

**Minutes of the Board Meeting on 21 January 2013
By teleconference and in Zurich**

Place: Walderwyss law firm
Seefeldstrasse 123
8034 Zurich - Switzerland
Tel. +41 44 498 98 98

And by teleconference.

Time: 11 am - 3 pm

Present (by teleconference or in person):

Guy Castegnaro (Chair)
Claire Toumieux (Vice Chair)
Martin Diller (Secretary General)
Constantin Bakopoulos (from Zurich)
Paula Embro Hogéus
Chris Engels (from Zurich)
Roland Gerlach (from Zurich)
Klaus-Stefan Hohenstatt (from Zurich)
Lars Holo (from Zurich)
Ian Moore
Malcolm Pike
Bartłomiej Raczkowski (from Zurich)
Ueli Sommer (from Zurich)
Franco Toffoletto
Gareth Walls
Els de Wind

Appologised for not being present:

Matthew Brincat

Pilar Cavero

Cesar Esteves

George Z. Georgiou

Pirkko-Liss Harkmaa

John Macmillan

Mariann Norrbom

Natasa Randlova

Petteri Uoti

1. Welcome and opening

The Chairman welcomes all participants in the Board meeting, and apologies for the decision to convert the meeting planned in Zurich into a teleconference, further to a number of flight cancellations due to the bad weather conditions. Nevertheless, some board members have been able to reach Zurich, attending the teleconference from the offices of the Walderwyss law firm.

2. Approval of the minutes of the Board meeting held in Brussels on 17 December 2012

The minutes of the last board meeting are approved. Further to a suggestion of Malcolm Pike, in the future, the minutes of Board meetings will indicate the names of the Board members who apologised for not being present.

3. Antwerp Conference of 7 and 8 June 2013

Chris Engels provides an update about the conference program. An e-mail will be sent shortly to the Board members responsible to organise a session, in order to obtain the name of the panellists. The full program can be on line in February. The cost for accompanying persons was discussed and approved in light of the good social program.

Further to an observation of the Vice-Chair, it has been decided that Klaus-Stefan Hohenstatt will write to both the EC (Mr. Silva, Ms Guin ad Mr Flores) and the EELN to invite them to the conference and seek their active contribution. Invitation should also be extended for the Brussels Conference, where speaking slots will be organised.

4. EELA Conference in cooperation with ERA on 22 November 2013 in Brussels (place, budget, program, organisation committee...)

The Chairman and Klaus-Stefan Hohenstatt reported on their meeting with ERA and the excellent impression made by ERA team, who have acquired a solid experience in organising European conferences on employment law, and good contacts with potential speakers. The program could be released in March. However, one should pay attention to avoid interference with the general annual conference. The Chairman suggested that a “save the date” news flash be sent to the members shortly, while the program of the Bruxelles conference will be released after the general conference in Antwerpen.

The Board has approved the project to work with ERA for the organisation of the Brussels conference, and authorise the Chairman to sign the proposed agreement with ERA.

5. i-EELA

i) **Website:** The web site is up to date and the news flashes are sent to members on a regular basis. This is apparently appreciated by the members. The Chairman will contact the webmaster and enquire about the progress made on the directory, which must be in place before the conference in Antwerp.

ii) **Social medias:** the Chairman and Paula Embro Hogéus will discuss with the webmaster the possibility to launch some discussions during the conference. The Board delegate to Paula Embro Hogéus the management of this aspect during the conference.

iii) **Mobile App project:** Franco Toffoletto mentions that the app will include the data base of EELA members and news and recalls that the contract remains to be signed. The question was raised as to whether the app should be a general app for EELA or just for the conference. The Chairman will organise a conference call with Franco Toffoletto, Quickmobile and Mediaweb, so that the matter could be addressed shortly.

6. Update on EELC magazine issues

The Chairman leads through the suggestions made by Peter Vas Nunes to generate more content for the EELA website and news flashes. Peter Vas Nunes will review the contents of members' contributions before they are put on the news flashes (possibly on a weekly basis). Peter Vas Nunes' suggestions have been approved by the Board.

7. Update on cooperation with the European Commission (EC) and European Labour Law Network (ELLN)

Discussions took place on the subject with respect to above point 2 on the agenda.

8. 2013 EELA board members elections (organisation, launching of EELA elections committee)

Martin Diller, Paula Embro Hogéus and Els de Wind have sent to the Board a memorandum including their suggestions to organise the next EELA Board members elections, which will take place on Saturday 8 June 2013. Martin Diller leads the Board through the memorandum, outlining:

- That for the countries for which only one candidate stand for election, the latter can take place by show of hands
- That for the countries for which several candidates stand for election, secret ballots will be necessary. The presentation of candidates shall be maintained, even if time should be closely monitored (e.g. 2 minutes per candidate). One ballot per country will be organized. Counting can take long but members should be awarded the possibility to leave the room after the vote and come back for the results. The results will be also sent by e-mail.
- Candidates must declare their candidacy one month before the election. That being said, they could show up until the very last moment. The Chairman will send an e-mail to Board members to let remind them about the timeline. The Election Committee will also send an e-mail to all candidates, a draft of which will be prepared by Els de Wind.

9. Relations between EELA and national employment lawyers associations (organisation of a side meeting during the Antwerp Conference between EELA representatives and representatives of different national employment law associations)

The Chairman and the Vice-Chair leads through the proposal sent by Juliet Carp who chairs the UK's national employment lawyers association's (ELA's) international committee. She explains the project to try to make it easier for national employment lawyers associations to contact each other and work more closely together. As part of this initiative, the establishment of a global directory has been discussed that could be used to share contact details, dates for events etc. The project is now in its implementation stage. The website will be set up by the American Bar Association's Labor & Employment. The Board approves the proposal, that will facilitate the relationships between employment lawyers associations. Further, the next conference in Antwerp could be an opportunity for the national organisations to meet.

Lars Holo points out that in Norway there is no employment lawyers' association but an association for both lawyers and non-lawyers i.a. with HR persons. This association should accordingly not be mentioned in the list of national associations of employment lawyers.

10. Date and timing of next Board meeting

The next Board Meeting shall take place on **6 June 2013 at 3 pm in Antwerp**. The following one should take place in Warsaw. The date of 23 September is suggested.

11. Any other issues - Closing

As no other business is raised, the Board Meeting concludes at 3:00 p.m.

Guy Castegnaro

Claire Toumieux

Zurich, 21 January 2013

