



Florida Manasota Chapter

Chapter Newsletter – October 2015

congratulations

Congratulations to our newly installed Chapter Officers and Directors for the October 2015 – September 2016 term. They were installed at our September Chapter meeting by Jerilyn Schnitzel.

President: Ron Robinson



Vice President: Eileen Sarris

Secretary: Ellen McCrum

Treasurer: Sharon Litchfield



Directors: Sam Adelstein, Christine Fox, Paul Hoffman, Alison Liska, Lee Sullivan, and Chris VanUs



Thank You!

Thank you to our Outgoing President, Glenn Price, for your dedicated service as the 2014-2015 Manasota Chapter President.

Thank you to our Immediate Past President, Larry Robbins, for all of your years of service on the Board and Executive Committee of the Manasota Chapter.

Upcoming Chapter Activities

November 7, 2015

Chapter Charity Event

Loveland Fashion Show 11:00 AM
Plantation Golf & Country Club.

November 18, 2015

Chapter Meeting at Bradenton Country Club

Topic: Are Your Handbooks and Policies a Ticking Time Bomb?

December 3, 2015

Chapter Social 6:00-9:00 PM

TPC Prestancia.

November 18, 2015 Chapter Meeting

ARE YOUR HANDBOOKS AND POLICIES A TICKING TIME BOMB BECAUSE THEY VIOLATE THE NATIONAL LABOR RELATIONS ACT?

Learn about ways in which non-union employers in the hospitality and club industry innocently infringe on employee rights to engage in protected concerted activity by publishing and/or enforcing longstanding handbook provisions and policies.

The law has not changed but the NLRB's enforcement of the law has and many traditional policies are under attack.

- At-will statements
- Harassment Policies
- Codes of Conduct
- Non-disparagement Policies
- Dress Codes
- Confidentiality Policies
- Confidential Investigations
- Media relations Policies
- Discipline for Insubordination
- Out of Office Social Media Activity Policies

Suggestions on how to revise your handbook provisions and policies to avoid violations of Federal labor laws will be provided.

Issues will be addressed such as:

- Why preclude activity to protected concerted activity is protected
- How a single employee can engage in concerted activity
- How the Labor Board has even found policies that are NOT enforced, unlawful
- What employee actions are not protected
- Why the Labor Board has found disclaimers, class action lawsuit

waivers, and acknowledgement forms unlawful

- Why comments and speeches in this area by executives may violate the law

Who should attend:

- Human resources executives and those in HR responsible for handbooks and/or policies
- CFO's and IT Managers
- Risk management employees
- General Managers, Assistant General Managers and Food and Beverage Managers who want to understand the cutting edge issues in this area of the law

PRESENTERS



TOM SMITH is a resident of Longboat Key and Shareholder who works in the Tampa and other Florida offices of Jackson Lewis P.C. He has practiced labor and employment law exclusively for management for over thirty (30) years and has represented numerous employers from the hospitality industry. He currently concentrates on labor law throughout Florida. His practice covers the spectrum from negotiations, arbitrations and NLRB hearings, to training supervisors and managers and advising employers about protected concerted activity and when union organizing activity occurs.

Tom is a former instructor of labor relations at Fairfield University in Connecticut and writes and speaks frequently on labor and employment law topics. He practiced labor law in Massachusetts, where he was the managing partner of the firm's Boston office for seventeen years. He also served on the firm's management committee for five years. He lives on Longboat Key.

He has been recognized as one of the best lawyers in America in his field based on evaluations from hundreds of attorneys.

Mr. Smith is an active member of the Labor and Employment Law Section of the American Bar Association and has spent over twenty-five (25) years on the Practice and Procedure before the National Labor Relations Board Subcommittee. He served in the Judge Advocate General's Corps, United States Army, where he practiced labor and employment law and was a Deputy Assistant United States Attorney in Maryland.

Mr. Smith is a graduate of Lafayette College in Easton, Pennsylvania and Boston University School of Law. He also holds a Master's Degree from Johns Hopkins University.



MATTHEW RANSELL

is an associate in the Tampa, Florida office of Jackson Lewis P.C. Matthew Ransdell focuses his practice on labor and employment law. His

experience includes the representation of management in employment litigation, including Title VII, the Age Discrimination in Employment Act, the Fair Labor Standards Act, the Americans with Disabilities Act, the Family and Medical Leave Act, the Florida Civil Rights Act, as well as whistleblower and retaliation claims.

Matthew works with clients on employee handbooks, including non-compete and non-disclosure provisions. He also drafts employment agreements for employers to meet the needs of the workplace. Matthew also has experience litigating claims to enforce restrictive covenants in employment contracts. Matthew has also performed Foreign Corrupt Practices Act ("FCPA") assessments, counseling, and training for international companies, including a Fortune 50 company. He was selected as 2015 Florida Super Lawyers Rising Star.

While attending law school, Matthew served on the *Stetson Law Review* and was a member of the Stetson Moot Court Board. He was also selected as a member of the National Order of Barristers.

December 3, 2015 Chapter Holiday Cocktail Party

Mark your calendars and join us for our Chapter Social from 6:00 – 9:00 PM at TPC Prestancia.

Enjoy Hors D'Oeuvres, a Carving Station, a Pasta Station, a Dessert Station, Beer, Wine, Softdrinks, and entertainment, while socializing with our HFTP members and their guests. We will also be collecting new unwrapped toys for "Toys for Tots."

The party will be free for our Chapter members and their guest. Any additional guests, or non-chapter members will be \$40.

More details and an Eventbrite invitation will be sent out soon! We hope to see you there!



Chapter Charity Update

For the last few years, the Manasota Chapter has supported the Loveland Center as the Chapter's charity. If you are not familiar with the Loveland Center, its mission is to help adults with developmental disabilities live their lives to the fullest. Loveland Center's vision is to become a leading innovator in providing services to adults with developmental disabilities.

We are once again a sponsor for the Lovelanders Fashion Show. The fashion show will be held at Plantation Golf & Country Club on November 7, 2015 from 11 am - 2 PM. As a sponsor, we receive 8 tickets to the fashion show. If you would like to attend, please contact Christine Fox Christine.Fox@clubpayroll.com.

The fashion show will feature Sun Bug (Main Street Boutique) and in keeping with tradition, will have a Chinese and silent auction, jewelry and mosaics made by the students, and entertainment by the Loveland chorus.

If you are interested in donating items to be included in the Lovelanders auction or a pre-made basket, please contact Alison Liska, and include the value of the basket items.

aliska@thefoundersgolfclub.com



Let Us Know What Topics You Would Like!

We are starting to plan the 2016 Chapter Meeting schedule.

Please let Eileen Sarris know if you have a suggestion for a topic or a speaker, or if you would like to host a meeting at your Club or Hotel. (eileens@thefieldclub.com)

Recent Chapter Meeting Highlights



We had a fun Chapter meeting on August 19th at The Field Club. Professional Speaker, Gary Roberts, amazed us with some of our attendees becoming a human table and he predicted the future. He had folders with a number in each, one of our attendees picked out a number in the phone book and it matched the numbers in the folders! How did he do that?

On September 16th, we learned about a lot of areas in our Clubs and Hotels where Florida Sales Tax may be an issue. Thank you to Dave Elder with McGladrey for sharing his knowledge with us.



THE LOVELANDERS, INC.

luncheon - fashion show

SATURDAY, NOVEMBER 7 AT 11 AM

TICKETS: \$35 PER PERSON.

**PLEASE MAKE CHECK PAYABLE TO *THE LOVELANDERS*
FOR TICKETS CALL**

ANN GRAYBEAL 941-356-8445 OR PIETRINA AMICO 941-244-0727

**PLANTATION GOLF & COUNTRY CLUB
500 ROCKLEY BLVD, VENICE, FL 34293**

The Loveland Center is a center for adults with disabilities. The funds that are raised will assist us with our student support of monthly social dances, special needs of the Loveland Center and capital needs to support The Loveland Village.

FEATURING SUNBUG – LOCATED AT 141 WEST VENICE AVENUE