

**Minutes of the EELA Board Meeting of 18 September 2023
in Harpa, Reykjavík, Iceland**

Board members participating:

Klaus-Stefan Hohenstatt (participating during the first part only: elections of Chair and Vice-Chair)

Anna Jerndorf

Agnieszka Lisiecka

Breda O'Malley

Raquel Flórez Escobar

Karine Audouze

Juliet Carp

Pierre Elvinger

Joan Cradden

Anders Etgen Reitz

Ueli Sommer

Jón Sigurðsson

Sten Foyen

Valeria Morosini

Carola Möller

Marie Janšová

Petra Smolinkar

Corina Radu

Youliana Naoumova

Pirkko-Liis Harkmaa

Dusan Nitschneider

Constantin Bakopoulos

Zoltán Csernus

Ralf Peschek

Nicos Panayiotou – all presented virtually

Chris Engels – proxy to Anna Jerndorf

Kara Preedy – proxy to Breda O'Malley

Marko Lovrić – proxy to Corina Radu

Matthew Brincat -

Christiaan Oberman

Gareth Walls

Pedro Pardal Goulão

(present members are marked in **bold**)

Also participating: C-IN Project manager: **Karolína Tylšová**

1. Welcome

Klaus-Stefan Hohenstatt and Anna Jerndorf welcomed the Board Members to the Board meeting.

2. Election of the chair and the vice-chair

Klaus-Stefan started the meeting by initiating elections of the Chair and Vice-Chair of the EELA Board. Valeria communicated to the Board her decision not to run after deep consideration. Klaus-Stefan asked the candidates Anna Jerndorf and Dušan Nitschneider to say a few words for their candidacy. First Anna and then Dušan delivered their speeches. Klaus-Stefan initiated the vote for the position of Chair. It was an unanimous vote for Anna. Anna abstained. Klaus-Stefan initiated the vote for the position of Vice-Chair. Unanimous vote for Dušan. Dušan abstained.

Klaus-Stefan resigned the position of Chair up to present date and election of the new Chair and passed the lead to Anna. He said his goodbyes and mentioned that the German Employment law association had a meeting in Rome, stating that there is a big competition among conferences by underlining that EELA has to continue organizing quality conferences. The Board thanked him for the excellent cooperation, work and contribution to EELA.

3. Minutes of the last board meeting of 26 May 2023

Anna asked the Board to approve the minutes of the Board meeting of 26 May 2023, which were unanimously approved.

4. Logistics regarding the Iceland conference

Anna passes the word to Jón Sigurdsson. Jón explained chronologically the program of the conference: walking tour, welcome drink, and National association meeting. Karolína Tylšová stepped in with the info on hotels. Jón and Karolína talked about hotels, range of rates being from 260 to 450 EUR per night.

Jón and Anna discussed that the Board meeting will need to be held before the conference virtually to cut costs a little bit. The Board discussed the jogging session, suggesting whether to cancel it to cut costs. The Board suggested it would be good to organize volunteers from the Board leading the group.

The board discussed the capacity of the Gala dinner. It is set to 540 (500 delegates + 20 acc. Persons + 20 speakers). Discussion followed about accompanying persons, guest speakers. Corina added that there have been 21 accompanying persons on the Bucharest conference. The Board agreed to reserve 20 spots for accompanying persons on the Gala dinner and will keep the principle of “first come first served”.

Anna brought up the topic of cancelling the newcomers' discount. Jón introduced the first budget for the conference and added that the aim is to reduce the costs as reasonably as possible. The budget will be approx. 70% higher than in Bucharest. Initial costs was 700.00 EUR and so far he has been able to reduce it to 650.000 EUR. Jón suggested that the early bird should be limited to 100 spots (and not limited by the date). The expected early bird will be EUR 1.400 and the regular fee EUR 1.700. Karolína added that there is 10-15% reserve in the budget for future inflation and unexpected costs.

5. Budgeting/Finance

The discussion continued with a discussion on EELA finances. Anna introduced the basic numbers and explained the running costs. EELC magazine approx. EUR 30.000, C-IN management fee approx. EUR 30.000, Gleis Lutz services approx. EUR 3.500. Anna raised questions about the status of EELA in terms of non-profit organization. She introduced the overview of previous years' balances as well as the profits/losses of previous conferences. The Board discussed the insurance for the potential cancellation of the conference. Juliet Carp explains that ELA (UK Employment lawyers organization) is insured against the cancellation of the conference. Pierre Elvinger volunteers to explore more info for potential conference insurance.

Anna opened a discussion on the annual membership fee. The board discussed the development of the fee in previous years and the decrease down to EUR 80. Dušan will check in the old minutes the reason for the decrease and the way how it was approved (Board or General Assembly). The board discussed on the appropriate level of the new annual fee.

6. Speakers and topics for the Reykjavik conference

Anna informed the Board that the Conference committee was reinstated. She believes it is an important step to help the host and release the burden they bear. The conference committee made a pre-selection of the topics.

Plenary sessions:

Jón introduced a plenary session and keynote speaker. Róbert Spanó will be the Keynote speaker and will talk about the regulation of AI. Jón introduced a plenary topic. EU-EFTA-UK Jón suggested that Sten could be a session organizer.

Responding to workplace climate challenges in the global boiling era. Karine Audouze introduced the topic and agreed to be the Session organizer

Breakout sessions:

AI and the future of lawyers in a rapidly changing legal landscape. Valeria Morosini and Joan Cradden will be the Session organizers.

Diversity and inclusion at the workplace. Considering affirmative action/positive discrimination – what are the boundaries? Agnieszka Lisiecka and Breda O'Malley will be the Session organizers.

The gender and ethnicity gap, equal pay for equal work and the EU Pay Transparency Directive. Raquel Flórez will be the Session organizer.

Global workforce management platforms. Corina Radu and Youliana Naoumova will be the Session organizers.

Non-compete bans: the protection of the employer's legitimate interest vs. the limitation of worker mobility. Valeria Morosini and Pirkko-Liis Harkmaa will be session organizers.

Workplace investigation. An interactive masterclass. Marie Janšová and Pierre Elvinger will be the Session organizers.

Discussion about to revisigint the ESG topic next year for possible use at 2025 conference.

7. Report on Oslo conference

Sten Foyn informed on the progress of the Oslo 2026 conference and showed the introductory video. So far there is no budgeting, but it will be attempted to keep the costs low.

8. Report on London conference

Juliet informed on the London Conference 2025. She introduced the venue for the gala dinner and underlined that we are awaiting the confirmation. She mentioned she makes sure that there will be some limits for registration so the spots are evenly distributed among UK regions and not only Londoners will register.

9. State of preparation of the EELA/ERA conference in Brussels

Pierre informed on the Brussels EELA-ERA conference, details of the program as well as the dinner being organized the evening before the conference. Discussion continued about promoting the Brussels

conference. It was decided to have the board members prepare emails in their native language to be sent to the members in their respective jurisdiction. Mariola will assist with the sending.

10. Amendment of Annex A

Joan introduced changes to the rules for becoming an EELA member. Juliet did the same.

11. Cooperation with C-IN

Anna started the discussion about the cooperation with C-IN and asked Karolina to leave for the time of this discussion.

After discussion, the Board agreed that EELA should continue with the cooperation however that the terms should be renegotiated in a way that there would be a balance between the roles and duties of C-IN and the local organizer.

12. Any other business

Discussion continued with debate about the impact of higher fees on young lawyers. There have been some ideas on how to make the EELA membership and conferences attractive to them, maybe to consider keeping the quality of the venues and catering/food up to a reasonable level.

Marko Lóvric offered to organize an EELA conference in Croatia. He mentioned that June dates would still be pre-season and the prices would be reasonable. Valeria also mentioned that spring in Italy is very nice. The Board decided to clarify with Matthew Brincat whether he would be interested in organizing the Malta conference in 2027. Anna will contact him. Zoltán also expressed an interest in organizing the conference in Budapest.

13. Timing of the next Board Meeting

The next Board meeting will be virtual on Thursday, 9 November 2023. The physical Board meeting will take place on Monday, 29 January 2024. The place will be decided during the virtual meeting (on 9 November). Juliet will confirm her availability.

Anna Jerndorf

Dušan Nitschneider

Approved on 9 November 2023