

A Fellow of the College of Labor and Employment Lawyers has provided this form to you as part of the process of nominating you as a neutral provider of dispute resolution services for membership in The College of Labor and Employment Lawyers. Please complete this form and return it to the nominator for submission to the College. The standards for admission to the College are high and admission is limited in number. Thus, a candidate may not be admitted in a given year for reasons wholly unrelated to his or her qualifications. If you are not selected, the nomination forms will be destroyed and any new nomination will be considered without regard to the prior forms.

The qualifications for election are set forth in Articles II and III of the By-Laws of the College. The By-Laws require that nominees have been in the field of labor and employment law for at least 20 years and have proven to their peers, the bar, bench and public that they possess:

- ◆ The highest professional qualifications and ethical standards;
- ◆ The highest level of character, integrity, professional expertise and leadership;
- ◆ A commitment to fostering and furthering the objectives of the College;
- ◆ Sustained, exceptionally high quality dispute resolution services to parties, bar, bench and public; and
- ◆ Significant evidence of scholarship, teaching, lecturing, and/or distinguished published writings on labor and employment law.

In addition to the traits described above, a Fellow is expected to display other traits in the day-to-day practice of law. The list below is by no means complete, but is provided to nominators and nominees for their guidance in determining whether a candidate meets the expectations for a Fellow.

A Fellow is an individual who:

- ◆ Would stand out as a model of professionalism in deportment and impartiality; a person who should be emulated by other providers of dispute resolution services;
- ◆ Has earned the respect of the labor and employment law bar, of the dispute resolution profession, and of the community;
- ◆ Displays civility to parties, witnesses, and advocates in providing dispute resolution services;
- ◆ Avoids allowing ideological differences to affect his or her provision of dispute resolution services;
- ◆ Competently manages parties' activities in negotiations, discovery, motion practice, hearings, and other dispute resolution proceedings;
- ◆ Keeps confidential information that parties have not authorized the individual to disclose;
- ◆ Acts in such a way as to facilitate the parties' resolution of disputed issues;

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- ◆ In adjudicatory proceedings, decides issues impartially and consistently with the record and application law;
- ◆ Is a student of the law; and
- ◆ Actively participates in the Labor and Employment Bar and contributes to the advancement of the law.

Part B – Nominee Form For Arbitrators, Mediators And Other Neutrals Who Do Not Serve As Advocates

(Directions: This form is specifically designed for neutral providers of dispute resolution services. If, in addition to those services, you also represent clients as an advocate or have done so for more than ten years before becoming a neutral, you must also complete the standard application form for advocates.)

1. Your full name:

2. Dispute resolution service you provide:

3. Your office address, telephone, fax and email:

4. Your residence address, telephone, fax and email (*not required but desired*):

5. Your place and date of birth:

6. List any professional organizations to which you have been admitted to membership:

7. State and year in which you were originally admitted to the Bar:

8. Subsequent state and federal bar admissions and the year of admission:

9. Your undergraduate and legal education (degrees obtained, schools, and years):

10. Do you estimate that more than fifty percent of your dispute resolution work involves labor and employment law issues?

11. Bar association memberships and offices you have held:

12. Memberships and offices in other lawyer and dispute resolution organizations:

13. Publications you consider significant or relevant:

14. Speeches or presentations regarding labor and employment law to bar and similar organizations you consider significant or relevant:

15. Please provide names, addresses, phone and email for at least six and no more than eight lawyers, judges, parties or other persons who can attest to your professional standing, integrity and leadership in the profession and community. Where appropriate a broad array of references, including parties who have used your services, is strongly encouraged, with an emphasis on the last ten years. Active practitioners should include the names and addresses of four attorneys who have appeared before you as part of your list of references. Please *do not* include the names of your nominators or law partners.
(Please use additional paper if necessary.)

16. Do you know of any complaint that has been made against you to any ethics committee of the bar, or of any disciplinary action against you? If so, state the nature of the grievance, the name of the committee and the disposition thereof.

17. Please indicate any other information which may appear to reflect unfavorably on the consideration of you as a Fellow and, on a separate sheet, any explanation you would like the College to consider.

18. Please review the qualifications for membership, as stated in the by-laws, as well as the desirable traits that the organization has further identified for membership, and provide a brief statement of how you believe that you demonstrate these characteristics in your practice. Please select at least three characteristics to address with specificity in your statement.

I certify that, to the best of my knowledge and belief,
the foregoing information is true.

Nominee

Date

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