

**NELA/NY Executive Board Meeting**  
**July 8, 2021 at 6 pm**  
**By Zoom/Telephone**  
**Minutes by Amy Hong & Nicole Salk**

Attendees: Marjorie Mesidor, Nicole Grunfeld, Amy Hong, Jacob Korder, Cyrus Dugger, Miriam Clark, Magdalena Barbosa, Nicole Salk, Tricia Kakalec, Lindy Korn, Roseni Plaza

Quorum: Yes (8)

**I. Call to Order**

Meeting was called to order at 6:03 pm.

(There was a request to have agenda items moved around due to scheduling conflicts. There were no objections.)

**II. Meeting Minutes**

A. May Meeting Minutes

Marjorie moved to approve the May meeting minutes. The motion was seconded and passed with 7 yays and 2 abstentions. Lindy no vote.

B. June Meeting Minutes:

Cyrus wanted to edit some language to explain the reasoning of the Board's general consensus to refer inquiring members as to what happened with the former Conference Committee to the resigning conference members themselves about what happened. Amy suggested to remove the reason of why we agreed to refer back to the resigning conference members. Marjorie moved to delete the reasoning of the Board's general consensus as suggested. The motion was seconded and passed unanimously.

**III. Officers' Reports**

A. President's Report, *Marjorie* – no report

B. VP Report, *Laurie* – no report

C. VP Report, *Nicole G* – no report

D. Secretary Report, *Amy* - no report

E. Treasurer Report, *Jacob*

1. P & L for May & June 2021

Jacob shared and discussed May & June 2021 financials. When comparing this year to last year, we are doing better this year because we did not have a Spring conference last year. The May & June financials were approved by consensus.

- F. DEI Report, *Cyrus*

1. Polling Diversity Candidates

Cyrus reported that Lockley raised a concern about having panelists self identify for conferences/CLEs. The discussion was tabled to the next meeting because Locksley was not present to discuss.

Cyrus announced two exciting events: 'Second Generation Claims' on 10/27<sup>th</sup> with Judge Ellis and 'Starting Your Own Practice' on 9/14<sup>th</sup> with Tricia.

#### IV. Board Committee Reports

- A. Membership Committee, *Marjorie*

1. Membership Benefits

- a) BenAdvance Update: Marjorie, Harvey and Roseni met with the marketing implementation team and they discussed the roll out of the initial launch of webinars for some time the last week of July with an enrollment start date of 8/2. Also, discussed doing smaller webinars i.e. solo committee.

2. Friends of NELA category: There was a discussion of having a Friends of NELA category for insurance benefits. It already exists for associate memberships, paralegal memberships and student memberships.

- B. Communications & Marketing Committee, *Zach*

Tabled to next meeting.

- C. Programming Committee

1. Conference Committee, *Jacob*

- a) Fall Conference

The Fall Conference will be held on 10/1 and it will be virtual again. The Conference topics being planned: Judgment Enforcement, Second Circuit Update, New York City Fair Workweek and Just Cause Laws, FAQs in Other Practice Areas, Working with the Press, and Diversity, Inclusion, & Elimination of Bias.

D. Finance Committee, Jacob

1. Lease Renewal Recommendation

We have 3 options 1) keep existing office at \$1,300/mo, 2) downsize to small office with storage at \$750/mo or 3) go completely virtual. There was a general consensus to keep small office with storage option on a month to month basis with the idea that we ultimately go digital and virtual. We have until 8/31<sup>st</sup> to decide.

Jacob moved for the Finance Committee to have the authority to make a decision on the renewal of the lease. The motion was seconded and passed with 9 yays and 1 opposition.

Amy left the zoom meeting and Nicole S. started taking notes. We have 9 board members on the zoom.

E. NELARS Committee, Magda

1. Policy Amendments

Magda reported that the NELARS Committee is in the process of revising the rules. She reported that the new rules will be proposed at the August meeting.

Magdalena left the zoom meeting. We have 8 board members left.

**V. New Business**

A. Standing Rule Amendments, Marjorie

Tabled to the next meeting.

B. Membership Complaint, Marjorie

We received a member complaint. There was general discussion about what to do. Suggestions ranged from letting it go to immediately removing access to listserv. There was a discussion about having consistent and transparent standards in which the membership should be notified which could include a warning. There was a general consensus to send the member who made the offensive comment an email stating that the member violated the listserv rules, that the Board discussed the complaint received and that the Membership Committee will come up with protocol on how to handle these matters.

**VI. Old Business**

A. Personnel Compensation Committee Report, Marjorie

Marjorie reported that Nicole S. is now a new member of the Personnel Committee.

B. Personnel Report re: Request for Leave, Marjorie

Roseni has requested a one month leave of absence. The Personnel Committee agreed to approve the leave of absence with pay. It was suggested we get a temporary replacement employee with a cap of 20 hours.

The Board moved into executive session.

D. Gala Committee Report, Roseni

Roseni reported that the Gala Committee met twice. The idea is to move forward with a hybrid model i.e. to meet in person but also make available for virtual participation. Although we met with an event planner who could do it all including a hybrid production, she was expensive and Roseni identified someone who could the technological part of it for approximately \$5,500/\$6,000. The idea is to have cocktails and hors d'oeuvres instead of a formal dinner. We discussed a variety of speakers we could invite including someone to help honor Paul Tobias or to simply honor/celebrate NELA/NY. Cyrus moved for the Gala Committee to have the authority to make decisions on a theme and speakers but no financials. The motion was seconded and passed with 10 in favor and 1 opposition.

Harvey left the Zoom.

D. Board Nominations & Voting Report

There were two people who submitted packets for Board nominations: EE Cummings and Rebekah Cook-Mack. There was a question about the qualifications of a Board member if he/she works for a firm that represents defendants. There was a discussion about how several Board members work for firms that represents defendants. After this discussion, the qualification objection was withdrawn.

There was a secret ballot taken by Roseni via CHAT.

Locksley and Laurie left the Zoom.

There were seven votes for Cook-Mack and four votes for Cummings. Rebekah Cook-Mack is our newest Board member. Cyrus, who nominated Rebekah, will contact her.

D. Judiciary Committee Report & Recommendation, Tricia

Nicole G. has recused herself from the discussion of Judiciary Committee meeting. The vote on the member complaint was tabled to the next meeting.

E. Amicus Committee Report & Recommendation, Zach

Tabled to next meeting.

**VII. Announcements**

- A. NELA Nite Series: Starting Your Own Practice: September 14, 2021, 6-8 PM
- B. NELA Nite Series: Part 2, Second Generation Claims: October 27, 2021, 5:30-7:30 PM

**VIII. Adjourn**

The meeting was adjourned at 7:41 pm.