

AZELA COMPREHENSIVE MEMBERSHIP POLICY

Pursuant to Article II, Section 2.1.1 and 2.1.2 of the Arizona Employment Lawyers Association Bylaws (AZELA), there are two membership categories: 1) Attorney Members and 2) Associate Members.

2.1 MEMBERSHIP ELIGIBILITY.

2.1.1 ATTORNEY MEMBERS. Attorneys at law who (a) are in good standing as members of the State Bar of Arizona, (b) who devote a substantial percentage of their practice to employment and labor law, (c) a majority of whose employment law and labor law practice consists of representation of employees and unions, (d) who have paid dues set by the board of directors for members from time to time are eligible to become members of the Corporation.

2.1.2. ASSOCIATE MEMBERS. In addition, others as determined by the board of directors may be voting or non-voting associate members based on criteria as determined by the board of directors upon payment of dues as established by the board.

The *Ad Hoc* Committee on Associate Memberships makes the following recommendations regarding Associate Membership in AZELA:

WHEREAS, in order to afford the AZELA board of directors maximum flexibility in determining the eligibility for associate memberships outside of the context and the confines of the bylaws, the board of directors adopted bylaws on January 31, 2014, which provided that the board of directors may determine eligibility for, and confer, voting and non-voting associate memberships;

WHEREAS, the board of directors, acting by unanimous resolution effective February 28, 2014, decided that public attorneys should be eligible for voting associate memberships in AZELA, provided they meet certain conditions and qualifications;

WHEREAS, on June 27, 2014, the board of directors considered and approved, as modified, a resolution recommended by the *Ad Hoc* Committee on Associate Memberships, which provides for various categories of associate memberships and the conditions, qualifications, rights, privileges, and costs associated with each;

WHEREAS, the board of directors has, from time to time, conferred voting associate memberships on particular individuals who have otherwise demonstrated an interest in labor and employment law and AZELA to the board's satisfaction, such memberships remaining active from year to year upon payment of annual fees and submission of application for renewal, absent further Board action; and

WHEREAS, the board of directors wishes to make further and complete provision for voting and non-voting associate memberships in AZELA, provided such prospective associate members meet certain conditions and qualifications;

THEREFORE, IT IS RECOMMENDED that public attorneys, regardless of their admission status in Arizona, are eligible for voting associate memberships under § 2.1.2 of AZELA's bylaws, provided they meet the following conditions:

- (1) Such attorneys are employed in Arizona by an agency of the federal or state government charged with interpreting and/or enforcing federal or state employment or labor laws, including, by way of example, the U.S. Equal Employment Opportunity Commission;
- (2) Such attorneys devote a substantial percentage of their practice to employment and labor law;
- (3) A majority of such attorneys' labor and employment practice consists of representing, or advocating on behalf of, employees or labor unions; and
- (4) Such attorneys have paid the applicable dues set by the board of directors for such members.

As voting associate members, such public attorneys will be accorded all of the privileges of attorney membership, including being permitted to participate on and utilize the listserv and the members-only section of the AZELA website, discount at annual CLE Convention and seminar, and free attendance at monthly CLE meetings. The annual dues for public attorneys will be 50% of the regular membership rate for attorney members.

IT IS FURTHER RECOMMENDED that non-profit attorneys, regardless of their admission status in Arizona and without regard for whether such attorneys have paid the dues applicable to attorney members, are eligible for voting associate memberships under § 2.1.2 of AZELA's bylaws, provided they meet the following conditions:

- (1) Such attorneys are employed by a non-profit or not for profit organization or agency in Arizona, including, by way of example, Community Legal Services;
- (2) Such attorneys devote a substantial percentage of their practice to employment and labor law;
- (3) A majority of such attorneys' labor and employment practice consists of representing, or advocating on behalf of, employees or labor unions; and
- (4) Such attorneys have paid the applicable dues set by the board of directors for such members.

As voting associate members, such non-profit attorneys will be accorded all of the privileges of attorney membership, including being permitted to participate on and utilize the listserv and the members-only section of the AZELA website. The annual dues for non-profit attorneys will be the greater of the actual, per capita cost of the annual AZELA convention or \$30.

IT IS FURTHER RECOMMENDED that law students, regardless of their non-admitted status in Arizona and without regard for whether such students have paid the dues applicable to attorney members, are eligible for non-voting associate memberships under § 2.1.2 of AZELA's bylaws, provided they meet the following conditions:

- (1) Such students are currently enrolled in an accredited law school, whether such law school is in Arizona or elsewhere;
- (2) Such students have demonstrated an interest in employment and labor law;
- (3) Such students have expressed an interest in representing, or advocating on behalf of, employees or labor unions upon graduation from law school; and
- (4) Such students have paid the applicable dues set by the board of directors for such members.

Law students who wish to join AZELA will be permitted to attend the annual AZELA convention as well as the monthly CLE meetings that are included within the annual membership dues. However, law students will not be permitted to participate on or to utilize the listserv or the members-only section of the AZELA website, until such time as such students may otherwise qualify for a full, voting membership in AZELA. The annual dues for law students will be the greater of the actual, per capita cost of the annual AZELA convention or \$30.