



Triangle Society for Human Resource Management
Leading People. Leading Organizations.



SHRM AFFILIATED CHAPTER #0076

AMENDED May 29, 2018

ARTICLE I ♦ IDENTIFICATION

Section 1: Name. The name of the Chapter is Triangle Society for Human Resource Management (TSHRM) (herein referred to as the "Chapter"). To avoid potential confusion, the Chapter will refer to itself as Triangle Society for Human Resource Management (TSHRM) and not as SHRM or the Society for Human Resource Management.

Section 1.2: Affiliation. The Chapter is affiliated with the Society for Human Resource Management (herein referred to as "SHRM").

Section 1.3: Relationships. The Chapter is a separate legal entity from SHRM. It shall not be deemed to be an agency or instrumentality of SHRM or of a State Council, and SHRM shall not be deemed to be an agency or instrumentality of the Chapter. The Chapter shall not hold itself out to the public as an agent of SHRM without express written consent of SHRM. The Chapter shall not contract in the name of SHRM without the express written consent of SHRM.

Section 2: The fiscal year of this organization will start on January 1 and end on December 31 of each year.

Section 3: In the event of TSHRM's dissolution the remaining monies in the Treasury, after chapter expenses have been paid, will be contributed based on the terms outlined in Article XI.

ARTICLE II ♦ Mission and Values

Section 1: We are committed to advancing the HR profession and serving the HR professional.

Section 2: To provide assistance in the professional development of every member.

Section 3: To improve the community through social responsibility and connection of human resource expertise to local needs.

ARTICLE III ♦ MEMBERSHIP

Section 1: TSHRM is an equal opportunity organization without regard to race, creed, color, gender, religion, national origin, disability, veteran status, marital status, pregnancy, sexual orientation or age in connection with, but not limited to, membership, committee appointments and candidates for office. All memberships are individual and not transferable. Eligibility for membership is subject to the following conditions:

Professional Member

Professional membership in TSHRM is available to individuals employed in positions meeting one of the following conditions:



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- Human Resource professionals responsibly engaged in the practice of human resource management who devote at least 50% of their time to personnel, human resources or industrial relations;
- Such individuals who may have other duties but hold primary responsibility for the human resource function in a business or organization;
- Faculty members of professional rank in human resource management or any of its specialized phases at an accredited college or university;
- Full time Professional Consultants within the field of Human Resource Management and with previous experience as a practitioner/professional in human resource management **and/or** hold a professional human resources certification designation.
- New to the Triangle AND meeting the eligibility criteria described above in last job prior to relocating to the Triangle.
- TSHRM Professional Member in good standing during previous year but currently not employed in human resources.
- Unemployed members or applicants, whose immediate past job met the professional membership requirements, are eligible for membership for a period of one year.
- Licensed Attorneys in the State of North Carolina who provide legal counsel and representation to employers (private or public sector) on human resources issues.

Professional Members pay regular dues and are entitled to all privileges of membership, including the right to vote, chair a committee or hold office.

Affiliate Member

An Affiliate Member is a member who is affiliated with a company which offers a human resource-related service or product for profit such as relocation services, benefit plans, employment, background services, temporary placement, or legal services (other than Attorneys who provide legal counsel to employers on human resources issues).

Not more than one individual per firm may be an Affiliate Member and no more than twenty (20) percent of the total TSHRM membership at the end of the preceding year shall be comprised of Affiliate Members. Membership is individual; therefore, if an Affiliate Member leaves his/her current employment, another employee of that firm may become an Affiliate Member if they pay the chapter member fee and only if the twenty (20) percent limit has not been reached for that year.

Affiliate Members pay dues and are extended all the courtesies of the Chapter. The right to hold office or to be appointed chair of a committee will be taken under consideration by the TSHRM Board.

Associate Member (Non HR related professional)

Individuals who do not meet the criteria for Professional or Affiliate membership but have a bona fide interest in human resource management.

Associate Members pay dues and are extended all the courtesies of the Chapter. The right to hold office or to be appointed chair of a committee will be taken under consideration by the TSHRM Board.



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Student Member

Student members that are full-time university or college students (enrolled for 9 hours or more). A student member's status will convert to the appropriate membership category immediately upon graduation from school with all the associated rights and responsibilities applicable.

Student Members pay dues at a discounted rate to be determined by the TSHRM Board and are extended all courtesies of the Chapter.

Section 2: Candidates for membership will complete an on-line or written application. Such applications will be reviewed by the membership team and endorsed if membership requirements are met. Applications will be reviewed by the Past President, current President and/or President-Elect in the event of any eligibility questions.

Section 3 NON-SOLICITATION: Members, Sponsors, Speakers or Guests may not engage in solicitation of business during any TSHRM function, nor may they utilize the membership roster for business solicitation. If anyone is found soliciting, the Board of Directors will review the issue and determine the appropriate course of action, which could include immediate termination of membership or dismissal from an event.

ARTICLE IV ♦ DUES AND FEES

Section 1: Dues for membership of this organization will be determined by the TSHRM Board of Directors. Dues will be the same for all members in a given membership category and will be paid annually in January.

Membership in SHRM will not be a requirement for general membership in the TSHRM. However, annual dues will be discounted for members who are also current members of SHRM and who have designated TSHRM as their primary chapter.

Section 2: *The board will determine annually before the next fiscal year any membership dues or campaigns the chapter wishes to establish for either new or returning members. Dues for all members will expire on a calendar year renewal date. Members will receive a past due invoice at 30 days and be dropped from the roster.*

The Board, at its discretion, can elect to offer discounted membership renewal fees to certain groups. The Board is limited to offering discounts on membership renewal of up to 50% of the regular dues in any one year.

Section 3: Students will pay a student member rate for TSHRM membership as set by the TSHRM Board per Section 4 of Article IV. This will be further discounted if the student is a National SHRM Student Member. Local meeting fees for student members maybe partially absorb the membership at the Board's discretion.

Section 4: The amount of the local dues will be set by the TSHRM Board no later than November 15 of each calendar year. Members who pay annual dues but leave TSHRM during the year will not receive a refund of dues. Members who move into transition mid-year will not receive a refund of dues.

Section 5: Dates for chapter meetings will be set by the TSHRM Board. Members will be assessed a fee



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for each meeting attended and/or each meeting for which a reservation is made.

Section 6: All dues and fees will be payable on or before the due date when billed. When any member owes dues or is otherwise indebted to TSHRM for a period of thirty (30) days from the date when same becomes due and payable, he/she will receive a call from the membership team or a current Board Member. When any member owes dues or is otherwise indebted to TSHRM for a period of sixty (60) days from the date when same becomes due and payable, he/she will be automatically dropped from the membership.

Section 7: The TSHRM Board may offer special rates for membership in order to promote new membership. Special rates must be approved by majority Board vote and be publicized to the membership.

ARTICLE V ♦ BOARD OF DIRECTORS

Section 1: The officers of the chapter are the board of directors and will consist of a President, a President-Elect, Past President, Vice President of Programs, and Vice President of Membership. All other members of the Board of Directors will be designated by the president and approved by the board by majority vote.

Section 2: The Board of Directors will serve for TSHRM's calendar year, January 1 through December 31. Appointed directors and elected officers (outside of the President-Elect and Past President) will serve for two (2) years in the same position. Appointed directors and elected officers (except the President) shall serve one (1) year terms in the same position. If for some reason, an appointed director or elected official is unable to serve their term, either through their own accord or by a decision made by the Board of Directors, appointed person or elected official may serve less than their term. All members of the TSHRM Board are required to be a member in good standing of SHRM.

Section 3: TSHRM Leadership - (Chair Positions): For TSHRM Leadership positions, Members will self-nominate for appointed positions. The Board of Directors will be responsible for deciding calendar year appointments for any and all leadership roles. The Board will ensure all Core Leadership Area's (CLAs) are covered between Board and Leadership Team roles. Positions may be job-shared.

Section 4: Any vacancy in the Board of Directors or Leadership (Chair) positions will be filled for the unexpired term by the nomination of the President and a majority vote by the Board of Directors.

Section 5: The Board of Directors' key objectives are:

- to assure that the Mission and Values of TSHRM are met.
- to assure the long-term strategic as well as annual success of TSHRM.

Section 6: TSHRM Board of Directors will meet no less than every other month. All Board members are required to attend official meetings of the Board. No TSHRM business requiring Board voting will be conducted without a quorum which is defined as a majority of the Board of Directors.

Section 7: Individuals will also be encouraged to self-identify for open positions and express their interests to the President or President-Elect. The slate of Board officers, defined as President-Elect, Vice President, Membership, and Vice President, Programs will be presented to the membership. The officers



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will be approved with a majority vote of eligible voters. The membership may vote via electronic method. Other voting Board member positions will be presented by the President and/or President-Elect to the board for a majority vote approval.

Section 8: Key Responsibilities of the Board of Directors

Note: The President and Board of Directors collectively decide on strategies and plans that affect TSHRM as a whole. However, individual Directors are primarily responsible for developing and introducing strategies to the Board in their individual area.

President: Provides strategic and operational leadership to ensure the success of the organization. Recommends the Board of Directors, presides at meetings, and coordinates the various functional groups and committees. The President will maintain a liaison with and must be a member in good standing of SHRM throughout his/her term; this is required to maintain chapter affiliation with SHRM.

President-Elect: Performs duties of the President in his/her absence. Responsible for nominating and/or appointing of the following year's Board of Directors. Assists the President with leading the organization so as to ensure a smooth transition between Boards. If for some reason, the President is unable to serve his/her term, either through their own accord or by a decision made by the Board of Directors, the President-Elect will move to the President role.

Past President: Serves as the advisor to current President on an as needed basis relying upon previous experience as chapter President.

Vice President, Programs: Develops and implements strategies to educate members and provide networking opportunities through monthly meetings, roundtable discussions, seminars, etc. Responsibilities include identifying program speakers, surveying meeting attendees, incorporating survey feedback into program selection, and coordinating meeting facilities/logistics with the meeting management consultant.

Vice President, Membership: Develops and implements strategies to recruit and retain members. Primary responsibilities include approving TSHRM membership applications, recruitment, and, managing the annual membership renewal campaign. Develops and implements strategies to ensure that members, especially new members, are properly welcomed into the chapter, introduced to established members, and fully integrated into the membership. Coordinates member related activities. Supervises and coordinates volunteer members to lead special interest groups.

Section 9: Any officer may be removed from office, with cause, upon an affirmative vote of two-thirds of the entire Board of Directors at a duly constituted Board of Directors meeting. Any Chair Person may be removed from office, with cause, upon affirmative vote of the President, President-Elect and Past President.

ARTICLE VI ♦ MEETINGS

Section 1: Chapter meetings will be held monthly unless the Board determines another schedule to be more suitable, in which case, the membership will receive advance notice. The time and place for the meetings will be determined by the nature of the program and membership preferences.

Section 2: Proposals requiring voting of the membership will be approved by a majority of vote of the members present (except as modified in Article VIII Amendments) or via online survey with majority vote by members who vote within the voting time window.



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ARTICLE VII ♦ COMMITTEES

Section 1: The Board of Directors will decide upon committees deemed proper and necessary to fulfill objectives and purposes of the organization.

Section 2: All committee chairpersons will be appointed by the President, subject to the approval of the Board of Directors.

ARTICLE VIII ♦ AMENDMENT OF BYLAWS

Section 1: The Bylaws may be amended by a majority vote of the members present at any meeting at which a quorum exists and in which required notice has been met, or via online survey with majority vote by members who vote within the voting time window, provided that no such amendment shall be effective unless and until approved by the SHRM President/CEO or his/her designee as being in furtherance of the purposes of the SHRM and not in conflict with SHRM bylaws. Any motion to amend the bylaws shall clearly state that it is not effective unless and until approved by the SHRM President/CEO or his/her designee.

ARTICLE IX ♦ CHAPTER FINANCIAL MANAGEMENT

The Board of Directors is responsible to maintain adequate financial reserves for the chapter. Reserves are defined as chapter funds on deposit that are not obligated to a chapter liability. Chapter reserves will not fall below \$40,000 unless approved by a 2/3rds majority vote by the TSHRM Board.

ARTICLE X ♦ WITHDRAWAL OF AFFILIATED CHAPTER STATUS

Affiliated chapter status may be withdrawn by the President/CEO of SHRM or his/her designee as a representative of the SHRM Board of Directors upon finding that the activities of the Chapter are inconsistent with or contrary to the best interests of SHRM. Prior to withdrawal of such status, the Chapter shall have an opportunity to review a written statement of the reasons for such proposed withdrawal and an opportunity to provide the SHRM Board of Directors with a written response to such a proposal within a thirty (30) day period. In addition, when the Chapter fails to maintain the required affiliation standards as set forth by the SHRM Board of Directors, it is subject to immediate disaffiliation by SHRM. After withdrawal of Chapter status, the SHRM Board of Directors may cause a new Chapter to be created, or, with the consent of the President/CEO of SHRM and the consent of the body which has had Chapter status withdrawn, may re-confer Chapter status upon such body.

ARTICLE XI – Chapter Dissolution

In the event of the chapter's dissolution, the remaining monies in the Treasury, after chapter expenses have been paid, will be contributed to an organization decided upon by the Board of Directors at the time of dissolution (e.g. the SHRM Foundation, a local student chapter, the State Council, an HR degree program or other such organization or charity with purposes consistent with those of the Chapter).

Ratified by the Membership of Chapter and signed by:



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Chapter President Erin C. Spitzer

Date 08/07/2018

Approved by:

SHRM President/CEO or President/CEO Designee [Signature]

Date 6/11/18