

REVISED BY-LAWS (Changes in ***Bold Italics***)  
 LABOR AND EMPLOYMENT RELATIONS ASSOCIATION OF WESTERN NEW YORK

CURRENT	PROPOSED ( <i>changes in bold italic</i> )
<p><b>ARTICLE I NAME</b>                      This non-profit unincorporated Association shall be known as the Industrial Relations Research Association of Western New York, and is affiliated with the National Industrial Relations Research Association.</p>	<p>This non-profit unincorporated Association shall be known as the <b><i>Labor and Employment Relations Association of Western New York (LERA of WNY)</i></b>. <b><i>LERA of WNY is a chapter of the Labor and Employment Relations Association, a national organization of professionals working in the field of labor relations and human resources, headquartered in Champaign, IL.</i></b></p>
<p><b>ARTICLE II PURPOSE</b>                      The purposes of this Association are: to provide a forum for the mutual exploration by all parties in Collective Bargaining, carried out in an atmosphere of co-operation and academic free inquiry, into all aspects of Industrial Relations; to encourage a melting pot of Industrial Relations practitioners seeking a favorable climate for Labor-Management relation; to encourage research and dissemination of results in Industrial Relations.</p> <p>All reference to members in these By-Laws designate both sexes, and wherever the male gender is used, it shall be construed to include male and female members.</p> <p>The provisions of these By-Laws shall be applied equally to all members and candidates for membership without discrimination as to age, sex, marital status, race, creed, national origin or political affiliation.</p>	<p>The purposes of the Association are to provide a forum for the exploration <b><i>of current issues involved in and affecting the practice of collective bargaining and related subjects; to promote a climate of cooperation and free inquiry into all aspects of labor relations; to encourage interactions and open discussion among the various professional groups whose work contributes to the labor-management relationship; and to foster the dissemination of knowledge about current events and developments in the field.</i></b></p>
<p><b>ARTICLE III MEMBERSHIP</b>                      Any member of the National Industrial Relations Research Association residing, working, or studying in the Western New York area may become a member of the local Chapter upon payment of local membership dues.</p> <p>Any other person from the Western New York Area may become a member by making application to the Executive Board and having such application approved. In considering applications, the Executive Board will determine whether or not the particular applicant meets any of the following criteria, at least one of which is required for membership:</p> <ul style="list-style-type: none"> <li>A. The applicant has responsibility for Collective Bargaining representing either Labor or Management in either the Private or Public Sector; or</li> <li>B. The applicant is an arbitrator, mediator, other neutral, or attorney engaged in the field of Collective Bargaining Industrial Relations;</li> <li>C. The applicant is regularly and customarily engaged in the teaching or performing research in the fields of Collective Bargaining or Industrial</li> </ul>	<p><b><i>(A) Membership in LERA of WNY is open to all persons with a professional interest in the field of labor and employment relations, including representatives of labor, representatives of management, neutral practitioners, government officials, scholars, teachers, and students. Membership may be attained by submission of a written application and payment if local membership dues.</i></b></p> <p><b><i>(B) The Chapter shall allow reciprocity of attendance at any of its functions (other than Executive Board Meetings) by all members of other LERA chapters without payment of non-member registration fees. However, the term "member" as used in these By-Laws does not include members of any other LERA chapter.</i></b></p>

<p>Relations; or</p> <p>D. The applicant is a student at an accredited college or university who is currently studying in the fields of Collective Bargaining or Industrial Relations; whose membership is valid only while he is an active student in said fields, unless he later meets any of the other criteria of this Article; or</p> <p>E. The applicant is regularly and customarily engaged in the administration of a Collective Bargaining Agreement(s) representing either Labor or Management in either the Private or Public Sector.</p> <p>This Chapter shall allow reciprocity of attendance at its functions (other than Executive Board Meetings) by all members of other IRRA chapters without payment of dues. However, the term “member”, as used in these By-Laws, does not in any way apply to members of any other IRRA chapter.</p>	
<p>ARTICLE IV MEMBERSHIP DUES</p> <p>The annual dues of this Chapter shall be determined by the Executive Board and shall, if changed from time to time by the Executive Board, be subject to approval by the members present at any regular meeting provided that notice of any recommended changes in dues is included in the advance announcement of the meeting at which the membership vote will be taken.</p> <p>The fiscal year of the Association shall begin on July 1<sup>st</sup> of one year and end on June 30<sup>th</sup> of the subsequent year.</p> <p>Present members whose dues are not paid within a reasonable period following the annual meeting of dues’ notices shall be dropped from membership at the discretion of the Executive Board.</p> <p>Newly joining members whose application for membership is approved after January 1<sup>st</sup> in a year shall, upon payment of the initial dues, be considered as having paid for the next following fiscal year as well.</p>	<p>(A) The annual dues of the Chapter shall be determined by the Executive Board and <i>may be changed from time to time by the Executive Board. However, no dues increase shall be adopted by the Executive Board except at a regular meeting of the Board, with at least one week’s prior notice of the proposal to increase dues.</i></p> <p>No additional changes in B, C, D.</p>
<p>ARTICLE V OFFICERS</p> <p>Section A: The Officers on the Executive Board of this Chapter shall be the President, the President-Elect, the Executive Vice President (who is elected), and the Executive Secretary-Treasurer who is appointed by the Executive Board.</p> <p>The President who retires obtains a past-President status which entitles him to membership on the Executive Board, so long as he remains in Western New York geographical area.</p> <p>Section B: Executive Vice-President will succeed the President-Elect. President-Elect will succeed</p>	<p>(A) <i>The Officers of this Chapter shall be the President, the President-Elect, the Executive Vice President, and the Executive Secretary-Treasurer. All officers shall be elected by the membership, as provided below, except for the Executive Secretary-Treasurer, who shall be appointed by the Executive Board.</i></p> <p>(B) <i>At the end of his or her term, the President shall assume a Past-President status, which will entitle him or her to membership on the Executive Board, so long as he or she remains domiciled in the Western New York area.</i></p> <p>(C) <i>At the end of each fiscal year, the Executive Vice President will succeed to the</i></p>

<p>the President.</p>	<p><b>position of President-Elect, and the President-Elect will succeed to the position of President.</b></p>
<p>ARTICLE VI MAKE UP OF EXECUTIVE BOARD VICE PRESIDENTS</p> <p>Section A: The rest of the Executive Board shall be made up of eighteen (18) Vice Presidents from the Western New York area, as follows:</p> <ol style="list-style-type: none"> <li>1. Six (6) shall be representative of the Labor movement</li> <li>2. Six (6) shall be representative of Management</li> <li>3. Six (6) shall be from: (1) academic circles, (2) government or a group to be known as “others” with the understanding that not more than two shall be from any of the three categories mentioned in this Subsection.</li> </ol> <p>Section B: The term of each of the eighteen (18) Vice Presidents shall be for one (1) year.</p> <p>Section C: These eighteen (18) Vice Presidents, along with the four (4) Officers, and the past Presidents shall make up the Executive Board.</p> <p>The Executive Board duties are to guide the President in the performance of his duties and to determine all policy matters with the President. When deemed appropriate, the Executive Board may seek the advice and counsel of the general membership.</p> <p>Section D: The President shall approve of all necessary expenses. Prior review of the Executive Board shall be sought if possible.</p>	<p>EXECUTIVE BOARD</p> <p>(A) <b>In addition to the officers set forth in Article V, including the Past-Presidents residing in Western New York, the Executive Board shall include eighteen (18) Vice Presidents from the Western New York area, distributed as follows:</b></p> <p><b>Six (6) shall be drawn from the ranks of labor representatives, including attorneys; Six (6) shall be drawn from the ranks of management representatives, including attorneys; Six (6) shall be drawn from the ranks of academics, government officials, and neutral practitioners (a category to be known as “others”).</b></p> <p>(B) <b>The terms of the eighteen (18) Vice Presidents shall be for three (3) years, with the terms staggered so that the terms of six (6) vice presidents will expire each year.</b></p> <p>(C) <b>The eighteen (18) Vice Presidents, along with the four (4) officers and the Past-Presidents, shall make up the Executive Board. The Executive Board shall guide the President in the performance of his or her duties and determine all policy matters with the President. When deemed appropriate, the Executive Board may seek the advice and counsel of the Advisory Board and general membership.</b></p> <p>No change in D</p>
<p>ARTICLE VII NOMINATION AND ELECTION OF OFFICERS OF THE EXECUTIVE BOARD</p> <p>Section A: The President shall appoint a Nominating Committee of five (5) members, no more than three (3) of whom shall be from the Executive Board. This committee shall nominate a candidate for the position of Executive Vice President which nominee shall be rotated each year among the A, B and C categories in Article VI. The committee shall also re-nominate or nominate any new candidates for the eighteen (18) Vice President positions.</p> <p>Section B: The April Meeting shall be considered the Annual Meeting. The Nominating Committee’s report shall be formerly presented, and the general membership shall vote to elect the Executive Vice President and eighteen (18) Vice Presidents. The President shall ask for nominations from the floor.</p> <p>Section C: If there is a contest for any office, it will be settled by secret ballot vote conducted among those members in good standing who are present at said Annual Meeting.</p> <p>Section D: The Officers shall be installed at the</p>	<p>NOMINATION AND ELECTION OF OFFICERS AND OF EXECUTIVE BOARD</p> <p>(A) <b>Each year</b> the President shall appoint a Nominating Committee of five (5) members. This Committee shall nominate a candidate for the position of Executive Vice President. <b>The nominee shall be rotated each year among the three (3) categories in Article VI.</b> The committee shall also re-nominate or nominate candidates for <b>any Vice President positions that are vacant because of the expiration of terms or the death, disability, or resignation of incumbents.</b></p> <p>(B) <b>The last meeting in the Spring shall be considered the Annual Meeting.</b></p> <p>No change in C. D is deleted.</p>

<p>last monthly meeting in the Spring before the Association adjourns for the Summer break.</p>	
<p>ARTICLE VIII DUTIES OF THE OFFICERS</p> <p>Section A: The President shall be the Chief Officer. He shall preside at all membership meetings and Executive Board meetings. He shall appoint all committees and be an ex-officio member of them. This office shall be held for a period of one (1) year. The President may appoint a Recording Secretary, who may attend Executive Board meetings as a non-voting attendee.</p> <p>Section B: The President-Elect shall act in the capacity as assistant to the President. He shall preside at all meetings in the absence of the President. He shall immediately assume the duties of the President should the President, during his term of office be disabled, resign, or for some reason be unable or unwilling to carry out his duties under these By-Laws. He shall coordinate the duties and work of all other Vice Presidents, under guidance from the President. He is authorized to co-sign all checks. This office shall be held for a period of one (1) year.</p> <p>Section C: The Executive Vice President automatically moves up to the President Elect position. He shall assist and substitute for the President Elect. This office shall be held for a period of one (1) year.</p> <p>Section D:</p> <ol style="list-style-type: none"> <li>(1) The Executive Secretary-Treasurer shall be appointed by the Officers of the Executive Board for a term of three (3) years. This position shall: collect all dues, be custodian of all monies and property not specifically in the charge of another Officer, keep a complete financial record of receipts and disbursements and render a financial report to the outgoing and incoming Officers and to all members present at the last monthly meeting in the Spring prior to the Summer break. This report shall be submitted to the President in writing but may be given verbally to the membership at the aforementioned meeting.</li> <li>(2) The Executive Secretary-Treasurer shall issue all checks.</li> <li>(3) The Executive Secretary-Treasurer also maintains membership records, handles correspondence of the Chapter unless another officer is given a specific part of this duty. He shall be custodian of the Post Office Box of the Association and shall appoint an Associate Secretary(ies) at his discretion to perform those administrative and clerical duties required to perform his office. Compensation for such Associate Secretary(ies), if any, shall be determined by the Executive Board.</li> </ol>	<p>(A) The President shall be the Chief Officer. He or she shall preside at all membership meetings and Executive Board meetings. <b>He or she</b> shall appoint all committees and be an ex-officio member of them. This office shall be held for a period of one (1) year. The president may appoint a Recording Secretary, who may attend Executive Board meetings as a non-voting attendee.</p> <p>(B) The President-Elect shall act as an assistant to the President. <b>He or she</b> shall preside at all meetings in the absence of the President. <b>He or she</b> shall immediately assume the duties of the President should the President, during his or her term of office, be unable or unwilling to carry out his or her duties under these By-Laws. <b>The President-Elect shall coordinate the duties and work of all other Vice Presidents under guidance from the President.</b> This office shall be held for a period of one (1) year.</p> <p>(C) <b>The Executive Vice President shall assist and as necessary substitute for the President-Elect and be available for special assignments from the President. This office shall be held for a period of one (1) year.</b></p> <p>(D) <b>The Executive Secretary-Treasurer shall be appointed by the Executive Board for a term of three (3) years. The incumbent shall be responsible for: notifying members of meetings and other pertinent information; issuing all checks; collecting all dues; serving as custodian of all monies and property of the Association not specifically in the charge of another Officer; keeping a complete financial record of receipts and disbursements; and rendering financial reports at each regular meeting of the Executive Board. The final report of the year shall be submitted to the President in writing but may be given orally to the membership at the Annual Meeting.</b></p> <p>The Executive Secretary-Treasurer shall <b>maintain membership records; handle correspondence of the Chapter unless another officer is given a specific part of this duty; and serve as custodian of the Post Office Box of the Association. He or she may appoint an Associate Secretary (ies) to perform those administrative and clerical duties required by the office. Compensation for such Associate Secretary (ies), if any, shall be determined by the Executive Board.</b></p>

<p>(4) The Executive Secretary-Treasurer shall have custody of the funds of the Chapter, shall be responsible for the collection of dues and shall be responsible for notifying members of meetings and other pertinent information. The Executive Secretary-Treasurer shall also be a member of the Executive Board. The Executive Secretary-Treasurer shall maintain a separate account for the Scholarship Fund and shall advise the Scholarship Committee of the status of the Fund as necessary. The Executive Secretary-Treasurer shall make a complete financial report to the membership at the first general Fall meeting.</p>	
<p>ARTICLE IX DUTIES OF THE VICE PRESIDENTS</p> <p>The Vice Presidents shall complete the remainder of the Executive Board along with the four (4) Officers and past Presidents. They shall serve in the capacity of Chairman or Co-Chairman of committees to be appointed by the President. They shall represent a cross-section of the members and report to the President Elect. They will, from time to time, be given special assignments by the President.</p>	<p>The Vice Presidents shall <b>serve on the Executive Board</b> along with four (4) officers and the Past-Presidents. <b>Chairs or co-chairs of committees shall be appointed by the President from among the sitting Vice Presidents.</b> They shall represent a cross-section of the <b>membership.</b> They will, from time to time, be given special assignments by the President.</p>
<p>ARTICLE X ADVISORY BOARD</p> <p>Section A: The Advisory Board shall consist of those members in good standing who express an interest in, and willingness to serve, the organization. Potential members shall indicate their interest to the Executive Board, and, upon confirmation, shall serve a minimum of one (1) year.</p> <p>Section B: Members of the Advisory Board shall serve on a standing and ad-hoc committees, from time to time, as appointed by the Executive Board.</p>	<p>Deletion of sections, no change in language.</p>
<p>ARTICLE XI COMMITTEES</p> <p>The President shall appoint all committees and all committee Chairman and Co-Chairman. He shall be an ex-officio member of all committees. All committees shall report to the Executive Board.</p> <p>Section A: The standing committees shall consist of the Program Committee, Membership Committee, Awards and Scholarship Committee and Nominating Committee.</p> <p>Section B: The Membership Committee shall recruit new members from Western New York. All programs designed to attract membership into the organization shall receive the approval of the President.</p> <p>Section C: The Scholarship Committee shall have equal representation from the Labor, Management, and neutral sectors, exclusive of the Chair, and be chaired by the immediate past President. The Scholarship committee shall determine the scholarship award(s) to be offered each year and</p>	<p>The President shall appoint all committees and all committee <b>chairs and co-chairs.</b> <b>(Delete “all committees shall report to the Executive Board”)</b> The standing committees shall include (A) the Program Committee, (B) the Membership Committee, (C) the <b>Scholarship Committee,</b> <b>(D) the Newsletter Committee,</b> <b>(E) the Citizen of the Year Committee,</b> and (F) the Nominating Committee</p> <p><b>(A) The Program Committee shall be responsible for identifying and arranging for relevant, timely and topical speakers and programs on subjects related to the interests of the membership. Final contacts and commitments with speakers shall be made only after approval of the President or President-Elect, who shall have consulted with the Executive Board. Any necessary arrangements for providing accommodations for speakers will rest with the Program Committee. The Program Committee</b></p>

<p>shall select the recipient(s).  Section D: Program Committees. There shall be two (2) Program Committees; one appointed by the President known as the President’s Program Committee, and the one appointed by the President Elect, known as the President Elect’s Program Committee. The committees shall arrange for outstanding, timely and topical speakers in the Industrial Relations field. Final contacts and commitments with speakers shall be made only after approval of the President or President Elect (for their respective Program Committee), who shall consult with the Executive Board. All arrangements with respect to providing accommodations for the speaker, will rest with these committees. These committees shall arrange for special panels, workshops, symposia, and the like, only after receiving the approval of the President.  Section E: Ad-hoc committees shall be appointed, from time to time, by the President or Executive Board to serve a special or limited purpose.</p>	<p><i>may also arrange for special panels, workshops, symposia, and the like, only after receiving the approval of the President.</i>  <b>(B) The Membership Committee shall be responsible for recruiting new members of the organization from the Western New York area, as well as conceiving initiatives to retain existing members by enhancing the benefits of membership. All programs designed to attract and retain members shall be subject to the approval of the Executive Board.</b>  <b>(C) The Scholarship Committee shall have equal representation from Labor, Management and “Other” categories of the membership, exclusive of the Chair. The Committee shall recommend to the Executive Board the number of scholarship awards to be offered each year, and it shall select the recipient(s). The Committee shall be responsible for applying criteria for selection and publicizing the award.</b>  <b>(D) The Newsletter Committee shall be responsible for preparing the organization’s newsletter, Common Ground. The Executive Board will determine the frequency with which the newsletter is issued.</b>  <b>(E) The Citizen of the Year Committee shall be responsible for the selection of the Charles E. Leonard Citizen of the Year, an award issued annually to a person who has rendered distinguished service to the Western New York labor-relations community.</b>  <b>(F) The Nominating Committee shall be responsible for identifying and recommending candidates to serve as Executive Vice President, Vice President and Member of the Executive Board, and Member of the Advisory Board, or to fill other officer positions that may become vacant during a term.</b>  <b>(G) No change in Ad-hoc Committees.</b></p>
<p><b>ARTICLE XII SCHOLARSHIP FUND</b></p>	
<p>Section A: The Chapter will offer one (1) or more scholarship awards to students studying the fields of Personnel or Labor Relations at an accredited college or university within the geographic scope of the Chapter.</p>	<p><b>(A) The Chapter may offer one (1) or more scholarship awards to students studying in the fields of Labor Relations or <b>Human Resources</b> at an accredited college or university, whose permanent home or place of study is within the geographic scope of the Chapter.</b></p>
<p>Section B: Scholarship awards shall be funded by a portion of each member’s dues which the membership shall designate for such purpose, and by such contributions from employers, labor organizations and community organizations as the Chapter shall receive.</p>	<p><b>(B) The number and amount of scholarship awards shall be determined each year by the Executive Board.</b></p>
<p>Section C: The number and amount of scholarship awards shall be determined each year by the Scholarship Committee. It is the Chapter’s intent that an endowment-type be accumulated to generate earnings which would support the scholarship program.</p>	<p><b>(C) The Executive Board shall determine the criteria for selecting scholarship recipients. The Scholarship Committee shall select recipient(s), subject to approval by the Executive Board.</b></p>
<p>Section D: The Scholarship Committee shall determine the criteria for selecting scholarship recipients. It is the Chapter’s intent that the</p>	<p><b>Delete Section D</b></p>

<p>benefits of the program be enjoyed by students attending each of the colleges or universities within the Chapter's geographical scope which offers instruction in the appropriate fields.</p>	
<p>ARTICLE XIII MEETINGS AND QUORUM</p>	<p><b><i>No change apart from deletion of paragraph header "Section A"</i></b></p>
<p>ARTICLE XIV MISCELLANEOUS Section A-ROUTINE BUSINESS It is anticipated that this Association will exist largely to present topical items, information and speakers of, by, and for Industrial Relations professionals and practitioners, rather than an exercise in town hall meetings. Therefore, such power has been vested in the President and the Officers. It is anticipated that most business will be conducted by them and reported to the membership periodically through mimeograph handouts at meetings, or through letters to be mailed out. For the most part, business will not be conducted unless it is of an unusual and imperative nature, other than in Executive Board meetings and by the Officers, after consulting with one another. When the need arises, of course, a full hearing will take place at a membership meeting.</p>	<p>(A) It is anticipated that this Association will exist to present topical items, information and speakers of, by, and <b><i>for labor-relations and human-resources</i></b> professionals and practitioners, rather than hold town hall meetings. <b><i>Therefore, the power to conduct the organization's business has been vested in the President and Executive Board. It is anticipated that most business will be conducted by them and reported to the membership periodically through handouts at meetings or mailings (including e-mail). For the most part, business will not be conducted at membership meetings unless it is of an unusual and imperative nature, or is mandated by these by-laws.</i></b></p>
<p>Section B: PUBLICATIONS AND BULLETINS All members in good standing shall be entitled to receive any publications and bulletins issued by this Chapter.</p>	<p><b><i>(B) All Officers, members of the Executive Board and Advisory Board, and committee members shall serve without compensation.</i></b></p>
<p>Section C: Definition of Terms The definition of the terms and meanings of these By-Laws shall reside in the Executive Board of this organization.</p>	<p><b><i>(C) All members who have reserved attendance at a dinner or breakfast meeting of the LERA, either verbally or in writing, are liable for the payment of the meeting registration fee unless they cancel their reservation at least 24 hours before the scheduled time of the meeting. The method for reserving attendance and canceling of such reservation shall be established by the President and may be modified from time to time as necessary.</i></b></p>
<p>Section D: Compensation</p>	<p><b><i>Delete Section D</i></b></p>
<p>ARTICLE XV AMENDMENTS TO BY-LAWS Any amendments to these By-Laws may be made by a two-thirds vote of those present and voting at a membership meeting especially called to amend them, provided: (1) all members have copies, at least ten (10) days in advance of the meeting at which action shall take place; (2) such a meeting may be called only by the President upon the request of the Officers, or a signed petition from sixty (60) percent of the members in good standing.</p>	<p>Any amendments to these By-Laws may be made by a two-thirds vote of those present and voting at a <b><i>regular</i></b> membership meeting, or at a <b><i>special meeting called by the President, provided:</i></b> (1) all members have <b><i>received copies of the proposed amendment(s)</i></b> at least ten (10) days in advance of the meeting at which action shall take place; (2) <b><i>delete only by the President. No other change to this line.</i></b></p>