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THE PRESIDENT'S PERSPECTIVE

THANK YOU!



I started off the year by telling you about the Strategic Plan which the Board of Governors adopted in early 2018 to enhance the value of your membership. I am happy to report that over the last twelve months we have made impressive progress toward implementing the goals/priorities identified in that plan.

Under the able leadership of Governor Homer Deakins, the Board Regional Activities Committee recruited regional activities committees to serve in each

of the Circuits and Canada. Thank you to each and every one of you who have agreed to serve. Even more impressively, some sort of regional activity was held this year in the 1st, 2nd, 4th, 5th, 6th, 7th, 8th, 9th, 10th and 11th Circuits. The joint regional program of the 4th and 11th Circuits last February in Charleston will be followed next year by a regional program in St. Petersburg sponsored by the 4th, 5th and 11th Circuits. Hopefully, many of you were able to attend the enthralling retrospectives presented by three of the living legends in our field—Ted St. Antoine, Chai Feldblum and Peter Hurtgen—in connection with the Annual Induction Dinner.

The ethics workshop for government attorneys which former Governor Adele Rapport started in Chicago many years ago was replicated in Detroit this year and we hope to bring it next year to our nation's capital. Under the leadership of John Higgins, Maurice Wexler and Cynthia Nance, the College's Video History Project—which is supported by your ads in the Induction Dinner Program Booklet—is working hard to complete a documentary on the 1968 Memphis Sanitation Workers' Strike.

In October, a group of 60 students from Chicago-area law schools learned the “ins” and “outs” of labor and employment law from twenty-five veteran Fellows, including Chief Judge Rebecca Pallmeyer of the United States District Court for the Northern District of Illinois. Governors David Borgen and Cynthia Nance are working with academic Fellows to implement another goal of the strategic plan, piloting a program for law students focusing on ethical practices in labor and employment law at a few select law schools. At the same time, we are continuing our annual law school writing competition, which the National Academy of Arbitrators Foundation has recently indicated some interest in joining as a co-sponsor.

None of this could have been accomplished without the hard work and support of a number of Fellows. I would like to start by thanking the Circuit Credentials Committees and particularly their Chairpersons—Debra Najjar, Susan Robfogel, Sarah Kelly, Harriet Cooperman, Mark Mallery, Lisa Krupicka, Marisel Hernandez, Andrea Rubenstein, Julie Totten, Carol Gillam, Robert McKinley, Greg Hearing, Rick Seymour and Peter McClellan—for their work in vetting the nominees for election to Fellowship, which produced this year's distinguished and diverse class of eighty-two new Fellows. Over the past two years, the Board of Governors and its Credentials Committee have given increasing deference to the recommendations of the Circuit Credentials Committees and the Circuits have risen to the challenge of their enhanced responsibility.

I would also like to thank the dedicated Governors with whom I have served over the past years—Tom Brooks, Dave Cashdan, Barb D'Aquila, Homer Deakins, Lori Ecker, Jean Kamp, Lisa Moss, Cyndi Nance, Luella Nelson, Jon Rosen, Pete Zinober, Pearl Zuchlewski—and especially my fellow officers, Vice President David Borgen, Secretary Alan Symonette,

Treasurer Arlene Steinfield and Immediate Past President Lynne Deitch. All have been wonderfully supportive and responsive to my requests, despite the demands of their day jobs.

Of course, as most of you are well aware, Executive Director Susan Wan and her able sidekick, Jennifer Motley, are the “glue” which holds the College together and who work tirelessly behind the scenes to enhance membership value and make the College an organization in which we can all take pride. Along with the College, Susan will next year celebrate twenty-five years as our Executive Director, and we are very lucky to have her.

Finally, I would also like to express publicly my thanks to Ann Marie Runyan, my wife of nearly forty-five years, who has been amazingly understanding and supportive of my travel and work on behalf of the College since I first joined the Board of Governors in January, 2012, nearly eight years ago. Happy holidays to one and all!

John R. Runyan, Jr.
President

24TH ANNUAL INDUCTION DINNER NOVEMBER 9, 2019 – NEW ORLEANS, LA



Whether second-lining down Magazine Street or enjoying the Victory Belles’ war time era entertainment, everyone had a wonderful time at

the World War II Museum celebrating the Class of 2019 at the 24th Annual Induction Dinner. With thanks to [Riverview Photography](https://riverviewphotography.com/) for the wonderful images captured, we invite you to view photos using the link below. Photos for the Step and Repeat, Induction Dinner and Reception can be found as individual buttons at the top of the page once you enter the dedicated site using the password provided below. Photos can be saved locally so there is no need to purchase them; however, the link will only be available until May 31, 2020 so please download before then. Enjoy!

Photo Gallery: <https://rview.zenfolio.com/labor> **Password:** labor



COLLEGE PROGRAM AT ABA LEL SECTION'S ANNUAL CLE CONFERENCE FEATURES SOME OF THE GIANTS AMONG US

Since 2010, the College has been offered a 90-minute time slot on Saturday afternoon during the ABA LEL Section's Annual CLE Conference. Programs over the years have featured distinguished speakers, such as Justice Ruth Bader Ginsburg, an interactive audience play on civility in the practice of law and a fascinating panel discussion on the #MeToo movement. This year's program – *Retrospectives on Labor and Employment Law* – featured some of the true titans in the field. Their firsthand stories of critical and iconic events made for a riveting presentation that some even remarked was the 'best one yet.' Fellow **Ted St. Antoine** recalled personal interactions with Jimmy Hoffa and then-Senator John Kennedy. Chai Feldblum, a former EEOC Commissioner, was the lead attorney on the team drafting the *American with Disabilities Act* and has been at the forefront of advocating for legal rights for the LGBT community. She shared her philosophical thoughts

on achieving lasting change in social justice and the “three variables [that] must operate in a synergistic fashion: law, policies in practice, and social norms.” Finally, Fellow **Peter Hurtgen** focused on his experiences during the era when employment discrimination litigation was on the rise, and his time as Chair of the National Labor Relations Board. The program was moderated by Fellow **Cynthia Nance** and chaired by Fellow **Armin Moeller**. A standing room only crowd of Fellows and LEL Section members was treated to a memorable encounter with some of the legal legends among us.

Click [here](#) to view materials from this program.



L to R: John Runyan, Cynthia Nance, Chai Feldblum, Armin Moeller, Peter Hurtgen and Ted St. Antoine

APPLICATIONS ARE NOW BEING ACCEPTED FOR THE CLASS OF 2020

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. Also feel free to contact Susan with any other questions you might have.

<https://www.laborandemploymentcollege.org/membership/nominations>

REGIONAL MEETING PLANNED FOR SUNNY ST. PETERSBURG, FL



Members of the 4th, 5th and 11th Circuit Regional Planning Committees have joined together and will host a program in St. Petersburg, FL on Saturday, February 8, 2020 at The [Vinoy Hotel](#). Four superb panels have been assembled to address current topics of interest, including a judges' panel on civility, a discussion on the intersection of Employment Law and Criminal Law, the NLRB in 2020 and a *View from the Hill* – an annual legislative update. Opened in 1926, the Vinoy Hotel is still considered one of St. Petersburg's most spectacular waterfront resorts. There is much to explore at this historic property as well as many close by attractions in St. Petersburg's downtown area including the Chihuly Museum and the Salvador Dali Museum. A Friday evening dinner will be held at 400 Beach, a short walk from the Vinoy. We hope to see you there!!

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 \$289 per night, expires on **Monday, January 13, 2020**.

FELLOWS' MENTORSHIP PROGRAM IS A MODEL OF SUCCESS FOR THE GEORGIA BAR ASSOCIATION

One of the College's main principles is to promote achievement, advancement and excellence in the practice of labor and employment law by sharing experiences and knowledge. Fellows **Bert Brannen** and **Jay Rollins** took that principle seriously when creating The Mentorship Academy of the State Bar of Georgia's Labor & Employment Law Section three years ago. With a focus on providing professional growth opportunities for younger members of the Bar, the Academy offers networking and mentoring by pairing a 'seasoned' lawyer with a newer attorney for a one-year period. Activities during the year include one on one mentoring, educational programs and meetings with judges who share advice. So far, the program has had more than 100 participants. Bert and Jay shared that the mentors, who represent all practice areas of the LEL field, enjoy these interactions as much as the junior attorneys, some even forming long term bonds. Congratulations to Bert and Jay on bringing such a wonderful program to the newest members of the labor and employ law field and fostering future Fellows of the College! To read the full article in the October issue of the *Georgia Bar Journal*, click [here](#).

PROGRAMS AND WELCOME RECEPTIONS FOR NEW FELLOWS



10th Circuit, Denver, CO – October 22, 2019: Fellows of the Tenth Circuit convened for a dinner meeting at the Four Seasons Hotel. Featured speaker *Hilary Escajeda*, an adjunct tax

professor at the University of Denver Sturm School of Law, shared a fascinating presentation on *Artificial Intelligence: The Future or Demise of Employment and Labor Law?*, based on her forthcoming article to be published in the *Wake Forest Journal of Law & Policy*. A spirited discussion followed. Fellow **Leonard Court** was recognized as the Fellow who traveled the farthest for the event, coming all the way from Oklahoma City. Many thanks to the local committee members, Fellows **Diane King**, **Larry Marquess** and **Steve Sufas**, for their organization and preparation in making this such an excellent program.

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Several receptions were held for new Fellows, before and after the November 9th Induction Dinner. These gatherings, which are done in much smaller settings than the dinner, provide the perfect opportunity to see old friends and make new acquaintances. New Fellows' receptions were held in Chicago, Minneapolis, St. Louis and Kansas City. Photos from all four are featured below.



7th Circuit, Chicago, IL – October 29, 2019: Thanks to Fellow **Joe Tilson** and Cozen O'Connor for hosting the welcome

reception for new Fellows of the 7th Circuit.

L to R: **Jill Goldy**, **Brenda Feis**, Judge **Rebecca Pallmeyer**, **Jeremy Glenn** and **Noelle Brennan**



8th Circuit, Kansas City, KC – December 4, 2019: New Inductee **John Vering** (3rd from the left) received a warm welcome from a few Kansas City Fellows, including from the



left **Elaine Koch, Jack Rowe, Sue Willman, John Phillips, Mike Delaney** and **Rosalee McNamara**. Thanks to Jack Rowe and his firm, Lathrop Gage, for hosting the reception.



8th Circuit, Minneapolis, MN – November 11, 2019: Nilan Johnson & Lewis graciously hosted a welcome reception for new Fellows **Brendan Cummins** and **Paul Lukas** upon their return from New Orleans. Of course, the party was much rowdier in Minneapolis than it was in New Orleans!!

L to R: **Joe Schmitt, Paul Lukas, Barb D’Aquila, Andrea Rubenstein, Marlin Osthus, Brendan Cummins** and **Steve Befort**

8th Circuit, St. Louis, MO – November 21, 2019: New Fellow **Joan Swartz** (*far right*) was welcomed by the St. Louis Fellows at a reception hosted at the firm of Sedey Harper and Westhoff. Pictured with Joan are **Donna Harper** and **Mary Anne Sedey**, a former member of the Board of Governors.



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## 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** from December 1, 2018 through November 30, 2019. 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 <http://laborandemploymentcollege.org/index.php/fellows/payment-options>.

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## SPOTLIGHT ON FELLOWS



- Fellow **Jim Baird** (pictured left) was named the 2019 recipient of the *Arvid Anderson Award*, the ABA’s top honor for public sector labor attorneys in recognition of a career spent shaping the practice of public sector labor law. This award, which is given during the LEL Section’s Annual CLE Conference, is bestowed upon “attorneys, whether publicly or privately employed, who have devoted substantially their entire careers to the advancement and development of public sector labor and employment law at the state and local level.”

- Fellow **Jim Burstein** and his grandson Alex recently had an article published in the *Decatur Tribune* recalling the story of Ben Burstein, Jim’s grandfather, and Ben’s journey from Russia to Decatur, IL where he settled and eventually started the family restaurant - Ben’s Barn. A copy of the article can be found [here](#).

- Fellow **Stuart W. Davidson** (pictured right) was honored with a *City of Justice Award* from the Los Angeles Alliance for a New Economy (LAANE) at their awards dinner held on December 5 in Los Angeles. The award honors outstanding leaders who help to improve the lives of working people. LANNE is the largest social justice advocacy group on the West Coast.





- Fellow **Judith Droz Keyes** (*pictured left*) has been appointed by Chief Judge Phyllis Hamilton to the Northern District of California ADR Local Rules Advisory Committee.

- Fellow **Ian Meklinsky** (*pictured right*) has elected Chair of the New Jersey State Bar Association's Labor and Employment Law Section in May of this year.



- Fellow **Joe Tilson** (*pictured left*) was honored by the Chicago Chapter of the Labor and Employment Relations Association (LERA Chicago) with a *Distinguished Service Award* on Thursday, December 12, at Chicago-Kent College of Law. "LERA Chicago is honoring Joe with a Distinguished Service Award for his strong advocacy and long-standing service to the labor and employment field and profession. He is a distinguished practitioner who is

well regarded in all sectors of the labor relations community," said **Josh Ditelberg**, President of LERA Chicago who is also a College Fellow.

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## IN MEMORIAM

The College mourns the recent passing of Emeritus Fellows **Joseph Kaplan** and **Charles Werner**.



An accomplished labor lawyer for nearly fifty years, **Joseph Kaplan** passed away on November 20th at the age of 90. Elected a Fellow in the Class of 1998, Mr. Kaplan started law school at Chicago-Kent College of Law but was called to active duty as a reserve Air Force Officer in 1950. After his discharge in 1953, he settled in Miami and resumed his studies at the University of Miami College of Law where he graduated in 1954. Shortly thereafter, he began representing unions and union members including firefighters,

government workers and law enforcement personnel. Throughout his career, he was on the front lines, whether during the unionization of the orange grove workers in Central Florida or representing Cesar Chavez's United Farm Workers Union. His obituary can be found [here](#). Below is a Letter to the Editor from Fellow **Don Slesnick**, and published in the *Miami Herald* on November 26th, that captures so eloquently the life of Joe Kaplan.

Dear Editor,

This past week we lost a giant in the field of labor and employment law, Joe Kaplan. For decades he bravely battled on behalf of workers; standing tall against the many injustices faced by the underdogs of society. When I became a young lawyer in the early 1970's Joe was already an icon – revered by the members of the many unions which he represented. He never sought recognition or fame, but later in life was proud to be inducted as a Fellow of the College of Labor & Employment Lawyers – an honorific legal society honoring the best of the best. Farewell Joe – rest in peace knowing that your legacy of fighting for people's rights (even when your position was not a "popular" one) will live on through the work of lawyers whom you mentored.

Don Slesnick, Coral Gables, FL



**Charles Werner**, a founder of the St. Louis, Missouri firm Schuchat Cook & Werner, passed away on Saturday, December 7th at the age of 90. Charles was inducted a Fellow in the inaugural Class of 1996 and served on the College's first Board of Governors, from 1996 through 2004, as one of the four Union members. Charles also served as Chair of the ABA Labor and Employment Section, Chair of the Bar Association of Metropolitan St. Louis and as University City (MO) Councilman, the city where he lived his entire life. A consummate professional and a true gentleman, he practiced for sixty years advocating for unions and the interests of teachers, musicians, electricians and others in the field of labor, education and employment law discrimination. His obituary can be found [here](#).

*Members of the College strive to promote achievement, advancement and excellence in the practice of labor and employment law. Messrs. Kaplan and Werner 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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## DIRECTORY UPDATES

This year we are emailing all Fellows individually and asking that you review your directory listing for accuracy. Please let us know if you have any changes, updates or corrections so that your listing in the 2020 Directory is error-free! Please email [Jen Motley](#) no later than January 3, 2020. **THERE IS NO NEED TO RESPOND IF EVERYTHING IS CORRECT**

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## **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.

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## **THE COLLEGE OF LABOR & EMPLOYMENT LAWYERS**

1997 Annapolis Exchange Parkway

Suite 300

Annapolis, MD 21401

(410) 972-4711 Telephone

(410) 972-4701 Fax

[www.laborandemploymentcollege.org](http://www.laborandemploymentcollege.org)

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