

A Fellow of the College of Labor and Employment Lawyers has provided this form to you as part of the process of nominating you 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 professional services to clients, 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 to newer attorneys, as a model of professionalism in deportment and advocacy; a person who should be emulated;
- ◆ Has earned the respect of the bench, opposing counsel and the community;
- ◆ Displays mutual respect in an adversarial relationship;
- ◆ Presents an accurate picture of outcomes to clients;
- ◆ Avoids allowing ideological differences to affect civility in negotiations, litigation and other aspects of law practice;
- ◆ Engages in complete but not excessive discovery;
- ◆ Seeks and agrees to reasonable accommodations on matters such as continuances;
- ◆ Knows the workplace and has an active interest in resolving employment issues;
- ◆ Is a student of the law; who engages in negotiations with an objective of agreement; and
- ◆ Pursues settlement at appropriate stages in a proceeding.

*Part B – Nominee / Please complete the following:*

1. Your full name:
2. Your firm:
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. If a lawyer in active practice, do you estimate that more than fifty percent of your legal work is in a labor and employment law practice:

11. Bar association memberships and offices you have held:
  
12. Memberships and offices in other lawyer 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, clients 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 regular adversaries, is strongly encouraged, **with an emphasis on the last ten years**. Active practitioners should include the names and addresses of two adversaries and two judges, government officials, mediators or arbitrators 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.

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Nominee

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Date