



February 23, 2010

Dear LERA Chapter Representative,

At our 62<sup>nd</sup> Annual Meeting that took place in Atlanta last month, there were a number of events of note. One of the sessions featured on the program was put together by Phil LaPorte and the Atlanta Chapter, entitled “NFL Labor Relations: First and Ten or Fourth and Long?” and it featured excellent Atlanta talent, including Rich McKay, President of the Atlanta Falcons, Bill Curry, former head football coach at Georgia Institute of Technology, and Lauren Rich at the National Labor Review Board.

The NCAC also met, as well as the National Chapter Representatives, and these were productive times as well. A number of important items were discussed at the chapter reps meeting that I will relay below, including new electronic tools and resources for chapters in the works, new IRS conflict of interest standards, a national member drive for chapter officers/members to become national members, chapter awards presented in Atlanta, new chapters in 2009, and LERA’s new certification program.

In 2010, the LERA office is planning on rolling out a number of (free) electronic tools for chapters, including e-calendars, the capability to submit your chapter profile online, online dues payment, new interactive websites, and an e-store. I will be sending you more information about these new resources as they become available, so stay tuned.

Also discussed at the meeting were the new IRS standards for Conflicts of Interest for Board Members and Officers. I also enclose here the **Conflict of Interest** that LERA developed for our Board Members and Officers to read and sign. It is a new IRS requirement of us, and I extend this to you as a courtesy for your officers to review. At this point, chapter officers are not required to sign these Conflicts of Interest statements, but your chapters may wish to begin thinking and conducting business along these lines.

When the LERA Executive Board met in Atlanta, they identified membership as being a major contributor to the current structural deficit in the LERA budget. Further, they noted that if each chapter were to promote national LERA membership, in particular for the chapter officers, this structural deficit could disappear. Since the national/chapter relationship is a symbiotic one, Bill Canak, NCAC Chair, urged each chapter representative and chapter officer to become a national member (if they weren’t already), and to take that message back to the local chapters. I’m enclosing sample **membership brochures** here, and if you need more, please let me know, and I’ll be happy to provide them.

Also discussed were the Chapters that exemplified excellence this year and who were recognized with Chapter Awards. These five chapters were the Alabama Chapter, Washington DC Chapter, Northwest (Seattle) Chapter, the Gateway (St. Louis) Chapter, and the Long Island Chapter. Many congratulations to them for their achievements this year, and their achievements were many. We know there are other chapters doing excellent work as well, and we encourage you to nominate your own chapter for consideration. I include here the Chapter Awards nomination form—**please note that nominations are due by October 15.**

**PRESIDENT**Eileen Appelbaum  
Rutgers University**PRESIDENT-ELECT**Gordon Pavy  
AFL-CIO**PAST PRESIDENT**Joel Cutcher-Gershenfeld  
University of Illinois at  
Urbana-Champaign**SECRETARY-TREASURER**Peter Feuille  
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University of ManitobaIain Gold  
Int'l Brotherhood of TeamstersDennis Kuhl  
The Boeing CompanyBonnie Summers  
BlueCross BlueShield AssociationChristian E. Weller  
Center for American ProgressCharles Whalen  
Utica College

Also, a new chapter was established this year, the Nittany Chapter at Penn State, and it is off to a great start. If you know of anyone who has questions about starting or revitalizing a chapter, we are planning a conference call in the near future to share ideas and best practices, so please let me know if you'd like to be included.

Lastly, a national need for labor relations professionals has been identified, and the LERA is in the planning stages for launching a certification program for labor relations professionals that would help meet this need. Of specific interest is that chapters will play a major role in delivering that certification education around the country. Delivering this certification education could be an engine that drives chapter attendance and membership, so it's an exciting proposition. Joel Cutcher-Gershenfeld, Nancy Peace, Harry Katz, Rachel Hendrickson, Bob Chiaravalli and many others are currently hard at work to structure the program and secure the necessary funding to launch it, and I and others will keep you posted with on-going developments.

I've also enclosed a complimentary copy of the latest edition of the *Perspectives on Work magazine* for you to share with your chapter. Thank you for serving as the liaison between this office and your chapter, for keeping your members up-to-date on activities and publications that may be of interest to them, and for forwarding changes in officers' contact updates and chapter event information to us throughout the year. As always, please give me a call or send me an email if you have any questions.

Cordially,

A handwritten signature in dark ink, appearing to read "Emily E. Smith". The signature is fluid and cursive, with a large initial "E" and "S".

Emily E. Smith  
217-244-5419  
eesmith@illinois.edu

# 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

Labor and Employment Relations Association  
**Nomination for *Chapter Merit Award***

Name of Nominated Chapter: \_\_\_\_\_

Nominated by: \_\_\_\_\_ Chapter: \_\_\_\_\_

Phone: \_\_\_\_\_ Fax: \_\_\_\_\_ Email: \_\_\_\_\_

Criteria for Nomination

Check all that apply to the program/membership year. This form may be reproduced as needed. Chapters may self-nominate. **Supporting material must be attached for review by the Chapter Award Committee.**

DEADLINE FOR SUBMISSION: OCTOBER 15

- Chapter Turnaround or Startup/New Chapter** (*membership growth/development; consistent meetings*)

Supporting information: \_\_\_\_\_

- Outstanding Programming** (*quality and variety in speakers, inclusion of all constituencies, consistent meetings*)

Co-sponsorship of meetings/conferences  Other: \_\_\_\_\_

Supporting information: \_\_\_\_\_

- Member Innovation**

Student program  Chapter membership growth  
 Creative recruitment  Constituency development  
 Other: \_\_\_\_\_

Supporting information: \_\_\_\_\_

- Community Involvement** (*must attach supporting material, such as acknowledgement letter, or receipts*)

Promotion of scholarship or research  Other: \_\_\_\_\_

Supporting information: \_\_\_\_\_

- Chapters Helping Chapters** (*start-up/mentoring, financial assistance, co-sponsorships*)

Supporting information: \_\_\_\_\_

- Consistent Chapter Excellence** *through*

Active governance (administration)  Stability (strong secretariat)  
 Strong programming over years  Diverse membership base  
 Other: \_\_\_\_\_

Supporting information: \_\_\_\_\_

- Chapter Communications**

Brochure design  Maintains newsletter  
 Developed website  Membership directory  
 Other: \_\_\_\_\_

Supporting information: \_\_\_\_\_

- Chapter to National Relations** *and support thereof*

Officers consistently are nat'l members  Continuing communication with National Office  
 Encouragement of chapter/nat'l member  Support of National Meetings/programming  
 Other: \_\_\_\_\_

Supporting information: \_\_\_\_\_

**DEADLINE FOR SUBMISSION: OCTOBER 15.**

Please return completed form and all supporting materials to: LERA Office, University of Illinois, 121 LER, 504 E. Armory Avenue, Champaign, IL 61820. Tel: 217/333-0072; Fax: 217/265-5130; email: LERAoffice@illinois.edu

# Labor and Employment Relations Association

## Chapter Awards Criteria

### Chapter Awards Levels

Merit award: *Meets criteria in one merit award category during a chapter year.*

Outstanding Chapter: *Receives at least four (4) of the eight (8) merit award categories in a period of five (5) consecutive years.*

Chapter Star: *Receives at least six (6) of the eight (8) merit award categories in a period of five (5) consecutive years; thereafter they may accrue merit awards again starting at zero.*

### Nominations

Chapters may self-nominate **OR** be nominated by another chapter, NCAC committee through outreach discussion with chapters, or by staff of National Office.

### Merit Award Categories

1. Chapter Turnaround or Startup
2. Outstanding Programming, such as co-sponsorship of events or awards with other chapters or groups or overall programming excellence
3. Member "Innovation," such as creative student program, outstanding growth, creative recruitment methods, constituency or membership development
4. Community Involvement, such as promotion of scholarship
5. Chapters Helping Other Chapters
6. Consistent Chapter Excellence through: a) active governance (administration), b) stability (strong secretariat), c) programming over the years, d) diverse membership base, e) other
7. Chapter Communications, such as brochure design, web site, newsletters, membership directory, etc.
8. Chapter to National Relations and Support, such as support of national meetings, communications, fees)

***Each Merit Award category need not be awarded each year. There may be multiple awards given in a category.***

### Process for publicity, nominations and awards

- Announcement will appear in June and September Newsletters for program year.
- Nominations with substantiating information should be submitted by mid-October deadline.
- Chapters will be informed of the nomination, and if not self-nominated, additional information may be requested.
- The NCAC reviews nominations as sent out by the National Office. NCAC members should not nominate their home chapter, however they may provide information on their home chapter during awards deliberations. It is recommended that the NCAC members recuse themselves from any vote on their home chapter awards.
- The NCAC makes recommendations to the Executive Board for confirmation.
- The award comes from the National LERA.
- Merit awards (certificates) and Outstanding Chapter awards (plaques) will be presented at the annual NCAC/Chapter Representatives Meeting. Chapter Star awards (plaques) will be presented at the General Membership Meeting.
- Awards will be publicized in LERA Newsletter and on the LERA website. (Update listing in Chapter Awards files)

## LERA Chapters

For contact information on a chapter in your area, visit the LERA website at [www.lera.illinois.edu](http://www.lera.illinois.edu).

### ALABAMA

Alabama

### ARIZONA

Arizona (Phoenix/Tucson)

### CALIFORNIA

Gold Rush (Oakland/San Jose)  
Inland Empire (Riverside/  
San Bernardino)  
Northern (Sacramento)  
Orange County (Anaheim)  
San Diego  
San Francisco  
Southern (Los Angeles)

### COLORADO

Rocky Mountain (Denver)

### CONNECTICUT

Connecticut Valley  
(Hartford/New Britain)

### DISTRICT OF COLUMBIA

Washington D.C.

### FLORIDA

Central Florida (Orlando)  
West Central Florida  
(Tampa/Clearwater)

### GEORGIA

Atlanta

### HAWAII

Hawaii (Honolulu)

### ILLINOIS

Chicago

### IOWA

Iowa

### MARYLAND

Maryland (Baltimore)

### MASSACHUSETTS

Boston

### MICHIGAN

Detroit  
Mid-Michigan (Lansing)

### MISSOURI

Gateway (St. Louis)

### NEVADA

Southern (Las Vegas)

### NEW JERSEY

New Jersey

### NEW YORK

Capital District (Albany)  
Central New York (Syracuse)  
Hudson Valley  
Long Island  
New York City  
Western (Buffalo)

### OHIO

Central (Columbus)  
Northeast (Cleveland)  
Southwestern (Dayton)

### OREGON

Oregon (Portland)

### PENNSYLVANIA

Central (Harrisburg)  
Nittany (Centre)  
Northeast (Bethlehem)  
Philadelphia  
Western (Pittsburgh)

### RHODE ISLAND

Greater Rhode Island

### SOUTH CAROLINA / NORTH CAROLINA

South Atlantic (Columbia/Charlotte)

### TENNESSEE

Tennessee Employment Relations  
Research Association (TERRA)

### TEXAS

Greater Houston

### WASHINGTON

Northwest (Seattle)

### WISCONSIN

Wisconsin (Milwaukee)

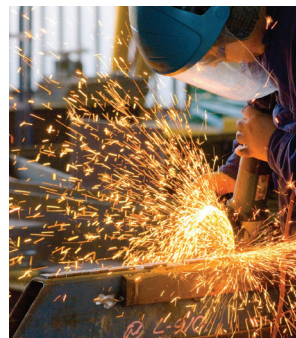
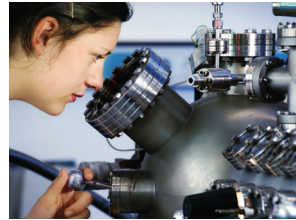
### CANADA

Hamilton District (Ontario)

### FRANCE

Paris

## The Labor and Employment Relations Association



*At the forefront of public policy  
and workplace innovations to improve  
the employment relationship.*



union  
bug here

## Join the Labor and Employment Relations Association Leaders

For over sixty years, members of the Labor and Employment Relations Association (LERA) have been at the forefront of public policy and workplace innovations designed to improve the employment relationship. Founded in 1947 as the Industrial Relations Research Association (IRRA), the LERA is the singular organization where leaders of our professional community network to share ideas and learn about new developments, issues, and practices in the field. Many of the most valuable workplace and social programs that we take for granted today can be traced to the deliberations that occurred at the Association's annual meetings, papers published in its proceedings, articles in its annual research volumes and other publications, and activities pursued by its local chapters.

Today, LERA continues to bring together members from every workplace constituency—union leaders and members, top management and supervisors, attorneys, government officials, arbitrators, mediators, consultants, educators, and researchers—to encourage research, promote the exchange of ideas, and support fundamental workplace rights with the conviction that the free exchange of ideas, however controversial, best serves the interests of labor, management, and the general public. Join with our professional community and add your voice to the dialogue shaping the workplace of the *future*.

### Labor and Employment Relations Association

504 East Armory Ave., MC-504 • Champaign, IL 61820  
Phone: 217.333.0072 • Email: [LERAoffice@illinois.edu](mailto:LERAoffice@illinois.edu)  
<http://www.LERA.illinois.edu> • <http://lerablog.org>

### President • Eileen Appelbaum



"Our nation faces serious challenges as it endeavors to restore job growth and halt the decades-long rise in inequality. LERA is the premier national organization that brings together workers, unions, employers, managers, academics and practitioners to advance research, practice and public policy as it affects labor and employment relations. As an organization, we are thus uniquely positioned and prepared to play a leadership role in helping our country meet these challenges."

Appelbaum is with Rutgers University.

### President Elect • Gordon R. Pavy



"The negotiation and the administration of collective bargaining agreements and its constituent institutions—labor and employment relations in its practice is the subject matter for LERA. Providing workplace democracy and financial security through worker self-organization is the hallmark of organized labor and collective bargaining is the delivery system for dignity on the job and a fair day's pay for a fair day's work. The LERA will work to expand the participation of union and business labor relations practitioners in the organization."

Pavy is with the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO).

### Past President • Joel Cutcher-Gershenfeld



"LERA is essential to the future of labor and employment relations in our society. It is the leading national association bringing together labor leaders, managers, government officials and scholars. Core workplace institutions are changing (or need to change) to be effective in the emerging global, knowledge economy. We are committed to playing a central role in addressing these challenges – by advancing premier scholarship, innovative practices, and effective policy ideas."

Cutcher-Gershenfeld is with the University of Illinois at Urbana-Champaign.



Shaping the Workplace of the Future

Labor and Employment Relations Association  
**Membership Enrollment Form**

**YES!** I want to become a member

**Enroll me as a National LERA Member for the next 12 months.**

- Regular Member ..... \$185
- Emeritus (ten+ year LERA member and no longer employed) ..... \$95
- Full-time Student (special dues rate applies for up to four consecutive years) ..... \$25
- Contributing Member (includes \$115 tax-deductible contribution to LERA publication fund)..... \$300
- Library Subscription Online Only (Online publications and archives only)..... \$200
- Institutional or Library Subscription (all publications and library-wide online access) ..... \$250  
 Members outside the U.S. must include an additional \$20 for postage (U.S. currency)

Mr.  Ms. Name \_\_\_\_\_  
 Job Title \_\_\_\_\_  
 Affiliation \_\_\_\_\_  
 Department \_\_\_\_\_  
 Address 1 \_\_\_\_\_  
 Address 2 \_\_\_\_\_  
 City \_\_\_\_\_ State/Country \_\_\_\_\_  
 Postal Code \_\_\_\_\_  
 Day Phone ( ) \_\_\_\_\_  
 Fax ( ) \_\_\_\_\_  
 Email \_\_\_\_\_

Please add me to the LERA ListServ so I will receive LERA news and announcements.

**Method of Payment**

All payments must be made in U.S. dollars.  
 Checks must be drawn on a U.S. bank.

Check or money order     Visa     MasterCard  
 Card # \_\_\_\_\_  
 Exp. date \_\_\_\_\_ 3-digit code \_\_\_\_\_  
 Name on card \_\_\_\_\_  
 Signature \_\_\_\_\_

**OCCUPATION**

Please designate your primary profession below (check only one):

- |   |  |
|---|--|
| <b>Professional</b>   | <b>Academic</b>                                    |
| <input type="checkbox"/> Arbitration/Mediation                  | <input type="checkbox"/> Business Administration   |
| <input type="checkbox"/> Consulting                             | <input type="checkbox"/> Economics                 |
| <input type="checkbox"/> Government                             | <input type="checkbox"/> Human Resources           |
| <input type="checkbox"/> Journalism                             | <input type="checkbox"/> Industrial Relations      |
| <input type="checkbox"/> Legal Practice                         | <input type="checkbox"/> Labor Education           |
| <input type="checkbox"/> Management: Industrial/Labor Relations | <input type="checkbox"/> Law                       |
| <input type="checkbox"/> Management: Human Resources            | <input type="checkbox"/> Management                |
| <input type="checkbox"/> Management: Public Sector              | <input type="checkbox"/> Organizational Behavior   |
| <input type="checkbox"/> Management: Other                      | <input type="checkbox"/> Political Science         |
| <input type="checkbox"/> Trade Association                      | <input type="checkbox"/> Sociology                 |
| <input type="checkbox"/> Union                                  | <input type="checkbox"/> Student                   |
| <input type="checkbox"/> Other (specify) _____                  | <input type="checkbox"/> University Administration |
|   | <input type="checkbox"/> Other (specify) _____     |

**LERA COMMUNITIES**

I am interested in more info about the following LERA Communities (select up to two from each):

- |   |  |
|---|--|
| <b>LERA Interest Sections</b>                               | <b>LERA Industry Councils</b>                  |
| <input type="checkbox"/> Collective Bargaining              | <input type="checkbox"/> Aerospace             |
| <input type="checkbox"/> Dispute Resolution                 | <input type="checkbox"/> Airline               |
| <input type="checkbox"/> International/Comparative IR       | <input type="checkbox"/> Automobile            |
| <input type="checkbox"/> Labor and Employment Law           | <input type="checkbox"/> Construction          |
| <input type="checkbox"/> Labor Markets/Economics            | <input type="checkbox"/> Health Care           |
| <input type="checkbox"/> Labor Unions/Labor Studies         | <input type="checkbox"/> Higher Education      |
| <input type="checkbox"/> Globalization, Investment & Trade  | <input type="checkbox"/> Public Sector–Federal |
| <input type="checkbox"/> Work and Employment Relations (HR) | <input type="checkbox"/> Utilities             |
|   | <input type="checkbox"/> Other (specify) _____ |

**LERA Membership Benefits You...**

**Acclaimed Publications**

Members receive subscriptions to the following publications:

**LERA Membership Directory**  
 Members have exclusive access to an online directory that is updated daily with the latest affiliations, contact and biographical information for members. A printed directory is published about every four years.

**Annual Research Volume**  
 Each year the association adds a new volume to its collection of research for practitioners and academics in the fields of employment relations and labor.

**Perspectives on Work**  
 The highly acclaimed annual magazine of the LERA features timely articles on issues in the world of work. A *Perspective Online Companion* supplements the printed version.

**Annual Meeting Proceedings**  
 Papers presented at the LERA Annual Meetings are published online to enable active LERA members to share information from current research and ongoing policy debates.

**E-Newsletters**  
 LERA members receive a quarterly electronic newsletter to keep them up to date on news, the calendar of LERA events, awards, job announcements, calls for papers, LERA chapter activities, and related conferences.

**Networking & Communities**

Members enjoy a host of resources to connect them to other professionals, research, and resources

**“LERA Commons” Blogsite**  
 Our newest forum is an interactive blog by leading experts in our field and LERA communities. Visit, find new resources, read blogs, and add your own comments or questions to the ongoing discussions taking place.

**LERA Website**  
 A to Z coverage of association events, meetings, news, programs, chapter programs, job postings, calls and announcements, and LERA publication archives are available online.

**Meetings**  
 Members receive advance program information on LERA annual meetings, national policy forums, and regional and chapter conferences around the country. Membership provides opportunities for presenting papers, eligibility for prestigious awards, networking and learning about new research, practices and policies.

**Listservs**  
 Members have access to a wealth of information via *LERA Listserv*, the *Work and Employment Relations Listserv*, and the *Collective Bargaining Listserv* discussion groups.

**LERA Communities**  
 Membership includes opportunities to participate in Industry Councils, Interest Sections, and local LERA Chapters. You will find listings of these communities in this brochure. **Interest Sections** offer members opportunities to network, present their work, and dialog on specific areas of professional or scholarly interest, and **Industry Councils** focus their dialogue, research, and networking on an industry-by-industry basis. You can choose to join a local **LERA Chapter**, and network regionally. There may be an additional chapter fee.



Please complete this form and fax to 217.265.5130 or visit our website to join online.

[www.lera.illinois.edu](http://www.lera.illinois.edu) and <http://lerablog.org>

Labor and Employment Relations Association • University of Illinois at Urbana-Champaign • 121 LER Building  
 504 East Armory Avenue • Champaign, IL 61820 • Phone: 217.333.0072 • Fax: 217.265.5130 • Email: LERAoffice@illinois.edu