as enjoyable as shaking new Fellows' hands when they are inducted. That will have to wait until November. On the other hand, all those tweeted congratulations let lots of labor and employment lawyers know who the new Fellows are and what firms they are affiliated with. The volume of congratulations might inspire younger labor and employment lawyers (by which I mean those with fewer than twenty years' experience) to inquire about the College and perhaps aspire to membership.

When I tried to find the College on Facebook there was a glitch. I couldn't log in. Turns out someone with the handle "Zyumba\_Zumba" was using my email address. Once I re-established myself as the owner of the account, I checked out my personal data to be sure it had not changed (John Smith, female, born in 1991). I then checked out the College. Great photos of folks who attended the recent College Happy Hour at the ABA meeting I missed in Chicago. (There also was a copy of the title page of Fellow Sean Gallagher's Amicus brief on behalf of Plaintiffs in *Obergefell v. Hodges*, 135 S. Ct. 2584 (2015)). Seems like a great way to highlight the accomplishments of our Fellows for the world to see. By sending the information to Executive Director Wan, you can let the world know about your accomplishments. Finally, Fellow Jonathan Ben-Asher pleaded with us to not post cat videos or Reader's Digest aphorisms on the site.

We can expect the College's foray into the social media, for which we are deeply grateful to Lori Ecker, Cyndi Nance, and Beth Walker, will help spread our name among Labor and Employment lawyers, the Bar, and the general public.

For those of you who have your doubts about social media, here is an alleged letter from a British writer.

SIR: I haven't got a computer, but I was told about Facebook and Twitter and am trying to make friends outside Facebook and Twitter while applying the same principles. Every day, I walk down the street and tell passers-by what I have eaten, how I feel, what I have done the night before and what I will do for the rest of the day. I give them pictures of my wife, my daughter, my dog and me gardening and on holiday, spending time by the pool. I also listen to their conversations, tell them I "like" them and give them my opinion on every subject that interests me... whether it interests them or not. And it works. I already have four people following me; two police officers, a social worker and a psychiatrist.

Peter White, Holbrook, Derbyshire

LOL, I think I will post it on my *Facebook* page.

*Norman Brand*  
*Secretary*

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## CLEL ON SOCIAL MEDIA

Thanks to our Media and Communications Committee members, the College has officially entered the 21<sup>st</sup> Century! With the help of Fellows [Lori Ecker](#), [Cyndi Nance](#) and [Beth Walker](#), we now have a presence on *LinkedIn*, *FaceBook* and *Twitter* (@TheCLEL) and invite you to link, like or follow us on all three!

We are also looking for content, so feel free to share an accolade, recent case, or your thoughts on court decisions and legislation relating to the labor and employment law field. If you are not currently on any of these platforms, but would like to share materials, you can always forward them to Susan, Cyndi, Beth or Lori for posting.

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## NEW PUBLICATION

The ***Comparative Labor Law & Policy Journal*** is pleased to announce the publication of the following collections:

*"The Fissured Workplace"* – nine country studies of the legal responsibility of companies for the employment policies and decisions of their contractors and franchisees.

*Crowd Sourcing* – labor law's bite on this new model in Europe and the U.S.

*Wage Theft and Labor Inspection* – the North American approach compared to inspectorial "street justice" in South America and Southern Europe.

*Union Response to Union Decline* – studies from the social sciences and the law treating innovative union organizing initiatives in seven countries.

*The Journal*, edited by Fellow **Matthew Finkin** (Law, U. of Illinois) and Sanford Jacoby (Management, UCLA), is the leading periodical in the field. It is published trimesterly. Submissions are subject to blind review. An annual subscription in hard copy is \$50 and in electronic form is \$25. Visit <http://www.law.illinois.edu/publications/cllpj/subscribe> to subscribe.

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## FUN IN PHILADELPHIA



Did you know that Philadelphia is the birthplace of America's first-ever daily newspaper? "The Philadelphia Packet and Daily Advertiser" ran for six years, from 1784 to 1790. Philadelphia is considered to be one of the most haunted cities in the United States and has one of the highest densities of haunted houses. Philadelphia is home to the Liberty Bell. A common myth is that "Pennsylvania" is misspelled on the bell, but in fact, the state's name did not have a common spelling at the time the bell was forged--"Pensylvania" was considered an acceptable alternative.

Invitations are being mailed this week for the College of Labor and Employment Lawyer's 20th Annual Induction Dinner, which will take place on Saturday, November 7th at the [National Constitution Center](#) in Philadelphia. A room block has been reserved for Fellows at the Philadelphia Marriott Downtown. These rooms are currently available. Please reference the College when making your reservations or use the following links:

<https://resweb.passkey.com/go/LaborandEmploymentCollege>

<http://www.marriott.com/hotels/travel/phldt-philadelphia-marriott-downtown>



The ABA Labor and Employment Law Section also has room blocks at the Loews Philadelphia, Radisson Blu Philadelphia, and Ritz-Carlton Philadelphia. Please check the Section's website for more information.

More hotel options are listed on our web site at:

<http://www.laborandemploymentcollege.org/products/Upcoming%20Events.aspx>

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## REGIONAL PROGRAMS

### CHICAGO HAPPY HOUR

Fellows gathered at the third annual Happy Hour on Friday, July 31st during the ABA's Annual Meeting in Chicago. More than forty-five Fellows and their guests enjoyed great company, thirst quenching libations and lots of camaraderie at Lizzie McNeill's Irish Pub. The beautiful weather was an added bonus!





### **SEVENTH CIRCUIT GOVERNMENT ATTORNEY PROGRAM**

- The 7th Circuit Regional Committee held its annual CLE seminar for government attorneys in the Chicago area on June 30th with over 40 attorneys in attendance. This year's program, *Ethical Issues Facing Government Attorneys: Updates involving Client Representation and Privilege*, focused on the unique issues presented when an organization is the client, possible limitations on confidentiality, and specific issues related to attorney-client privilege with investigative reports. College Fellow **Adele Rapport**, Director for ED's Office for Civil Rights, served as moderator and the panel included Fellow **Paul Mollica**, Outten & Golden, LLP; Fellow **Alisa Arnoff**, Scalabrino & Arnoff, LLP; Wendy Muchman, Chief of Litigation, Illinois Attorney Registration and Disciplinary Committee; and Ann Henry, US Equal Employment Opportunity Commission. Attorneys from various agencies, including the NLRB, Department of Labor, EEOC, Department of Justice, Department of Education (OCR), FLRA, US Merit Systems Protections Board, FMCS, Department of Agriculture, Department of Health & Human Services (OCR and GSA) and the Railroad Retirement Board OEO, are invited to this annual event which is free and receive two hours of Professional Responsibility CLE credit for attendance.

Please contact the College's office if you are interested in hosting an event like this in your region!

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## NEWS & NOTES

- Fellow **Evan J. Spelfogel** has been appointed an adjunct professor at the Columbia University Law School and will teach a course in Employment Law during the 2015-2016 school year. He will also continue his full time law practice as a member of Epstein Becker & Green, P.C., based in its New York office.
- Fellow **Nancy S. Shilepsky** has been appointed by American Bar Association President-Elect Paulette Brown to a three-year term as a member of the ABA Standing Committee on Continuing Legal Education.
- Fellow **Judith Droz Keyes** has been named the 2016 “Lawyer of The Year” for Labor and Employment Litigation in San Francisco based on surveys conducted by the respected peer-review publication **BEST LAWYERS**.
- Fellow **John Hamlin** (photo right) was selected as the winner of the 2015 ILO Global Counsel Award for Employment Counsel at a gala dinner and awards ceremony in New York on June 11, 2015.
- Fellow **Jerry Diekemper** was inducted into the National Academy of Arbitrators at its annual meeting in May.
- Fellow **Jay Youngdahl** wrote a piece for the *Responsible Investor* about a recent Supreme Court case. Read the entire article at [https://www.responsible-investor.com/home/article/youngdahl\\_tibble/](https://www.responsible-investor.com/home/article/youngdahl_tibble/).
- Fellow **Leslie A. Dent** recently joined the Atlanta office of Littler Mendelson. She has been recognized by *Chambers USA*, *Best Lawyers in America* and *Super Lawyers* in Georgia for her employment litigation skills. Since 1996, Dent has been recognized repeatedly as one of the top 50 women lawyers in Georgia.
- Fellow **Bernard T. King** has been elected to the Board of Governors at the American Bar Association, effective August 4. He is senior partner at Blitman & King, and has more than 55 years of legal experience and practices in the area of labor and employment law. King currently serves as a member of the joint committee on employee benefits, and on the Board of Regents for Le Moyne College.



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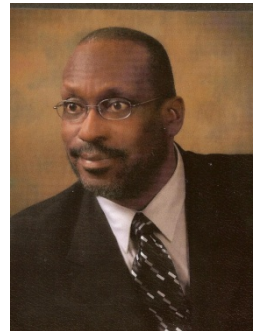
### IN MEMORIAM

The College mourns the recent passing of two Fellows – Arvid Anderson and William Smith.

Arvid Anderson, a pioneer in the public sector collective bargaining field, was a past president of the National Academy of Arbitrators, the first Chair of the Office of Collective Bargaining in NYC, and one of the giants in the field of labor mediation and arbitration. A subject of the College's Video History Project, Mr. Anderson was inducted as an honorary Fellow in 2006. [Click here](#) for a link to his obituary.



Willie Smith was a renowned Fresno, California attorney who will be remembered as a trailblazer in discrimination and sexual harassment law. Elected a Fellow in 2000, Smith started his own firm in 1978 after working for the NLRB for several years. He also served as President of the Fresno County Bar Association and was a member of the Board of Trustees for the State Center Community College District for thirty years. [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. Without question, both Mr. Anderson and Mr. Smith distinguished themselves as leaders in the field, and the College was proud to have been able to call them both Fellows.

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## AMENDMENTS TO BYLAWS

The Board of Governors recently voted to amend the bylaws relating to the Annual Meeting (Article VI, Section 1). You can view this amendment as well as the bylaws and all amendments in their entirety on the College website using the following link: <http://laborandemploymentcollege.org/products/Amendments%20to%20BYLAWS.aspx>.

In addition, the Board approved a new policy regarding submissions to the College Newsletter.

In response to the several requests that the College receives to offer other organizations' services or publications to the College's Fellows, the Board of Governors hereby adopts this Print Policy:

After consultation and approval of the Officers, the Executive Director is authorized to publish in the College's Newsletter or on the website: advertising, notices, letters, and articles -- that relate to the College's purposes -- requested by Fellows and non-profit organizations. Such materials and/or services must be related to the College's purposes, including education regarding the development of labor and employment law. Solicitations will be considered from Fellows, other bar associations, and other non-profit organizations.



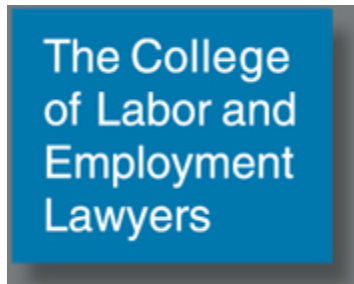
Any other publication requests or advertising, or requests to solicit the Fellows by other communications media (email, correspondence, social media) may be considered by the Board of Governors on a case by case basis.

Please let [Susan Wan](#) know if you have questions about either of these developments.

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## CLEL 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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