

THE LAW SOCIETY OF NEW SOUTH WALES youngLAWYERS

MINUTES OF EMPLOYMENT & INDUSTRIAL LAW COMMITTEE MEETING

DATE: Monday, 21 March 2011
(2nd Committee meeting for 2011)

AT: 5.45 pm

PLACE: Holding Redlich Lawyers, Level 65, MLC Centre, 19 Martin Place,
Sydney

MINUTES

1. PRESENT

- | | |
|-------------------------|-------------------------------------|
| 1. Aaron Allegretto | 13. Wilson Yu |
| 2. Erin Cafe | 14. Phillip Ryan |
| 3. Olivia Huntingdon | 15. Liam Cavell |
| 4. Clare Kerley | 16. Kieran Bockman |
| 5. Katrina Mark | 17. Mimi Zou |
| 6. Meryl Remedios | 18. Philip Boncardo |
| 7. Ajay Khandhar | 19. Aaron Sivasithy |
| 8. Gella Rips | 20. Chris Parkin |
| 9. Heidi Fairhall | 21. Nisha Jholl |
| 10. Thomas Costa | 22. Jessica Simmonds (by telephone) |
| 11. Alexandra McCosker | 23. Natasha Walls (by telephone) |
| 12. Ronald De La Cuadra | |

2. APOLOGIES

- | | |
|-------------------------|-----------------------|
| 1. Kate Curtain | 7. Sina Mostafavi |
| 2. Fiona Lenhardt | 8. David Huang |
| 3. Lisa Franzini | 9. Karen Yu |
| 4. Scott Joseph | 10. Andrea Ho |
| 5. Rebecca Wolstencroft | 11. Daniel Petrushnko |
| 6. Kinza Abdul-Aziz | 12. Kimberly Stratham |

3. WELCOME

- Aaron welcomed everyone to the meeting.
- Aaron thanked Holding Redlich for providing the venue for the meeting.

- Aaron asked the meeting how long the members present had been involved in the Committee and the social events that they were looking forward to this year.
- Involvement of the members present ranged from those attending their first meeting to 7 years.
- Members said that they were looking forward to the annual Charity Trivia Night, undertaking social work with the Committee, the planned sports day and other networking sessions. Jessica suggested that she would be interested in online networking opportunities.

4. MINUTES FROM PREVIOUS MEETINGS

- Thomas moved that the minutes from the Committee Meeting held on 21 February 2011 be passed. Ronald seconded the minutes. The minutes from the Committee Meeting held on 21 February 2011 were passed.

ACTION ITEM 1: Erin to send the approved minutes to the Young Lawyers office to be placed on the website.

5. UPCOMING CLEs

- 27 April 2011 at 5.30 pm
"Kirk – One year on" – Michael Connolly, Partner, HWL Ebsworth Lawyers.
- Ajay said that they had one speaker confirmed for this CLE.
- 18 May 2011 at 5.30 pm
"What not to wear, say, text or touch - Managing inappropriate conduct in the workplace" – Alice DeBoos, Partner, Middletons
- Ajay said that Kelly Edwards of Denman Chambers will also be speaking at this CLE.
- Ajay noted that he had recently attended the HR Managers Conference, which was excellent. He said that it was a good way to see speakers on a range of different topics.
- Ajay and Aaron said that anyone who would like to suggest a topic for a CLE, or a barrister, judge or partner to present at one of the Committee's CLE, should contact the CLE representatives.
- Saturday, 26 February 2011 – the Employment and Industrial Law Committee's annual one day CLE.
- Ajay said that the Committee had held its annual one day CLE on 26 February 2011 at the Hilton Hotel. Those people in attendance saw 6 speakers and could claim 5 CLE points.
- Ajay said that the topics presented were interesting and practical.
- Aaron thanked the sub-committee that organised the one day CLE, (Ajay Khandhar, Leah Dowling, Aaron Allegretto and Amanda Harvey).

6. WORKPLACE HEALTH AND SAFETY SUB-COMMITTEE

- Aaron said that he had sent the draft submissions on the Model Work Health and Safety Regulations and Codes of Practice to the email list for discussion. Aaron asked that the submissions not be distributed outside the email list.

- Aaron asked that anyone with comments on the submissions to contact him before 24 February 2011.
- Aaron noted that one of the areas dealt with in the submission was the absence of a definition of “workplace bullying” in the Code. There was a general discussion about the pros and cons of defining this term in the Code and where such a definition would come from.
- Aaron said that the submission also dealt with issues regarding managing noise and preventing hearing loss, as well as how to prevent slips and falls at the workplace.
- Aaron thanked the subcommittee for their work.

7. McCALLUM MEDAL EOI

- Aaron explained that the McCallum Medal is a public speaking competition on employment law topics that is open to students and lawyers in their first two years of practice. Entrants first submit a synopsis of their chosen topic and then finalists are chosen to present at the presentation evening.
- Mimi said that she was involved with the McCallum Medal when it started 7 years ago and that it has grown from strength to strength.
- Aaron noted that there are always a few entrants (and usually 1 or 2 finalists) from interstate.
- The proposed model for nationalising the McCallum Medal is to have State finals, with the winners from each State to compete in a National grand final.
- Mimi suggested that we contact Thomson Reuters regarding the inclusion of the synopses as an article in its publication 'Workplace Review'.

ACTION ITEM 2: Aaron is to contact those members who have expressed an interest in being part of the McCallum Medal sub-committee. These are Lisa, Gella, Clare, Kieran, Sina, Olivia, Heidi, Aaron and Erin.

8. LAW WEEK AND CAREERS DAY

- Aaron noted that Young Lawyers would have a stall at the upcoming Law Career’s Fair on 1 April 2011.
- Aaron asked if for anyone interested on assisting at the stand to contact the Young Lawyers office.
- Aaron noted that the Young Lawyers office was also looking for members to stand on its stall at the upcoming Law Week Expo.

9. UNFAIR DISMISSAL HANDBOOK

- Thomas said that the Handbook is almost finished (with only one part missing).
- Thomas said that the Handbook explains what an unfair dismissal is, how it differs from adverse action and the processes regarding making a complaint, attending conciliation and participating in a hearing.
- Thomas said that the Handbook is an example of the really important work that Young Lawyers does.
- Thomas thanked Natasha for all of her hard work in relation to preparing Handbook.

10. PRACTITIONER’S GUIDE

- Natasha provided an update and noted that the areas that will be dealt with the Guide have been determined and allocated to different members of the Sub-Committee based on areas of interest and experience.
- The Guide is to cover matters such as unfair dismissal and workers’ compensation. Both sides of the coin (i.e. employers and employees) will be covered.
- Aaron thanked everyone on the Sub-Committee for their work on the project to date.

11. SOCIAL EVENTS FOR 2011

- Aaron noted that the Committee will be alternating social events and speakers at its meetings. Tonight was a social event – "pizza night". Next meeting is a lunchtime meeting and Dan O'Sullivan would be presenting on "Acing Affidavits".
- It was decided that drinks at Verandah Bar would follow the Committee Meeting in May.
 - **Charity Trivia Night**
- In Andrea's absence, Aaron asked for expressions of interest to assist in the organisation of the annual Charity Trivia Night. Aaron noted that you can still participate in the trivia night if you are a member of the organisation Sub-Committee.
- Meryl, Katrina, Clare and Wilson expressed an interest in assisting.

ACTION ITEM 3: Aaron is to send Andrea the details of those members who have expressed an interest to assist with the Charity Trivia Night.

- **Sports Day**
- Aaron said that an inter-Committee Retro Sports Day will be organised, which will feature games such as beach volley ball and beach touch footy.
- Olivia, Erin and Aaron expressed an interest in assisting with organising the event.

ACTION ITEM 4: Aaron to contact members who have expressed an interest to assist with the Retro Sports day and to send an email to the Chair's list.

12. GENERAL BUSINESS

- **Presidential nominees**
- Aaron said that Young Lawyers were calling on members to nominate themselves to be a Presidential Nominee for the Mid-Year Assembly and Annual Assembly.
- Heidi said that being a Presidential Nominee is a really good way to see how the Young Lawyers organisation works more generally. Heidi said that a Presidential Nominee has a very important part to play as a spokesperson to the organisation.
- Heidi explained that they aim to have Presidential Nominees from each committee, with preference given to people who have contributed to the organisation/their committee.
- Heidi said that she would highly recommend that people nominate for Presidential Nominee. Mimi said that it is a lot of fun.
- **Thomson Reuters – EOI to provide articles**
- Aaron said that he had been contacted by Thomson Reuters, which had expressed an interest in the Committee's members submitting articles and case commentaries on employment issues to be included in its publication "Workplace Review".
- Anyone who is interested should contact Aaron for more details.

The meeting was closed at 7.00 pm

NEXT MEETING: Monday, 18 April 2011 at 1.00 pm