THE BYLAWS OF THE LABOR AND EMPLOYMENT LAW SECTION OF THE VIRGINIA BAR ASSOCIATION

ARTICLE I
Name and Purpose

Section 1. Name. This Section shall be known as the Labor and Employment Law Section of The Virginia Bar Association.

Section 2. Purpose. The purpose of the Section shall be to further the objectives of the Association as stated in Article Six of its Bylaws and to bring together members of the Association with a special interest in the practice of Labor and Employment Law.

ARTICLE II
Membership

Section 1. Eligibility. Any member in good standing of the Association shall be eligible for membership in the Section.

Section 2. Admission to Membership. Admission to membership shall be by application and by payment of the Section dues.

Section 3. Quorum for Meeting of Membership. Those members present at Section meetings duly called as provided in these By-Laws shall constitute a quorum.

ARTICLE III
Officers

Section 1. Chairman and Vice-Chairman. The Chairman and Vice Chairman of the Section shall be appointed by the President of the Association. The Council of the Section may submit recommendations for each office in writing by no later than November 1 of each year. The Chairman shall perform the duties and have responsibilities of the Chief Executive Officer of the Section. The Chairman shall preside at meetings of the Council and at meetings of the Section. The Chairman shall have such other and further duties as the Section, from time to time, may provide. The Vice Chairman shall assume the duties of the Chairman in the absence of the Chairman and shall have such other and further duties as the Chairman or the Section, from time to time, may provide.

Section 2. Secretary. The Council may elect a secretary who shall, in consultation with the Executive Director of the Association, maintain the rolls and records of the Section and shall have the further responsibility of preparing and maintaining such other records and reports of the Section as may become necessary. The Secretary shall have such other duties as the Chairman or the Council, from time to time, may provide.

Section 3. Treasurer. The Council may elect a Treasurer who shall, in consultation with the Executive Vice President, maintain the financial records of the Section and shall provide such reports and records of the Section as may become necessary. The Treasurer shall have such other
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duties as the Chairman or the Section, from time to time, may provide. The offices of Secretary and Treasurer may be combined.

**Section 4. Term.** Officers of the Section shall serve a one year term which shall coincide with the terms of office of the officers of the Association. No Section officer shall serve more than two consecutive terms in the same office except upon application to and approval by the Executive Committee. The Executive Committee is comprised of the officers of the Council and the Past Chairman.

**ARTICLE IV**

**Council**

**Section 1. Composition.** The Section shall have a Council composed of the officers of the Section and twelve members (four classes of three each), serving staggered terms.

**Section 2. Nomination and Election.** The initial Council of the Section was designated by the Board of Governors of the Association to serve staggered terms of one, two and three years as appropriate. Thereafter, three new members shall be elected by the Council annually at the meeting of the Council held in conjunction with its Annual Labor and Employment Law Conference. The Chairman of the Section shall, no less than 30 days preceding the annual conference, appoint a nominating committee of 3 members of the Section who will prepare a report for submission at the annual Council meeting. The report of the nominating committee shall contain nominations for 3 members of the Council. Except for those initial Council members designated by the Board of Governors (who served for the terms specified by their designation), Council members will serve staggered three-year terms. No Council member shall serve more than two consecutive full terms. The nominating committee shall also make nominations to fill any vacancies that may occur on the Council prior to the expiration of any member's term. Those nominees receiving a simple majority vote of the Council members will be elected. Such members shall take office at the Annual Meeting of the Association.

**Section 3. Powers.** The Council shall be the governing body of the Section subject to the control of the Executive Committee.

**Section 4. Regular Meetings.** The Council shall hold an annual meeting in conjunction with the Annual VBA Labor and Employment Law Conference and other meetings as needed.

**Section 5. Quorum.** A majority of the members of the Council shall constitute a quorum for the purpose of transacting business.

**Section 6. Special Meetings.** Special meetings of the Council shall be held at any time at the call of the Section Chairman, any three members of the Council, the President or the Executive Committee.
Section 7. Notice of Meetings. All meetings of the Council shall be upon not less than 5 days’ notice.

ARTICLE V
Committees

Section 1. Standing Committee. The Council may designate such standing committees as it may deem appropriate. (i.e. Legislative; Membership; CLE; Communications; Nominations)

Section 2. Special Committee. The Chairman or the Council may appoint special committees as either may deem appropriate.

Section 3. Jurisdiction. The Council shall establish the jurisdiction of the Section committees and shall resolve any disputes among its committees. The Board of Governors shall resolve any disputes concerning the jurisdiction of the various Sections and Committees of the Association.

ARTICLE VI
Miscellaneous Provisions

Section 1. Annual Meeting of the Section. The Section shall have at least one meeting annually for the entire membership of the Section, to be held in conjunction with the Section’s Labor and Employment Law Conference or such other time as the Council shall select. The Section may have such other meetings of the entire Section as the Council or Chairman may deem necessary.

Section 2. Amendments. Any amendments or additions to these bylaws shall be upon the approval of a majority of the members of the Section present and voting at the annual meeting; or by a majority of the members of the Section Council at one of its business meetings. Upon such approval by the Section or its Council, such amendments or changes shall be presented to the Board of Governors for approval, and they shall not be effective until so approved.

Section 3. Publications. The Section may produce and distribute a newsletter or other publications in furtherance of its objectives. Any such publications shall be produced in consultation with the President and Executive Vice President of the Association.

Section 4. Section Conferences. The Section may sponsor, not more frequently than annually, a conference or seminar on some aspect of labor and employment law. Such conferences shall be conducted in consultation with the President and Executive Director of the Association.

Section 5. Budget. The Section shall submit its budget to the Executive Vice President of the Association each year on or before November 1, for presentation to the Board of Governors as part of the Association’s budget.
Section 6. Dues. Annual dues shall be an amount approved by the Board of Governors upon recommendation by the Council.

Section 7. Reports. The Section will submit an annual report to the Executive Committee and the President of the Association. The Section shall submit such other reports as may be requested by the Board or the President.

Section 8. Except as otherwise provided herein or directed by the Executive Committee, the Section may expend the funds it collects through the payment of dues in the manner that it sees fit. However, the Section is not empowered to spend funds in excess of those actually on hand, nor may it obligate the Association in any financial matter.

Section 9. Authentication. These bylaws were approved by the Board of Governors of The Virginia Bar Association on January 24, 2019.