

# **Bylaws of The Legal Aid Society Chapter of The Association of Legal Aid Attorneys, Amalgamated Local Union 2325 of The International Union, United Automobile, Aerospace And Agricultural Implement Workers of America (UAW), AFL-CIO**

*As Last Amended on September 14, 2017*

## **Article I: Name**

The name of this chapter is The Legal Aid Society (LASNYC), a chapter of the The Association of Legal Aid Attorneys (ALAA), Amalgamated Local Union 2325 of the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), AFL-CIO.

## **Article II: Subordination**

The Constitution of this chapter is the UAW Constitution. These Chapter bylaws are subordinate to said UAW Constitution and to the ALAA Bylaws.

## **Article III: Principles and Purposes**

In addition to the principals and purposes of the UAW Constitution and Article III of ALAA's Bylaws, it will be the purpose of this chapter:

- to stand together in solidarity;
- to improve and protect the working conditions of all staff attorneys at The Legal Aid Society;
- to improve and promote the quality of legal representation for the indigent of New York City;
- to advocate for statutory and constitutional rights to counsel in civil proceedings where they do not currently exist; and
- to honor our unique and groundbreaking history as the first union of lawyers in the United States.

## **Article IV: Membership**

Chapter membership will be open to staff attorneys of The Legal Aid Society. Other membership requirements shall follow ALAA's Bylaws.

## **Article V: Chapter Executive Board**

§ 1. **Authority.** The LASNYC Chapter Executive Board will be empowered to represent the chapter membership, including when urgent business requires prompt and decisive action. All Officers and alternate Officers sitting on the LASNYC Chapter Executive Board must be staff attorneys of The Legal Aid Society, with the exception of the Retiree Chapter Chairperson who must have been a staff attorney of The Legal Aid Society.

**§ 2. Composition.**

1. The LASNYC Chapter Executive Board will be composed of the following eight (8) UAW Constitutional Officers if the member filling said positions are staff attorneys of The Legal Aid Society:

- President
- Financial Secretary-Treasurer
- Recording Secretary
- Trustees (3 total)
- Sergeant-at-Arms
- Guide

2. The LASNYC Chapter Executive Board will be composed of the following Representational Officers:

- Chapter Chair: If the ALAA President does not come from the LASNY Chapter than the members shall elect a Chapter Chair.
- Vice Presidents:
  - i. For the Criminal Defense Practice: at least one (1) Vice President for each boro office; a 2<sup>nd</sup> Vice President for at least 100 members per boro; and additional Vice Presidents for each additional eighty (80) members per boro office respectively.
  - ii. For the Civil Practice: at least one (1) Vice President for the entire practice; a 2<sup>nd</sup> Vice President for at least 100 members; and additional Vice Presidents for each additional eighty (80) members.
  - iii. For the Juvenile Rights Practice: one (1) Vice President for the Brooklyn & Staten Island offices, one (1) VP for Manhattan & Queens offices, and one (1) Vice President for Bronx and Appeals/Special Lit. Offices.
- Retiree Chapter Chairperson

3. The LASNYC Chapter Executive Board will also include At-Large Officers representing the following areas:

- Senior Attorneys
- Middle Attorneys
- Junior Attorneys
- Attorneys of Color of Legal Aid (ACLA) (2 total)
- The Black Attorneys of Legal Aid (BALA) (1 total)
- Lesbian, Gay, Bisexual, Transgender and Queer+ (LGBTQ) Attorneys (2 total)
- Affirmative Action Attorneys (2 total)
- Part-time Attorneys

**§ 3. Apportionment.** As per the ALAA bylaws, there shall be a reapportionment every November 1 for the purposes of establishing the numbers of Officers to which each practice, boro or office is entitled. The members of constituencies represented by a Vice President may elect up to one (1) Alternate per officer. The members of constituencies represented by an At-Large Officer may elect up to two (2) Alternates per officer, with the exception of the ACLA, LGBTQ and Affirmative Action At-large Officer positions, which shall only have one (1) Alternate per officer. Alternates may simultaneously serve as Delegates or Alternate Delegates on the Joint Council.

§ 4. **Election.** UAW Constitutional Officers will be elected as per Article VIII of the ALAA bylaws. All At-Large Officers will be elected by the entire chapter membership. Representational Officers will be elected by their respective constituencies. All ALAA Officer Elections will follow the election provision(s) in the ALAA Bylaws.

§ 4.1. **Selection of Chapter Representatives to the Amalgamated Council.** At the first LASNYC chapter Executive Board meeting following the installation of all Officers, the LASNYC chapter Executive Board shall appoint representatives to the ALAA Amalgamated Council. Each constituent group of officers (i.e. practice area Vice Presidents, ACLA Officers, and the LGBTQ Officers) shall choose their own representative to the Amalgamated Council either by consensus or by vote. Any ties in such vote shall be resolved by a vote of the entire LASNYC Chapter Executive Board.

§ 5. **Duties.** Vice Presidents and Chapter Chairs will carry out all duties prescribed by the President and their respective constituencies, attend all meetings, and carry out all resolutions of the membership, Joint Council, Amalgamated Council and their respective Chapter Executive Board. The Vice Presidents and Chapter Chairs will preside over all meetings of the members and Delegates of their respective constituencies. The At-Large Chapter Executive Board Officers will be responsible for calling regular ongoing meetings of the caucus or committee each officer represents and for arranging advance notice of such meetings to the membership.

§ 5.1 **Affirmative Action Representative Duties.** The two (2) Affirmative Action representatives and two (2) Alternates will be responsible for ensuring The Legal Aid Society fulfills its commitment to creating a truly inclusive workplace where colleagues of diverse backgrounds and lifestyles feel accepted, respected, and encouraged to grow professionally. Responsibilities include reviewing all applications for attorney and intern positions to ensure that diverse applicants are receiving fair and equal consideration throughout the entire hiring process, as well as representing ALAA on the Joint Union-Management Staff Attorneys Affirmative Action and Diversity Committee that has been tasked with developing a plan to foster workforce diversity within our bargaining unit by focusing on recruitment, retention, and promotion of people of color, women, and diverse staff.

§ 6. **Chapter Executive Board Meetings.** The Chapter Executive Board will meet at least every two (2) months, and at other times as scheduled by the President or itself. A quorum consists of twenty percent (20%) of the total number of positions allocated, regardless of whether they are filled.

§ 7. **Voting.** Each Chapter Executive Board Officer is entitled to one (1) vote. The Alternate Officers may vote only in the absence of the primary representative. Alternate Officers may simultaneously serve as Delegates or Alternate Delegates on the Joint Council, however, in no event may a member cast more than one vote.

## **Article VI: Bargaining Committee**

The LASNYC Chapter Bargaining Committee will be comprised of the members of the Executive Board.

## **Article VII: Delegates**

§ 1. **General.** Article VI of the ALAA Bylaws outlines the authority, composition, apportionment, meeting and voting schedules for the Joint Council and Delegates.

§1.1. **Apportionment Exception.** As per Article VI, § 3 of the ALAA bylaws, the Civil Practice units housed at Water Street at the drafting of these bylaws will have representational blocs as follows:

1. Immigration Law Unit;
2. Employment Law Unit; and
3. All of the remaining units at Water Street, which include but are not limited to the Lower Manhattan Neighborhood Office, the Health Law Unit, and the Law Reform Unit, including the Homeless Rights Project, shall be considered a representational bloc for the purposes of Delegate apportionment.

## **Article VIII: Elections**

Article VIII of the ALAA Bylaws outline the eligibility, terms, vacancies, and procedure for ALAA Election and elections for chapter Executive Board officers will be run pursuant to the UAW Constitution.

§ 1. **Eligibility.** Chapter Executive Board Officer candidates must be a member in good standing for one (1) year prior to the nomination. The Senior Attorney representative must be in the tenth (10th) year or greater of service within the bargaining unit. The Junior Attorney representative must be at seniority step four (4) or below, and, once elected, cannot continue to serve after step six (6). The Middle Attorney representative must have between four (4) and ten (10) years of service. The ACLA, BALA, LGBTQ, and Part-time representatives must be members of their respective constituencies.

§ 2. **Terms.** Pursuant to Article 38, § 2 of the UAW Constitution, all terms of office for Officers will be three (3) years. Pursuant to Article 45 of the UAW Constitution, Delegates and Alternate Delegates will have three (3) year terms.

§ 3. **Vacancies.** Vacancies for chapter Executive Board positions shall be filled promptly by a special election. If an office, boro or practice is entitled to an increase in the number of Vice Presidents or Alternates due to an increase in the number of members represented, such election shall occur only after the annual census. Any decrease in the number of Vice Presidents or Alternates shall only occur pursuant to the triennial general elections. Pending the aforementioned special election, chapter Executive Board vacancies may be filled by an Alternate Officer (to be chosen by lot if more than one (1) alternate exists and they cannot agree on the replacement).

§ 4. **Procedure.** The precise date of elections will be set by the Joint Council as per Article VIII of the ALAA Bylaws. An Elections Committee, comprised of non-candidates and elected by the Joint Council, will conduct, oversee and certify all union elections as per the ALAA Bylaws.

## **Article IX: Amendments**

These chapter bylaws may be amended by a majority vote of the chapter membership after thirty (30) days' notice of the proposed amendment.

## **Article X: Savings Clause**

A declaration that any provision of these chapter bylaws is null and void will not in any way affect the validity of other provisions or the chapter bylaws as a whole.

## **Article XI: Adoption**

These chapter bylaws will become effective upon their adoption by a majority vote of the chapter membership.