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November 10, 2010

Dear LERA Chapter,

LERA's 63rd Annual Meeting, to be held in Denver, CO from January 6-9, 2011, presents a wonderful opportunity for state and local chapters to participate in a range of symposia, workshops and other educational and social networking events. You'll meet interesting colleagues and have the opportunity to take home new ideas, including contacts and topics for dinner meetings and featured speakers! You'll also have time to take advantage of Denver's distinct and festive urban culture.

On behalf of the National Chapter Advisory Committee, we invite all of you who register for LERA's 63rd Annual Meeting to make certain the Chapter Representative's Meeting is on your schedule. This year we have organized a set of focused workshops that provide practical resources for you to take home. Experienced leaders from some of LERA's Star chapters will share their insights and understanding. Sessions will target membership and marketing, administration and financial skills, and services and programming.

LERA has begun exploring alternative options for LERA's Annual Meeting, including changes in location and calendar dates, that could help us make the Annual Meeting more responsive to the interests of local LERA Chapters in the near future. More information about these changes will be distributed in the near future, but we are certain that most if not all of these proposed changes will help non-academic members to be more involved in the Annual Meeting.

LERA's dues for chapters have not changed in many years. A chapter dues increase has been approved and chapters will find this new schedule of charges in future mailings from LERA. The home office needs funds to operate; it's that simple.

The IRS recently redesigned the Form 990 for 501(c)(3) organizations like the LERA. As a result, non-profit organizations are required to disclose whether they have a written conflict of interest policy for board members, officers, and senior staff that a) outlines procedures to determine whether a relationship, financial interest, or business affiliation results in a conflict of interest, b) details the appropriate response when a conflict is identified, c) requires annual disclosure of interests such as lists of family members, business or investment holdings, and other transactions and affiliations with businesses or other organizations, d) ensures potential benefit transactions are scrutinized and approved by a disinterested decision-making body, and e) requires periodic review of compensation arrangements, partnerships, joint ventures, and other arrangements to prevent impermissible private or excess benefit, etc.

In response, LERA's officers and board members are now required to sign our conflict of interest policy, which outlines and standardizes business ethics that have always been in place. Further, it is likely that in the near future, state and local chapters, who have their 501(c)3 status through LERA, may also be required to have officers and directors sign the form. It is available from LERA and we strongly urge you to consider adopting this conflict of interest form as a required action for all chapter leaders. In the face of intensified scrutiny of non-profit governance, tax exempt organizations can best prepare by preventing compliance issues before they arise.


Two years ago LERA began an initiative that will lead to the establishment of a national program for certification in Labor Relations. In many respects, this certification parallels the Human Resource Management certification available through the Society for Human Resource Management (SHRM). 2011 will bring state and local chapters many more communications about the details of this program. At this point we want to notify chapters that implementation of the program will provide every chapter with new opportunities to attract members, offer educational opportunities and generate new forms of revenue. It is a win-win-win for state and local chapters.

LERA is re-designing the website and planning new interactive web tools to be made available to your chapter before the end of the year. LERA wants to provide your chapter with the ability to manage your own information online. This will put you in the driver's seat to be able to promote upcoming events, and more. See the enclosure for specific directions, and login to the new website today. LERA is beta testing the new site, so now is the time to give your feedback on what's working, what isn't, and what's missing.

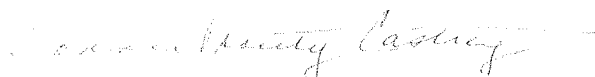
Also, please take time to go on line at LERA (www.lera.illinois.edu) and examine the program for the 2011 LERA conference. This is a remarkably challenging and engaging program where we are certain every registrant will find many useful and valuable sessions at every hour of the day. Enclosed, please find copies of a brochure created by Eileen Appelbaum, LERA President, and the National Chapter Advisory Committee to highlight all the workshops, sessions, special panel discussions, meetings and events that we think you will find of interest. Feel free to share these with your chapter members.

We are less than two months away from the LERA conference. Please take time to once again encourage your members to attend. This is not just an academic conference! This is an opportunity for practitioners and professionals to find very practical opportunities for learning, but also to network with LERA members from across the US and around the globe. Plus you can dash off for a little skiing!

Sincerely,



William Canak, Chair
National Chapter Advisory Committee
LERA



Bonnie Prouty Castrey, Vice Chair
National Chapter Advisory Committee
LERA

LERA is beta-testing a new website!

<http://www.LERAweb.org>

Several tools for the new site have been carefully developed specifically to help Chapter leaders manage their online presence and promote their events. We need your help in testing the tools, and providing us with feedback to improve the site.

-----SAVE THESE INSTRUCTIONS-----

Dear LERA Chapter,

Please login today and review your Chapter's information and your upcoming events. Please phone/email Emily Smith at 217-244-5419/eesmith@illinois.edu with questions and comments.

Login and Review Account Info

1. Login to the LERA website by browsing to <http://www.LERAweb.org> and clicking on 'login' at the very top right corner of the screen.
2. Once the login page loads, input your user id and password into the 'Chapter Content Author and Admin Login'.
 - a. Your User ID is: _____
 - b. Your Password is: _____
3. Once you've logged in, you will be returned to 'My Account' screen. If you choose the 'Edit' tab, it is here where you can update your email address and password.
 - a. Please change your password now, so only you know it.
 - b. Please review the email address we have entered for you. This email address can be used interchangeably with your UserID (to login) and this is also the email address that the website will use to send you notifications. If you'd like to change it, you can do so here.

Navigate to your Chapter's web page

1. Choose 'Participate' on the top red navigation bar at the top of the screen, then select 'Chapters', and then select your Chapter from the list.
2. Please review all of the information (chapter officers, dues, meeting information, the contact name/info) and make sure that it is as it should be before we announce the new website. Event information is also displayed here.
3. For future reference, bookmark your Chapter's web page.

Add an event

1. To add an event to your Chapter web page, you will need to be logged in.
2. Choose 'Create Content' (upper left hand side).
3. Choose 'Event'.
4. A form will open called 'Create Event'. Enter the full title, a brief title (used to display the event on the LERA homepage), the date and time, and select your Chapter from the drop-down list of Communities.
5. In the 'Body' portion, you can add text, links, etc. about the event, using the WYSIWYG editor.

Online View of 'Create Event' Form



Labor and Employment Relations Association

- ABOUT
- PUBLICATIONS
- PARTICIPATE
- MEMBERSHIP
- OPPORTUNITIES
- CONTACT

CREATE CONTENT

- ▶ Create content
 - ▶ Book
 - ▶ Job Posting

MY CHIP

- ▶ My account
- ▶ Log out

QUICK LINKS



JOIN
THE EMPLOYMENT
RELATIONS
CONVERSATION

- ▶ Why Join?
- ▶ Resources
- ▶ Communities
- ▶ Learning Recognition
- ▶ Join Now!

QUICK LINKS

- ▶ Give to LERA
- ▶ Facebook
- ▶ LERA e-newsletter
- ▶ Resource links

HOME

Create Event

Title:

Brief title:
 Enter a brief title (used on the homepage) for this event. Limited to 75 characters.

Date:
 Month: Day: Year: Hour: Minute: :

- Communities:
- Chapter Profile: Pennsylvania: Military
 - Chapter Profile: Pennsylvania: Northeast
 - Chapter Profile: Pennsylvania: Philadelphia
 - Chapter Profile: Pennsylvania: Southwestern
 - Chapter Profile: Rhode Island
 - Chapter Profile: South Atlantic: South North Carolina
 - Chapter Profile: Tennessee: Employment Relations Association (TERA)
 - Chapter Profile: Texas: Greater Houston
 - Chapter Profile: Washington, D.C.
 - Chapter Profile: Washington: Indiana Empire
 - Chapter Profile: Washington: Northwest
 - Industry Council: Aerospace Industry Council
 - Industry Council: Airline Industry Council
 - Industry Council: Automobile Industry Council
 - Industry Council: Construction Industry Council
 - Industry Council: Health Care Industry Council
 - Industry Council: Higher Education Industry Council
 - Industry Council: Public Sector Industry Council
 - Industry Council: Utilities Industry Council

Body: Show summary in full view

The Wisconsin Chapter of the LERA will hold their 4th Annual One Day Conference at the Hyatt Regency Milwaukee on Tuesday, November 16, 2010. For a schedule of events and the program, visit the Wisconsin Chapter One Day Conference website.

Ready to add item?

Online View of 'My Account'



Labor and Employment Relations Association

- ABOUT
- PUBLICATIONS
- PARTICIPATE
- MEMBERSHIP
- OPPORTUNITIES
- CONTACT

CREATE CONTENT

- ▶ Create content

MY CHIP

- ▶ My account
- ▶ Log out

QUICK LINKS



JOIN
THE EMPLOYMENT
RELATIONS
CONVERSATION

HOME

My Account

Account Information

E-mail address:

A valid e-mail address. All e-mails from the system will be sent to this address. The e-mail address is not made public and will only be used if you wish to receive a new password or wish to receive certain news or notifications by e-mail.

Password:

Confirm password:

To change the current user password, enter the new password in both fields.

Labor and Employment Relations Association

Conflict of Interest Policy

This Conflict of Interest Policy of the Labor and Employment Relations Association: (1) defines conflicts of interest; (2) identifies classes of individuals within the Organization covered by this policy; (3) facilitates disclosure of information that may help identify conflicts of interest; and (4) specifies procedures to be followed in managing conflicts of interest.

1. **Definition of conflicts of interest.** A conflict of interest arises when a person in a position of authority over the Organization may benefit financially from a decision he or she could make in that capacity, including indirect benefits such as to family members or businesses with which the person is closely associated. This policy is focused upon material financial interest of, or benefit to, such persons.

2. **Individuals covered.** Persons covered by this policy are the Organization's officers, directors, chief employed executive and chief employed finance executive.

3. **Facilitation of disclosure.** Persons covered by this policy will annually disclose or update to the Secretary/Treasurer on a form provided by the Organization any interests that could give rise to conflicts of interest, such as a list of family members, substantial business or investment holdings, and other transactions or affiliations with businesses and other organizations or those of family members.

4. **Procedures to manage conflicts.** For each interest disclosed to the Secretary/Treasurer, the Secretary/Treasurer and current LERA President will determine whether to: (a) take no action; (b) assure full disclosure to the Board of Directors and other individuals covered by this policy; (c) ask the person to recuse from participation in related discussions or decisions within the Organization; or (d) ask the person to resign from his or her position in the Organization or, if the person refuses to resign, become subject to possible removal in accordance with the Organization's removal procedures. The Organization's chief employed executive and chief employed finance executive will monitor proposed or ongoing transactions for conflicts of interest and disclose them to the Secretary/Treasurer in order to deal with potential or actual conflicts, whether discovered before or after the transaction has occurred.

Board Member/Officer Signature

Date

Please print name