

ARTICLE IV - Membership

Section 1. – Membership Categories

There shall be four categories of membership in the Association, as set forth below:

- **Active Membership:** Active membership shall be open to any person employed on a full-time or part-time basis by a federal state, county, or local government, or agency or department thereof; or a public corporation or authority; or a public school system, university, or other public education system; who a) is assigned responsibility for that employer's human resources or labor relations activity exclusively on behalf of management, or b) has, on behalf of that employer, support function or responsibility in human resources or labor relations activity exclusively on behalf of management. Active membership will be identified with the name of the person applying for membership and is not considered a jurisdiction-wide membership, i.e. usable by anyone employed by the employment jurisdiction, whether the membership is purchased by an individual or by the jurisdiction.
- **Affiliate Membership:** Affiliate membership is open to any attorney or consultant who is not an employee of a public employer but who represents and actively works for the interests of public management and who solely represents and supports the interests of management for human resources or in labor relations matters. Such membership shall also be open to any staff member of a government league or association who is responsible for providing management human resources or labor relations services to such organization. Affiliate members will be identified with the name of the person applying for membership and is not considered a jurisdiction-wide membership, i.e. usable by anyone employed by the employment jurisdiction, whether the membership is purchased by an individual or by the jurisdiction and shall have full voting privileges.
- **Student Membership:** Student Membership in the Association may be open to full-time undergraduate or graduate students qualifying for and holding an active Student Membership in National PELRA. Student members shall be permitted to attend any OHPELRA program at the Active Member rate, but shall not be eligible to hold any OHPELRA office or have voting privileges.
- **Honorary Membership:** Honorary membership may be extended, upon the approval of the Board of Directors, to any individual who has made an outstanding contribution to OHPELRA, its mission and objectives, or the cause of effective public-sector human resources management and labor relations in the State of Ohio. Such honorary membership may be for a fixed term or for life, as

determined by the Board of Directors. Any honorary member shall receive a certificate attesting to this honor, and during the term of such honorary membership may attend any OHPELRA workshop or conference as a guest of the Association. Honorary membership in OHPELRA is for OHPELRA membership only and is not a joint membership with National PELRA.

- **Retired Past President Membership:** Past Presidents of OHPELRA who have retired from Ohio public sector employment will automatically become honorary members, unless otherwise established by the Board of Directors. Retired past president membership may be for a fixed term or for life, as the Board of Directors may decide. Retired past president members shall receive a certificate attesting to this honor, and during the term of such honorary membership may attend any OHPELRA workshop or conference as a guest of the Association. Further, during the term of such honorary membership, the member shall not be required to pay dues for OHPELRA or National PELRA membership, but shall have all other rights and privileges of membership in the Association, with the exception of the right to vote and hold office.

Section 2. – National PELRA Membership

All members of OHPELRA with the exception of Honorary Members shall also be members of National PELRA; provided, however, that National PELRA may, in accordance with its own by-laws, limit or extend the voting rights of any member within National PELRA. Notwithstanding National PELRA by-laws, the rights and privileges of OHPELRA members within the State Association, including voting rights, are established solely by these by-laws.

Section 3. – Transfer of Membership

No membership shall be automatically transferable. Honorary members shall continue to possess all rights and privileges of Active members, providing they are not otherwise in conflict with the membership requirements of these By-Laws.

Membership is owned by the member or employer that purchased such membership. Transfer of membership by the owner or that membership shall be governed by the following criteria:

- **Employer Paid Membership:** Membership may be transferred to a successor employee of the employer provided the successor employee meets the rules contained herein. An employer paid membership may be transferred to a successor employee after notice is provided to the OHPELRA board.
- **Member paid Membership:** Membership remains with the member who paid for the membership as long as the member's position qualifies for Active or Affiliate

membership as defined in these By-Laws and the written notice is provided to the OHPELRA board that the person wishes to continue membership.

- **Members Changing Positions and/or Employment:** An Active or Affiliate member assuming a new position, with the same or different employer, shall lose Active or Affiliate membership, if either the new position or the new employer do not otherwise qualify for Active or Affiliate membership in accordance with these By-Laws. Members changing positions may retain membership for a reasonable period of time so long as the member is seeking a position that would allow the member to retain OHPELRA membership and assuming all other obligations of membership are met.

Section 4. – Selection for Membership

An application for membership in OHPELRA shall include a certification in writing that the applicant qualifies for membership under the conditions set forth in these By-Laws. Eligibility for membership or continuation of membership shall be determined by the Board of Directors in coordination with National PELRA where applicable.

Section 5. - Contributing Sponsors

Contributing sponsors shall be defined as any member, individual, jurisdiction, agency, organization, law firm, or consulting firm who donates to OHPELRA in any one year period an amount, determined by the Board as a Sponsor Fee. Each contributing sponsor shall have one (1) person named as an Affiliate member of OHPELRA. The Board of Directors shall determine any additional the benefits, rights, and privileges of contributing sponsors