

December 2018

LEADERSHIP FOR GREATER PURPOSE

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THE PRESIDENT'S PERSPECTIVE



While I am not a particularly superstitious person, for the sake of the residents of North Carolina, perhaps it is a good thing that this is the final column I will be writing as president of the College. My previous column was written right after Hurricane Florence made its way through North Carolina and this one was written in the midst of one of the largest early-December snowstorms in North Carolina over 100 years. Coincidence? Who knows? But, I'm glad we won't have to find out.

It was wonderful seeing many of you in San Francisco at the 23rd Induction Dinner, as well as at the wonderful program on Saturday afternoon. I hope you enjoyed yourselves and had an opportunity to connect with others. Kudos to Susan Wan and Jen Motley for another beautiful event in another beautiful venue. I don't know how they do it year after year or how they make it look so easy.

Once again, congratulations and welcome to the new class of Fellows. I hope you will make becoming active in the College a top priority. If you have questions about how to become involved or have any ideas or suggestions, contact Susan Wan, me, or any other member of the Board.

No sooner do we induct a new class of Fellows than we start soliciting nominations for the next class. (The deadline for submission is February 1st.) Because of the high standards set for membership in the College, we have a rigorous vetting process that takes considerable time and involves three levels of review. The Circuit Credentials Committee first reviews all applications. The Board Credentials Committee next reviews the applications and the recommendations of the Circuit Credentials Committee. Finally, all the information is considered by the full Board of Governors and decisions are made as to who will be invited to become a Fellow.

Before the vetting process can begin, we rely on current Fellows to identify and nominate strong candidates from all constituencies. One of the special aspects of the College is how it brings together attorneys who represent all aspects of labor and employment law -- management, unions, and employees, as well as law professors, neutrals, and government officials into one group. Each group brings their unique perspectives and experiences.

Over the years, there has been an increasing imbalance within the College, with many more members coming from management than from the other constituencies. Recognizing the issue, the College's new strategic plan sets as a goal increasing diversity and balance, particularly with respect to practice areas, but also with respect to demographic diversity. Since each new Fellow must be nominated by two current Fellows, we need your help in reaching this goal.

While you are encouraged to nominate deserving candidates, regardless of constituencies, I challenge you to make a special effort to identify potential candidates who represent unions, employees and neutrals. Think of opposing counsel, arbitrators, or judges who really impress you, not only with their knowledge of the law, but also with the way they treat others, irrespective of ideology. They are not zealots, but instead embody professionalism, collegiality and civility in everything they do. Also keep in mind that this is not a one and done challenge. We need to look ahead to the future and encourage, mentor, and serve as a role model for future Fellows. Remember – we can't do it without you.

It is hard to believe that a year has gone by and that this may be my last official task as president of the College. My parting words are to say thank you once again. It has been an honor and privilege to serve as president of the College.

Lynne E. Deitch
President

23RD ANNUAL INDUCTION DINNER NOVEMBER 10, 2018 - SAN FRANCISCO, CA



Even with smoke from the northern California wildfires across the city skyline, everyone had a wonderful time at the 23rd Annual Induction dinner. With thanks to [Edelson Photography](#) for the wonderful images captured at the dinner, we invite you to view photos on the link below. This link includes tabs for the Step and Repeat Photos as well as Event Photos which you can find at the top of the page, once you click the [OPEN] button. Photos can be saved locally so there is no need to

purchase them. <https://joshedelsonphotography.pixieset.com/g/cleldinner/> (This link is good until February 1, 2019.)

Enjoy!!!

COLLEGE LOGO IS A SIGN OF DISTINCTION

Fellows are encouraged to include the College logo on their website or as part of their email signature block. Two different formats are available for download – jpg or eps. Please contact [Susan Wan](#) if you would like a logo file in a different format.

[Download jpg File](#) [Download eps File](#)

REGIONAL MEETING IN HISTORIC CHARLESTON, SC



Members of the 4th and 11th Circuit Regional Planning Committees will host a joint program in Charleston, SC on Saturday, February 2, 2019 at the [Mills House Wyndham Hotel](#). Four superb panels have been assembled to address current topics of interest, including a judges' panel on civility, a legislative update, the NLRB in 2019 and the #MeToo Movement. Opened in 1853, the Mills House is located in the heart of the city and is close to the Museum Mile, historic sights and many fabulous restaurants that Charleston is known for. A Friday evening cocktail reception will take place at the South Carolina Historical Society. Panel descriptions and speaker details, as well as information on how to book your hotel room, can be found on the attached registration [form](#). Please keep in mind that the room block, which offers rooms at the rate of \$209 per night, expires on **Wednesday, January 7, 2019**. We hope to see you there!!

APPLICATIONS ARE NOW BEING ACCEPTED FOR THE CLASS OF 2019

Any Fellow who plans to nominate a candidate should review the instructions and related materials in their entirety. A link to the information on the College website is included below 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 email [Susan Wan](mailto:Susan.Wan@laborandemploymentcollege.org) for the appropriate form: Part B – Law Professor. Feel free to contact Susan with any questions.

(<https://www.laborandemploymentcollege.org/for-fellows/nominations>)

TWO MORE INTERVIEWS FILMED FOR COLLEGE'S VIDEO HISTORY PROJECT LIBRARY

Former Secretary of Labor Ray Marshall was interviewed on November 29th for the College's video history library. A member of President Jimmy Carter's cabinet from 1977 to 1981, the 90-year old Marshall spent several hours reflecting on topics from his childhood in an orphanage to his role as Secretary of Labor. He also talked about how he was able to convince President Carter to give him a role in setting policy, programs he developed to assist women and minorities entering the workforce in large numbers for the first time, his expansion of job-training programs and his work on immigration during the Carter Administration and with the AFL-CIO thirty years later.

On December 17th, a discussion between Jon Hiatt and Bob Welsh, who both served under John Sweeney as his Executive Assistants and Chiefs of Staff at SEIU and AFL-CIO, was recorded. Their combined experience spans several decades and provided the basis for a fascinating interview. Hiatt and Welsh shared their thoughts on the structure of labor unions today, innovations brought by John Sweeney and Linda Chavez-Johnson, the 'Future of Work' report in the 1980s, where labor movements are now and why they are important in a democracy.

Both interviews are currently being edited, but will be available for viewing after the first of the year. If you are interested in either, please contact Susan Wan.



Secretary Ray Marshall and Producer Carol Rosenbaum



Bob Welsh and Jon Hiatt

THANK YOU TO OUR VHP DONORS

The Board of Governors would like to acknowledge the following Fellows and firms for their generous contributions to the **Stephen E. Tallent Video History Project** in 2018. Your support is vital to the continuation of this very important project.

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There is still time to make a year-end tax-deductible contribution to the Video History Project. Donate online at <https://www.laborandemploymentcollege.org/for-fellows/payment-options>.

DIRECTORY UPDATES

Last chance reminder! This year, we emailed all Fellows individually and asked that they review their directory listing for accuracy and correctness. Please let us know if you have any changes, updates or corrections so that your listing in the 2019 Directory is error-free! Let [Jen Motley](#) know of any changes no later than January 2, 2019.

THERE IS NO NEED TO RESPOND IF EVERYTHING IS CORRECT

SPOTLIGHT ON FELLOWS

- Fellow [Graham J. Clarke](#) (*pictured right*) recently presented a paper entitled "[Procedurally Fair Administrative Tribunals: The Law Firm Model](#)" at a Canadian Institute administrative law conference in Ottawa.



- Fellow [Jerry M. Hunter](#) of Bryan Cave Leighton Paisner in St. Louis, was recently inaugurated as Chairman of the Board of Directors for Associated Industries of Missouri. Mr. Hunter, who will serve a two-year term, has been active with the Board of Directors for many years. Mr. Hunter was also named as Co-Chair for the Transition Team of incoming Missouri Attorney General Eric Schmitt.

IN MEMORIAM

The College mourns the recent passing of Fellow [Michael D. Four](#). His obituary can be viewed [here](#).



Arbitrators are usually unconcerned about which advocates will be appearing before them. There are some advocates you hope will pick another arbitrator. There are very few advocates whose appearance you anticipate with delight. Michael was one of the few.

Michael's high intelligence, mastery of the law, and wry sense of humor allowed him to forcefully -- and civilly -- advocate for his clients. He could respond to a nasty thrust by his opponent with an understated humorous parry that both gave him the moral high ground and demonstrated conviction in his client's position. He knew where to take a stand and when to move on -- sometimes only to re-position himself and make his point more effectively. He could compromise to advance his client's case, or argue forcefully when that was what his client needed.

As a Fellow of the College of Labor and Employment Lawyers Michael was pledged to civility when appearing before any tribunal. He met and exceeded that pledge in his appearances before me.

I got to chat briefly with Michael at the College's Induction dinner on November 10. It was a delight to see him. I am saddened that it was for the last time. May he rest in peace.

Norman Brand, Esq.
Immediate Past President

Members of the College strive to promote achievement, advancement and excellence in the practice of labor and employment law. Mr. Four distinguished himself as a leader in the field, and the College was proud to have been able to call him a Fellow.

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