

AFL-CIO UNION LAWYERS ALLIANCE (ULA) MEMBERSHIP POLICY

**Approved by the ULA Board of Directors on November 16,
2012**

An attorney who is employed by or who otherwise performs services for the AFL-CIO or a union affiliated with the AFL-CIO, whose law firm is not on the AFL-CIO Do-Not-Patronize list, and who meets the criteria for membership established by the Board of Directors may become a member of the ULA. The basic criteria for determining whether an individual shall be a member shall be whether that individual is employed by or primarily engaged in the representation of labor organizations. Memberships must cover all lawyers in a firm or legal department who devote 50 percent or more of their time to work generated by unions and union-employer trust funds.

No attorney who represents management in labor relations matters against unions, or whose firm represents management in labor relations matters against unions, shall be eligible for membership in the Lawyers Coordinating Committee, subject to the following provisos and procedures: 1) Representing unions (or union-related entities) in their capacities as employers shall not be considered disqualifying representation; 2) When information is brought to the ULA's attention suggesting that a lawyer may be ineligible for ULA membership under this rule, the attorney will be notified that a question concerning his/her eligibility for ULA membership has been raised. The attorney shall be provided an opportunity to present information to establish his/her eligibility for ULA membership, or to outline specific steps sufficient to warrant eligibility that he/she and his/her firm will take to assure that ULA materials and discussions will be kept confidential from management (employer and attorney) access. These determinations shall be made by a three-member panel consisting of the ULA Executive Director and two members of the ULA Board of Directors who shall be annually designated by the Board for this purpose.