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ACC North Florida Chapter Q2 - Spring 2022 Newsletter



Chapter President's Letter

By: Tracy Arthur

Dear Members of the North Florida Chapter of the ACC:

Summer is here! I know many of our members are embarking on family vacations and adventures, and our Board wishes all of you a fun, safe and healthy summer. Slather on that sunscreen, stay hydrated, and make great memories!

We are excited to partner with the following outstanding law firms as our sponsors for the 2022-23 year, which runs from April 1, 2022 through March 31, 2023. All of these sponsors are returning sponsors for our chapter and we are grateful for their continuing support.

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Holland & Knight
 Littler Mendelson P.C.
 Jimerson Birr
 Shutts & Bowen LLP
 McGuireWoods LLP

While the summer is usually a slower time for events, our Sponsor and Program Chair Charles Richardson and our new Chapter Administrator Ashten Gholson are planning some events so please keep your eye on your mailbox. We hope to be able to announce a family event in the near future. Thanks to members who attended our recent events with Littler and Jimerson. We are excited to be offering in person events and urge you to show your support for our sponsors by attending and participating in the CLE and social offerings.

Would you like to be more active in the chapter, and perhaps even serve on the Board in the future? Board and officer elections are in October. but you can immediately get involved in our committees, which are as follows. We have a rather immediate need of some non-Board members on our Governance Committee for our upcoming October elections - can you help us out? Please contact me if you are available to serve.

Sponsors and Programs
 Membership
 Community Outreach
 Governance
 Communications (newsletter)

Please let us hear from you about ideas for chapter improvement and serving our members better. I can be reached at tracy.arthur@rayonier.com or 904-321-5567.

Be well, stay safe and see you at an event soon!

Tracy

Updates from our Chapter

Upcoming Events

ACC North Florida is pleased to continue the transition back to in-person events. Offering not just an educational component, our events also give members the opportunity to grow their social connections (and win door prizes).

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events and will also be a requirement to attend ACC North Florida's 2022 signature event. A committee is currently exploring options for this year's event (i.e., whether it will be Spa Day or something new), but members will be required to attend one in-person sponsored event or two virtual events to qualify to attend our signature event.

10/06 - McGuire Woods: Ethics Breakfast (CLE)

From 9:00-10:30am at the River Club

12/13 - Jackson Lewis: Holiday Event & CLE

From 4:30-7pm at the Epping Forest

Please be sure to [check the website](#) for upcoming events!

Community Outreach

An important foundation of the North Florida Chapter of the Association of Corporate Counsel is our commitment to give back to the community in which we live and practice. We are also committed to creating, nurturing, and sustaining a culture that promotes and celebrates diversity and inclusion. We partner with our Sponsors and local agencies and organizations to provide our time, talent, and resources to pro bono legal opportunities, community service projects, continuing legal education, and networking opportunities where our members can serve others and promote diversity and inclusion within our North Florida community and beyond. This year, we are excited to be partnering with Communities In Schools of Jacksonville.

If you have ideas or events that might fit with our mission, please let us know. You'll find a variety of projects where you'll be able to work on issues that matter to you. If you have any questions about pro bono opportunities in the Northeast Florida area, please contact the Administrative Assistant for our chapter, or feel free to reach out to Community Outreach Co-chairs, [Stephanie Waidner](#) or [Alma Uldedaj](#) directly.

Follow the ACC North Florida Chapter on Social Media

Don't forget to like us on [Twitter](#), [Instagram](#) and [Facebook](#)! You'll be able to find information about socials, CLE's, Webinars, articles from our sponsors and much more!

We are also now on [LinkedIn](#)! Follow us to find content from our chapters, sponsors, members and ACC Corporate.



Return to Office and Adjusting to Post Pandemic Employment

By: Nancy Johnson & Lauren C. Robertson (Littler)

Two full years after a national emergency was declared and we all first started thinking about concepts like social distancing and looking for gallons of hand sanitizer, change continues to be one constant for employers. The consensus (at least for now) is the United States is no longer in the “pandemic phase” of COVID-19, but rather is transitioning into the “endemic phase” – a phase where COVID-19 transmission rates fall to a constant but manageable baseline, perhaps confined to certain regions, compared to actively spreading throughout the population at exponential rates. As a result, many companies already have or are calling their employees back to work hoping to establish a new normal – a post pandemic equilibrium, which some refer to as “living with COVID.” For employers, “living with COVID” is far from normal – human resources personnel, corporate in-house counsel, and managers will continue to grapple with accommodation requests under Title VII for religious reasons and the ADA due to a disability. In this article, we will address how we are seeing some of the more common changes playing out. First, we revisit the concept of whether COVID is a disability under the law so employers can consider obligations that come along with such designation. Next, we provide information about the EEOC’s new guidance on caregiver discrimination and discuss requests for time off to take care of others related to COVID and long COVID symptoms. Last, we review how vaccine mandates and accommodations can be handled, including requests to continue to work remotely when an employer wants its workforce to return and provide some tips on how to handle these requests.....

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Board Member Spotlight

Ashten Gholson – Senior Manager, Business Development
at Gators Sports Properties (University of Florida)

We'd also like to thank our outgoing Executive Director, Chesa Famularo. We are so grateful for your contributions to the Board of ACC North Florida, you will be missed!

Meet our newest Chapter Administrator, Ashten Gholson



Chapter Administrator Spotlight

What is your current role and organization?

Senior Manager, Business Development for Gators Sports Properties

What key positions have you held, that led you to where you are today?

Prior to joining the Gators, I oversaw Corporate Partnerships at Jacksonville University and have been with other universities across the country over the past decade.

How would you describe what you do within your organization?

It is my responsibility to generate revenue for the UF Athletics department by connecting companies with the Gator brand and finding mutually beneficial ways to help accomplish their marketing goals and mission objectives.

What ACC events or benefits do you value?

I value the opportunity to meet a diverse group of individuals through our member events.

What do you like about living in North Florida?

I am a native of Kissimmee, Florida and have lived in the North Florida area for about 3 years now. I love that it is the perfect mix of Florida and "The South",

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11/ when you have a day to yourself, what does the "life part of work-life balance" mean for you?

I love to spend time with my family. My husband and I are the proud parents of two little ones (Gunner, 4 years and Remington, 3 months). Even though I work in sports, we love to go to sporting events, whether it be pro, college, or my sons t-ball games!



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