

**BYLAWS OF THE LABOR AND EMPLOYMENT LAW SECTION  
OF THE  
NEW JERSEY STATE BAR ASSOCIATION (Effective May 19, 2020)**

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**Article I**

Name and Purpose

Section 1. This Section shall be known as the Labor and Employment Law Section of the New Jersey State Bar Association (the "Section").

Section 2. The purpose of the Section shall be:

- a) To promote a more thorough understanding among members of the Bar of the legal problems encountered in the field of labor and employment law;
- b) To provide to members of the Bar, particularly those interested in labor and employment law, a means whereby that interest may be shared with others in programs of study and discussion or by means of reports, articles and/or conferences;
- c) To conceive and implement studies, programs, conferences and seminars in cooperation with local Bar Associations, union organizations and educational institutions and/or other interested groups including, but not limited, to annual conferences with the NLRB, PERC and other governmental agencies;
- d) To provide for the establishment of regular or special committees to report on legislative or administrative matters dealing with the labor and employment law;
- e) To publish on a regular basis the New Jersey Labor & Employment Quarterly; and
- f) To undertake such other activities as the Section may decide upon to further its purposes.

**Article II**

Membership

Section 1. The membership of the Section shall consist of all members in good standing of the New Jersey State Bar Association who shall signify their desire in writing to become members of the Section.

## **Article III**

### Officers

Section 1. The Officers of the Section shall be a Chair, First Vice-Chair, Second Vice-Chair, Treasurer and Recording Secretary.

Section 2. The Officers of the Section shall be elected in a manner herein after provided at an Annual Meeting of the Section and shall hold office for a term of two years beginning at the close of said Annual Meeting, at which they shall have been elected, and continuing thereafter until the close of the Annual Meeting two years thereafter, or until their successors shall have been elected.

## **Article IV**

### Nomination and Election of Officers

Section 1. The nomination of Officers shall be made at every other annual meeting of the Section, such nomination to be presented by a Nominating Committee of three members of the Section, appointed by the Chair. Additional nominations may be made from the floor.

Section 2. The Nominating Committee shall ensure that the office of Chair is rotated between management and labor/individual representatives.

## **Article V**

### Duties of Officers

Section 1. The Chair shall preside at all meetings of the Section. The Chair shall formulate and present at each Annual Meeting of the New Jersey State Bar Association a report of the activities of the Section for the then past year. The Chair shall further perform such other duties as usually pertain to such office.

Section 2. The First Vice-Chair shall, in the absence of the Chair, perform the duties of the Chair, or in the event of the Chair's death, resignation or disability, shall succeed to the office of the Chair.

Section 3. The Treasurer shall be responsible for all finances, and shall be the custodian of all books, papers, documents and other records which are the property of the Section.

Section 4. The Recording Secretary shall be responsible for keeping a true record of all proceedings of the Section.

## **Article VI**

### Vacancies

Section 1. In the event of a vacancy in office, that vacancy may be filled by appointment by the Chair, such appointment being for the balance of the office's unexpired term.

## **Article VII**

### Meetings

Section 1. An Annual Meeting of the Section shall be held on the same day(s) and at the same place as the Annual Meeting of the New Jersey State Bar Association.

Section 2. Special meetings of the Section shall be held at such times and places as the Chair may deem necessary upon not less than two days' notice by e-mail or other electronic means.

Section 3. Action by the Section, at the Annual Meeting or at any special meeting, shall be by the majority vote of members of the Section present and entitled to vote, and such action shall be binding upon the Section.

Section 4. In addition to the Section's Annual Meeting, the Section's Executive Committee shall hold meetings each year between the Annual Meetings at date, times and places as the Chair may designate, upon not less than three days' notice by e-mail or other electronic means.

Section 5. Action by the Executive Committee, at an Executive Committee meeting, shall be by the majority vote of members of the Executive Committee present and entitled to vote, and such action shall be binding upon the Section.

Section 6. In circumstances where the Chair deems it necessary for the Section to take action on an issue or other matter and the Chair cannot effectively convene the Executive Committee due to time or other logistical constraints, the Chair may call a meeting of the Officers of the Section for the purpose of conducting Section business. During that Officers' meeting, action may be taken by the Officers by majority vote of those present and eligible to vote and said action shall be binding upon the Section.

Section 7. No action of this Section shall be in violation of the policies of the New Jersey State Bar Association.

Section 8. All activities of this Section shall be subject to the Bylaws of the New Jersey State Bar Association and no action of the Section or its Officers shall be deemed the action of the Association.

Section 9. Meetings of the Section or the Executive Committee shall be in-person unless the Chair deems it necessary for the meeting to be held virtually either by conference call, web conference or other electronic means whereby all persons participating can hear and be heard at the same time. Participation by electronic means at such meeting shall constitute in-person presence. In the case of a virtual meeting, voting may be by voice vote (if such voice vote is conducive) or by email and/or other electronic means.

## **Article VIII**

### Committees

Section 1. An Executive Committee of up to 140 members shall be appointed by the Chair upon the Chair's election. The Executive Committee shall include the officers of the Section who shall be the officers of the Executive Committee and shall be composed of up to 60 management attorneys, up to 60 union attorneys and attorneys who represent individuals; and up to 20 neutral/impartial members. The Chair of the Section shall make reasonable efforts to ensure that each constituency group is represented on the Executive Committee. The members of the Executive Committee shall serve at the pleasure of the Chair during the tenure of the Chair by whom appointed. The Chair may, however, appoint new members to the Executive Committee provided the total composition of the Executive Committee does not exceed 140 members. Only members of the Executive Committee may vote at Executive Committee meetings. Former Chairs of the Section and the Editor of the New Jersey Labor and Employment Law Quarterly shall be ex-officio members of the Executive Committee and shall not be counted against the numbers set out above; however, they shall be eligible to vote at Executive Committee meetings.

Section 2. Such additional sub-committees as shall be deemed appropriate shall be appointed by the Chair.

Section 3. The Sub-Committee Chairs and co-chairs shall be appointed by the Chair and shall serve at the pleasure of the Chair during the tenure of the Chair by whom appointed. Membership of each sub-committee shall be determined by the Chair, each of whom shall serve at the pleasure of the Chair during the tenure of the Chair by whom appointed. The Chair may designate guests, who are not Executive Committee members, to serve on a sub-committee and such guests may attend Executive Committee meetings without voting rights.

## **Article IX**

### Diversity

Section 1. The Section is committed to promoting diversity in the election of Officers, the designation of committee members and chairs, and in the selection of speakers or program planners to provide a broad range of viewpoints, including, but not limited to those of labor, management and individual employee representation.

Section 2. The Section is committed to promoting diversity on the basis of race, ethnicity, gender, gender identity, sexual orientation, religion, age, disability and on the basis of any other protected classification with the goal of reducing barriers to participation in the Section by members of the Bar through engagement and involvement in committees, programming and leadership roles.

## **Article X**

### Section Dues

Section 1. Annual dues for the Section shall be payable to the New Jersey State Bar Association in the time, manner and amount set by the Association.

## **Article XI**

### Amendments

Section 1. The Bylaws may be amended at any meeting of the Section by a majority vote of the members of the Section present and entitled to vote, subject to approval by the Trustees of the New Jersey State Bar Association, provided that the proposed amendment be provided to members of the Section at least 10 calendar days prior to the date of the meeting in which the amendment will be considered and action taken thereon.