

Constitution of the Labor and Employment Law Society

PREAMBLE

The Labor and Employment Law Society was founded in 2019 to provide a specific and neutral forum for students, scholars, practitioners, and organizations to explore the complex developments of the law governing the workplace. It serves as a medium that highlights emerging developments in labor and employment law and explores the legal issues that arise under this area of law.

ARTICLE I. NAME AND CONTACT INFORMATION

The name of this organization is the Labor and Employment Law Society, abbreviated LELS. The official organization's email is lels@wcl.american.edu.

ARTICLE II. PURPOSE

Our purpose is to create opportunities for students interested in labor law and in employment law to interact with faculty, practitioners, unions, and community organizations that work in the field by holding panel discussions, networking events, field trips, career services programs, and volunteer community service.

The Labor and Employment Law Society is a non-partisan society, welcoming various opinions and encouraging the comingling of students interested in the field from either the employee or the employer's perspectives.

ARTICLE III. MEMBERSHIP

Membership in the Labor and Employment Law Society shall be open to any person affiliated with the WCL community.

ARTICLE IV. EQUAL OPPORTUNITY

In achieving our goals for this organization, we welcome full or partial participation of all WCL students, regardless of gender, race, ethnicity, national origin, religion, sexual orientation, disability, socioeconomic status, ideological and philosophical beliefs, and marital and parental status.

ARTICLE V. MEETINGS

A. Executive Meetings

Executive meetings shall be held at such date, time, and place as may be determined by the Director or Co-directors. Any officer in good standing is entitled to vote at any meeting of the Executive Board. Each officer receives one vote, and it is their prerogative to use or not use their vote. The E-board commits to facilitating the voting

of their members as much as possible, including through using in absentia voting measures such as electronic voting and proxy voting.

Whenever any action is to be taken by vote of the Executive Board, it shall, except as otherwise required by law of the Constitution, be authorized by a majority of the votes cast at the executive meeting.

The Executive Board shall determine the agenda and policy of the Labor and Employment Law Society and coordinate all activities and events.

B. Program Board Meetings

Any officer may call a program board meeting to be held at such time, date, and place as they determines. Minutes of the program board meetings must be provided and any other important information must be relayed to all members not present.

C. Voting

Any member in good standing is entitled to vote at any meeting of the general membership. Whenever any action is to be taken by vote of the members, it shall be authorized by a majority of the votes cast at the general meeting. In case of a tied vote, an additional vote shall be given to an e-board member chosen by a random, fair, and neutral process such as an online random name selector.

ARTICLE VI. EXECUTIVE BOARD

A. Executive Board Officers

The permanent officers of the Labor and Employment Law Society shall be a Director or two Codirectors, Treasurer, and Secretary. Other officers, including but not limited to one or more social media manager(s), event planning chair(s), alumni relation chair(s), may be selected on a need-to basis.

B. Election/Delegation Process

Labor and Employment Law Society officers shall be filled annually by the membership. Vacancies may be filled at any meeting of the general membership. Each officer shall hold office until a successor is assigned, unless the officer is graduating.

The election process shall be conducted through a nomination procedure and vote by secret ballot. The Director or co-Directors will facilitate a voting process. All positions turn over in the fall semester.

C. Removal

Any officer assigned by the membership may be removed, for just cause, by a three-fourths vote of the Membership.

D. Resignation

An Executive Officer may resign at any time by delivering notice of their resignation of the Executive Board. The resignation shall take effect at the time of notice. The officer receiving the Executive Officer's resignation shall notify all other Board members of the resignation.

E. Vacancies

An Executive Board vacancy may be filled by the affirmative vote and appointment of a majority of the remaining members of the Executive Board. An Executive Officer, appointed by the remaining Executive Officers, to fill a vacancy, shall be appointed to hold office for the unexpired term of their predecessor in office.

F. Director(s)

Duties:

1. Schedule all Program Board Meetings and make agendas for those meetings.
2. Schedule Executive Board Meetings when needed.
3. Be a liaison with the professors who mentor the organization.
4. Serve as the contact person for the organization with SBA, the law school, and all outside organizations.
5. Represent the Labor and Employment Law Society at SBA meetings and Finance Board meetings when appropriate.
6. Help develop semester budgets.
7. Provide support for all Labor and Employment Law Society programming and events.
8. Attend SBA sponsored budget training.

G. Treasurer

Duties:

1. Develop semester budgets.
2. Attend Program Board Meetings.
3. Provide support for all Labor and Employment Law Society programming and events.
4. Responsible for collecting receipts, filling out reimbursement paperwork, and turning in all financial paperwork in a timely manner.
5. Attend SBA sponsored budget training.
6. Attend SBA and Finance Board meetings when appropriate.

H. Secretary

Duties:

1. Record meeting minutes.
2. Keep track of the calendar and other e-board documents.

ARTICLE VII. AMENDMENTS

This Labor and Employment Law Society Constitution may be altered or amended by a two-thirds vote of the Executive Board and the approval vote of a majority of the General Membership.