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THE PRESIDENT'S MESSAGE

The high point of the year for the College of Labor & Employment Lawyers is our induction dinner. I had the honor to become President of the College on January 1, 2014, following last year's wonderful dinner in New Orleans and will complete my term at the end of December, on the heels of this year's very successful dinner in Los Angeles. At the beginning of my term, I set out to show that, as exciting and fun as the Induction Dinner is, it is only one part of the College's activities and only one way in which we provide for engagement by Fellows with Fellows. We have sought to improve communication and information by formalizing the Newsletter as a bi-monthly, rather than occasional, publication, and added to our blog postings. To strengthen Fellow interaction, we have expanded our Regional Committees, increased the number of regional programs, enlarged their participation, and recognized some of those Fellows who have taken the lead in making this happen, including Homer Deakins, Willis Goldsmith, Adele Rapport, and Evan Spelfogel. To recognize those who have been at the forefront of the development of labor and



employment law, and to broaden recognition for the College, we sought to strengthen the financial underpinnings of the newly named Stephen E. Tallent Video History Project, recognized the contributions of John Higgins who has been the spearhead of the Project over its life, published a study guide for our film, **THE ART & SCIENCE OF LABOR ARBITRATION**, and begun an effort to capture the contributions of equal employment law's pioneers. This has been a busy year; what good has come out of it is largely owed to Susan Wan, our indefatigable Executive Director, and Jen Motley, her equally hard working assistant, and to the Board of the College.

I wish to welcome the new members of our Board: Tom Brooks, Homer Deakins, Arlene Steinfield and Pearl Zucklewski, and to congratulate Don Slesnick, who will become our very able President on January 1st. This is a working Board; meetings are well attended, discussion and debate are vigorous. There is an occasional barbed comment – we are, after all, labor and employment lawyers! The Board is, in a very real sense, a microcosm of the College – 1300 lawyers strong – since we come from all parts of our Bar. And we share what all labor and employment lawyers share: a recognition that the workplace, more than in any other part of society, is where people must find ways to get along. While there have been changes over the years that have weakened workplace ties and increased litigation, our Bar still has dispute resolution as its highest calling. That is why civility, important in the practice of law generally, is especially crucial for labor and employment lawyers. Among the Board, collegiality is strong and the bonds of friendship real. Having the opportunity to serve as its head has not merely been an honor and a privilege, but a joy.

Regards,
Bill Kilberg

ANNUAL INDUCTION DINNER



Nearly 400 Fellows and their guests attended the 19th Annual Induction Dinner in Los Angeles last month. Set against the backdrop of the historic Biltmore Hotel, Fellows were greeted with a traditional red carpet photo opportunity as they arrived. During dinner, a musical tribute to the iconic Beach Boys played, inspiring a number of guests to enjoy a little dancing. This year the College inducted 74 Fellows and two honorary Fellows. New inductees came from 26 states, the District of Columbia, Puerto Rico and two Canadian Provinces - Ontario and Quebec. In addition, the College recognized several Fellows for their outstanding contributions in programming: Adele Rapport, Evan Spelfogel, Willis Goldsmith and Homer Deakins. Their work with regional programming

has set an example for all and is providing opportunities for Fellows and other labor and employment law practitioners to engage and connect, whether debating current topics or discussing ethics and professionalism. John Higgins was also recognized for his tireless work on behalf of the Stephen E. Tallent Video History Project, which will start work on its next production in early 2015 with an interview of Professor William Robinson. Andrew Witko, first place winner in the Law Student Writing Competition, was presented with his award and made it perfectly obvious why it is so important to mentor and reach out to young lawyers today with a touching (and short) acceptance speech. Everyone agreed there is no doubt that Andy will be a passionate advocate for his clients in the labor and employment law field and we look forward to welcoming him as a Fellow in twenty years! But the true stars of the evening were those who were formally, and loudly, welcomed as new Fellows of the College. The stage in the iconic Biltmore Bowl, where Oscar Awards were held in the 1930's and 40's, overflowed with esteemed and venerated practitioners as past president John Sands swore the class in to rousing applaud at the end of the evening. In closing, he invited the new Fellows to become active, involved and contributing members of this organization. We hope they heed his advice! Next year, the 20th Annual Induction Dinner will take place at the [National Constitution Center](http://www.nationalconstitutioncenter.org), in Philadelphia. We look forward to seeing you there!

Pictures of the dinner can be viewed and purchased using the following link - visit <http://www.enjoyphotos.com>. The username is **Induction Dinner** and the password is **47204**.



CLASS OF 2015 APPLICATIONS

It is once again time to submit nominations for the next class – the Class of 2015. Since February 1st falls on a Sunday, **applications will be accepted until 5:00 pm (EST), on Monday, February 2, 2015.** The election of new Fellows is a very structured process. Fellows should take the first step, the submission of an application, seriously and make sure to submit completed and thorough packages. Otherwise, the candidate could be at risk of not receiving favorable consideration. It is the burden of the nominators to be sure that the nomination form is detailed and comprehensive. It is important that all Fellows who plan to nominate a candidate for the Class of 2015 read instructions and related materials in its entirety. A link to such information can be found on the College website (<http://www.laborandemploymentcollege.org/products/Nominations.aspx>) or by contacting [Susan Wan](#).

11TH CIRCUIT REGIONAL PROGRAM IN CORAL GABLES

The Regional Programming Committee of the **11th Circuit** invites you to attend their fourth annual event on Saturday, January 24, 2015 in Coral Gables, Florida at the beautiful Biltmore Hotel. Featuring discussions on topics of national interest, two superb panels will address issues that are current and guaranteed to be informative. The first panel will feature acclaimed attorney and author Lanny Davis, who will join us to present his thoughts on Managing Crisis in the Business Organization. The second panel will be an interactive discussion on three topics: Whistleblower Claims, Concerted Activity, and Settlement Agreements. Subjects and speaker information can be found on the invitation link [HERE](#). Please contact [Susan Wan](#) with any questions.

THANK YOU TO OUR DONORS

The Board of Governors would like to acknowledge the following Fellows and firms for their generous contributions to the Steve E. Tallent Video History Project in 2014. Your support is vital to the continuation of this very important project.

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NEWS & NOTES

REGIONAL ACTIVITY AND MEETING NEWS

- The third annual **7th Circuit** Program for Law Students was held on November 1st. A networking cocktail party, hosted by Fellow Joe Tilson and Meckler, Bulger, Tilson, Marick & Pearson on October 31st, preceded the all-day event, which was hosted by Fellow Joe Torres and Winston & Strawn. As an added bonus, Fellows and students were treated to a close up look at the high wire that Nick Wallenda used to walk across the Chicago River the previous day. (Winston & Strawn is on the 44th floor of the Leo Burnett Building where Wallenda began his walk and from the picture windows one could see the wire very clearly.) Two morning panels, each titled **Hot Topics and the Realities of Practice**, started the day. Topics included traditional labor law issues, social media, EEO, wage-hour, employee benefits and ADR issues. Thanks to Fellows Marisel Hernandez, Bob Mignin, Lori Ecker, Joe Tilson, Diane Soubly and Ralph Morris for their participation. This was followed by lunch and an afternoon panel, **Getting Noticed, Getting Hired and Being Successful**. Moderated by newly elected Fellow, and Chicago-Kent Professor, Mary Rose Strubbe, Fellows Adele Rapport, Joe Torres, Danuta Panich, Tim Hawks, Steve Yokich and Jim Beyer discussed careers in different areas of labor and employment law including government, union, employee, in-house counsel and management practices. Attendance was strong, with forty law students representing 12 of the 15 law schools in the 7th Circuit. A huge thank you to Board Member Marty Malin for his organization and leadership in making this program such a success and to the Fellows who did not participate in a formal panel, but gave time from their weekend to support and mentor law students. These Fellows were just as instrumental in creating a wonderful experience for the students who attended. If you are interested in organizing one in your region, area, or circuit, please contact [Susan](#)

[Wan.](#)

- The 5th Circuit New Fellows Reception was held on October 29th. Twenty Fellows convened at the Dallas Fish Market to welcome three of the new Fellows from Texas. Future activity is being planned for early Spring.



Pat Maher, New Fellow Michael Green and Phillip Jones



Toasting the new Fellows!



John Jansonius, Ben Cervin and Bill Strock



Art Carter and Joe Fox



Jonathan Wilson, New Fellow Gary Eisenstat and Linda Headley



Mark Shank and New Fellow Valorie Glass

- **Michigan** Fellows welcomed three new Fellows from their state at a reception hosted by Butzel Long and Pitt McGehee Palmer & Rivers on November 19th in Butzel's Detroit office. Pictured from left to right are College Fellows John Hancock, Jr., New Inductees Tom Cattel, Andrew Nickelhoff, and David Fernstrum, Cary McGehee, Daniel Tukel, and Robert Palmer.



Photo by John Meiu, courtesy of Detroit Legal News Publishing LLC

- On November 12th, upwards of eighty Fellows from the **2nd Circuit** region and members of the ABA LEL Section's P&P Committee gathered at the law offices of Seyfarth Shaw in midtown Manhattan for a three hour program on recent labor cases and developments under the NLRA and in the courts. Featured speakers were Karen Fernbach, David Leach and James Paulsen, the Regional Directors at all three NY Metropolitan Area National Labor Relations Board Regional Offices. Regional College Planning Chair Evan Spelfogel of Epstein Becker & Green chaired and moderated the program. Meeting materials and an overview of the meeting can be found [HERE](#).

Thanks to Fellow David Ross, a Seyfarth Shaw partner, and his staff who hosted and arranged all the details of the program. The next meeting of the Second Circuit of the College has been tentatively set for the second week in May 2015, at Seyfarth.

IN MEMORIAM

It is with much sadness that we announce the passing of Fellow **Scott Dunham**. Scott passed away on October 26, 2014, from complications from pneumonia.

<http://www.glendalypress.com/community/tn-gnp-scott-h-dunham-may-7-1950-october-26-2014-20141027,0,5648014.story>. Our thoughts are with his family and friends.

“If there is a hell to which disputatious, uncivil, vituperative lawyers go, let it be one in which the damned are eternally locked in discovery disputes with other lawyers of equally repugnant attributes.”

Krueger v. Pelican Prod. Corp., No. CIV-87-2385-A (W.D. Okla. Feb. 24, 1989)
(Judge Wayne E. Alley, order denying motion to dismiss action)

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