

**Instructions:**

**Each nominator must complete his or her own form and submit an accompanying statement in support of the candidate.**

The College's nomination form for Fellow membership is divided into two sections. The first section, which is marked Part A, is to be completed by at least **two** sponsoring nominators. After completing Part A of the application, the sponsoring nominators should forward the remaining section, marked Part B, to the nominee for his or her completion. When completed, the nominee must return Part B of the form to the sponsoring nominator, who will then be responsible for submitting both sections to the College office in Annapolis, MD for processing. Upon receipt of the completed nomination form, the nominee's candidacy will be considered by a Credentials Committee comprised of Fellows in the Circuit where the nominee practices. Final decision on membership is made by the Board of Governors of the College. Applications received after the February 1st deadline will not be considered for that year and will be returned to the nominator for resubmission beginning September 1st.

The qualifications for election are set forth in Articles II and III of the By-Laws of the College. The Board of Governors believes that the By-Laws set forth very specific standards and expect that all Circuit Credentials Committees will use them when evaluating the candidacy of a nominee. The By-Laws also require that nominees have been in the field of labor and employment law for at least twenty (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.

**We have asked each nominee to complete a personal statement as part of the application process.** Please review that statement carefully and satisfy yourself that the candidate fully meets the criteria for membership before forwarding the application to the College's office for processing.

**Part A - Nominator**

1. Nominee's full name:
  
2. Nominee's Firm Name:
  
3. Nominee's office address, telephone and email:
  
4. How long have you known the nominee?
  
5. During the last five years, on average, how much contact have you had with the nominee?  
\_\_\_ Monthly or more \_\_\_ 3-4 times per year \_\_\_ Once per year \_\_\_ Other (Please explain)
  
6. State the extent of your professional relationship with the Nominee and how you are familiar with his or her qualifications for admission to the College.
  
7. Do you know of any complaint that has been made against the nominee to any ethics committee of the bar or of any disciplinary action against the nominee? If so, state the nature of the grievance, the name of the committee, and the disposition thereof:

8. Each nominator **must** attach a statement of the qualifications, accomplishments and activities that he or she believes make the nominee eligible to be considered a Fellow in accordance with the qualifications set forth in the cover page of this application.

I hereby certify that I have reviewed my nominee's application to ensure that it is complete and thorough, and that, to the best of my knowledge and belief, the nominee fully meets the qualifications for admission as a Fellow of the College of Labor and Employment Lawyers, including but not limited to the requirement that the nominee has practiced labor and employment lawyer for a period of not less than twenty years.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Print Name

Email: \_\_\_\_\_

Phone: \_\_\_\_\_