**Constitution of the Labor and Employment Law Association**

*In order to further the cause of justice in the workplace, we, the students of the Ohio State University Moritz College of Law, do hereby establish the Labor and Employment Law Association and its following constitution.*

***Article I – Statement of Purpose***

The purpose of the Labor and Employment Law Association (LELA) shall be…

*A)* To educate students about labor and employment law, as well as the American labor movement, so that they know their rights as workers, are able to understand the organization of unions and understand the central role of labor in society.

*B)* To provide students with opportunities to get involved with labor and employment law and the world of American labor as well as to provide a professional with opportunities to reach out to students.

*C)*To provide a forum for the discussion of labor and employment law.

*D)* To advocate for greater university support for those who pursue studies in labor and employment law.

*E)* To support anybody who wishes to protect the rights of workers and the civil rights of all.

***Article II - Membership***

*A)* Membership in LELA is open to all students, faculty, and staff at the Ohio State University who support the purpose of LELA. Membership is also open to alumni of Moritz.

*B)* Voting membership shall be limited to currently enrolled Moritz students. Others, such as non-Moritz students, faculty, Moritz alumni, professionals and OSU staff, are encouraged to become members, but as non-voting honorary members. Membership in LELA shall terminate upon separation from the school due to graduation, withdrawal, or dismissal.

*C)* When participating in LELA activities and events, LELA members are expected to

comply with the Ohio State University Moritz College of Law Code of Student Code and to treat others with respect and solidarity. The organization’s voting membership should be limited to currently enrolled Ohio State students. Others non-student members, such as faculty, alumni, professionals, etc., may become members, but only as non-voting associate or honorary members.

*D)* As required by the Guidelines for Student Organizations, 90% of the membership of a student organization must include current Ohio State University students. Active members and the Coordinating Committee are able to make decisions regarding the membership of community and other non-student members of an organization. Community or other non-student members may be temporarily suspended with a majority vote of the Coordinating Committee.

*E)* LELA does not discriminate on the basis of age, ancestry, color, disability, gender identity or expression, genetic information, HIV/AIDS status, military status, national origin, race, religion, sex, sexual orientation, protected veteran status, or any other bases under the law, in its activities, programs, admission, and employment. As a student organization at The Ohio State University, LELA expects its members to conduct themselves in a manner that maintains an environment free from sexual misconduct. All members are responsible for adhering to University Policy 1.15, which can be found here: https://hr.osu.edu/public/documents/policy/policy115.pdf.

If you or someone you know has been sexually harassed or assaulted, you may find the appropriate resources at http://titleIX.osu.edu or by contacting the Ohio State Title IX Coordinator at titleIX@osu.edu.

***Article III – Methods for Removing Members and Executive Officers***

*A)* If a member engages in behavior that is detrimental to advancing the purpose of LELA, violates LELA’s constitution or by-laws, or violates the Code of Student Conduct, university policy, or federal, state or local law, the member may be removed through a majority vote of the officers in consultation with the organization’s advisor.

*B)* Any elected officer of LELA may be removed from their position for cause. Cause for removal includes, but is not limited to: violation of the constitution or by-laws, failure to perform duties, or any behavior that is detrimental to advancing the purpose of this organization, including violations of the Student Code of Conduct, university policy, or federal, state, or local laws. The Coordinating Committee may act for removal upon a two-thirds affirmative vote of the Coordinating Committee in consultation with the LELA’s advisor.

*C)* In the event that the reason for member removal is protected by the Family Educational Rights and Privacy Act (FERPA) or cannot otherwise be shared with members (e.g., while an investigation is pending), the executive board, in consultation with LELA’s advisor, may vote to temporarily suspend a member or executive officer.

***Article IV - Organizational Leadership***

*A) Offices and their Duties*

(1) The Coordinating Committee shall be comprised of a minimum of a President and a

Treasurer.

(2) The officers shall be elected by members held pursuant to Article IV (B)

(3) Only currently enrolled students of the Michael E. Moritz College of Law are eligible to hold office.

(4) The officers of LELA and their duties are as follows:

(a) President – The President shares their duties and responsibilities with the Vice

President. However, the President will take the lead and delegate what is necessary to the Vice President. Together, they shall serve as spokespersons for LELA and are responsible for facilitating implementation of the goals in Article I. They shall also be responsible for calling meetings and spring elections. They are responsible for planning and executing both social and academic programs, and coordinating fundraising activities and special events. The President is a member of the Coordinating Committee with full voting power.

(b) Vice President – The Vice President shares their duties and responsibilities with the President. They shall yield to the President’s lead and take responsibilities that the President has delegate unto them. They are also able to plan and execute social programs, academic programs and special events, however they must have the President approve said plans before carrying them out. If the President is temporarily incapacitated or unavailable, the Vice President will take on the roles and responsibilities of the President until the latter is capable again. The Vice President is a member of the Coordinating Committee with full voting power.

(c) Treasurer – The Treasurer shall prepare the annual budget and shall disburse funds as authorized by the President and Vice President. In addition to handling LELA’s finances, the Treasurer shall serve as a key advisor to the President and Vice President. The Treasurer is a member of the Coordinating Committee with full voting power.

(c) 1L Representatives – There shall be one 1L representative per section. 1L

representatives shall be responsible for promoting LELA and LELA’s events within their section.

(5) The board shall have the power to create and eliminate officer positions as they find necessary.

*B) Elections*

(1) All LELA officers, including those expressly called for by this document and those otherwise created, shall be elected by the general membership of the organization.

(2) Officers shall be elected in the spring of each year, except 1L Representatives, who shall be elected in the fall.

(a) Spring elections shall not be held within 2 weeks of the first final exam scheduled.

(3) Elections must be held either in person or by secure electronic means.

(4) Notice of the vote shall be provided at least seven days in advance of the final day for voting.

(5) Each candidate must write and submit a personal statement of interest for each position they run for.

(6) Each officer will serve for a term of one year, ending with the election of officers for the following year.

*C) Succession*

In the event that an officer is removed or has personally stepped down, the succession process is as follows:

(1) All officers ranked lower than the departing officer shall move up one position in rank. Thus, the Vice President shall become the President, and the Treasurer shall become the Vice President.

(2) The highest acting official shall call a vote to confirm these officers in their new positions.

(3) There shall be an election for the remaining vacant office. For this office, candidates are limited to lower-ranked officers, or, if there are none, there shall be a runoff between those students who unsuccessfully ran for office in the previous election. As a last resort, there shall be an election that any LELA member may run in.

*D) Faculty Advisor*

The LELA Faculty Advisor must be a full-time member of the University faculty or Administrative & Professional staff. The Advisor shall also serve as a reference to inform current officers of past activities and events undertaken by the organization.

***Article V: Meetings and Events***

*A) Meetings*

(1) LELA shall hold a minimum of two official governance meetings of its general membership in each autumn and spring semester.

(2) LELA leadership is highly encouraged to hold additional social meetings to build a feeling of solidarity and fellowship with general membership

*B) Events*

(1) LELA shall plan and carry out a minimum of two events for the greater Michael E. Moritz College of Law community in each autumn and spring semester.

(2) These events shall...

(a) educate the students, staff, and faculty of the Michael E. Moritz College of Law on legal and political issues facing workers within Ohio, America and the world, or

(b) provide students an opportunity to build their professional skills and networks in furtherance of the cause of expanding justice in the workplace.

(3) LELA encourages differing opinions as robust debate is the foundation of democracy in both academia and the workplace. However, LELA reserves the right to address member or event attendee behavior where the individual’s behavior is disruptive and not in alignment with LELA’s purpose. LELA has zero tolerance for individuals sending hateful messages to members of any marginalized or historically marginalized community. LELA expects individuals to protest peacefully and respectfully, without disrupting the content of an event, and with all due respect to the reasonable considerations of others.

***Article VI: Amendment Procedures***

*A)* Amendments to this constitution shall be adopted by a two‐thirds vote of the general

membership, except that no amendment shall be adopted without the affirmative vote of the majority of the Coordinating Committee.

*B)* For a vote on an amendment to be valid, not less than three-quarters of the general

membership must be present.

*C)* The Constitution should not be amended unless necessary. Compliance with new university

requirements for student organizations, updating language to be more inclusive, and novel problems that have not been spoken to in this constitution are some examples of when it might be necessary to amend the constitution.

***Article VII: Method of Dissolution of Organization***

If at any time the members of LELA at The Ohio State University Michael E. Moritz College of Law believe that the organization can no longer fulfill its purpose, the organization may be dissolved by a three-fourths vote of the general membership. Such vote may only be called by a unanimous vote of the Coordinating Committee and with the assent of the Faculty Advisor. Any assets in the organization’s possession at time of dissolution are to be given to the Michael E. Moritz College of Law Library for the acquisition of materials consistent with the purpose of LELA. The Coordinating Committee will contact Student Activities staff in order to remove LELA’s information from the university website.