

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, the rights of workers, and understand the central role of labor in society.
- B)* To provide students with opportunities to get involved with labor and employment law and to provide students with professional opportunities in the field.
- 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 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 members. Membership in LELA shall terminate upon separation from the school due to graduation, withdrawal, or dismissal.

C) Other non-student members, such as faculty, alumni, professionals, etc., may re-establish membership, but only as non-voting or honorary members.

D) 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.

E) 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 Executive 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 suspended with a majority vote of the Coordinating Committee.

F) 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.

G) 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 - Leadership

A) Offices and their Duties

- (1) The Executive 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) No person may hold more than one office concurrently
- (5) The officers of LELA and their duties are as follows:
 - (a) President –The President shall serve as spokesperson for LELA and is responsible for facilitating implementation of the goals in Article I. The President shall also be responsible for calling meetings and spring elections. The President is responsible for facilitating the implementation of strategic initiatives of LELA, recruitment of new members, and planning and executing fundraising activities and special events. The President is a member of the Executive Committee with full voting power. The President shares their duties and responsibilities with the Vice President. The President will delegate necessary responsibilities to the Vice President.
 - (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 delegated unto them. They are also able to plan and execute social programs, academic programs and special events with coordination of the Executive Committee. If the President is temporarily incapacitated or unavailable or if the President so requests, 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 Executive 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. The Treasurer shall oversee the bank account, Venmo and any other financial accounts of the organization and shall include all statements of activity of these accounts that occurred within each semester in a treasurer's report no later than 10 days after the last day of finals. The Treasurer is a member of the Executive Committee with full voting power.

(d) Administrator- The Administrator shall be in charge of communications including GroupMe, emails, posters/flyers, social media, and TWEN updates. The Administrator shall also be in charge of maintaining the membership database. The Administrator is a member of the Executive Committee with full voting power.

(1) A database of voting members shall be kept by the Administrator. The database shall include:

(a) The first and last name of the member

(b) The OSU email of the member

(e) 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 14 days of the first final exam scheduled.

(3) Elections must be held either in person or by TWEN.

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

(5) Each candidate must declare their candidacy at least 24 hours before the election by submitting their personal statement to the President

(a) Each candidate may run for 1 executive and 1 administrative office .

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

(6) If a person wins more than one election they may choose which office they would prefer to hold

(a) The office they abandon shall be given to the next highest vote getter in that election

(7) 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) The President

(a) The Vice President shall become the President for the remainder of the term.

(2) All other Offices

(a) There shall be an election for the vacant office within 14 days of removal. For this office, candidates are limited to 1L representatives, or, if there are none available or interested, 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 IV – 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 Executive Committee may act for removal upon a two-thirds affirmative vote of the Executive 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 Committee, in consultation with LELA's advisor, may vote to temporarily suspend a member or executive officer.

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 as tabulated in the member database 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 believes 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 Executive 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 Executive Committee will contact Student Activities staff in order to remove LELA's information from the university website.