



Work, Human Resources, and Organizations Council Charter

I. Preamble:

This Charter is intended to provide overall guidance and continuity for the Work, Human Resources, and Organizations (WHRO) Council, which operates under the auspices of the Labor and Employment Relations Association (LERA). It serves as a living document, subject to periodic review and adjustment to remain relevant to emerging trends and issues in the fields of work, human resources, and organizational management. The Charter outlines the goals, structure, and activities of the WHRO Network, ensuring its alignment with LERA's mission to promote effective and fair labor relations while advancing knowledge in the areas of work, employment, and labor policy.

II. Title:

The LERA Work, Human Resources, and Organizations Council (WHRO)

III. Aim:

We are committed to fostering a constructive and inclusive dialogue on issues of policy, practice, theory, and research that lie at the intersection of labor, management, and third-party stakeholders (including government, academic institutions, and neutral parties) in the areas of work, human resources, and organizational relations. The WHRO Community Council seeks to advance the principles of fair and equitable treatment for workers, including the right to collective representation, while promoting the idea that workers are central to value creation in organizations. Our aim is to support systems and strategies that enable workers to achieve their professional goals, create value for their organizations, and share in the benefits of that value.

IV. Structure and Operations:

1) Co-Chairs:

- a. The WHRO Council will be led by a minimum of three co-chairs, each representing different sectors: management, labor, and third-party (including academic, policy-making, or neutral groups). These co-chairs will be responsible for overseeing the activities and decision-making of the Council.

2) Membership:

- a. The Council will consist of at least 12 members, inclusive of the co-chairs. Membership will be diverse, drawing from various disciplines, industries, and countries to foster a multi-disciplinary approach to workplace research and human resource management.

3) Meetings:

- a. The Council will hold an annual meeting in conjunction with the annual LERA conference. Additional meetings, seminars, and webinars may be held as necessary throughout the year to support programming, dialogue, and planning efforts. Three virtual meetings are recommended for community dialogue and program development.

4) Decision Making:

- a. Decisions within the WHRO Council will be made based on a consensus model, ensuring that all voices are heard and considered in the decision-making process, including changes to this Charter.

5) Advocacy and Lobbying:

- a. While the WHRO Council serves as a forum for discussing and debating policies that affect labor, management, and workers, it will not engage in direct lobbying activities. All activities will comply with the LERA Constitution and 501(c)(3) nonprofit regulations.

V. Scope of Activities:

The WHRO Council will advance programming and initiatives that contribute to the knowledge and practice of labor relations, human resources, and organizational management. Activities may include, but are not limited to:

1) Organizing LERA Sessions:

- a. The Council will organize and encourage the inclusion of WHRO-related sessions at LERA's annual meetings. These sessions will focus on relevant and timely topics within work, human resources, and organizational management.

2) Convening a Council Meeting:

- a. A dedicated WHRO Council meeting will be convened during the LERA annual meeting, offering a space for members to engage with each other on ongoing projects and initiatives.

3) Developing Webinars:

- a. The Council will develop webinars throughout the year on topics that reflect current issues in the field of work, human resources, and labor relations. These webinars will serve as educational resources for practitioners, researchers, and policymakers.

4) Writing for LERA's Perspectives on Work Publication:

- a. Members of the WHRO Council will contribute articles, commentaries, and research to LERA's Perspectives on Work publication, providing insights on critical issues affecting workers, organizations, and labor relations.

5) Communication with LERA Members:

- a. The Council will maintain communication with other LERA members who have selected the same community designation through an e-list, facilitating collaboration and knowledge sharing.

6) Initiating New Programs:

- a. The WHRO Council will explore new initiatives that align with its focus on workplace-based research and the equitable treatment of workers. These initiatives may include collaborative research projects, policy discussions, or community outreach efforts.

7) Engagement with LERA Chapters and Professional Associations:

- a. The WHRO Council is encouraged to build connections with LERA Chapters and other relevant professional associations to broaden its reach and foster interdisciplinary collaboration. These relationships will further the Council's mission to explore and promote research, education, and best practices in human resources and labor relations.
- b. The Council is encouraged to establish links with appropriate LERA Chapters and professional associations and engage in other activities consistent with its focus and the broader mission of the LERA.

8) Additional Activities:

- a. The WHRO Council may initiate other activities as deemed appropriate by the co-chairs and the broader membership, ensuring alignment with LERA's overall goals.

9) Research collaboration and dissemination of findings

- a. Leadership development programs and workshops for HR professionals and labor relations practitioners.
- b. Policy discussions related to current workplace and labor trends, such as automation, the gig economy, and the future of collective bargaining.
- c. Mentorship opportunities for early-career researchers and professionals in the HR and labor fields.

VI. Term of Charter:

This Charter is granted to the WHRO Council by the LERA Executive Board for an initial period of five years, with the possibility of renewal for additional five-year terms.

1) Review and Amendment:

- a. This Charter is a living document and will be reviewed periodically to ensure it remains aligned with the evolving needs of the WHRO Network and the broader LERA mission. Amendments to the Charter will be made based on the consensus of the Council, ensuring that the document continues to serve its purpose effectively.

2) Duration of Charter:

- a. The WHRO Council Charter is valid for five years from the date of approval by the LERA Executive Board. The Charter will be reviewed and can be renewed for additional five-year terms upon mutual agreement by the Council and the LERA Executive Board.

Charter Effective Date:

January 24, 2025

Charter Co-Chairs and Affiliation:

Dana Marinaro – Neutral

Leander Galimba - Management

Gina R. Maxwell - Academia

Nicole L. Bynes – Neutral

Tyron Harris – Management

Ting Zhang - Academia

Ameana Hayes

Jocelyn LaBove, - Neutral

LERA Executive Board Approved Date: