

THE COLLEGE OF
LABOR AND
EMPLOYMENT
LAWYERS 1996-2023
A PRESIDENT'S
PERSPECTIVE

Tallent | Powell | MacDonald | Abrahamson

Datz | Pepe | Dohrmann | Garrison | Higgins

Eastman | Glanstein | Dolin | Wexler | Kearney

D'Alba | Sapir | Sands | Kilberg | Slesnick

Epstein | Brand | Deitch | Runyan | Borgen

A 2023 PROLOGUE TO ORAL HISTORY OF COLLEGE OF LABOR AND EMPLOYMENT LAWYERS FOUNDED 1996

In the ten-plus years since the College of Labor and Employment Lawyers first published what we refer to as “the Presidents Book,” and twenty-seven years since its founding, the College has gone from strength to strength under the steady hand of Executive Director Susan Wan and the leadership and vision of an unbroken line of outstanding members of the College’s Board of Governors and its Presidents. To date, those who have served as Presidents are:

Stephen E. Tallent – 1996 & 1997*	Charles A. Powell, III – 1998*
Donald P. MacDonald – 1999*	Vicki Lafer Abrahamson – 2000
Harold J. Datz – 2001	Stephen P. Pepe – 2002
Robert M. Dohrmann – 2003	Joseph D. Garrison – 2004
John E. Higgins, Jr. – 2005	Hope B. Eastman – 2006
Joel C. Glanstein – 2007	Lonny H. Dolin – 2008
Maurice Wexler – 2009*	Barry J. Kearney – 2010
Joel A D’Alba – 2011	Donald L. Sapir – 2012
John E. Sands – 2013	William J. Kilberg – 2014
Donald Slesnick, II – 2015	Alan B. Epstein - 2016
Lynne E. Deitch - 2017	Norman Brand - 2018
John R. Runyan, Jr. - 2019	David A. Borgen - 2020

From a small but dedicated group of nationally distinguished labor and employment lawyers, the College has grown to a diverse body of more than 1,500 Fellows from throughout the Nation, Puerto Rico and Canada. They represent employees, employers, labor organizations, government agencies, academics, neutrals and judges. All are known for their integrity, commitment to civility and professionalism and scholarly accomplishments, together with their reverence for the rule of law.

As the College celebrates its twenty-eighth anniversary, its Regional Program initiative continues to grow as the programs maintain their relevance to Fellows and guests, as well as extending the influence of the College’s mission throughout its national and international footprint. This growth continues to be accomplished through the dedication of its Fellows and the vision of its leadership, thereby assuring a strong and bright future for the College.

In the past seven years (both during the pandemic shut down and during re-entry into the workspace) the College has lost too many of its Fellows, whose lives have enriched the College and the lives of each of us. In memoriam, we dedicate this update of *A President’s Perspective* to the memory of those whom the College lost within that time period.

ORAL HISTORY OF THE COLLEGE OF LABOR AND EMPLOYMENT LAWYERS

PREFACE: 2023

By the late Maurice Wexler, joined in 2023 by Diane Soubly, with the invaluable assistance of Fellows Arlene Steinfield, Lisa Krupicka, Stephen Goodwin, Richard Bales, David Lowe, Marcella Reed and Melissa Woods.

On December 1, 1995, twenty-three of the Nation's outstanding labor and employment lawyers adopted the Bylaws of the College of Labor and Employment Lawyers, Inc. Those initial Fellows of the College and members of its first Board of Governors were:

Vicki Lafer Abrahamson	Victoria L. Bor
Lee M. Burkey, Sr.	Jana Howard Carey
Harold Datz	Mark S. Dichter
Stephen D. Gordon	A. John Harper, II
Robert W. Kopp	James R. LaVaute
Sorrell Logothetis	Donald P. MacDonald
Richard G. Moon	Leonard Page
Gloria M. Portela	Charles A. Powell, III
James S. Ray	Stephen E. Tallent
Charles A. Werner	Raymond L. Wheeler
Richard C. White	Helen M. Witt
Max Zimny	

The purpose of the College, as established by its Bylaws, was and is to promote achievement, advancement, and excellence in the practice of labor and employment law. To further that purpose, the College is charged with honoring and recognizing distinguished labor and employment lawyers who qualify for membership in an effort to set standards of achievement for others in the profession.

The Bylaws established the membership admission standards which continue to the present. It requires that membership be restricted by invitation to honor those individuals who have proven to their peers, and to the Bar, Bench and public, through long, continuous performance related to the practice of labor and employment law, that they possess: (i) the highest professional qualifications and ethical standards; (ii) the highest level of character, integrity, professional expertise and leadership; (iii) a commitment to fostering and furthering the objectives of the College; (iv) sustained exceptionally high quality professional services to clients, Bar, Bench and public; and (v) significant evidence of scholarship, teaching, lecturing and/or distinguished published writings on labor and employment law.

There were 89 distinguished labor and employment lawyers inducted as the College's first class in 1996. See Appendix A for a listing of their names.

Since its beginning, the College has inducted more than 1500 Fellows, all distinguished labor and employment lawyers from across the Nation and Canada.

As the roster of deceased Fellows grows with the passage of time, new distinguished labor and employment lawyers from the various constituencies within our calling will protect the principles of the College as a legacy for each generation that follows. College Fellows remain committed to the Civility and Professional Standards developed over several years by a committee ably co-chaired by the late Debra Millenson and Max Zimny and honed by the College's Board of Governors.

This oral history focuses on the men and women who have served as President of the College through 2020. At now five-year intervals, the College adds the views and visions of the Presidents to a booklet distributed to newly elected Fellows and featured on the College website. To a person, those who serve and have served on the Past Presidents' Project report new friendships formed as they capture the Presidents' words of wisdom for those who succeed them and for all Fellows. It is hoped that at the conclusion of each year of the service of future Presidents, their views and visions with respect to the College will also be preserved.

Each of the living Presidents (except Butch Powell who passed before the book was conceived) was interviewed by Rick Bales, Stephen Goodwin, Lisa Krupicka, David Lowe, Marcella Reed, Arlene Steinfeld, Diane Soubly, Maurice Wexler, or Melissa Woods. Their perspectives, visions and hopes for the College, as expressed in their interviews, form the basis of this history.

Without the leadership, guidance and direction of each successive Board of Governors, the College would not have enjoyed its outstanding reputation, a reputation that burnishes the uncommon prestige associated with being elected a Fellow of the College of Labor and Employment Lawyers. A list of each and every person who has provided leadership and service to the College as a member of its Board of Governors through 2023, appears in Appendix B.

Each President of the College has brought unique talents and qualities of leadership to the College. This oral history recognizes and honors their commitment and leadership service to the College without which the vision of the founders would not have been fulfilled. Those founders were Stephen Tallent, a distinguished management lawyer; Donald MacDonald, a preeminent union side lawyer; and, Charles "Butch" Powell, III, a distinguished management side lawyer.

The success of every organization depends on a strong foundation and shared vision that is embraced by those who follow the founders. The College of Labor and Employment Lawyers shines as an example of that formula for success. Its founders were lawyers of integrity who were widely recognized as outstanding labor and employment lawyers dedicated to excellence and principles of civility and professionalism at the highest level.

All enthusiastically embraced the vision of the College's founders whose idea resulted in the creation of the College and continues to drive the College. Stephen Tallent was the College's first President, and it is fitting that this oral history begins with him.



It was 1995 when like many things, the College of Labor and Employment Lawyers began with an idea stemming from a conversation between close friends, Steve Tallent and Charles “Butch” Powell, management side lawyers. Soon after their discussions began, consistent with their multi partisan theme, they convinced the then current Chair of the Labor and Employment Law Section, union lawyer Don MacDonald, to join their planning.

Don immediately lent his wholehearted support and in 1999 became the third President of the College. Together, they spent hours discussing ways by which to unite members of the Labor and Employment bar into a single organization composed of distinguished and esteemed lawyers who represented all aspects of labor and employment law. At the time, all three were very much involved in the activities of the ABA’s Section of Labor & Employment Law. For example, Butch served as Chair of the Section from 1994 1995; Don, from 1995-96; and Steve, from 1998 1999. All three felt a strong connection to the Section, having held a number of different positions over the years. They wanted to find a way to unite all members of the labor and employment law bar for a common purpose. During one of their many conversations, Steve proposed the idea of the College, an organization that would be made up of distinguished and esteemed labor and employment law practitioners who had earned the respect of their peers through sustained service to the profession.

Born out of the observation that the Section seemed to struggle when trying to resolve political issues between union and management constituency groups, Steve and Butch and later Don, concluded that the touchstones of the College would be collegiality and mutual respect among all the practice groups making up the field of labor and employment law. They identified four primary groups of practitioners from which to draw potential College Fellows: those that represent management; those that represent unions; those who represent individuals; and, those who remained “unaligned,” including arbitrators/mediators, government officials and law professors. Although they did not initially establish specific criteria for membership, from the beginning, Steve and Butch knew that they wanted to include the “best of the best” from each practice group as part of the inaugural class of Fellows.

By the beginning of 1996, Steve had incorporated the College and drafted its first bylaws. The members of the ABA’s Labor and Employment Section Council became the governing body for the first year and, as such, were

designated the Founding Governors of the College. Steve served as President of the College its first two years (1996 and 1997), while Butch served as Vice President and Don as Treasurer/Secretary. The draft bylaws proposed the structure of the Board of Governors as a sixteen member body comprised of equal members from each of the four designated practice areas. After some initial opposition to the idea of equal representation on the Board, with some feeling that the management group should have more than four positions on the Board to reflect the proportion of their membership among the Fellows, the Founding Governors wisely retained the initial structure of equal representation on the Board.

For the first few years, Steve felt that the College Board could hand pick most of the obvious choices for membership, with special outreach for government lawyers and academicians. Steve, Butch and Don began discussing the College among their Section peers, as well as academics, neutrals and government attorneys, in an effort to convey to them the positive concept of the College's objectives and reason for existing. The year of hard work took hold and culminated in the first induction dinner of 89 lawyers in August, 1996 during the ABA's Annual Meeting in Orlando, Florida. Although there were no formal selection criteria or an exact agenda concerning the College's future mission, all those selected for membership from each of the four groups were considered by their peers to be among the premier labor and employment lawyers in the nation. The quality of the membership, rather than the number of members, remained the primary concern, just as it is today.

As Steve tells it, the major accomplishment during his terms of office was bringing to reality the idea of the College he and Butch, together with Don, had discussed, resulting in the first annual induction dinner. He is also quite proud of conceiving the College's Video History Project. Steve's concept for the project was to preserve and to perpetuate the history of significant events in the field of labor and employment law through the medium of video. Completed in August, 2000, the first video featured Howard Jenkins, the first African American Member of the NLRB. Since then, seventeen other prominent practitioners have been videotaped, and recently, a full length documentary featuring former Secretaries of Labor, W. J. Usery and Willard Wirtz, was completed and premiered in Washington, D.C. for College Fellows and their guests in November, 2009, to a full house which included Secretary Usery.

Steve feels that the practice of labor and employment law has been advanced by the College's ability to capture the energy of the brightest members of bar to think together and discuss pressing issues of the day with respect and

collegiality. He believes “the College is a process, a continuing evolution that can only better the practice” and our nation’s system of workplace justice. In his view, the College has fostered meaningful dialogue involving important issues among Fellows. Fellows do not “carry the baggage” of their differing disciplines or political views into these discussions. They cut across practice lines, as well as racial, gender, political and national origin lines, and result in the ability to cross all barriers with meaningful and civil interaction. Open dialogue among Fellows is the real contribution the College has made. As long as that dialogue is nurtured and continues, the College will continue to contribute and grow in importance to its Fellows and the labor and employment bar.

When asked what initiatives he would like to see the College undertake, Steve remarked that the College, with more than 1000 Fellows from across the nation and Canada, is already “bigger than I ever dreamed it would be.” His advice for incoming Presidents of the College is quite simple: “There doesn’t need to be a big agenda. You just need to listen, know what’s really going on and focus on the strengths and weaknesses of those who work with you.” In closing, Steve believes his lasting contribution to the College is its Executive Director, Susan Wan, who has worked to bring his vision to reality since the very beginning.

STEPHEN E. TALLENT (1937-2012)

IN MEMORIAM BY WILLIAM J. KILBERG

Steve Tallent was my friend and mentor. I have never known a better lawyer nor had a better friend.

Steve came to Gibson, Dunn & Crutcher in 1962, fresh off the University of Chicago Law Review. In those days Gibson had the largest labor law practice west of the Mississippi representing employers in Labor Board and arbitration matters. Steve took a brief leave of absence from the Firm to serve in Army Intelligence, returning to become leader of the Firm's then-new Civil Rights Act Title VII practice. In just a few years he would be recognized as one of the nation's premier defense-side equal employment class action lawyers.

By 1980, recognizing that employment law had expanded into new areas, (including, among others, occupational safety and health, employee benefits, and government contract compliance) and recognizing, too, that the practice was taking on a national hue, Steve went looking for a lateral partner who had Labor Department experience to help build a labor and employment practice in Washington, DC. Steve recruited me. We agreed that Steve would relocate from the Los Angeles office to Washington, DC for one year in order to help me adjust to the Firm and to get our East Coast labor and employment practice off the ground. It was an extraordinary year, and we exceeded all of our goals. Just as important, we had a blast. Steve, his wife, Marti and daughter, Jen, decided to make the move permanent. Steve and I would practice together for seventeen wonderful years.

Steve felt deeply invested in the labor and employment Bar. He served as Chair of the ABA Labor and Employment Law Section and he was a founder of the American Employment Law Council, a management-side organization devoted to keeping lawyers abreast of the latest developments in the law. Steve and I talked often about the changing nature of labor and employment law practice. He expressed concern that the shift from regional practices to firms with offices in many cities meant that clients are no longer shared with practitioners in other firms and there is less communication with lawyers outside one's own firm. He would point to the close friendships he had with Butch Powell and others in the management Bar and his conviction that insights are gained from working with lawyers from firms with different cultures and varying practice strengths. Steve would comment too on the shift away from traditional labor practice which fosters friendships across the labor/management divide to the big-ticket litigation of so much modern employment law where each side envisions never meeting the other again.

Steve's response to these changes was to form The College of Labor and Employment Lawyers with his good friends Butch Powell and Don MacDonald. Steve described creation of the College as his greatest

achievement. He saw it as the place where senior labor and employment lawyers could discuss and debate great issues, make or maintain friendships, and encourage civility in legal practice. He hoped that by providing a home for practitioners from all aspects of the labor and employment Bar, advocates and neutrals, greater diversity among the Bar would ensue. He was also proud of the video history project, documenting for future generations the records of some of our Bar's most accomplished luminaries and most important events.

Steve Tallent was a very generous man. Once when the paychecks for our office were lost on their way from Los Angeles, Steve personally covered the payroll for all of Gibson's Washington staff so that everyone had a paycheck for the weekend. No one asked him to do so. It was simply Steve being Steve, reacting to a need.

Steve had his quirks. He rarely took a pipe out of his mouth, and he had a habit of using parables or obscure references to explain his thoughts. Associates who had not had experienced working with him would sometimes come away uncertain as to what the assignment was. Also, Steve had an interesting case of dyslexia; he had the annoying habit of leaving out prepositions when he wrote. If asked to read what he had written, Steve would input the small words as though they had been there all along.

Clients viewed Steve as the ultimate "consigliere." He was a valued advisor to CEOs and general counsel. Indeed, one client insisted on having Steve named as the corporate vice president for industrial relations while he remained a partner at Gibson, creating interesting liability issues for the Firm. Opponents, too, admired and respected Steve. While he was a determined, creative advocate, he was also a man of his word. Steve played by the rules and sought resolution of conflict more than victory.

Steve had a special relationship with the associates and partners in Gibson's labor and employment practice. He was our advisor on matters professional and personal. After Marti and Jen, Steve always found time for his "other family." Steve never hogged the limelight; he shared credit for our successes and often told associates that they were encouraged to "steal my clients." Succeeding Steve as the senior partner in our group after his retirement in 1997 was not easy. Fortunately, Steve remained available as a guide and mentor until his untimely death in 2012.

Steve Tallent remains an example for all of us fortunate enough to have earned membership in the College of Labor and Employment Lawyers.

CHARLES A. POWELL, III PRESIDENT – 1988



Charles A. Powell, III served as the second President of the College in 1998. Charles, who was affectionately known far and wide as “Butch,” died suddenly in March 2006. At the time of his death, Butch was a partner with Johnston, Barton, Proctor and Powell, LLP. Butch grew up in Atlanta, Georgia, and graduated from Ensley High School in 1958, before earning his Bachelor’s Degree from Birmingham Southern College and later graduating from the Duke University School of Law in 1964. Butch had a distinguished career which reflected his commitment to workplace justice and the law. He served as Chairman of the American Bar Association’s Labor and Employment Law Section, and then a member of its governing Council. He was also a member of the American Bar Association’s Board of Governors; a member of the American Bar Association’s House of Delegates and a Fellow of the American Bar Foundation.

With respect to the College, Butch was a founding member and a charter Fellow of the College, in addition to which, he was a founding member of the American Employment Law Council, a national group of senior management employment lawyers.

Among Butch’s close friends was Stephen Tallent who, along with Butch, was one of the Founders of the College. What follows is a touching memorial to Butch written by Steve Tallent and included in the oral history of the College in light of Butch’s tremendous contribution to the College and the principles for which it stands.

Following Butch’s service as President, Donald P. MacDonald served as College President in 1999.

CHARLES A. POWELL, III (1940 - 2006)

IN MEMORIAM BY STEPHEN E. TALLENT

I insisted on the assignment to write a statement about the death of Charles “Butch” Powell for the College’s newsletter. That should have been an easy task – “Butch was a fine lawyer and a gentle person.”

I have not had a more difficult task. My study is littered with pages of drafts of what I wanted to say. My problem is that the best stories that Butch and I shared are still well within the letter and certainly the spirit of the attorney/client privilege. I had the pleasure of knowing Butch in the ABA Labor and Employment Law council, in the founding of this College and in several activities not covered by the Privilege. His contributions in these are well known and widely respected. Others, should they ever be told, display the character of a man driven by a pursuit of excellence and compassion that is rare and by a gentleness of spirit that he himself took pains to conceal.

Butch was one of three founders of this College, was its second President, and served on the Board of Governors. In these roles, he concurred in the election of every Fellow, even beyond his service as President.

My special knowledge of Butch comes in part from our many shared professional activities. More importantly, I had the grand pleasure of practicing with him for almost a decade. We shared clients in a way that ordinarily happens only between partners in the same law firm, although we were not. Our relationship covered a dozen or so clients. We were in contact night and day for a sustained period of time as we collaborated on representing our joint clients.

These were not cases that involved great legal issues; they were harder than that. They concerned issues of fact and law involving real people living in a changing society with both pride and prejudice: down to earth stuff. These are much more difficult than “law review” issues which tend to be mind games, having little touch with reality. They require guts and a capacity to respect, indeed, to revere the law and to be in touch with the human condition of both rich and powerful and the underdog. These are difficult paths. Butch worked these with a skill and comprehension that proved his metal time and time again.

During that time, I found in Butch one of the most creative, ethically sensitive, and dedicated lawyers that I have had the privilege of knowing. Butch had friends on all sides of the Bar who, knowing that they had Butch’s confidence, were more than willing to help achieve a right result.

Butch and I were partners, conspirators and friends. For the rest of my days, I will miss answering the phone and hearing, “Steve, Butch.”

Thanks Butch.

Stevie.

DONALD P. MACDONALD PRESIDENT – 1999



Don MacDonald was one of the pioneers and founding members of the College and its third President. The College was formed through the collaborative efforts of Don, Steve Tallent, and the late Charles “Butch” Powell. The mission of these accomplished lawyers was to create a professional organization comprised of labor and employment attorneys representing management, unions, individuals, neutrals, government attorneys, arbitrators and academics. The key purpose was to accord appropriate recognition to those practitioners viewed by their peers as truly outstanding.

Don’s career had been spent in representing unions, and his particular role as founding member was to contact other attorneys representing unions and urge them to support the concept of the College, and to examine other similar organizations to gain an insight into the proper development of the College, and the problems the College could expect to face.

As one could expect, there was a tremendous amount of work getting the College up and running. Don called members of other professional organizations for advice. The development of the College was a constantly evolving process. Don’s concern was that many attorneys representing unions were already members of other organizations, and thus would not see the need to join yet another group and incurring unnecessary expenses. Don accepted the challenge to convince his colleagues at the union bar that it would be prestigious to join groups not otherwise available to union attorneys. He did this “lobbying” by working “one on one” on his colleagues.

Don and the other founders of the College recognized that it was important to establish a nucleus of leading lawyers in the field as members. It was felt that if leaders of the bar accepted membership, then other members would want to follow, and criteria for membership would evolve as additional members were considered.

The first Board of Governors of the College was formed by Don, Butch, and Steve. The concept of the Board was to have members representing – in equal numbers – management, unions, individual plaintiffs, and neutrals. The presidency of the College was alternated among the membership groups and Don became the President when it was the turn of a union attorney to hold the office.

The College’s first Board of Governors prepared the first “nomination

form” to nominate and select new members. The members of the College constantly critiqued the form for improvement, an exercise which has continued throughout the College’s history, as its Board continues to refine the nomination process to assure the nomination of only pre eminently qualified attorneys. Initially, the effort was made to keep nominations “secret,” but during Don’s tenure on the Board, that process soon gave away to the present process of having the nominee fill out an application and supply it to the College for consideration.

One of Don’s visions for the College was to have a newsletter. Newsletters, of course, require much work and constituted a continuing challenge. During his tenure on the Board, the Board also initiated an annual lecture series presenting a prominent person in the labor field. Don suspects that the concept of the lecture series has given way to the practice of regional meetings.

The most obvious significant challenge during Don’s term as President was to establish the College on a permanent footing. The College was new and in the formative stages. Don and the Board were working continuously to improve application forms and the nominating process.

Don’s advice to the College and its current and future offices is to undertake and to perpetuate projects that will survive their time as officers or Board Members and enhance the reputation of the College. As Don so eloquently, but simply put it as to Board Members: Once an attorney is a member of the Board, he or she does not represent any “constituency,” but represents the interest of the College in general. The same can be said for any person who serves as President of the College, as was the case with Don.

DON MACDONALD (1931 - 2010)

IN MEMORIAM BY JOEL A. D'ALBA

Don MacDonald, who died August 2, 2010, was a natural fit to be the 1995-96 chair of the Section of Labor and Employment Law, and later, in 1999, the President of the College of Labor and Employment Lawyers. With his wide, warm smile, great head of almost snow white hair and enduring commitment to the advancement of understanding labor and employment law Don was a highly regarded union labor lawyer and worked with the most prominent union side firm in Denver, served as a president of the Colorado State Bar Association and truly loved that state.

Don had a wonderful talent for making people feel comfortable with his outgoing quiet charm and civility. His friends and fellow lawyers regarded him as a top notch lawyer's lawyer. He presided as Section Chair in the year of the 50th anniversary of the resolution by the ABA House of Delegates which established the Section of Labor Law to "study the law of labor relations as a science, and to promote its fair and just administration ... to encourage members of the Association representing both management and labor throughout the nation to meet and confer and, through such co-operation, to promote justice, human welfare and industrial peace and recognition of the supremacy of law."

Don also showed great vision with his service as one the three founders of the College of Labor and Employment Lawyers. Along with management lawyers, Steve Tallent and Butch Powell, Don believed there was a need to recognize the great accomplishments of the members of the labor bar and their commitment to civility in dealing with difficult and contentious labor and employment issues. The union members of the Section had views that ranged from grudging acceptance to downright hostility, and it was left to Don to begin the initial moves to persuade his union side lawyer colleagues of the merits of this association with the College. Don persevered, persuaded and helped to build a nucleus of union side lawyers willing to join and help to nurture the College in its early days, the results of which continue to today. He surveyed other organizations to learn about a proper development for the College. This was a very significant undertaking, and he continued from his year as President of the College in 1999 to work for his remaining years to improve the application and nomination process in an ongoing effort to identify, as potential Fellows of the College, only top rated lawyers who had distinguished themselves in the practice and advancement of labor and employment law and the principles of civility.

Don's success as Chair of the Section and President of the College came his way because he had the confidence and respect of friends on all sides of the bar and was greatly respected by them. He was able to convincingly make his points on issues without embarrassing anyone on the other side of the issue. Don's unexpected death saddened his friends, colleagues and Fellows of the College. It was a huge loss for all of us and he will be sorely missed by all who knew and worked with him. He is survived by the passions of his life, his children, Theresa, Sheila and Patrick, his grandchildren, Ian, Meaghan, Murphy, Maeve and Declan, the Colorado Democratic Party, the Boston Red Sox and the basketball program of Providence College.

Don, may you rest in peace. You have left your mark in this world, and it is a good one.

The College of Labor and Employment Lawyers

VICKI LAFER ABRAHAMSON PRESIDENT – 2000



As one of the founding Governors of the College, Vicki Lafer Abrahamson then served as the only plaintiffs' member on the ABA Labor and Employment Section Council and became a member of the original Executive Board because the Founding Governors actively sought representation from all of the College's constituencies on the Board. She became the first President of the College from the plaintiffs' constituency. Finding the very brief one year term of the Presidency a challenge, Vicki brought an action orientation to Board meetings, as the Board members defined and debated issues relating to membership and to the role of the College.

Vicki's undergraduate and JD Degree were conferred upon her by the University of Michigan, following which she began a career representing employees in connection with labor and employment law issues fashioning a national reputation as a top notch plaintiffs' employment attorney. She has been regularly recognized by her peers within the Labor and Employment Section of the American Bar Association, the College of Labor and Employment Lawyers, but also the American Bar Foundation, and the National Employment Lawyers Association. She has written extensively, as well as regularly spoken on topics related to employment issues from the plaintiff's perspective.

As College President, Vicki envisioned a fair and honest selection process, with review criteria under constant scrutiny and review, as the means by which the College could maintain the integrity of its selection process for election of Fellows, consistent with the high bar required for nomination, and yet address concerns regarding the under representation of certain groups among the ranks of the College's Fellows. She remained concerned that the College maintains a fair selection process and policy in which no one Fellow could veto a potential candidate, a concept which remains an unchanged part of the College's selection procedures. During Vicki's service, the Board also devoted itself to developing ideas to continue the growth of the College, including mentoring of new College Fellows and the encouragement of attendance at College functions: "We addressed logistical issues for Fellows to encourage attendance at College activities, including whether to host receptions and induction dinners in conjunction with the ABA Annual meeting (in my year held both in New York and London), and what types of Regional activities to foster." The Board also grappled with the

question of whether the College should support CLE functions, given the number of such functions already available to Fellows.

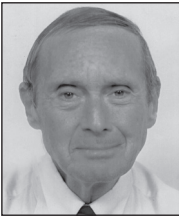
Among the College's major accomplishments during her term, Vicki believes that the Board worked towards a fair selection process, breaking down the Credentials Committees by region, with a Board member liaison between the Committees and the Board, and with ultimate review by the Board of Governors. As does every President, Vicki inherited the task of scrutinizing the selection process from her predecessor and the task has fallen to each of her successors. She believes that the College has contributed to the profession by its articulation of standards of professionalism and civility.

She also remains most proud of the nurturing of the College's video "living history" project, then in its infancy, during her term. The brainchild of Founding Fellow Steve Tallent, the video history project ("Moving Forward To Preserving the Past") initially required fund raising from individual Fellows and their firms, as well as focus and technical planning. The project initially began in 2000 with the taking of the oral histories of lions in the field of traditional labor law. The first interviewee, Howard Jenkins, Jr. (the first African American member of the NLRB), provided over three hours of video footage, which director Carol Rosenbaum enhanced with historical archives. Funding for the project continues, and the website now boasts 18 video interviews with nationally prominent practitioners. As Vicki remarks, "I believe that the College has contributed to labor and employment law through its video oral history project, preserving the history of labor law in the original voices of outstanding labor and employment lawyers."

As initiatives for the College to undertake in the future, Vicki hoped that the College would organize an initiative by constituency to monitor under representation and to take action to address such under representation. She also hoped that the College would reconsider whether it should undertake a CLE role, at least on a Regional basis.

To new College Fellows, Vicki offers the following advice: "Pay attention to the solicitations of the College and volunteer!"

HAROLD DATZ PRESIDENT – 2001



For anyone who has ever worked for Harold Datz, it comes as no surprise that he approached his presidency with the highest degree of commitment, integrity, intellect, camaraderie, and humor.

When the College was formed, the founders were seeking a broad cross section of constituencies. As the head of the NLRB's Division of Advice at the time, Harold was invited to be a charter member of the College and a member of the first Executive Board, representing the neutral/public sector. Harold credits the College's founders for being inclusive and ensuring that neutrals and government lawyers were represented on the Executive Board.

Harold's distinguished career in government continued beyond his service as head of the NLRB's Division Of Advice. He later became Chief Counsel to successive Chairmen of the NLRB, as well as served as author of all NLRB Advice Memoranda from 1975 to 1990. Beyond that, he is co editor of supplements to the *Developing Labor Law*, Second Edition, and to the *International Labor and Employment Laws*, and a frequent speaker and lecturer before bar associations and labor law seminars. He is the recipient of the Federal Labor and Employment Lawyer of the Year Award awarded by the Labor and Employment Law Section of the ABA, as well as extended service as an Adjunct Professor at American University Law School and George Washington Law School in Washington, D.C., in addition to which he taught as an Adjunct Professor at Howard University Law School in Washington, D. C. Harold received both his Bachelor's and Law Degrees from the University of Florida.

Harold held the positions of College Treasurer, Secretary, Vice President, and ultimately President. Harold summed up his vision for the College: "Labor law and employment law are some of the most contentious fields that there are. There are well organized groups that are opposed to each other on bread and butter issues. . . . [I]t is extraordinarily important for there to be a forum where [the various sides] can come together with civility and mutual respect." His overriding goal for the College was for it to be the forum where members could work together and resolve any disagreements about the practice of policy of labor and employment law in an atmosphere of civility and mutual respect.

To achieve his vision, Harold sought to ensure that as the College

inducted outstanding new Fellows, the College's reputation for fostering values of outstanding professional achievement would be preserved and, indeed, enhanced. The challenge was to achieve the College's goal of sustained growth while maintaining the highest admission standards and inducting only those members who personified the values of civility and professionalism. It was paramount that the College's membership should never lose sight of the fundamental values of the organization. This vision has never changed for Harold.

To achieve this vision, Harold believes that the salient inquiry in the credentialing process should be whether the nominee had excelled and performed consistently in an exemplary manner. The College had to resist the temptation to admit any nominee simply because there were no negative comments about that person. At the same time, Harold was sensitive to investigating fairly and thoughtfully any allegations against a nominee.

Among the major accomplishments of his term was the completion in May 2001 of the website project which had begun prior to his presidency. Although the College was founded upon "traditional values" by senior members of the bar, he was proud that the leadership utilized new technology to foster the work of the College. The induction dinner was the largest one thus far, which confirmed that the College was steadily growing at a strong rate. The College also continued to hold an annual lecture with a stellar performance by Professor St. Antoine.

The tragic events of September 11 occurred during Harold's term. In his "President's Perspective" in the Fall 2001 newsletter, Harold wrote that, particularly at a time of national tragedy, it was important for an organization like the College to exist and to exemplify the values for which it stands. This meant not only ensuring the stability of the rule of law, but adherence to procedural due process as the government investigated the attacks and prosecuted those responsible. While recognizing that the country had suffered a national tragedy, he cautioned against knee jerk reactions and infringement upon Constitutional rights. He urged the Fellows instead to bring together the values for which the College stands: the rule of law and civility between people who disagree, while safeguarding Constitutional guarantees. He also reminded Fellows that "life can be short, and it is important that our professional and personal lives be fulfilling in every way."

The College has advanced the practice of labor and employment law by bringing together "the best of the best to share ideas and disagree in an

agreeable way. Most importantly, by having the best of the best behave in that way, we serve as role models and keep this highly contentious field going on a reasonable basis. We set a standard for other lawyers.”

Harold would like to see the College undertake educational activities directed toward the public at large. For example, Fellows could make presentations to elementary and high school students, civic groups, union members, and other lay audiences to demonstrate that lawyers, and labor and employment lawyers in particular, can play an essential role in society by facilitating the resolution of disputes that arise in the workplace.

He encourages new Fellows to continue to engage in the practice of law in ways that reflect well upon the organization and the individual person. Those who are interested in becoming more involved should volunteer as much as their schedule permits and in as many activities as possible so that the leadership will recognize their talent.

The best advice Harold received from one of his predecessors about the presidency of the College which was to always try to seek a compromise when difficult issues arose. “As the president of an organization, one can either use the presidency as a bully pulpit to foster one’s own ideas, or one can become a conciliator between different groups.” Harold believes that this President advised him to follow a conciliatory approach as that was Harold’s temperament. He would advise his successors to follow that same path.



Steve was inducted into the College in 1996, and thus was another pioneer of the College. He was introduced to the Board by the late Butch Powell.

Steve served as President in 2002.

At the time of Steve's service as President, he was a member of O'Melveny & Myers, a distinguished law firm headquartered in Los Angeles, California. Perhaps unique to all of the Presidents who served the College, Steve and his wife Catherine "Cathy" Hagen, also a partner in the firm of O'Melveny & Myers, grew their interest in winemaking and growing grapes to the establishment of a widely recognized Pinot Noir and Chardonnay vineyard named Close Pepe in Santa Barbara County, California.

Steve's vision as President was to grow the College and its membership. He was also interested in attracting more neutrals such as government attorneys, and more plaintiff lawyers to the College.

While Steve was on the Board, the regional meetings came into existence. The College was still relatively new and unproven at the time he was on the Board and he wanted to help make the College be something more than a social club with an annual induction dinner. In addition, during his time on the Board and his presidency, there was continued work on the video histories.

Steve is proud of the College's accomplishment of attracting more neutrals and government attorneys to the College. The College was gaining more recognition by the time Steve was President, and it was becoming more prestigious to be a member of the College. This led to further discussions on the Board level, with respect to refining the selection criteria for election to membership in the College, and the accompanying election process.

During Steve's tenure on the Board, the Board also concentrated on keeping the College fiscally sound, as a result of which the Board spent time on the financial side of the College's business, a focus which the Board retains to this day.

One of Steve's long term projects was to keep the newsletter healthy and to seek more articles for the newsletter. He basically saw his role as President as being the one responsible for making tactical decisions to improve the

College, while members of the Board made the strategic decisions. There were few committees of the College at the time he was President, and thus he met with the Board three or four times a year.

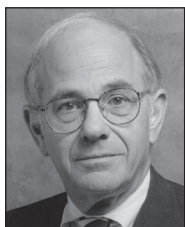
Steve assumed the presidency from Harold Datz not long after the tragedy of 9/11, and the country was still reeling from that calamitous event. The members of the College, like most people, were perhaps more focused on world events than on matters pertaining to the College.

Steve believes that the College has been instrumental in stressing ethics and collegial behavior among practitioners of labor and employment law. The College is truly interested in examining how practitioners represent their clients, and how the practitioners treat each other. He recalls that during discussions of potential members, there was a growing interest in the integrity and civility of the nominee, as well as his or her ability and accomplishments.

Steve would like to see the College become increasingly involved in substantive issues that impact the practice of labor and employment law. Although Steve believes the College has correctly stayed away from overtly “political” issues, the College should be heard on problems common to the field of labor and employment law, such as the persistent lack of full membership on the NLRB. This has led to uncertainty concerning the Board’s powers and frequency and consistency of its decisions.

Steve recommends that members of the College become involved at regional meetings, and volunteering to serve on committees. This is a good way to get to know the other people in the College and to add to its strength.

The late Butch Powell gave Steve the following advice as President: “You need to lead and make decisions, even if some people disagree. You can’t wait for complete consensus, and it is the duty of the President to make decisions and move forward.” Well said!



In 1996, Robert “Bob” Dohrmann, a union –side attorney, was elected to serve on the original Board of the College by Don MacDonald, the College’s third President. Based on the rotation of the presidency among union, management, plaintiff, and neutral attorneys, Bob who was the College’s seventh President, became President when it was time for a union attorney

to once again be President. Don was the first of them.

By way of background, Bob is a member of the firm of Schwartz, Steinsapir, Dohrmann and Sommers, LP, located in Los Angeles. He obtained his undergraduate degree at Santa Clara University and his law degree from the University of Southern California.

One of Bob’s principal visions for the College was to encourage regular regional meetings. He hoped that the regular regional meetings would provide a convenient forum for the interchange of ideas and discussion among colleagues. Bob did not believe that the College, because of its unique characteristics as to size and membership criteria, was designed to compete with the broad, across the board activities sponsored by the Labor & Employment Section of the ABA and its various committees. Therefore, he emphasized the need for and importance of regional meetings, enabling the attending Fellows to enjoy a more collegial atmosphere that encouraged one on one exchanges of ideas.

Bob faced the continuing challenge of increasing the interest of qualified union attorneys in the College. Like Don MacDonald before him, Bob noticed that union attorneys belong to organizations such as the Lawyers Coordinating Committee, and many were not convinced that they needed to belong to another organization. That effort has met with success and continues to the present. Bob also saw the challenge in producing a credentialing process for new members which would be consistent among the different regions.

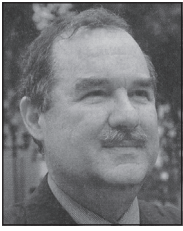
Board retreats dedicated to long term planning were yet another of Bob’s ideas that the Board has implemented. The retreats have produced very progressive action plans for the College and its Fellows, which has contributed significantly to the College’s value to its Fellows.

From his perspective as a former President and long serving Board member,

Bob believes that the College has given practitioners in the field of labor and employment law the opportunity to meet other accomplished attorneys in the field who bring different views and ideas concerning the issues arising in labor and employment law and to its advancement for the union good. He believes that the regional meetings have made a major contribution to the practice of labor and employment law, and that the College has advanced the practice by formulating, adopting and distributing its Principles of Civility and Professionalism.

In the future, Bob would like to see the College become more active in recruiting members of law school faculties and encouraging those faculty members to enhance the quality of law school courses on labor and employment.

On a final note, Bob encourages new members of the College to help organize and attend regional meetings, as well as attending the annual induction dinner. Another good way for a new member of the College to get to know other members and to be involved in the College is to author articles for the College's newsletter.



As a charter member of the College, Joe Garrison, who concentrates his practice on representing individuals, served on the initial Board and became the eighth President of the College in 2004, and its second President from the Plaintiffs' Bar. His experience as a past three term President of the National Employment Lawyers Association (NELA) facilitated his service on the Board and as the College President. When he became President, the College had but a modest infrastructure and limited transparency with respect to the work of its Board. In his tenure as President, he sought to improve on both areas and focus the College's vision beyond simply its selection criteria and related election process.

Joe received his undergraduate degree from Wesleyan University and his Juris Doctor degree from Cornell Law School. In 1975, he formed his own firm which has served as his platform as a nationally known speaker, author and leader for the Labor and Employment Bar.

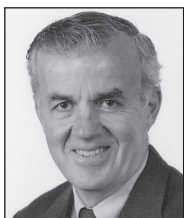
Joe pursued three major goals as President of the College. First, he hoped that the College would establish a Code articulating principles of civility, ethics and professionalism that Fellows could model in their firms and offices by virtue of their standing in the profession. The Code became a "work in progress" during his presidency and eventually, through the diligent work of many Fellows, became the seminal Principles of Civility and Professionalism adopted by the Board. Second, he hoped to increase the College's Regional footprint, a long term project that he inherited from his predecessors. During his term, for example, the Second Circuit pioneered a series of successful informal dinners at which Fellows engaged in high level discussions and met and socialized in a non advocacy setting. Third, relying on his experiences at NELA, Joe worked towards transparency in the College's financials.

The College has advanced Labor and Employment law, Joe comments, by successfully becoming "a symbol of excellence through its excellent selection process. Lawyers who are becoming or who are prominent in the field of Labor and Employment law perceive the College as aspirational." In Joe's view, the quality of the membership has raised the standards for the profession, and he especially applauds the College's hard working Credentials Committees. He also believes that the College has contributed

greatly to the spread of collegiality in Labor and Employment law: “The College stands for the principle that lawyers should practice in a manner and conduct themselves so that they are not simply ‘winning’ or bullying or intimidating their opponents.” As Joe sees it, civility and professionalism are characteristics expected of Fellow and to be cultivated by the College.

Of the major accomplishments of his presidency, Joe remains most proud of the work accomplished on the College’s Code that eventually became the Principles of Civility and Professionalism, and of the expansion of Regional activities of the College. In his vision of the future of the College, Joe sees the College functioning as “a kind of think tank” that draws upon diverse perspectives of Labor and Employment law, providing a forum for discussion among Fellows and creating programs that travel to the various Regions of the College as a resource to the bench and bar. The single greatest challenge of his presidency became the shortness of its term, given all he wished to accomplish.

To new Fellows, Joe suggests, “Volunteer for committees and various tasks with the College and participate in our Regional activities.” For incumbent Fellows, Joe suggests that the College “survey the interests of our untapped talent,” and put it to work for the College and its Fellows.



John served as the College's ninth President in 2005. In 1996, he was inducted as a Fellow, as a member of the College's first class and continues to demonstrate his commitment to the College by his ongoing work on several of the College's significant projects.

John received his undergraduate degree from Boston College; his law degree from Boston University Law School, and attended the Cornell School of Industrial and Labor Relations.

Following his graduation from law school, John joined the National Labor Relations Board as a trial lawyer in 1964. His long and distinguished career with the NLRB has included service as a member of the Board by way of a recess appointment by President Reagan, where he served from August, 1988 to November, 1989 and later as a recess appointee by President Clinton where he served from September 1996 to November, 1997. John has also served as the Board's Deputy General Counsel, and its Acting Inspector General. In addition, John has been very active as a leader of the ABA's Labor and Employment Law Section, where he served on the Section's governing Council and Was Co-Editor of the 4th Edition of Developing Labor Law and Editor-In-Chief of the 5th Edition.

He came to the College's Board as a public member. Because the College rotates the presidency by constituency, he had time to plan his goals for his presidency. He likes this system as it gives one a chance to think about the possibilities that accompany leadership of the College.

When John took office, he was impressed by the structure and initiatives established by those who had gone before him. Consequently, he envisioned that his role as the College's President was to keep the College on the same course. He strove to ensure that highly qualified individuals were inducted as Fellows. He was very pleased with the Video History Project that was already in progress after its creation by founding Fellow Steve Tallent. His immediate predecessor, Joe Garrison, had begun the Civility and Professionalism Committee, which John also thought was an important initiative for the College. The Civility and Professionalism Committee should always be part of the College's efforts. Both of these projects, the Video History and Civility project continue today. In fact, John has continued to serve as Chairman of the Video Project.

About three years before he assumed his presidency, he was one of three Fellows selected to serve on a recruitment committee for neutrals. This committee, which included Sarah Adler and Professor Theodore St. Antoine, Michigan University School of Law, created a different mechanism by which arbitrators would be selected while preserving the integrity of their roles as neutrals. Under this selection process, twenty five (25) neutrals were inducted as Fellows. John wanted to ensure that the active recruitment and selection of neutrals continued during his presidency.

John's principal goal for the College was "to continue to exemplify the responsible and ethical practice of labor and employment law, and to continue to be a beacon for labor and employment lawyers," setting an example for civility and ethics in the practice of law. "This was the value of College when it started, when I was President, and what it is today."

When asked about the accomplishments of the College about which he is the most proud, John mentioned two: his service for many years as a public member of the Board Credentials Committee, and the Video History Project. John believes that the Video History Project will continue to serve the College and the public in the years to come.

Hurricane Katrina occurred during his presidency. The ABA Section of Labor and Employment Law already had a major initiative to assist those in need, and the College did not want to unnecessarily duplicate those efforts. Instead, the College encouraged its members to donate to the Bush Clinton Katrina Fund, and put notices regarding the Fund in the College's newsletter.

John believes that the College advances the practice of labor and employment law by heightening the sensitivity of the labor and management bars to the importance of civility in being a reputable attorney. In John's words, "there is a better way of practicing law and the members of the College are committed to finding that way." The College fosters a sense of camaraderie among its members who share common values in the practice of labor and employment law. The annual dinner is a key example of that camaraderie.

He encourages those Fellows who want to be more active in that College to seek out opportunities in the ongoing projects and work of the College. The College's leadership should find ways to involve those who want a greater level of involvement. As President, he continued the Regional Fellows Program, and that has served the College well. These programs have been successful in encouraging camaraderie, and involving members

in presentations at periodic regional meetings. He would encourage new Fellows to get involved in this program or, if such a program doesn't exist in a particular area, to join with other local Fellows to start a program.

He thinks the College continues to achieve its purpose. As long as the College continues to admit good people and to encourage ethical conduct and professionalism in the practice of labor law, it has achieved its goals.

John advises incoming presidents of the College to enjoy the term and, at the beginning, go slowly. "One's legacy can simply be that he or she passed on the organization just as it was at the inception of that presidency."

HOPE EASTMAN PRESIDENT – 2006



Joining the Board in 2005, and serving as the College's tenth President in 2006, Hope Eastman brought her penchant for setting high goals and aspirations to her new role. Fairly early in her tenure, Hope came to believe that the College should influence the practice of labor and employment law beyond the identification and induction of Fellows into a national honorary society. The best advice she received when she became President? "Remember that the President's job is to lead the College, not just manage it."

Experienced leadership is one characteristic Hope brought to her service as President of the College. She was and is a member of the Bethesda, Maryland firm of Paley, Rothman, Goldstein, Rosenberg, Eig and Cooper. Hope, a Cum Laude graduate from Harvard Law School, was inducted as a College Fellow in 1997. Her leadership experience includes Chair of the Board of Directors of the American Employment Law Council; the Governing Council of the American Bar Association's Labor and Employment Law Section; and former Co Chair of the Section's Committee on Equal Opportunity in the Profession.

Upon becoming President, Hope inherited the project of completing the Principles of Civility and Professionalism from her predecessors, a project so ably begun over countless hours by a non Board committee comprised of Debra Millenson, Professor Ted St. Antoine and Max Zimny. Hope worked diligently with others to bring the Civility Committee's work to fruition and to shepherd adoption of the Principles by the Board of Governors.

Viewing the President and the Board as a collegial team addressing issues through dialogue and achieving consensus, Hope collaborated with the Board to articulate, in what she recalls as "a fledgling way," the concept that would eventually become the College's signature brand: "Leadership for a Greater Purpose." Hope regards the initial formulation of that concept as the most significant challenge that she and the Board faced during her Presidency. As a direct outgrowth of Board and committee discussions about the Principles and the role of the College, that concept began to take shape and to inspire the recognition that the College needs to have a substantive as well as an honorary, role. Hope explains, "those discussions laid the groundwork for our later brand credentialing during Lonny [Dolin]'s and Maurice [Wexler]'s terms in order to embed the College more

fully in improving the profession and improving society.” She observes that, during the terms of her successors, the Board has continued to address the role of the College “in giving back to the profession and to society in action and in leadership,” and the best use of the Principles, through possible dissemination to judges, bar associations and other lawyer associations. As always, the Board, during Hope’s term, depended upon the dedication of Executive Director Susan Wan, whom Hope praises as “a tremendous asset to the College.”

In refining the nominating criteria for new Fellows and in articulating and distributing the Principles of Civility and Professionalism, Hope believes that the College has advanced the practice of labor and employment law by defining “the best qualities of advocacy and professionalism, in equal measure, for members of the discipline of labor and employment law, with an increasing emphasis on involvement in the profession, beyond simply being an excellent lawyer, through writing, teaching, and mentoring others.

Because the College depends upon the willingness of its members to volunteer, Hope continues to strongly encourage all Fellows, newly elected or otherwise, to become and stay active in the Regional activities of the College, the next “big push” for the College. Recognizing that College initiatives can begin at all levels, Hope advises new Fellows to feel free to create and propose new projects for the College. She hopes that new Fellows will reach out to members of the Board or contact Susan Wan in order to participate and volunteer in College activities to assure that it continues to grow and serve the profession and provide “Leadership for a Greater Purpose.”

JOEL C. GLANSTEIN PRESIDENT – 2007



Joel, a union side attorney, was inducted into the College in 1999. He became its eleventh President January 1, 2007, after having first served as Vice President.

Joel is a member of the law firm of O'Donnell, Schwartz, Glanstein and Lilly, LLP, headquartered in New York, New York. He received his undergraduate degree with honors from Lehigh University and his law degree from New York University. Joel brought his leadership experience as Chair of the New York State Bar Association's Section on Labor and Employment Law, as well as his leadership roles in the American Bar Association's Section of Labor and Employment Law, International Labor and Employment Law. As an added touch, Joel's wife, Eleanor, is a pre eminently successful Administrative Law Judge in New York.

Joel's vision was to continue to grow the College. The College had about 700 Fellows, and it was his aim to increase it to approximately 1,000, which, indeed, has been accomplished. Joel's plan, as College President, was to promote the collegiality of all Fellows, a task which he relished.

During Joel's term on the Board and as President, the College developed a plan to distribute its Statement of Principles of Civility and Professionalism for Advocates, a project begun in 2004 under the presidency of Joe Garrison. A Board committee was also formed to suggest any changes to the College's mission statement. Another singular accomplishment of the College during Joel's tenure as President was the establishment of the law student writing competition, which was the brain child of Paul Tobias, a member of the Board. It was Joel's hope that this project would continue and expand, all of which has been accomplished. Joel also established a Board committee to communicate with the spouses of recently deceased Fellows. Meanwhile, former College President John Higgins continued to spearhead the video history project, which had expanded during Joel's time on the Board and as President of the College.

Joel points to the continued growth of the College as one of the accomplishments during his presidency. He also takes great pride in the success of the student writing competition, the review of the mission statement, and the publication of the Statement of Principles.

As a challenge during his presidency, Joel saw the need for a strategy to

disseminate information about the College and its activities both within the College and the Labor and Employment Section of the ABA. As had others before him, he saw a continuing challenge to interest more union practitioners in the College. Joel was interested in continuing to nurture the warm fellowship that exists among all the Fellows in the College. On the business side, Joel saw the College improve its comprehensive financial accounting system and arranged for annual audits of the finances of the College.

During his tenure as President, Joel worked with the Board to achieve more diversity in the College, and to publicize the College's activities in law schools and state bar groups. He also worked to begin to establish an updated website for the College which got off the ground during the administration of Lonny Dolin, the twelfth President of the College.

Joel believes that the College is considered a truly prestigious organization among our Nation's legal community, thus inspiring practitioners in our field to make a greater effort professionally to meet the requirements for election as a Fellow.

Joel would encourage new Fellows to attend regional meetings and prepare articles for the College newsletter. Membership on the Regional Credential's Committee is yet another way to contribute to the growth of the College. Joel encourages all future Presidents of the College to work hard toward consensus building within the College, thereby nurturing its growth and prestige.

LONNY H. DOLIN PRESIDENT – 2008



Lonny Dolin was inducted as a Fellow in 1998, and became the 12th President of the College on January 1, 2008. Lonny received her undergraduate degree from Georgetown University where she was the President of the Honor Society, and her law degree from Catholic University Law School where she was a member of The Law Review and National Moot Court Team. She was one of the founding partners of Thomas & Solomon, LLP in Rochester, New York, where she regularly represented individual employees. In addition to her leadership of the College and other legal associations, she has frequently published articles, as well as spoken on labor and employment law topics.

At the time Lonny became a member of the Board, she was already active on the Council of the ABA Section of Labor and Employment, where she was a member from 2000 – 2008. On the Council, she had responsibility for the Section's CLE Programs, as well as serving as Co Chair of the Section's Newsletter. Her leadership abilities were also recognized by the National Employment Lawyers Association where she served as Co Chair of its disabilities Rights Committee.

Upon assuming the College Presidency, Lonny had a very definite vision for the College. She was concerned that the purpose of the College was no longer clear or clearly communicated to its Fellows. She felt the College was not positioned to leverage its influence and significant intellectual assets for the betterment of the field of labor and employment law and its practicing attorneys. She wanted the College to have a much broader constituency and "brand" presence than it currently did, and believed that the College's constituency should extend beyond its current membership. Her goal was to enhance the College as an institution so that attorneys who primarily practice in the field of labor and employment law aspired to become Fellows, and through their professional performance demonstrated the qualifications for election as Fellows. She thought the College should be better positioned to contribute significantly to the betterment of the field of labor and employment law and its practicing attorneys. Consistent with that vision, Lonny was convinced, and convinced the Board that the College could have a profound impact on the practice of law by encouraging practitioners to demonstrate the traits that are the hallmark of membership.

Specifically, Lonny's vision for the College was that: (i) all members of the

College would understand that they have the individual responsibility to mentor, cultivate and/or encourage other attorneys who practice in this area to develop the highest level of character, integrity, professional expertise and leadership so that they can eventually be nominated for membership in the College; (ii) all attorneys who practice within this field would be or become aware of what the College is and would also know that its members exhibit the highest level of character, integrity, professional expertise and leadership; and (iii) attorneys who practice in this field would want to become Fellows of the College and thus be encouraged to strive to achieve the highest level of character, integrity, professional expertise and leadership required for election as a Fellow.

Lonny contemplated “a down to earth, pragmatic, committed to excellence process to help the College gain greater awareness and credibility among its key constituencies.” She saw the College as a “brand” and thought it was important to communicate a consistent message to its Fellows, members of the bar, and the public about “who we are.” During her presidency, Lonny wrote:

“In its ideal state, the College will be the pantheon of labor and employment law practitioners. It will have active regional groups that will conduct meetings Fellows see as useful to attend, non Fellows see as desirable to be invited to, and jurists see as valuable venues to be asked to address. Regional Fellows will take selected videos from our archives to local law schools and lead discussions with students and faculty based on those materials. Organizations throughout the community at large will come to the College as a resource for needs involving labor and employment law issues. Fellows will treat entry to the College as a sacred trust to be limited to truly deserving practitioners and not to be dispensed to favored friends.”

Lonny’s goal was for the College to enjoy a greater awareness among its constituencies and a stronger, more focused “brand value” and presence. Rather than existing solely as an honorary society with certain social amenities that brought together the best talent in the profession, Lonny sought to establish the College as a highly credible and influential body. To accomplish this, Lonny thought it essential to build better name recognition and improve communication among and between existing Fellows, potential College members, labor and employment law attorneys and professionals, academicians, the bench, and the public at large.

She also believes that the College web site, which served as its primary

organizational and communication channel, needed to be restructured and revitalized, an objective which was measurably advanced during her presidency. Moreover, she encouraged members of the College's Board of Governors to become more active in the work of the College to advance its prestige and value to the legal community. This would include the encouragement and development of strong and active regional representation.

Lonny's presidency was one of action to grow the College and its importance to its fellows and the national legal community. Her hallmark was her intellectual strength, her ability to lead, and her penchant for getting things done.



Maurice Wexler was the 13th President of the College. In 1996, he was elected as a Fellow in the College's first class of new Fellows. Maurice was founding partner of the firm now known as Baker, Donelson, Bearman, Caldwell & Berkowitz, PC, where he was the first of the firm's labor and employment lawyers. He has long been involved in leadership activities of the Labor and Employment Law Section of the American Bar Association in general, and in particular, its Equal Employment Opportunity Committee, where he established a solid and sustainable Committee liaison relationship between the EEOC Committee and the several federal agencies responsible for the implementation and enforcement of laws governing equal employment opportunity in the workplace. They included the U.S. Equal Employment Opportunity Commission, U.S. Department of Labor, and the Department of Justice. Maurice also participated with then EEOC Vice Chair Leslie Silverman in a national survey of the Commission's mediation initiative among private practitioners, eventually testifying before the Commission. Maurice received his undergraduate degree from the University of Colorado and his Juris Doctor Degree from Loyola University of Chicago, Illinois.

A Labor and Employment Fellow of immense energy and commitment, Maurice Wexler virtually embodies the advice he would impart to new Presidents of the College: "Work hard and keep your eye on the ball!" During his tenure as President, the College has expanded its role beyond a "Hall of Fame" for Fellows to a national organization dedicated to the College's Principles of Professionalism and Civility with strong regional roots, focused upon "Leadership for Greater Purpose" in the field of Labor and Employment Law.

Maurice advanced the brand credentialing of the College and the development of the College's new trademark and mission statement: "Leadership For Greater Purpose." To that end, and the accomplishment of which he remains most proud, Maurice has worked hand in glove with Executive Director Susan Wan, various College Fellows, and technical consultant Ignyte, Inc., to perfect and to launch the College's new website. Maurice is convinced that the website will become "a significant vehicle by which the College's brand is advanced, provide information to the College's Fellows and various audiences about the aspirations and projects of the College, and encourage Fellows to interact with one another and to volunteer to work on College projects."

As another important initiative of his Presidency, Maurice worked hard and long to strengthen the College's Regional Board system and to reach out to Labor and Employment lawyers aspiring to the College's principles through expanded Regional Programs and Teaching Programs developed with Law School Deans. As Maurice explained: "I am particularly hopeful that my successor will continue to strengthen the Regional Board system and the College's mentoring programs for less senior Labor and Employment lawyers who can aspire to become members of the College and to embody the College's Principles of Civility and Professionalism. I believe that growing the Regional component of the College is important to its stability and sustainability, and will extend the work of the College across the country."

Continuing an initiative in place over several College Presidencies, Maurice emphasized the College's Principles of Civility and Professionalism as a hallmark of College Fellows in their interactions with others and as role models in the field of Labor and Employment Law. In Maurice's view, the Principles distinguish the College from other honorary organizations: "The College is singular in its emphasis on fairness and justice through our Fellows and on complying with the rule of law, promoting civility and professionalism, and encouraging early resolution of disputes." As he has in his prior roles as Chair of the College's Sixth Circuit Credentials Committee and as an active Board member since his election to the Board, Maurice has continued the review of the College Credentialing Process, in which the Principles serve as an important criteria for lawyers nominated for Fellowship in the College.

Another of his ambitious goals was the creation of an Executive Committee of the Board, which includes the current President, the immediate Past President, the Vice President, the Chair of the Board Credentials Committee, and the Executive Director of the College.

Completion of the new College website, commencement of the Regional Board program, and adoption of a Strategic Plan constitute major accomplishments during Maurice's service as President. On a final note, to continue the good work of the College, Maurice encourages new Fellows to volunteer to work on behalf of the College from the day that they become Fellows: "Don't wait to be asked!"

MAURICE WEXLER (1931-2021)

IN MEMORIAM BY DIANE SOUBLY

The summary of Maurice's accomplishments during his year as President that precedes this *In Memoriam* does not sum up the man, who passed away one month shy of his 90th birthday, still contributing to his favorite video project. As College President (and former NLRB member and Deputy General Counsel) John E. Higgins, Jr. (2005), who enjoyed a 50-year friendship with Maurice, remarked, "When we first began work on the Video History film about the Memphis Sanitation Strike, I asked Maurice to join the effort and he did - with gusto. . . [a]nd it is to Maurice that we will owe gratitude for his research, his imagination and his very hard work."

Fellow Charlie Shanor, former EEOC General Counsel (1987-1990, during the formative years of the ABA/EEOC relationship) and Professor Emeritus of Emory University School of Law, observed: "Maurice was the glue that held together the ABA and the EEOC. Left to wander their merry ways, these institutions would increasingly have become discordant and strident. He was a moderating and mellowing influence. [His beloved wife] Alice was a great ally in this mission."

College Board Member Barbara Jean D'Aquila fondly recalled Maurice's reaction when, "[i]n 2006, ABA EEO Committee members surprised and honored Maurice at the ABA EEO Committee Midwinter Meeting with an almost \$15,000 award in his name (the Wexler Fund) at the National Civil Rights Museum in Memphis. Maurice was speechless, a rare occurrence, and he would later indicate that this gesture was a highlight of his legal career. It was a testament to Maurice that plaintiff, union, government, and management lawyers all contributed to the Wexler Fund to honor Maurice, which speaks volumes about his exceptional character. Over the next four years, the Wexler Fund grew to just shy of \$45,000, at which time Maurice directed the Museum to use the Wexler Fund for the Museum's Capital Campaign."

Many of us benefitted from Maurice's gentle and enduring friendships with Fellows: he treated us as family, especially Fellows who travelled alone. Those of us fortunate enough to count Maurice as a friend found a friend for life.

Fellow Lisa Krupicka, who served with Maurice on the Museum's Board, remembered the depth of his friendship: "If Maurice was your friend, you will never have a better one. We bonded over being caregivers to our spouses, but he has bonded with Holocaust survivors looking for information about loved ones, young talented lawyers looking for a better job, nurses with a

penchant for painting, and colleagues all over the country and the world who want to exchange ideas about labor and employment law. . . . He was one of the most engaged directors on the Board of the National Civil Rights Museum and a tireless and effective fundraiser. But mostly, he was the kind of friend who notices when you are down and always tries to help, whether it be unexpected flowers delivered to your office or a gentle suggestion to seek counseling during a particularly dark time.”

Perhaps because he moved from Denver to Memphis where extended family raised him after he lost both parents to illness, Maurice so valued family and extended family. Upon graduating from the University of Colorado at Boulder, Maurice served in the Counterintelligence Corps of the US Army during the Korean War, then moved for work to Illinois, where he attended Loyola University Chicago Law School at night. His close friend and mentor Lewis Donelson then convinced him to return to Memphis, where he practiced law for 55 years.

Just weeks after I became a Fellow, Maurice became a mentor and a shining example of a special generation of labor and employment lawyers. In the early days of the credentials committee structure, Maurice and Fellow George Roumell (who also served on that Credentials Committee as a neutral) embodied lawyers “called to the law.” Long before “diversity, equity, inclusion, and disability” became “DEID,” Maurice championed the inclusion of Fellows from the entire array of legal roles and from underrepresented geographic and minority demographics.

His mentorship of College Fellows knew no bounds. When he left the Sixth Circuit committee to serve as Board liaison to credential committees, Maurice enlisted me to follow him as Chair. When Maurice created the Past Presidents Project, he initially asked me to join (and later asked me to chair) the committee producing the booklet that captured the vision of College leadership. Our Committee members all come to treasure the time spent with the distinguished Fellows who have served as President. When the College adopted Regional Activities Committees, I again served at Maurice’s request. Who could say “no” to a man who gave so selflessly in time and effort to causes he championed so dearly?

Self-made, Maurice treated the College as a “home away from home” – free from cacophonous and relentless advocacy.

Maurice is survived by his lovely wife Alice (a lively presence at College Induction Dinners); his children Michael (Kathy) Wexler, Jonathan (Nicole) Wexler of Denver, Colorado; his grandchildren Mia, Mollie, Jake, and Kate (who has followed in her grandfather’s footsteps of service); his

brother Charles Wexler and cousins Stanley Starr and Elaine Starr Roth. He was preceded in death by his parents Stella Benovitz Wexler and Jacob J. Wexler, his brother Morton Fisher, and his cousin Decie Starr Blitz.

In these pandemic days of warring factions at home and horrific genocides abroad, the gentle and quintessential Southern gentleman whose vision shaped the College before, during, and after his Presidency will be sorely missed.

As past President Arlene Switzer Steinfeld (2021) reminisced, “Maurice was always exceedingly kind and inclusive. I experienced this first-hand, especially if I was travelling solo. His wisdom knew no bounds and he was generous with his time and guidance. His sense of humor was delightfully wicked. When he wanted to champion someone, he was relentless. It seems that he was fulfilled when he was contributing his time and emotional fire power to one of his favored causes, not the least of which was the College. One of my favorite memorial prayers explains:

*It is hard to sing of oneness when our world is not complete,
when those who once brought wholeness to our life have gone,
and naught but memory can fill the emptiness their passing leaves
behind.*

*But memory can tell us only what we were, in company with
those we loved; it cannot help us find what each of us, alone, must
now become. Yet no one is really alone; those who live no more,
echo still within our thoughts and words, and what they did is
part of what we have become.*

*We do best homage to our dead when we live our lives most fully,
even in the shadow of our loss...*

Maurice would have expected no less from us. I will miss him and his friendship and will do my part to try to live by these words.”

All of us can honor his memory by emulating his “servant heart” and his service to the College. Maurice, may you rest in peace, dear friend.

BARRY J. KEARNEY PRESIDENT – 2010



Barry was inducted into the College as a Fellow in 1999, was elected to the College Board of Governors in 2004, and served as its President in 2010.

After graduating from the University of Hartford in Hartford, Connecticut, Barry went to work with Monsanto in St. Louis in labor relations, during which time he went to law school at St. Louis University from which he graduated.

In June 1971 Barry joined the National Labor Relations Board, where his service took him to Buffalo, New York, Kansas City, Kansas, and Washington, D.C., where he was assigned to operations management. In time he became the deputy to Harold Datz, a former President of the College, who was managing the Board's Division of Advice. In 1995 Barry was promoted to Associate General Counsel of the NLRB for its Division of Advice.

That important post called upon Barry's skill as a leader as well as his ability to manage complex issues, not to mention his ability to manage approximately 25 lawyers. The Advice Division, among other things, serves as counsel to the Board's General Counsel and is involved in complex issues arising under the National Labor Relations Act which are often of extraordinary national importance.

Outside of his government service, Barry regularly speaks on the topic of Board law and has also served as the public co-chair and associate editor for the distinguished nationally prominent treatise "The Developing Labor Law."

As President, his vision for the College is a continuance of the goals of previous presidents, including those begun by Hope Eastman, Lonny Dolin and emphasized by Barry's predecessor, Maurice Wexler. His vision includes making the College more than an organization which focuses on social relationships. Instead, Barry sees it developing as an organization which has a significant impact on developing labor and employment law throughout the nation.

Among the vehicles for attaining that objective are continuing to follow the College's strategic plan as well as encouraging the continuing development of the College's website. Added to that is Barry's enthusiastic support of the

College's Regional Board pilot program, which during his administration has strengthened the College's regional presence, including the appointment or designation of officers for the College's five Regional Board pilot programs. In turn, they have produced successful outreach efforts in New York, Chicago, and San Francisco. Future activities are planned in Atlanta, Georgia for Fellows in the 11th Circuit region.

During Barry's administration, the College's website has featured a blog containing information and articles of national interest. It is quite popular and regularly experiences a substantial number of "hits."

Continuing the work of past Presidents and of the College, Barry has promoted the distribution and discussion of the College's Principles of Civility And Professionalism For Advocates, and has overseen the planning of an outstanding program of ethics and the law to be held in Chicago, Illinois during the November 2010 Conference on Labor and Employment law sponsored by the American Bar Association's Labor and Employment Section. During Barry's administration the College relocated its headquarters from Washington, D.C. to Annapolis, Maryland, while continuing to strengthen its relationship with the ABA's Section of Labor and Employment Law through the joint sponsorship of an annual law school writing contest.

The summit of Barry's goals and expectations is to encourage more and more fellows to participate in College activities for the purpose of giving back to their respective communities and the nation the benefits of their wisdom, experience and energy in the field of labor and employment law. That is Barry's fondest wish and, as he sees it, one of the most important challenges of the College.

JOEL A. D'ALBA PRESIDENT – 2011



It was Joel's "high honor and privilege" to serve as the fifteenth President of the College. It was one of the highlights of his entire career as an attorney, during which he had devoted his attention to representing employees, labor organizations, and their members. During his service as President, his priorities were continuing to improve our process for the evaluation of nominees to become Fellows and asking our hard working credentials committee members to describe their meetings and the issues that arose. This was done in an effort to assure that the College achieved uniformity in the evaluation process. The College Video History Program continued its important mission with the taped interviews of Former Secretary of Labor George Schultz, conducted by Bill Kilberg, as well as distinguished mediator and arbitrator, James Harkless who was interviewed by Joseph Sharnoff, all of whom were trailblazers in the world of Labor and Employment Law. The College, with the very able assistance of John Higgins, began work on the details of an ERISA panel video featuring Frank Cummings, Robert Nagle, Bill Kilberg, Steve Sacher and David Rose, who were involved in the drafting of that major pension statute. The College's Law Student Writing Competition continued under the energetic leadership of Fellow Paul Tobias. In addition, various regional meetings of College Fellows throughout the nation were quite robust and brought Fellows together to talk about cutting issues in this field.

An additional program of which the College and he are very proud of is the government attorney training programs based upon the College's Principles of Civility and Professionalism. These programs were solidified and expanded under the watchful eye of Fellow Adele Rapport whose creativity and devotion to the College's mission led to their development and College sponsorship. Government attorneys greatly appreciate the ethics training College members provided.

At the August meeting in Toronto, the College presented a very informative discussion with Canadian union and management lawyers on the Canadian concept of rights of workers to assemble and negotiate collective bargaining agreements. These rights are based primarily on the International Labor Organization covenants on workers' rights. It was important for American lawyers to learn about these rights because this discussion occurred at

the time that the state of Wisconsin was eliminating these rights for its public employees.

During 2011, the College's Induction Dinner took place in Seattle, Washington. At that dinner, the program book included, for the first time, a congratulatory message component which provided additional and much needed funding for the Video History Project and its work. The dinner was elegant and held at the Boeing Museum of Flight at Boeing Field. Federal Judge Mark W. Bennett was inducted as an honorary member and gave some brief remarks. The induction dinner included the induction of 82 Fellows. These new Fellows continued the solid growth of the College.

Finally, during Joel's service as President, the financial position of the College remained strong and together with the growing participation in the College's various regional programs, the College was well positioned for the future and was more relevant to its Fellows than when he began my service as President.

Joel concluded his term as President with a feeling of accomplishment and a sense of great pride in the College of Labor and Employment Lawyers and its Fellows.

DONALD L. SAPIR PRESIDENT – 2012



Don Sapir was inducted into the College in 2000. Prior to becoming a member of the Board of Governors in 2009, Don had been Chair of the Second Circuit Credentials Committee for several years and, subsequently, was elected to the Board as part of the employee-side constituency. He then became President of the College for 2012.

Don graduated from the State University of New York at Buffalo with a B.A., cum laude, and from the Hofstra University School of Law, where he was a Research Editor of the Hofstra Law Review. Don was among the first generation of lawyers to establish a practice principally devoted to the representation of individual employees and classes of individual employees, who sought to remedy unlawful employment practices.

Don demonstrated his commitment to the profession in previous leadership roles, serving as Chair (2009-2010) of the 2,500 member LEL Section of the N.Y.S. Bar Association; Chair of the LEL Committee of the Westchester County Bar Association; an Executive Board Member of the NELA/N.Y. Chapter; and, Chair of the ADR Committee of the ABA's LEL Section.

When Don assumed the presidency, the Board had undertaken several initiatives that were works in progress. During his term Don concentrated on improving, consolidating, and completing programs it had already begun. The College's Strategic Plan was fine-tuned, a pilot program was developed to execute the College's outreach to law schools, and Regional Committees were strengthened and supported in their adoption of regional programs.

Don views the Video History Project as an important legacy of the College. It is a repository of the history of the landmark laws dominating the labor and employment field, as told by the lawyers who made it happen.

At Don's suggestion, the Board continued to publish congratulatory messages in the Annual Induction Dinner Journal to help fund the Video History Project. He believed that the Dinner Journal provided a great way to recognize incoming Fellows, while revenue from the messages supported the Video History Project. Meanwhile, work continued on videotaping the Art and Science of Labor Arbitration. Filmed interviews of Roberta Golick and George Cohen were completed, as were interviews with lawyers involved with the drafting and passage of ERISA.

A significant challenge Don encountered arose when the Board faced its first potential disciplinary issue regarding a Fellow. The circumstances required the Board to determine when and if it should discipline a Fellow, and what due process procedures should be followed. A committee of four past Presidents was convened, one from each constituency, to devise protocols for the investigation of alleged misconduct and what, if any, disciplinary action should be taken. The College's Bylaws were subsequently amended to incorporate the protocols.

During Don's tenure, the College created a separate Credentials Committee for Canada recognizing the need for vetting of Canadian nominees by those who had greater knowledge of them. Additionally, a Board committee was assigned to discuss and recommend whether political appointees should be considered for admission to the College during their tenure as political appointees. Given the potential issues that could arise in such cases, the Board decided that political appointees would be required to wait until after the end of an appointed term to be eligible for nomination as a Fellow.

Don was concerned that union and employee counsel were underrepresented in the College, and that their representation in the CLEL was dropping. He arranged with NELA to provide Fellows of the College attending the annual NELA convention an opportunity to host a meeting for other NELA members to introduce them to the College.

Don believes that the College must look for ways to add value to College membership. To give Fellows new ways to take pride in their membership and maximize their networking opportunity, the College hosted a happy hour during the Annual ABA Meeting which has continued each year thereafter. The College also continued presenting CLE programs at the conclusion of the ABA LEL Section's National CLE Programs, related either to civility and professionalism or to the College's Video History Project's films.

Financial oversight had been a priority during the presidencies of his predecessors. During Joel D'Alba's tenure, the College engaged an outside auditor to advise the College on its financial health. While Don was President, a successful audit was conducted and the College now periodically undergoes an audit.

Don believes that one of the College's major contributions is its status as a highly selective organization in which distinguished labor and employment lawyers are recognized by their peers for their achievements by electing them as Fellows of the College, a goal to which others may aspire. Another

major contribution of the College is its widely-distributed Code of Civility and Professionalism, a proven difference maker in the way the LEL bar conducts itself.

When asked what advice he would give new Fellows of the College on ways in which they can have meaningful input and participation, he surmised it depends on the expectations of the Fellow. Some expect no more than the opportunity to attend the annual induction dinner and Regional meetings. Others aspire to being involved in the College's admission process, and governance. Don advises them to become engaged in the work of the College by making their desire to serve known to Susan Wan or a Board member and then serve when asked. "Your contribution to the College will be noticed."

Don's advice to new Presidents is to make the College more visible, relevant, and useful to all constituencies, assuring its continued growth among them. He encourages future Presidents to mentor their Vice Presidents, as he was mentored by Joel D'Alba, so that the next President will be ready to serve the first day in office. Don advises Presidents to recognize and cherish the importance of Susan Wan to the College's business.



During his tenure as President of the College, nationally renowned arbitrator John Sands devoted his term to advancing the initiatives that fostered the College's legacy. In doing so, he worked to increase diversity among the Fellows, to strengthen the College's regional activities, to update the College's strategic plan, and to encourage the mentoring of junior labor and employment lawyers.

In particular, John sought to improve diversity within the College's leadership, appointing more women and minorities to leadership positions, both in the Regions and on the Board of Governors. John believes that increasing diversity within the College and its leadership presents a continuing challenge that requires creativity and diligence to address effectively.

Aided by Executive Director Susan Wan's invaluable knowledge of Fellows who would give of their time to lead College initiatives, John supported expansion of the College's Regional Programs. He drew on his pre-Board work with Fellows Wayne Outten and Evan Spelfogel to establish substantive dinner programs for Second Circuit and Northern New Jersey Fellows, generously hosted then and now by the law firms of Epstein Becker & Green, Jones Day, and Proskauer Rose. During John's tenure as President, Regional Committee Chairs continued to invite federal judges to participate in their programs and encouraged Fellows to bring young associates as guests so all could become familiar with the College's activities and values. Host firms secured CLE credit from appropriate crediting agencies for programs, and the College published program papers on its web site. During John's term, programs occurred in metropolitan areas with large concentrations of Fellows in the Second, Third, Sixth, Seventh, Ninth, and Eleventh Circuits. In addition, the College provided government attorneys with alternative opportunities for scarce and expensive CLE ethics credits. Fellow Adele Rapport created and presented a complimentary Government Attorney Ethics training program in 2010 that the College has offered annually in the Seventh Circuit and once each in Los Angeles and New York.

John also devoted substantial effort to updating the College's Strategic Plan. He hopes that this project will continue and evolve, as future College

Presidents and the Board of Governors add new initiatives and designate Fellows from around the country willing to help advance the College's important purposes.

Last but not least, mentoring holds a special place in John's heart. Just as he has benefitted from mentoring, so he has tried to mentor new arbitrators and attorneys. As he likes to recount, mentoring often comes in surprising packages. While an undergraduate at Princeton, John worked summers as a deckhand on tankers and freighters, a time he calls the most valuable educational experience of his life. From his "sea daddies" Frank "Jellybean" Nelson and Benny "Porkchop" Nelson, John learned the common denominator of mankind: that everyone wants respect and that "it doesn't reduce anyone to give it." During his summers at Yale Law School, John worked as an administrative assistant to Paul Hall, President of the Seafarers International Union (SIU), through which he had shipped out. A brilliant, self-educated, self-styled "Alabama farm boy" who became a gifted negotiator, Paul taught John the basic principle of interest-based bargaining: the parties can always find a mutual interest, even if it is only to end the pain, or, as Paul put it in saltier terms: "We all slop from the same trough." John uses that lesson almost daily in his mediation practice.

As President of the College and even now, John has continued the College's emphasis on mentoring junior lawyers. John has emphasized to the students whom he taught in his ten years as a Professor at Albany Law School and to arbitrators whom he has mentored that "this stuff can be fun." For him, mentoring has offered the enjoyable "deferred compensation" of teaching, as a number of his former students appear before him and have become Fellows of the College and members of the National Academy of Arbitrators.

Before teaching, John served as General Counsel of New York City's Office of Labor Relations (representing management) and as a partner of Schulman, Abarbanel, Perkel & McEvoy (representing employees, unions and employee benefit funds). In his current practice, John has mediated and arbitrated more than 4,000 employment law and labor-management disputes in scores of public sector operations and private sector industries. He has handled the full range of statutory, contract and ERISA disputes in the employment area; and, in the labor area, he has been injury arbitrator for the NFL, contract arbitrator for the NHL, salary arbitrator for Major League Baseball, industry arbitrator for the East and Gulf Coast Longshore industry, contract arbitrator for the US-flag maritime industry, and designated arbitrator for many other national and regional contracts. John has also chaired the Labor and Employment Law Sections of three

associations, is a Governor and former Regional Chair of the National Academy of Arbitrators, a Fellow of the American College of Employee Benefit Counsel, and an Arbitrator and Mediator of the International Court of Arbitration for Sport.

John recommends that all Fellows “get involved” with the College by volunteering for Regional Programs, serving on College committees, contributing to the College newsletter and blog, and accepting invitations from the College’s President and Board of Governors to participate in new projects. To future Presidents of the College, he suggests taking Susan Wan’s advice as often as possible, for she has served the College so well and for so long. As he observes of the participation of Fellows in College activities at all levels: “There are no limits to what can be accomplished by people of intelligence and good will who do not care who gets the credit.”

WILLIAM J. KILBERG PRESIDENT – 2014



Bill Kilberg was a charter member of the College in 1996. He served on the Board from 2005 until he assumed the Presidency in 2014. Throughout his tenure on the Board, he participated in the development of programs and policies, including the updating of the Principles of Civility and Professionalism for Advocates, the Stephen E. Tallent Video History Project, and the branding of the College.

When Bill assumed the Presidency, he wanted to emphasize the bedrock that is the College: fellowship. He and the Board appreciated that the College should be more than just an organization that provides people with an honorific title. To address this concern, they encouraged Fellows to undertake regional programs and to focus on “leadership for greater purpose.” Bill believed that the best role the College can play to foster the purpose we stand for, and the civility that we tout, is to encourage the fellowship that allows both scholarship and camaraderie to happen. He understood this to have been Steve Tallent’s goal when he founded the College. To underscore the fellowship in a variety of ways, Bill formalized the newsletter and established a bimonthly publication schedule with a President’s Message in every issue. He also sought to honor Fellows who were actively involved in the College at the regional level. Bill felt that it was important for Fellows to get to know colleagues on a first name basis and, when representing clients, to be able to speak candidly with one another to advance resolution. He wanted to take down any false barriers that are created in litigation and to enhance the Fellows’ ability to communicate with one another.

The College’s major accomplishments during his term included the work of the Regional Activity Committee, the naming of Video Project after his mentor, Steve Tallent, the regular publication of the Newsletter, the creation of recognition for those who were active in the College, and the Art and Science of Labor Arbitration. During his tenure on the Board and after he actively supported the expansion of the Video Project into the ERISA and EEO areas, he personally conducted interviews with Secretary George P. Shultz, the Labor Department and Congressional staff involved with the drafting of ERISA, and Justice Ruth Bader Ginsburg.

He was deeply involved in the credentialing process and he sought to ensure that those admitted met the highest standards of competency

and participated in such activities as writing articles related to labor and employment law, speaking to various bar and industry groups, and being active in the community through civic and philanthropic endeavors.

Going forward, he would like to see the College continue to expand the Video History project. These materials are very important for future historians and scholars and will be important to future practitioners as well. Similarly, he would like regional activities to continue to be increased to enhance fellowship.

Bill has enjoyed a long and illustrious career. Bill attended college on a scholarship provided by Local 3, IBEW. Following law school, he served as a White House Fellow and Special Assistant to Secretary of Labor George P. Shultz. He subsequently was appointed General Counsel of the Federal Mediation and Conciliation Service, Associate Solicitor of Labor for Labor Relations and Civil Rights and Solicitor for the United States Department of Labor. When confirmed by the Senate as Solicitor of Labor at age 26, he became the youngest person ever to serve in the sub-Cabinet of a President of the United States. During his tenure at the Department of Labor, he played a critical role in two of the largest and most important equal employment settlements in equal employment law, one with AT&T and the other with the nine largest steel companies. His experiences in those consent decrees, which involved huge settlements with far-reaching economic and social impact, taught him that working cooperatively with management and union lawyers over a period of many months could lead to meaningful societal changes. Thus, many years before the College came into existence, Bill exemplified the principles for which the College stands.

His words of encouragement for new members of the College who seek to have meaningful input and participation is that they should not wait to be asked. If they see an activity undertaken by the College, they should reach out and offer their services. His advice for incoming board members is to appreciate what came before them and to build on it.

DONALD D. SLESNICK, II PRESIDENT – 2016



Don Slesnick, the 18th President of the College, has led a life of service and leadership. A veteran of the Vietnam War who retired with the rank of Lieutenant Colonel, he continues to serve as a civilian Ambassador for the Chief of the Army Reserves. During his tenure as Mayor of Coral Gables, Florida for over a decade, Don served as the President of the Florida League of Mayors (2009-2010). In recognition of his public service, Don has received the Distinguished Service Award from the American Bar Association, the Miami-Dade County Medal of Merit for Leadership, and the Friend of Foreign Service Medal from the Republic of China (Taiwan).

While Don has devoted his life in the law to representing public sector unions, service to the profession has also hallmarked his legal career. A former Chair of the Florida Bar Labor & Employment Law Section and of the American Bar Foundation Fellows, Don will become Chair of the ABA Labor & Employment Law Section in 2017.

His relationship with the College began at the beginning: he was among the first class of Fellows inducted. The first induction dinner took place at Disney World where, Don recalled, visitors mistook the tuxedoed men and bejeweled women attending the dinner for Disney characters as they walked through the park.

As a Fellow of the College, he chaired the Eleventh Circuit Credentials Committee, where he initiated informal get-togethers that gradually evolved into the impressive regional programs of recent years. Don then served on the Board of Governors for two terms, and after climbing the leadership ladder through the offices of Treasurer, Secretary and Vice-President, he assumed the role of President in 2015.

Don's desire to continue and to refine the initiatives that have moved the College forward into the 21st Century shaped his year as President. "I inherited a steady ship," he noted. Under Don's leadership, the College encouraged its Canadian colleagues to assume a more active role, as exemplified by the CLE panel which they presented at the 2015 ABA Section Conference in Philadelphia. As President, Don spearheaded the revamping of the College's website (now more interactive) and the improvement of the College newsletter (now more timely and with a more polished look).

Don also appointed the College's social media committee, which established a CLEL Facebook and Twitter presence.

Don believes that the most valuable aspects of the College remain (1) the recognition of the most accomplished practitioners in the field and (2) the continuing effort to preach the importance of ethics, civility and professionalism - a message which he considers vital to maintaining the practice of law as a respected profession.

He reflected: "I feel the College has been a significant factor in my life as a lawyer. I have been proud to serve the College and its members and look forward to continuing my involvement in the future." Don regards the College not only as a valuable professional resource but also a source of meaningful relationships with fellow attorneys around the country - "not just as Fellows but as friends!"

ALAN EPSTEIN PRESIDENT – 2016



Alan B. Epstein, elected to the College of Labor and Employment Lawyers in 2000, served as its President in 2016. Alan served on the College Board in various officer capacities from 2011 to 2016, and he continues to actively support the work of the Board through regular attendance at Board meetings and committee work. A founding member of Spector Gadon Rosen Vinci P.C. in Philadelphia, Alan chairs the firm's Employment Law Practice Group and serves on the firm's executive committee. He has mentored numerous young lawyers.

Although he has litigated matters all over the country, Alan is one of those rare individuals who has lived in Philadelphia during his entire adult life. In his many years of living in and raising his children in the City of Brotherly and Sisterly Love, Alan is a true Philadelphian! He attended Temple University as an undergraduate, obtaining a BS in Journalism and then matriculating to Temple's Law School. After law school, Alan spent the early years of his practice representing maritime unions and litigating Jones Act cases and the rights of seamen around the world.

After nine years with that larger maritime firm, Alan and three colleagues started their own firm focused on individual liberties and employment law in the employment context. In one of Alan's earliest cases at his new firm and one of the first cases of its kind in the District, the Honorable Clifford Scott Green of the United States District Court for the Eastern District of Pennsylvania allowed that an employee bringing a claim under Title VII was entitled to a jury trial before the Civil Rights Act of 1991 provided jury trials for the legal remedies of compensatory and punitive damages in Title VII cases.

In 1983, Alan took a break from litigation to found a start-up: the first publicly held global arbitration and mediation firm, Judicate, The National Private Court System. After taking the company public Alan continued as President/CEO of Judicate for five years.

In the late 1980's, Alan left behind his business experience with Judicate and took a two-year sabbatical that centered on sailing in the waters of the Chesapeake Bay and the Atlantic Ocean. He then then returned to the practice of law and took on one of his most high-profile cases. Alan represented a young, HIV-positive attorney against a prestigious

Philadelphia law firm with a story line nearly identical to the award-winning film, *Philadelphia*, starring Tom Hanks and Denzel Washington. National attention was focused on Alan's case daily, as both Court TV and CNN televised it. Unlike the client in the movie (based on events in the life of an attorney who sued one of the nation's largest firms but died before the trial's conclusion), Alan's client, who suffered with AIDS during the trial, could take advantage of new medications after the trial concluded, became viral-load free over the next year, and then practiced with Alan for many years. The client then moved to South Beach in Miami where he continued a practice in complex international arbitration law.

In a legal career that has spanned several decades, Alan has shepherded dozens of high-profile cases. He frequently represents local and national sports figures, broadcast personalities, and officers and directors of multinational corporations. Alan has won numerous local and national awards celebrating his success as a trial attorney, with more than 500 written court decisions in which he served as lead counsel.

For Alan, the College has inducted an amazing group of lawyers from all sides of the practice who have an opportunity and a responsibility to support individuals and employers in the American and Canadian work force. Alan especially appreciates that collegiality is the driving force of the College. Even when there is disagreement about the direction of the College and the legal practice, the members of the College stay committed to the College's civility and professionalism principles: Fellows remain true to the oath they took at their induction into the College. Through his association with the College, Alan has learned to appreciate his legal adversaries and hopes that other attorneys will come to do the same. For Alan, the College's standard of civility has seeped into his being, and he has carried it into other aspects of his career. Living true to that standard is and should be a legacy of the College.

Alan brought his business acumen to bear on his work as the College President and sponsored a strategic planning process that culminated in a strategic plan adopted in January 2018. From Alan's perspective, the health of the College requires a periodic assessment of its current status and regular renewal of plans for where it is going. Alan hopes the College will think more creatively about expanding its global reach and impact. Although that suggestion was rejected as part of the first strategic plan he organized while he was President, Alan continues to believe the College should include further expansion internationally beyond the United States and Canada in keeping with the reality that the practice of law is increasingly more

global. Prompted by post-COVID 19 events, Alan asserts that the efficacy of video-conferencing during the pandemic has facilitated transcontinental communication and presents an opportunity for the College to exert a greater influence on the fields of labor and employment law.

Alan has also expressed his immense gratitude for the support and mentoring of others who served before him, especially former Presidents Don Slesnick, Bill Kilberg, John Sands and the late Maurice Wexler. Each of them was critical to his contributions to the College. And, like all the College Presidents before and after him, Alan remains truly grateful for the support and encouragement of the College's Executive Director Susan Wan, who is truly the glue that holds the College together.

John Sands agreed with Alan's observation that living the College's values is and should be the legacy of the College. As an arbitrator who has worked professionally with Alan and someone who encouraged Alan to join the College Board, John found Alan, both professionally and personally, "the epitome of the College's standards and values."

John tells one story to illustrate his point. A lower-level employee, who was on her way to law school, had been named in an arbitration in which Alan represented the losing side. Alan drafted the settlement agreement in a manner that ensured that this employee would not be required to disclose the matter on future bar applications. For Sands, this level of care "was typical Alan." Sands described Alan Epstein as a "full human being—a mensch."



Norm Brand served as the President of the College in 2017. A former negotiator and law professor, he now arbitrates and mediates primarily labor/employment disputes. He has also acted as a neutral in a wide variety of cases, such as the model annual maintenance agreement for the Sacramento Delta, a Super Fund site, and a \$50 million biotech case. Parties have also selected

Norm for specialized panels requiring scientific literacy in biochemistry, medicine, and psychiatry, as well as an understanding of research and laboratory procedures.

In addition to leading the College as President, Norm is an elected Fellow of the American College of Employee Benefits Counsel, past President of the California Dispute Resolution Council, a member of the National Academy of Arbitrators, a Diplomat of the California Academy of Distinguished Neutrals, and a Member of the Institutional Review Board of the University of California, San Francisco. He is on the American Arbitration Association's panels for Employment, ERISA/MPPAA, Commercial, and Large Complex Case disputes, among others.

Norm's many publications include the treatises *DISCIPLINE AND DISCHARGE IN ARBITRATION* (now in its third edition) and *HOW ADR WORKS*, and the book *LABOR ARBITRATION: THE STRATEGY OF PERSUASION* (now in its second edition).

Inducted into the College in 1998, Norm became a Board Member on January 1, 2012. His path to joining the Board began with his experience as a labor arbitrator. In that capacity, he noticed that the labor lawyers in San Francisco, though often adversaries, formed a tight community demonstrating general courtesy and collegiality. Moreover, the Bar Association of San Francisco, in which Norm was active, held an annual retreat in Yosemite where the speakers from both sides always remained collegial, the programs conscientiously addressed topics of common interest, and the arrangements made the program affordable. Outside of the educational program, members of the bar association hiked together, attended social events, schmoozed, and generally enjoyed the company and the setting.

As Norm's employment mediation and arbitration practice grew, he observed that the relationships among advocates differed. Where traditional labor

lawyers knew that they would interact with one another repeatedly during the life of bargained agreements and would return to the bargaining table, employment lawyers acted as if they were engaged in one-off transactions. He became concerned about the level of animosity and the lack of trust that he increasingly encountered as a neutral.

Norm often discussed these concerns with John Sands (President of the College in 2013), whom he met when they were colleagues at Albany Law School and with whom he has remained close friends despite their geographic separation. When John began his service on the College's Board of Governors, he and Norm discussed what the College could do to increase civility in the employment arbitration arena. John suggested that Norm join the College's Board of Governors because increasing civility in the profession has remained one of the College's long-term goals. After serving on the Board, Norm realized that he could advance the goal of civility more forcefully as President and agreed to put his name on the rotation to ultimately become President.

As College President, Norm saw his term as a time for renewal, clarification, and re-organization. He wanted the Board to hold a significant, guided retreat to clarify the organization's mission, define specific goals, and organize to achieve those goals. Lynne Deitch, Lisa Gross, and Arlene Steinfield all had terrific experience and contacts that made organizing the Board Retreat possible. In particular, Lisa prevailed upon FMCS to lend the Board a terrific facilitator (Javier Ramirez) who, at the retreat, helped the Board to define specific goals with timelines for achieving them. Norm hoped to re-invigorate the College by getting the entire Board of Governors involved in achieving the goals they defined in the retreat.

Norm views the Board Retreat and the action plan that it produced as the College's major accomplishment during his term as President. At another very special event, the late Justice Ruth Bader Ginsberg conversed with former Solicitor General and past College President Bill Kilberg during the College's separate meeting at the ABA Labor and Employment Law Section meeting about how she strategized and litigated toward getting equal rights for all people. The Justice's clear, precise, and inspirational presentation garnered a standing ovation; and, in the days before the Supreme Court permitted transmission of its oral arguments, the event provided Fellows with a wonderful opportunity to see her and to hear her describe her life's work as a law professor, an advocate for the advancement of women as equal citizens, and an appellate judge for almost 30 years.

Achieving consensus at the Board retreat on an action plan for the College to move forward, twenty years after its founding, proved extremely challenging. The College had experienced a change in constituencies – with labor lawyers becoming outnumbered by employment lawyers – and a change in its perceived “value proposition.” These changes required a new consensus on how the College should go forward.

The resulting action plan envisioned a new role for the College consonant with the changing nature of the labor/employment law practice and the continuing loss of civility in practice. It was well-started, but it can never be completed: the College must constantly re-evaluate how it can promote civility in an increasingly uncivil society. To jump-start the process, Board members shouldered new, specific responsibilities toward achieving the goals set out in the retreat. For example, regional meetings took on new importance, and became the focal points for bringing together local lawyers for educational and social events to help inculcate the value of civility. In each region of the College, Fellows were encouraged to bring young lawyers to College events to expose them to opposing counsel in a way that promoted this civility.

Encouraging civility remains a critical goal of the College, one that has become even more important as society generally has begun to see civility as a weakness. More regional meetings, especially those that encourage Fellows to bring junior colleagues, can serve as a potent antidote to this trend, as can the programs that Dave Borgen (President of the College in 2020) developed in law schools to promote civility in young lawyers entering the field.

Norm also thanks Don Slesnick (President of the College in 2015) for demonstrating how to run a meeting cordially and to promote disagreement usefully. His advice for future College Presidents: use the incredible talents of Board members by getting them each involved in something that both interests them and forwards the goals of the College.

LYNNE DEITCH PRESIDENT – 2018



Lynne Deitch feels privileged to have enjoyed a distinguished and varied legal career in the area of labor and employment law. Over the course of her career, she has embraced the opportunity to practice law in three different jurisdictions and to apply her knowledge in three different arenas.

After law school Lynne landed a plum job with the National Labor Relations Board in Washington, D.C. in the Appellate Court Branch. In her nine years with the NLRB, she argued in all but one of the U.S. Courts of Appeals (her cases in the First Circuit all settled).

Lynne then returned to Michigan and joined the law firm of Butzel Long, where she represented management in labor and employment matters for over twenty years. While in private practice, Lynne helped to launch a women's networking initiative in Detroit and helped to recruit and mentor women lawyers at her firm.

Inducted as a Fellow in 2000, Lynne holds one of the special aspects of the College in high regard: Fellows meet and get to know the best and the brightest leaders in the field of labor and employment law from all constituencies. As an added bonus, she has reconnected with cherished colleagues from her past, including Ted St. Antoine, her Labor Law professor at the University of Michigan Law School, who inspired her to pursue a career in labor and employment law. She also remains grateful for the lifelong friends she has made through the College.

It was not long before Lynne had thrown herself into work for the College. She served as on the Sixth Circuit Credentials Committee from 2004 to 2006, chaired that Committee from 2007 to 2009, became a member of the Board of Governors in 2009, joined the Executive Committee in 2015, and led the College as its President in 2018.

For Lynne, the College represents not only a forum for legal professionals to discuss the law at the highest level and to learn from one another, but also an ideal of collegiality and professionalism to which all lawyers should aspire. She believes that, rather than only knowing potential Fellows from networking, conferences, or bar activities, nominators of candidates for Fellow should have firsthand knowledge of how the candidates conduct themselves in their law practices or government positions or as neutrals, law

professors, or judges. Only in that context are the notions of collegiality and civility really put to the test.

During Lynne's time on the Executive Committee, the College leadership developed a new strategic plan. The Board approved that plan at her first board meeting as President of the College. As President, Lynne was committed to seeing the goals of the strategic plan implemented, and she recognized that implementing and achieving those goals would become an ongoing and evolving process. She sees the goals of the strategic plan as enhancing the value of membership in the College, so that Fellows do more than attend a dinner once a year or merely add a line to a resume to use the College as a marketing tool.

During her presidency, Lynne placed a priority on the strategic plan's goals of increasing diversity of its membership by increasing the balance among the various constituencies, as well as by increasing demographic diversity with respect to such characteristics as gender, race, ethnicity, sexual orientation and gender identity/expression. She believes that it is the responsibility of all Fellows to "get the word out" to those in under-represented constituencies about the value of membership in the College, and to nominate lawyers representing not only management, but also employees and unions, as well as those working in government service, acting as neutrals and serving as law professors.

Membership in the College also presented Lynne with one of her most cherished life memories -- listening to Supreme Court Justice Ruth Bader Ginsburg speak in the afternoon and then sitting at the table with her at the 2017 induction dinner. She treasures the photo taken with Justice Ginsburg and the Board.

After years in private practice, Lynne and her husband decided to pull up stakes and leave the winter wonderland of Michigan for the milder climes of the South, a process she humorously describes as "the arrival of the carpetbaggers." In Durham, North Carolina, she found her last job as Duke University's Director of Staff & Labor Relations, an eight-year run from which she happily retired in 2021.

Lynne encourages all Fellows to embrace the opportunities offered by membership in the College to make lifelong friends and to elevate the practice of labor and employment law. "I met so many fine people that I would never have met otherwise," she observes, "and I hope my fellow members do the same."

JOHN RUNYAN PRESIDENT – 2019



A long-time member of the highly respected union/employee-side firm of Sachs Waldman, P.C. (originally known as Sachs, Nunn, Kates, Kadushin, & O'Hare) and a Distinguished Service Award recipient of the State Bar of Michigan Labor and Employment Section, John Runyan was inducted into the College in 2005.

As a Fellow of the College, John participated in the Sixth Circuit Credentials Committee from 2009-2011. He then began serving on the Board of Governors in 2012; and, after climbing the leadership ladder through the offices of Treasurer, Secretary and Vice-President, he assumed the role of President in 2019.

In February of 2018, the College leadership adopted a strategic plan. When John became President, he dedicated himself to implementing as much of the Strategic Plan as possible with the goal of creating value for members. That was John's vision, and he happily reflects that, to this day, many of the activities that began in 2019 "are still going strong." For example, in 2019 the Board Regional Activities Committee, under the leadership of Homer Deakins, began recruiting chairs and committee members in each of the circuits, responsible for hosting activities for members in the region. That year, all of the regional circuits, including Canada, hosted activities.

John is very proud of the work he shepherded during his College presidency to implement the Strategic Plan, work that Fellows still nurture. For example, former Board member Adele Rapport has expanded the College's Government Attorney Ethics training to Detroit, while Board member Cynthia Nance and past President David Borgen continue to refine a pilot program on ethical practices and labor and employment law. In addition, the College began the recently screened video history project on the Memphis Sanitation Strike (a project energetically championed by past President Maurice Wexler).

John also remembers working to redraft the rules for the Board of Governors Credentials Committee ("BOGCC") to give more weight to the Circuit Credentials Committee ("CCC"), during the nomination review process, after concerns were raised about BOGCC overruling a CCC decision. He credits this change for improving the nomination review process.

During his tenure as President, John viewed past Presidents Don Sapir

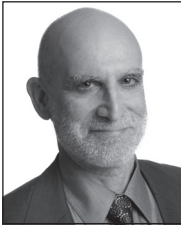
and Don Slesnick as his role models. He liked the way they conducted themselves and their meetings and tried to emulate their behaviors. In their image, John worked to get members of the Board of Governors involved in projects that spoke to their strengths.

Going forward, John would like to see a greater balance between the number of inductees into the College from each constituency. He encourages all Fellows to participate in activities and to meet as many colleagues across the country and from Canada as possible. Not only will such participation contribute to the growth of the College, but it will also contribute to creating wonderful relationships and friendships with people across constituencies.

John's advice for future College presidents is quite simple: "Be yourself, decide what you want to accomplish, and get to work" because a year goes by very quickly!

Finally, John acknowledges that Executive Director Susan Wan (with the College since its inception) and Jen Motley both remain integral to the success of the College and thanks them for their hard work.

DAVID BORGEN PRESIDENT – 2020



David Borgen served as President of the College in 2020, when the organization rose to the unprecedented challenges of the COVID19 pandemic and joined the national reckoning regarding racial injustice following the murder of George Floyd. David's calm steadiness and his unflagging support of the College's staff and Fellows to meet these challenges hallmarked his

presidency.

David graduated Order of the Coif from the University of California, Hastings College of Law (the name has since changed) in 1981. Following law school, he spent nearly a decade as in-house counsel for The Communications Workers of America AFL-CIO before joining his current firm Goldstein, Borgen, Dardarian & Ho in 1990. Over the years, David attained national prominence for representing workers in class action litigation, including the enforcement of minimum wage and overtime rights.

David became the first Employee Co-Chair of the ABA's Federal Labor Standards Legislation Committee and an Employee (Plaintiff) Council member of the ABA Labor and Employment Section. He has written extensively on wage and hour issues and served on the Editorial Boards of the Second and Third Editions of the BNA Bloomberg Fair Labor Standards Act treatises.

Renowned mediator Mark Rudy recruited David to the Board of the College; and, as David says, "You just can't say 'no' to Mark." David also reasoned that, if Mark Rudy had served on the College Board, such service must be a worthwhile endeavor.

David remembers enjoying knishes on Coney Island when he got the call from Alan Epstein, asking him to consider becoming President of the College. Initially he demurred, but ultimately took the job because he held the organization in high regard, and because he believed that the College had reached a "good, stable place."

At that time, the Board of College and its officers had recently completed a very rigorous process of developing a strategic plan with a professional consultant. David expected that, as President, he would use this blueprint and would implement as much as possible from the strategic plan during his term.

That aspiration changed when, shortly after his term began, the pandemic shut down the country. Like most sectors, the legal profession suffered dramatic impacts as courts closed and litigation matters were paralyzed, offices went remote, and attorneys and staff alike struggled to balance family and professional responsibilities from the confines of home. The pandemic and its related restrictions forced attorneys to change how they practiced, generating new ethical and professional competence issues as lawyers interacted more through technology. Anxiety about matters both professional and personal soared.

Adding to the pandemic challenges, the murder of George Floyd and the subsequent outpouring of grief and mobilization against anti-Black racism rocked the legal community and the larger national and international community. Justice itself became a focus of protests at home (and abroad) and a subject of intense public debate.

As President of the College, David pivoted from simply implementing the strategic plan to rallying the organization and addressing the anxieties, concerns, hopes, and priorities of the staff and the Fellows. He led the College in focusing on the Fellows' critical needs, including by using the "bully pulpit" of the presidency to communicate messages of support and to distribute critical information to the membership.

In addition, David supported the efforts of College Fellows as they organized on their own to respond to these crises. The College organized CLE programs on counseling clients regarding the shutdown, the HR consequences of remote work, and much more.

In retrospect, David remains most proud of how the College responded to crisis by providing services to the Fellows, the staff, and the larger community. In addition, the College still managed to complete key elements of the strategic plan during David's term, including a high-quality documentary about Dr. Martin Luther King, Jr.'s work with the sanitation workers in Memphis, shown during the induction ceremony the following year. David emphasizes that none of these accomplishments would have occurred without the incredible work and support of Jen Motley and Susan Wan.

"The wonderful thing about the College," David notes, "is its focus on the highest standards of professionalism and excellence in craft and scholarship regarding labor and employment law. Our role in the community is to hold that beacon up and to inspire folks to be better lawyers, better citizens of the community, and better people."

Reflecting on the particular experience of representing the employee-side constituency as President, David explains that he set the highest priority on “showing up” and demonstrating the valuable role that the plaintiffs’ bar serves in the College. He hopes that future Presidents of the College will keep building that part of the organization and working to ensure diversity in the organization.

David analogizes the experience of being President to finding a life partner who makes you a better person: “Being President of an organization that strives for the highest level of ethical practice and compassion is a daily reminder to hold yourself to the highest standards of the organization and be your best. It is a life-affirming opportunity.”

APPENDIX A

THE COLLEGE OF LABOR
&
EMPLOYMENT LAWYERS

*cordially invite
you to attend the
First Annual Induction Dinner*

*Guest Speaker
The Honorable William J. Usery*

*Saturday, August third
nineteen hundred and ninety-six
at*

*Epcot Center
Orlando, Florida
6:30 P.M. Cocktails
7:30 P.M. Dinner*

*\$70.00 Per Person
for assistance with accommodations
call Robin K. Roy (312) 988-5670
or Fax (312) 988-5814*

*Black Tie
RSVP by August 1, 1996*

College of Labor
&
Employment Lawyers

Founded 1995

*First Annual Induction
August 3, 1996*

Dinner Program

*Bistro de Paris
French Pavilion
Epcot Center
Orlando, Florida*

THE COLLEGE OF LABOR & EMPLOYMENT LAWYERS

The College was the vision of a number of our Fellows. The idea was to further establish this profession in all its aspects as one uniquely important to modern world economic life, individual rights, collective bargaining and dispute resolution. The College was established through an initiative of the Council of The Section of Labor and Employment Law of The American Bar Association. It will operate as a free standing organization recognizing those who by long and outstanding service have distinguished themselves as leaders in our field.

After the completion of the organizational phase, the College will operate by its officers and a Board of Governors. The Board of Governors is a body of sixteen Fellows composing an equal number of Fellows from four constituencies. The four are those whose primary professional activities are or have been representing labor unions, employers, plaintiffs and those serving the role of neutral whether in government, in academia, or as mediators and arbitrators. This structure is designed to bring every part of the profession together to further excellence and integrity in the profession. Fellows are nominated exclusively by other Fellows and elected to the Board of Governors after appropriate diligence has established that a nominee meets the highest standards of the profession through sustained performance. There are three categories of Fellows: Fellows, those in an active practice; Fellows Emeritus, those who are substantially retired; and Honorary Fellows, reserved to sitting judges and outstanding individuals who have made substantial contributions to the field but are not lawyers.

The College functions entirely within the profession. It is forbidden by its Bylaws from taking legislative positions.

CHARTER FELLOWS

Vicki L. Abrahamson

Victoria L. Bor

Lee M. Burkey, Sr.

Jana Howard Carey

Harold Datz

Mark S. Dichter

Stephen D. Gordon

A. John Harper, II

Robert W. Kopp

James R. LaVaute

Sorrell Logothetis

Donald P. MacDonald

Richard G. Moon

Leonard Page

Gloria M. Portela

Charles A. Powell, III

James S. Ray

Stephen E. Tallent

Charles A. Warner

Raymond L. Wheeler

Richard C. White

Helen M. Witt

Max Zimny

FELLOW EMERITUS

Benjamin Aaron
Bernard F. Ashe
Charles G. Bakaly, Jr.
Jerome C. Byrne
Willard Z. Carr, Jr.
Jerome A. Cooper
Archibald Cox
Tracy H. Ferguson
Nathan J. Fullmer
Leonard S. Janofsky
William F. Joy
William F. Lubersky
Bernard D. Meltzer
Edward B. Miller
William E. Mitch
Francis A. O'Connell
William M. Saxton
Robert M. Segal
Warren L. Tomlinson
John C. Truesdale
Henry Weiss
Leonard N. D. Wells, Jr.
Sharp Whitmore

HONORARY FELLOW

The Honorable William J. Usery, Jr.

FELLOWS

Lynn A. Agee
Joseph J. Allotta
Vincent J. Apruzzese
R. Lawrence Ashe, Jr.
Marshall B. Babson
Christopher H. Barreca
Robert J. Battista
Hugh J. Beins
William L. Bergan
Michael I. Bernstein
Allan L. Bioff
Stuart H. Bompey
Elliott Bredhoff
Thomas P. Burke
David A. Cathcart
Frederick G. Cloppert, Jr.
Charles I. Cohen
Laurence J. Cohen
John J. Coleman, Jr.
Rosemary M. Collyer
Norton J. Come
Robert J. Connerton
Charles B. Craver
Edmond J. Dilworth, Jr.
Robert M. Dohrmann
Donald E. Elisburg
R. Wayne Estes
Lynn D. Feiger
Robert B. Fitzpatrick
Carl B. Frankel
Irving M. Friedman
Joseph D. Garrison
Howard A. Goldberger
Joseph A. Golden
Janice Goodman
Margery F. Gootnick

Gary Green
Brian S. Greig
Paul Grossman
Joseph Guerrieri, Jr.
Patrick Hardin
Eugene L. Hartwig
Roy L. Heenan
John E. Higgins, Jr.
Nancy E. Hoffman
Edwin S. Hopson
Fletcher L. Hudson
Jonathan P. Hiatt
John S. Irving, Jr.
Harold A. Katz
William L. Keller
William J. Kilberg
Bernard T. King
Saul G. Kramer
Kathy L. Krieger
Constantine P. Lambos
Gerald T. Laurie
Douglas L. Leslie
Philip K. Lyon
Dennis Maloney
Richard H. Markowitz
Robert K. McCalla
*Douglas S. McDowell**
Anne H. Miller
Arthur Murphy
Wayne N. Outten
Clifford R. Oviatt, Jr.
James C. Paras
Stephen P. Pepe
Wayne J. Positan
N. Thompson Powers
Charles S. Ralston

Francis J. Raucci
Kenneth E. Ristau, Jr.
Susan S. Robfogel
John W. Robinson, IV
William L. Robinson
David L. Rose
Jordan Rossen
George C. Rozmarin
Steven B. Rynecki
Richard T. Sampson
Patrick M. Scanlon
Mary Anne Sealey
Herbert L. Segal
Richard T. Seymour
Edward E. Shumaker, III
Jay S. Siegel
Walter V. Siebert
Bruce H. Simon
Donald D. Slesnick, II
Jules L. Smith
Evan J. Spelfogel
Robert H. Stropp
Theodore J. St. Antoine
Steven W. Syfias
Robert L. Thompson
Paul H. Tobias
Judith P. Vladeck
Martin Wald
Maurice Wexler
Peter W. Zinober

**Deceased*

Dedication to
Douglas S. McDowell
1942 - 1996

Mr. McDowell received his undergraduate and law degrees from the University of Michigan in 1964 and 1971. He was a partner in McGuiness & Williams of Washington, D. C. as General Counsel of the Equal Employment Advisory Council he was responsible for nearly 400 amicus briefs including 140 in the U. S. Supreme Court. Doug was involved in nearly every major employment discrimination decision since 1976.

The Honorable W. J. Usery, Jr.

Bill Usery, born in Hardwick, Georgia in 1923, continues a distinguished career of service in the public and private sectors devoted to enhancing cooperative labor management relations. He has held presidential appointments under President Nixon, Ford, Kennedy, Johnson and Clinton, including Secretary of Labor, Special Assistant to the President for Labor Management Negotiations, Assistant Secretary of Labor for Labor-Management Relations, National Director of the Federal Mediation and Conciliation Service, Membership on the President's Missile Sites Labor Committees at Kennedy Space Center and Marshall Space Flight Center and, most recently, as a member of the Commissioner on the Future of Worker-Management Relations. Currently, Mr. Usery is president of Bill Usery Associates of Washington, D.C., where he continues a lifetime of efforts directed toward improving labor-management relations. He continues to be one of the nation's most active mediators. In recognition of his achievements he has been awarded honorary doctorates from a number of the nation's universities.

APPENDIX B

COLLEGE OF LABOR AND EMPLOYMENT LAWYERS
ORAL HISTORY
1996 – 2023
MEMBERS OF THE BOARD OF GOVERNORS

Name	Term	City/State	Practice Group
Stephen E. Tallent (Deceased)*	1996-2004	Washington, DC	Management
Charles “Butch” Powell, III (Deceased)*	1996-2002	Birmingham, AL	Management
John Irving, Jr.	1996-2002	Washington, DC	Management
Stephen Pepe*	1996-2003	Los Angeles, CA	Management
Don MacDonald (Deceased)*	1996-2002	Denver, CO	Union
Charles Werner	1996-2004	St. Louis ,MO	Union
Elliott Bredhoff (Deceased)	1996-2003	Washington, DC	Union
Robert M. Dohrmann*	1996-2003	Los Angeles CA	Union
Vicki L. Abrahamson*	1996-2002	Chicago, IL	Employee
Wayne Outten	1996-2003	New York, NY	Employee
Joseph Garrison*	1996-2004	New Haven, CT	Employee
Richard Seymour	1996-2002	Washington, DC	Employee
Harold Datz*	1996-2002	Washington, DC	Govt. Official
John Higgins, Jr.*	1996-2005	Washington, DC	Govt. Official
Helen Witt	1996-1999	Pittsburgh, PA	Neutral
Patrick Hardin	1996-1999	Nashville, TN	Law Professor
George Nicolau	2000-2005	New York, NY	Neutral
William Robinson	2000-2005	Washington, DC	Law Professor
Gloria Portela	2003-2004	Houston, TX	Management
Maurice Wexler *	2003-2009	Memphis, TN	Management
Mary Anne Sedey	2003-2005	St. Louis, MO	Employee
Barry Kearney*	2003-2010	Washington, DC	Govt. Official
Kathy Krieger	2003-2008	Washington, DC	Union
Lonny Dolin*	2003-2008	Rochester, NY	Employee
Donald Capuano	2004-2008	Washington, DC	Union
Mark Rudy	2004-2009	San Francisco, CA	Employee
Robert Siegel	2004-2009	Los Angeles, CA	Management
Joel Glanstein*	2004-2009	New York, NY	Union
Paul Tobias	2005-2010	Cincinnati, OH	Employee
William Kilberg*	2005-2014	Washington, DC	Management
Hope Eastman*	2005-2008	Bethesda, MD	Management

* Served as President

Name	Term	City/State	Practice Group
Nora Macey	2005-2006	Indianapolis, IN	Union
Adele Rapport	2006-2011	Chicago, IL	Govt. Official
Spencer Lewis, Jr.	2006-2011	New York, NY	Govt. Official
John Sands*	2006-2013	W. Orange, NJ	Neutral
Margaret Harris	2006-2011	Houston, TX	Employee
Joel D’Alba*	2006-2011	Chicago, IL	Union
Gwynne Wilcox	2009-2014	New York, NY	Union
Donald D. Slesnick, II*	2009-2015	Coral Gables, FL	Union
Donald L. Sapir*	2009-2014	White Plains, NY	Employee
Debra A. Millenson	2009-2014	Washington, DC	Management
Nancy Bornn	2010-2015	Manhattan Beach, CA	Employee
Lynne E. Deitch*	2010-2018	Durham, NC	Management
Michael P. Posner	2010-2015	Los Angeles, CA	Union
W.V. Bernie Seibert	2010-2015	Denver, CO	Management
Alan Epstein*	2011-2016	Philadelphia, PA	Employee
Martin Malin	2011-2016	Chicago, IL	Law Professor
David A. Borgen*	2012-2020	Oakland, CA	Employee
Norman Brand*	2012-2017	San Francisco, CA	Neutral
Katharine W. Kores	2012-2017	Memphis, TN	Govt. Official
John Runyan, Jr.*	2012-2019	Detroit, MI	Union
Alan A. Symonette*	2014-2021	Philadelphia, PA	Neutral
Thomas W. Brooks	2015-2020	Tallahassee, FL	Union
Homer L. Deakins, Jr.	2015-2020	Atlanta, GA	Management
Arlene S. Steinfield*	2015-2022	Dallas, TX	Management
Pearl Zuchlewski	2015-2020	New York, NY	Employee
David Cashdan	2016-2021	Washington, DC	Employee
Lisa B. Moss*	2016-2023	Chicago, IL	Union
Jon H. Rosen	2016-2021	Seattle, WA	Union
Peter W. Zinober	2016-2021	Tampa, FL	Management
Cynthia Nance	2017-	Fayetteville, AR	Law Professor
Lori Ecker	2017-	Chicago, IL	Employee
Luella Nelson	2018-	Portland, OR	Neutral
Jean Kamp	2018-	Chicago, IL	Govt. Attorney
Barbara D’Aquila	2019-	Minneapolis, MN	Management

*** Served as President**

Name	Term	City/State	Practice Group
Yona Rozen	2020-	Washington, DC	Union (IH)
Diane King	2021-	Denver, CO	Employee
Cynthia Sass	2021-	Tampa, FL	Employee
Rod Tanner	2021-	Ft. Worth	Union
Ted Borromeo	2021-	Belmont, CA	Management (IH)
Joseph Torres	2022-	Chicago, IL	Management
Mark Gaston Pearce	2022-	Washington, DC	Neutral
Laura Ho	2022-	Oakland, CA	Employee
Samantha Dulaney	2022-	New York, NY	Union (IH)
John LeCrone	2023-	Los Angeles, CA	Management

*** Served as President**

