



**BYLAWS
OF
CHARLOTTE AREA SHRM**



A Chapter of the Society for Human Resource Management

ARTICLE I

A. Name

The name of the Chapter shall be the Charlotte Area SHRM (hereinafter referred to as "CASHRM" or "the Chapter"). To avoid potential confusion, the Chapter will refer to itself as CASHRM or Charlotte Area SHRM and not as SHRM or the Society for Human Resource Management.

B. Organization

CASHRM is a non-profit corporation organized under the laws of the State of North Carolina and exempt from taxation under Section 501(c) (6) of the Internal Revenue Code.

C. Affiliation and Relationships

The Chapter is affiliated with the Society for Human Resource Management (hereinafter referred to as "SHRM"). The Chapter is a separate legal entity from SHRM. It shall not be deemed to be an agency or instrumentality of SHRM or of a SHRM State Council, and SHRM shall not be deemed to be an agency or instrumentality of the Chapter. The Chapter shall not hold itself out to the public as an agent of SHRM without express written consent of SHRM. The Chapter shall not contract in the name of SHRM without the express written consent of SHRM.

D. Purposes

1. To encourage, promote and affect the voluntary interchange among CASHRM members of data, information, experience, ideas and knowledge about methods, processes and techniques relating to the profession of Human Resources and Industrial or Labor Relations.
2. To observe ethical and professional standards of work and to foster and encourage observance of the same for all practitioners of Human Resources and Industrial or Labor Relations.
4. To provide professional development opportunities related to Human Resources related matters and current issues for CASHRM members, guests, and non-member business professionals.
5. To recognize, promote and generally enhance the Human Resources profession by communicating the activities and accomplishments of CASHRM and its members to the business community.
6. To support designated college/university SHRM Student Chapter(s) in the form of financial, scholarship, programming and mentoring to Student Chapter members.

7. To make the communities we live in and the organization we serve better places as a result of our combined efforts in the practice and promotion of Human Resources professionalism.
8. CASHRM explicitly supports the purposes of the Society for Human Resource Management ("SHRM"), which are to promote the use of sound and ethical human resource management practices in the profession and:
 - (a) To be a recognized world leader in human resource management;
 - (b) To provide high-quality, dynamic and responsive programs and service to our customers with interests in human resource management;
 - (c) To be the voice of the profession on human resource management issues;
 - (d) To facilitate the development and guide the direction of the human resource profession; and
 - (e) To establish, monitor and update standards for the profession.

ARTICLE II. FISCAL YEAR

The fiscal year of the Chapter shall be the calendar year.

ARTICLE III. MEMBERSHIP

A. Eligibility and Classification

Any Human Resources professional may apply for membership under guidelines set forth below. Membership will be granted without regard to race, creed, color, national origin, sex, age, disability, sexual orientation, or Vietnam Era Veteran status.

1. Professional Membership

Professional members may vote and hold office in the Chapter and shall be limited to those individuals who are engaged as one or more of the following:

- (a) practitioners of human resource management at the exempt level for at least three (3) years;
- (b) currently certified by the HR Certification Institute;
- (c) faculty members holding an assistant, associate or full professor rank in human resource management or any of its specialized functions at an accredited college or university and have at least three years of experience at this level of teaching, including any designated SHRM Student Chapter Faculty Advisor(s);
- (d) full-time consultants with at least three years experience practicing in the field of human resource management and whose primary job responsibilities involve the delivery of a human resources functional service on behalf of a client(s); and/or

(e) full-time attorneys with at least three years experience in counseling and advising clients on matters relating to the human resource profession.

2. Associate Membership:

Associate members may not vote or hold office in the Chapter and will include those individuals engaged as one of more of the following:

(a) Individuals in non-exempt human resource management positions;

(b) consultants practicing in the field of human resources management whose primary job responsibilities involve sales, marketing and/or business development functions on behalf of their organizations; and/or

(c) any other professional who does not meet the qualifications of the other classes of Chapter membership, but who demonstrate a bona fide interest in human resource management and the mission of the Chapter. This interest must be demonstrated to the satisfaction of the CASHRM Board of Directors through review of the individual's education, experience, and professional certification.

3. Lifetime Membership

All Professional Members (not Associate members) with twenty-five (25) or more years of active membership in CASHRM who retire from the active human resources profession may be designated as Lifetime Members by the Board of Directors. All Past Presidents of CASHRM shall qualify for Lifetime Membership status.

4. Non-transferability

Chapter membership is conferred upon an individual and not the individual's employer or sponsoring organization. An individual membership is neither transferable nor assignable.

5. Other Membership Considerations

(a) Although the Chapter does not designate a Student Member status, active student members of designated SHRM Student Chapters will be encouraged to participate in CASHRM meetings and events during the academic year. CASHRM may provide for Student Members to attend meetings and events at CASHRM expense or at a reduced rate based upon the Chapter's current financial position.

(b) CASHRM will encourage its members to join SHRM and may provide for reduced dues or other member benefits for those who are current members of SHRM.

(c) Notwithstanding the above, any Professional or Associate Chapter member who is active at the time of adoption of these bylaws revisions, shall be grandfathered into his/her current membership classification (Professional or Associate), regardless of the qualifications herein listed, until such time as the member elects to apply for membership under a different classification.