

**LABOR AND EMPLOYMENT
SECTION OF
THE STATE BAR OF NEVADA**

BYLAWS

ARTICLE 1

Name and Principal Office

Section 1. Name

This organization shall be known as the Labor and Employment Section of the State Bar of Nevada (hereinafter referred to as “the Section”).

Section 2. Principal Office

The principal office of the Section shall be the State Bar of Nevada, 600 East Charleston Blvd., Las Vegas, Nevada 89104. The Executive Committee of the Section may change the location of the principal office at any time.

ARTICLE II

Purpose

The purpose of the Section shall be to promote the practice of labor and employment law in Nevada as follows:

- A. To enhance the role and skills of the lawyers engaged in the practice of labor and employment law through study, collection, development and dissemination of materials on subjects of interest to labor and employment law practitioners;
- B. To assist in the formation, administration and implementation of programs, forums and other activities for the education of members of the State Bar of Nevada in matters pertaining to labor and employment law;
- C. To recognize and discuss means of improving the practice of law in the fields of labor and employment law; and
- D. To promote the respectful interaction and exercise of the highest degree of professionalism as between labor and employment law practitioners by way of social, volunteer, charitable, educational and professional activities that allow practitioners opportunities to interact, build camaraderie and cooperate with one another.

ARTICLE III

Membership

Section 1. **Membership Qualifications**

Any Nevada licensed attorney who is a member in good standing with the State Bar of Nevada may qualify for membership upon payment of the Section dues:

Section 2. **Membership Rights**

Members have the following rights:

- A. To attend meetings, including meetings of the Executive Committee;
- B. To vote, upon payment of the appropriate dues;
- C. To hold office; and
- D. To participate in all activities of the Section not prohibited or assigned in accordance with the Bylaws.

Section 3. **Dues**

Dues for membership in the Section shall be in an amount set by the Section and approved by the Board of Governors, payable upon joining the Section and thereafter annually in advance each year; at the beginning of the State Bar's fiscal year. As such, on an annual basis, the Section's General Membership shall consider and vote on the dues amount at a General Membership Meeting, subject to approval by the Board of Governors. If no dues amount determination is made at a General Membership Meeting, the dues shall remain at the same amount as the preceding year. Effective as of 2015, dues shall be \$30.00.

Membership dues shall be paid to the State Bar of Nevada, along with all other funds generated by this Section, and appropriately accounted for by the Accounting Department of the State Bar of Nevada in conjunction with the Treasurer of the Section and shall be used for the purposes of defraying costs and expenses of this Section or such other purposes as the Board of Governors may designate.

ARTICLE IV

General Membership Meetings

Section 1. Frequency of Meetings

The General Membership shall hold a meeting at least once annually at a time and place to be determined by the Executive Committee.

Section 2. Notice

- A. Written notice of each meeting specifying the time and place shall be mailed, e-mailed, faxed or delivered to each member thirty (30) days prior to meeting.
- B. Written notice shall include an agenda with the action items indicated; and
- C. Robert Rules of Order shall apply, if so determined by the Executive Committee.

Section 3. Quorum

Twenty (20) members or 10% of the General Membership, (whichever is less), shall constitute a quorum at a General Membership Meeting.

Section 4. Voting

- A. Each member in good standing shall have one (1) vote.
- B. Except as provided in Article VII, a majority vote of the quorum is necessary to take action.

ARTICLE V

Executive Committee

Section 1. Executive Committee Meetings

The Executive Committee shall hold at least four (4) meetings each year at a time and place to be determined by the Executive Committee. This shall include meetings via teleconference call.

Section 2. Special Meetings of the Executive Committee

Any member of the Executive Committee may convene a special meeting of the Executive Committee at a time and place, to be determined by the Executive Committee; such meetings may include teleconference calls.

Section 3. Notice of Executive Committee Meetings

Reasonable efforts shall be made to notify all Section members of Executive Committee Meetings and Special Meetings of the Executive Committee, including but not limited to notice by mail, e-mail, fax, telephone or delivery at least five (5) days prior to any such meetings.

Section 4. Powers

The policies, programs, business and property of the Section shall be controlled and managed by its Executive Committee. The Executive Committee shall:

- A. At least annually, review the mission and the goals, objectives and priorities of the Executive Committee and make recommendations for change, if any, to the General Membership.
- B. Adopt procedures for establishing, implementing and reviewing priorities in the allocation of resources.
- C. Establish and appoint officers and members to appropriate subcommittees, as the Executive Committee shall from time to time determine as appropriate or necessary.

Section 5. Officers

The Executive Committee shall consist of the following officers:

- A. Chairperson
- B. Vice Chairperson
- C. Secretary
- D. Treasurer
- E. CLE Subcommittee Chairperson
- F. Membership and Communications Subcommittee Chairperson
- G. Journal Subcommittee Chairperson
- H. Northern Nevada Representative

Section 6. Election and Terms of Office

- A. The General Membership shall elect Executive Officers by a majority vote at a General Membership Meeting of the Section.
- B. Officers shall serve a two (2) year term or until a successor has been elected.
- C. No officer shall hold more than one office at the same time.

- D. No officer shall serve more than two (2) consecutive terms in the same office, unless approved by the General Membership.

Section 7. Resignation

Any officer may resign by giving written notice to the Executive Committee.

Section 8. Removal

Upon written notice, the General Membership may remove a member of the Executive Committee by a majority vote.

Section 9. Vacancies

The Executive Committee may fill a vacancy in any office for the duration of the term.

Section 10. Committee Creation and Appointments

As it deems necessary to carry out the purposes of the Section, the Executive Committee is empowered to create and/or modify the Section's subcommittees, as well as appoint individuals to positions of responsibility within the same, including but not limited to subcommittee vice chairpersons, newsletter associate editors and journal associate editors.

Section 11. Amicus Brief Standing Committee

The Amicus Brief Standing Committee of the Labor and Employment Section of the State Bar of Nevada serves at the pleasure of the Executive Committee and assists when called upon by the Executive Committee to respond in a timely and appropriate manner to all written requests and/or notices from the Nevada Supreme Court for legal analysis or an amicus brief on labor and employment law issues that are presented to the Executive Committee by the court.

The Amicus Brief Standing Committee shall consist of not more than ten (10) members appointed by majority vote of a quorum of the Executive Committee for three (3) years terms after a call for expressions of interest and nominations from the General Membership. The Executive Committee is charged with making all reasonable efforts to ensure that the composition of the Amicus Brief Standing Committee is as equally composed of defense-side and plaintiff-side practitioners.

The Amicus Brief Standing Committee shall follow established Policies and Procedures adopted by a quorum of the Executive Committee.

ARTICLE VI

Powers and Duties of Officers

Section 1. **Chairperson**

The Chairperson shall:

- A. Preside at all of the meetings of the Executive Committee and the Section.
- B. Serve as an ex-officio member of all standing committees and subcommittees.
- C. Be vested with any and all powers and duties necessary to fulfill the office of the Chairperson.

Section 2. **Vice Chairperson**

The Vice Chairperson shall:

- A. Become Chairperson upon the expiration of the term of the Chairperson and assume all responsibilities of the Chairperson as needed.
- B. Shall serve as an ex-officio member of all standing committees and subcommittees.
- C. Be vested with any and all powers and duties necessary to fulfill the office of the Vice Chairperson.

Section 3. **Secretary**

The Secretary shall:

- A. Record and maintain, or cause to be kept and maintained, minutes of all meetings.
- B. Send, or cause to be sent, written notice of all meetings of the membership.
- C. Keep and maintain copies of notices, agenda, minutes, attendance and other written records or items from the meetings.
- D. Be vested with any and all powers and duties necessary to fulfill the office of Secretary.

Section 4. Treasurer

The Treasurer shall:

- A. Keep and maintain, or cause to be kept and maintained, adequate and correct accounts of its assets, liabilities, receipts and disbursements.
- B. Render, or cause to be rendered, to the membership at each General Membership Meeting, or upon request, an account of the financial status of the Section.
- C. Be vested with any and all powers and duties necessary to fulfill the office of the Treasurer.

Section 5. CLE Subcommittee Chairperson

The CLE Subcommittee Chairperson shall:

- A. In consultation with the Executive Committee plan, schedule, and manage to completion all Section Continuing Legal Education (CLE) programs, which should include at least two CLE programs in southern Nevada and two in northern Nevada each year.
- B. Coordinate with the State Bar and the Continuing Legal Education Board to ensure that the Section is in compliance with all rules and regulations of the State Bar regarding CLE and to ensure that the programs are approved for CLE credit for those who attend each program.

Section 6. Membership and Communications Subcommittee Chairperson

The Membership and Communications Subcommittee Chairperson shall:

- A. Serve as Editor-In-Chief of the Section's Bi-Monthly Newsletter.
- B. Coordinate efforts to maintain and increase membership.
- C. Organize membership outreach events and social events.

Section 7. Journal Subcommittee Chairperson

The Journal Subcommittee Chairperson shall:

- A. Serve as Editor-In-Chief of the Nevada Practitioners' Journal of Labor and Employment Law.
- B. Supervise Associate Editors and any law school student staff editors.

- C. Interact with the State Bar of Nevada's Publication Department.
- D. Interact with the Boyd School of Law.
- E. Preside over any journal advisory board.

Section 8.

Northern Nevada Representative

The Northern Nevada Representative shall:

- A. Assist in the coordination of Section activities and events so as to enhance participation by Section members in northern Nevada.
- B. Promote the Section to members of the bar in northern Nevada and encourage their membership in the Section.
- C. Serve as a primary point of contact for the Section events in Northern Nevada.
- D. Assist in the organization of Section activities and events in northern Nevada, including CLE events.
- E. Facilitate participation by northern Nevada members in southern Nevada based activities and events.

ARTICLE VII

Continuing Legal Education

All educational projects of the Section for which CLE credits will be sought must be submitted to the Continuing Legal Education Department of the State Bar for approval. The Continuing Legal Education Department will administer and coordinate all such projects with the Section. Net profits or losses of such projects will be divided in a manner consistent with the policies approved by the Board of Governors of the State Bar of Nevada.

ARTICLE VIII

Legislation

The Section may draft legislation for the Nevada State Legislature or propose to support or oppose the adoption of legislation by the Nevada State Legislature, provided the Section's proposed legislation or legislative position is consistent with its purposes and (1) relates closely and directly to the administration of justice; (2) involves matters which are not primarily political and as to which evaluation by lawyers would have particular relevance if not related closely and directly to the administration of justice; or (3) comes within the Section's special expertise and jurisdiction.

Any draft legislation or proposed legislative position must be approved by the Section's Executive Committee and adopted by a vote of the Section's General Membership pursuant to Article IV. If so adopted, the Section's Executive Committee, by and through the Chairperson or Vice Chairperson, must present the draft legislation or legislative position to the Board of Governors of the State Bar of Nevada for review pursuant to Section 7.10 of the State Bar of Nevada Bylaws.

No committee of this Section is permitted to present draft legislation or a proposal to the Board of Governors; only the Executive Committee may do so utilizing the procedures above.

ARTICLE IX

Amendment of Bylaws

These Bylaws may be amended, altered or repealed at any General Membership Meeting by a majority vote of the quorum present.