BYLAWS OF THE
EMPLOYMENT AND LABOR LAW SECTION
OF THE
INDIANA STATE BAR ASSOCIATION

ARTICLE I
NAME AND PURPOSE

Section 1. The Section shall be known as the Employment and Labor Law Section of the Indiana State Bar Association.

Section 2. The purpose of this Section shall be to promote the objectives of the Association within the field of employment and labor law. The Section shall study and report upon the proposed, necessary and desirable Federal and State labor or employment related legislation; encourage members of the Association interested in workplace issues throughout Indiana to meet and confer upon their various problems through this Section; promote the legal education of members of the Bar and the public on the problems of employment relations through sponsoring of meetings, institutes, and conferences and by preparing and publishing legal writings in the field of labor and employment law to evaluate and make recommendations to the Association regarding the practice of law in the area of employment and labor law. The Section shall publish, as it deems appropriate, a directory of its members, and take such other action as it deems appropriate to promote the working relationships of Section members.

ARTICLE II
MEMBERSHIP AND DUES

Section 1. Membership. Members in good standing of the Indiana State Bar Association shall be enrolled in the Section upon application and payment of the Section dues for the current year, and shall retain such membership unless it is terminated by resignation or by the failure to pay the annual dues as provided in these Bylaws.

ARTICLE III
OFFICERS AND COUNCIL MEMBERS

Section 1. Officers. The officers of the Section shall consist of a Chairman, a Chairman-Elect, a Vice Chairman and a Secretary-Treasurer. The officers shall be elected for a one-year term which shall commence at the close of the Annual Meeting of the Association and which shall end at the close of the Annual Meeting of the members of the Section which coincides with the next succeeding Annual Meeting of the Association. Officers shall be selected from among the members of the Section. Officers may not be elected to more than two (2) consecutive terms in

any one office.

Section 2. **Council Members**. The members of the Council of the Section shall consist of the officers of the Section, and fifteen other members of the Section. All Council members shall be elected in the same fashion and for the same term as the officers. The Chairman of the Section, upon the expiration of his/her term of office as Chairman, shall continue as a council member with the same rights and privileges as all other Council members.

Section 3. **Nominations**. A nominating committee shall be appointed by the Chairman at least 90 days prior to the Annual Meeting of the Association for the purpose of selecting nominees for the positions of officers and council members. The nominating committee shall endeavor to select nominees who will provide reasonable dispersal of geographic representation and reasonable representation of the views of both management and labor. The Chairman of the Nominating Committee shall submit a list of such nominees to the Secretary-Treasurer of the Section no later than 60 days before such meeting at which such election is to be held. The Secretary-Treasurer shall send a copy of such list of nominees (and other nominees made by petition as provided herein) to every member of the Section at least 15 days prior to the date of such meeting.

Section 4. **Nomination by Petition**. Other nominations for the offices of Chairman-Elect, Vice Chairman or Secretary-Treasurer may be made by a written petition signed by at least 20 members of the Section and submitted to the Secretary-Treasurer of the Section no later than 30 days before such meeting at which any such election is to be held.

Section 5. **Vacancies**. The President of the Indiana State Bar Association shall fill all vacancies in the offices of Chairman and Chairman-Elect. The Council shall fill all other vacancies.

ARTICLE IV
DUTIES OF OFFICERS

Section 1. **Chairman**. The Chairman shall preside at all Section meetings and meetings of the Council. The Chairman shall prepare and present such reports of the Section's activity as may be requested by the Board of Governors of the Association, and shall perform such other duties as usually pertain to the office.

Section 2. **Chairman-Elect**. The Chairman-Elect shall perform the duties of the Chairman during any absence or disability of the Chairman. In addition, the Chairman-Elect shall perform such other duties as may be assigned by the Council. The Chairman-Elect shall become the Chairman of the Section when the preceding Chairman leaves office.

Section 3. Vice Chairman. The Vice Chairman shall perform the duties of the Chairman during any absence or disability of the Chairman and Chairman-Elect. In addition, the Vice Chairman shall perform such other duties as may be assigned by the Council.

Section 4. Secretary-Treasurer. The Secretary-Treasurer shall be the custodian of all property, books, papers and documents of the Section and shall keep a true record of all meetings of the Section and the Council. A current roster of all members of the Section shall be maintained by the Secretary-Treasurer.

Section 5. Executive Committee. The Chairman, Chairman-Elect, Vice Chairman and Secretary-Treasurer shall constitute the Executive Committee, which shall be authorized to act on the Section's behalf in any matter.

ARTICLE V
DUTIES AND POWERS OF THE COUNCIL

Section 1. Supervision and Management. The Council shall supervise and manage the Section's affairs, subject to the Bylaws of this Section. It shall authorize all commitments entailing the payment of money.

Section 2. Committees. The Council may authorize the Chairman to appoint Committees and Committee Chairmen to perform such duties and exercise such powers as deemed necessary.

Section 3. Quorum. A majority of the Council shall constitute a quorum and the action of a majority of those present shall constitute action of the Council.

Section 4. Written Consent. In the absence of any objection from two or more of its members; the Council may act by the written consent of a majority of its members. Any objections to action by written consent must be made in writing and delivered to the Secretary within three (3) business days of a Council member's first receipt of notice of any proposed action. All Council members shall receive written notice from the Secretary of any proposed action by the Council not less than seven (7) days before the Council acts.

ARTICLE VI
SECTION MEETINGS

Section 1. Regular Meetings. The Section shall have two regular meetings of the members every year which shall be held in the same places and times as the Annual Meeting and the Spring Meeting of the Association.

Section 2. Special Meetings. Special meetings of the Section may be called by the Chairman, with approval of the Council, and shall be held at such time and

places as the Council determines. Notice of special meetings shall be given to the Secretary of the Section no less than 20 days prior to the date of such meeting.

Section 3. Quorum. Members of the Section present at any meeting shall constitute a quorum for the transaction of business, provided that at least four (4) members are present at such meeting.

ARTICLE VII
MISCELLANEOUS PROVISIONS

Section 1. The fiscal year of the Section shall be the same as that of the Indiana State Bar Association.

Section 2. No compensation shall be paid to any officer or member of the Council of the Section.

Section 3. These Bylaws shall become effective upon approval of the Board of Governors of the Indiana State Bar Association and the Section in the same manner as provided in Article VIII for their amendment.

ARTICLE VIII
AMENDMENTS

Section 1. These Bylaws may be amended at any Annual or Special Meeting of the Section by a majority of the members present and voting as provided in Section 3 of Article VI. Any proposed amendment shall first be submitted to the Council for its recommendation. No amendment adopted by the Section shall become effective until approved by the Board of Governors of the Indiana State Bar Association.

(Bylaws as Amended December 10, 2001)

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