

Minutes of the EELA Board Meeting of 24 March 2021

Via Teams

Time: 5.00-7.00 pm

Board members:

Klaus-Stefan Hohenstatt (Chairman)

Anna Jerndorf (Vice-Chairman)

Roland Gerlach

Chris Engels

Youliana Naoumova

Marko Lovrić

George Georgiou

Marie Janšová

Helene Amsick

Juliet Carp

Pirkko-Liis Harkmaa

Carola Möller

Claire Toumieux

Constantin Bakopoulos

Zoltán Csernus

Jón Sigurðsson

Terence McCrann

Valeria Morosini

Pierre Elvinger

Matthew Brincat

Christiaan Oberman

Gareth Walls

Sten Foy

Bartłomiej Raczkowski

Maria Da Gloria Leitao

Corina Radu

Joan Cradden

Dusan Nitschneider

Raquel Flórez Escobar

Ueli Sommer

and **Martin Diller (Secretary General)**

(Present Board Members are marked in **bold**)

Also participating at the final part of the meeting:

C-IN: Aleš Pejzar, Karolína Tylšová, Tomáš Maxa, Martin

1. Welcome and opening

Klaus-Stefan Hohenstatt welcomed the Board Members to the Board meeting.

2. Minutes of the last Board meetings

The minutes of the Board meetings of 15 December 2020 were approved.

Kostis noted that there are no costs involved for the cancellation of the 2021 Athens conference.

3. Board elections 2021

As there is no possibility to hold a physical general assembly in the light of the Covid-19 pandemic, Martin Diller presented a brief presentation of the possible alternatives and challenges regarding the Board elections 2021. This year one third of the Board seats would stand for election/re-election. After discussion, the Board decided to postpone the election process to 2022, as all other options were too complicated to be arranged for, and a qualitative election process could not be guaranteed. Bartek and Claire agreed to stay as board members until the election can be held.

4. Co-operation with ABA and ELA

Klaus-Stefan reported that ABA reached out to EELA and other employment lawyers associations, by inviting them to a session with the aim to discuss a better coordination of joint events. A “Jour fixe” with the participation of all invited employment associations was scheduled to be held. The announced theme was “Covid 19 rules on court hearings in the different jurisdictions”. Klaus-Stefan wanted to have an internal board discussion, if we would be interested to join such events, where we do not have a leading or a controlling role and if yes, who would be our cooperation partners and to what conditions and quality standards would EELA agree.

The Board agreed that in principle, we should cooperate with other organizations. The current pandemic clearly showed a great development in this direction. EELA could aim at holding one joint webinar with ABA per year, in which two or three EELA Board members would participate in the organizers’ team. ELA is also a very interesting cooperation partner for EELA. Their structure differs from ours and EELA would greatly benefit from obtaining a guest status as well as regularly cooperate with them.

Bartek agreed to draft a (one pager) set of rules on a quality cooperation for joint events with other associations.

5. Further webinar/event before the June Conference

a. Anti Discrimination Initiative:

Juliet Carp was invited to briefly explain her “21-Day Racial Equity Habit-Building Challenge for EELA members” proposal. She explained that the EELA initiative would have to be different from the original initiative in the US and UK, which focused more on “Black lives matter”. Europe has a variety of other, more complex issues, like immigration, generic discrimination or the discrimination against Roma.

Members would have to subscribe for the initiative. They receive information and various challenges five days/week. Klaus-Stefan proposed to hold a section at the June conference to exchange ideas and provide feedback on the initiative amongst participating members. Pierre and Raquel confirmed their support to participate in the organization of the initiative. Klaus-Stefan offered to re-discuss the status of the initiative in the coming Board Meeting.

b. Further webinar spring 2021?

Klaus-Stefan wished to discuss whether there are any Board members wishing to hold a virtual event before the June Conference, f.ex. in April or May. He stated that even after the pandemic will be over,

EELA members would continue to expect these webinars to continue. Only one annual conference would no longer suffice.

The vaccination and testing topic from the employer/employee perspective was brought up. The Board agreed this is a very broad thematic to be covered only in a webinar (as it includes data protection (health data collection), aspects of discrimination, medical and work/employment related issues, restriction of constitutional rights etc.). Some aspects are planned to be covered in the June Conference. Klaus-Stefan proposed to move to the other items of the agenda.

6. Any other business

Christiaan has been in contact with a new employment law message service: “International Employment Lawyer”. They reportedly provide news on employment law on an international level. Christiaan will have a call with Els de Wind and the service provider next week to discuss functionality of the service and possible cooperation. He will refer on the results at the next board meeting.

7. Preparation of EELA virtual conference on 10 June 2021

a. Duration, format, cost etc.

The afternoon of 10 June 2021 (Thursday); starting time: around 3.00 pm; legal sessions duration 2 - 2,5 hours; afterwards social part on the new platform proposed by C-IN.

A small fee will be taken out for the event. 100 EUR was proposed.

b. Content

- Member’s session: what Board did over the last 12 months, focus of our work until next meeting
- Legal session: concerning Covid 19 pandemic (vaccination problematic)
- Business/Commercial development session: e.g. client relationship development in the times of the pandemic; virtual negotiations/mediations, what clients are expecting
- Short session on the discrimination initiative

c. Technical platform/social part of the board meeting

Aleš introduced the C-IN Team: Tomáš (Direct Operations), Martin (IT) and Karolína (PM) reported. Tomáš explains about the platform.

d. Conference team

There will be four teams to organize the June Conference:

Legal: Piirko-Liis, Joan and Maria Da Gloria

Business: Valeria, Terence and Dusan

Discrimination initiative: Juliet, Raquel, Pierre

Party: Ueli, Marko and Helene

Klaus-Stefan and Anna will coordinate a “save the date” notice for the conference to be sent out to the EELA Members.

8. Social part of board meeting

Karolína (C-IN) will coordinate the “party team”. Martin (C-IN) visually introduces the new platform.

9. Date and timing of next Board meeting

Klaus-Stefan will call for the next meeting in around 4-6 weeks.

Klaus-Stefan Hohenstatt

Anna Jerndorf

Approved on 11 May 2021.