

THE LAW SOCIETY OF NEW SOUTH WALES youngLAWYERS

MINUTES OF EMPLOYMENT & INDUSTRIAL LAW COMMITTEE MEETING

DATE: Monday, 19 September 2011
(8th Committee meeting for 2011)

AT: 1.00 pm

PLACE: Meeting Room 203, Level 2, Law Society Building,
170 Phillip Street, Sydney

MINUTES

1. PRESENT

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|---------------------|-------------------|
| 1. Aaron Allegretto | 8. David Chau |
| 2. Erin Cafe | 9. Clare Kerley |
| 3. Meryl Remedios | 10. Phillip Ryan |
| 4. Heidi Fairhall | 11. Tim Bullivant |
| 5. Ajay Khandhar | 12. Ann Adams |
| 6. Katrina Mark | |
| 7. Gella Rips | |

2. APOLOGIES

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|-----------------------|-------------------------|
| 1. Mimi Zou | 12. Ronald De La Cuadra |
| 2. Bradley Mortimer | 13. Genevieve Vaccaro |
| 3. Sina Mostafavi | 14. Jessica Simmonds |
| 4. George Harris | 15. Nisha Jholl |
| 5. Wilson Lu | 16. Aaron Sivasothy |
| 6. Ashley Fry | 17. Ekaterina Kossian |
| 7. Kieran Bockman | 18. Jun Lee |
| 8. Olivia Huntingdon | 19. Philip Boncado |
| 9. Alexandra McCosker | 20. Thomas Costa |
| 10. Kat Leitch | 21. Fiona Lenhardt |
| 11. Lawrence Kariithi | |

3. WELCOME

- Aaron welcomed everyone to the meeting and asked everyone present to introduce themselves.

- Aaron noted that it was the biggest lunch time meeting, however half the size of the usual meetings.

4. MINUTES FROM PREVIOUS MEETINGS

- Subject to two amendments, Meryl moved that the minutes from the Committee Meeting held on 15 August 2011 be passed. Ajay seconded the minutes. The minutes from the Committee Meeting held on 15 August 2011 were passed.

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

5. ANNOUNCEMENT FROM COMMITTEE CHAIR

- Aaron announced that after nearly two years as Chair of the Committee, he is standing down from the position.
- Aaron noted that during his time as Chair, he has been involved in a number of projects, which he is hoping that the new Chair will pick up.
- Aaron noted work commitments as his reason for standing down from the position of Chair, however he said that he would keep involved in the Committee's activities.
- Upon a new Chair being appointed, Aaron will move into the position of Immediate Past Chair and provide support to the person who comes into the Chair position.
- Aaron will stand down at the next meeting and, accordingly, he will send an email asking for expressions of interest for the position of Chair.
- Aaron outlined the process for electing a Committee Chair, which would also be set out in the email.
- On behalf of the Committee, Heidi thanked Aaron for his work as Chair and said that she hoped he would stay involved with the Committee.
- Heidi invited people who wanted to know more about the role to speak to her or Aaron.

ACTION ITEM 2: Aaron to send expressions of interest for Chair's position and outline voting process.

6. COMMITTEE POSITION HOLDERS – FOLLOW UP/'WELLBEING OFFICER' POSITION

- Aaron said that a number of other roles on the Committee were also vacant. These are the positions of Student Liaison Officer, Regional Representative and Wellbeing Officer.
- The position of Wellbeing Officer is a new position that will focus on promoting awareness of mental health and other issues that affect young lawyers. The Wellness Officer will be responsible for promoting initiatives regarding wellbeing in the Committee. They are also expected to be involved in the Young Lawyers mental health initiative.

ACTION ITEM 3: Aaron will send emails calling for expressions of interest for the vacant positions on the Committee, including Wellness Officer, Student Liaison Officer and Regional Representative.

7. CLE REPORT

- Ajay reported that the Committee's next CLE was to be held on 23 November 2011. Martin Shume, Barrister, Denman Chambers, will present on 'OHS – practical

- implications of national harmonisation' and Kylie Nomchong, Barrister, Denman Chambers, will present on 'Sexual harassment in the workplace'.
- Ajay said that he would distribute an invitation to the list, which members are asked to pass on to their colleagues.
 - Ajay also noted that it is time to start organising the annual one-day CLE. The Committee aims to have high caliber speakers present on the day. Accordingly, if anyone has any suggestions for speaker, please let Ajay know.
 - Aaron said that organising the one-day CLE is a big job and those that are interested in assisting should contact Ajay. Meryl put up her hand to assist.
 - In respect of feedback from the 2011 one-day CLE, Erin said that the timing of the speakers needs to be monitored closely.

ACTION ITEM 4: Ajay will contact Denise at the Young Lawyers office to get the feedback received in respect of the 2011 one-day CLE for planning purposes.

8. McCALLUM MEDAL

- Aaron explained that the McCallum Medal is a presentation competition open to all law students, PLT students and lawyers in their first two years of practice.
- This year's competition will be held at Clayton Utz's offices on 19 October 2011. As has been the case for each of the previous competition years, Clayton Utz is sponsoring the event, including a dinner with the judges and finalists.
- Thompson Reuters will publish the winner's article and provide a cash prize for the winner.
- The College of Law has also donated \$500 for the winner.
- Second prize will be awarded a \$200 cash prize from EIL Committee budget.
- The rules and topics have been distributed to the email list and law schools.
- Invites for the presentation evening will be sent out shortly.

9. UNFAIR DISMISSAL HANDBOOK

- Thomas was not present at the meeting, however Aaron noted that the Handbook had not progressed as there had been a hold up with the editing.

10. PRACTITIONER'S GUIDE

- Aaron noted that the summaries had been done and the sub-committee will meet again sometime soon.
- Aaron hopes that this project will continue under the guidance of the next Committee Chair.

11. SOCIAL EVENTS

• Charity Trivia Night

- Meryl said that the Public Law Committee had expressed an interest in co-hosting the charity trivia night.
- The charity has been selected, which is the Ted Noffs Foundation, a non-denominational organisation that supports young people in providing employment and disability services.
- There was a discussion around whether the charity trivia night should support the Young Lawyers nominated charity. This is an issue that Heidi will take to the Young Lawyers long range planning meeting scheduled for October 2011.
- Meryl said that she was receiving a lot of assistance from the Public Law Committee, which was great.

- The subcommittee has decided to approach law firms for venue sponsorship. This is because, if the event is hosted at a law firm, more money can be donated to the charity.
- The trivia night is planned to take place on a Wednesday or Thursday night in early November.
 - **End of Year Dinner**
- Meryl and Aaron noted that the end of year dinner would also be organised soon. The preference of those present at the meeting was to hold the dinner after the last meeting of the year.
 - **Inter-Committee Sports Day**
- Aaron noted that the Sports Day had been postponed at this stage due to insurance issues. Options are being looked at in respect of insurance and venues so that the event can be held in 2012.

12. MEDIA REPORT

- In Sina's absence, Aaron noted that Sina was continuing to prepare the Committee's first newsletter. This will contain an update of the Committee's projects, a member profile, calendar of events and information regarding wellness initiatives.

13. GENERAL BUSINESS

- Aaron did a quick survey as to whether any one at the meeting was an accredited specialist or was thinking of applying for specialist accreditation. This was something that the Young Lawyers office had asked him to do.

ACTION ITEM 5: Aaron to report discussion back to Young Lawyers Office.
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The meeting was closed at approximately 2.00 pm.

NEXT MEETING: Monday, 17 October 2011 at 5.45 pm.