

**TRI-STATE HUMAN RESOURCE MANAGEMENT ASSOCIATION (NJ)  
BYLAWS AS OF NOVEMBER 1, 2007**

**ARTICLE I – IDENTIFICATION**

SECTION 1 – NAME. The name of this Association shall be the Tri-State Human Resource Management Association (herein referred to as the “Chapter”). To avoid potential confusion, the Chapter will refer to itself as the Tri-state Human Resource Management Association and not as SHRM or the Society for Human Resource Management.

SECTION 1.2 - RELATIONSHIPS. 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 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.

SECTION 1.3 – NATIONAL AFFILIATION. The Chapter is affiliated with the Society for Human Resource Management (herein referred to as “SHRM”).

**ARTICLE II – PURPOSE**

The immediate purpose and objective of the Association shall be determined by the membership as the need for definition of such objective arises.

The long-term purpose and objective of the Association shall be:

**VISION STATEMENT**

Tri-State Human Resource Management Association will be the high profile recognized source for professional expertise and individual development for human resources in its operating area. It will be a member-driven SHRM affiliated chapter that continues to grow by staying on the leading edge of human resource management issues, and by being innovative and creative in meeting member needs and expectations.

**MISSION STATEMENT**

- A. To be proactive and responsive to the evolving needs of the membership.
- B. To be the recognized regional voice of the human resource profession.
- C. To serve as the premier quality regional affiliate of SHRM.
- D. To facilitate professional development that enables the membership to enhance their skills and proficiency, and add value to their organization.
- E. To provide the organizational structure, leadership, and resources required to ensure the dynamic nature and continual improvement of the organization.
- F. To have a positive impact on the "Tri-State" community in which our members live and work.

## **ARTICLE III – MEMBERSHIP**

All candidates making initial application for regular membership shall be gainfully employed in the Human Resource profession, or have a history of employment in the Human Resource profession. All memberships are an individual membership and are nontransferable and nonrefundable. There are no corporate memberships.

SECTION 1 – REGULAR MEMBERS. Only individuals of those companies whose business ethics meet with the approval of the Board of Directors shall be invited to join the Association.

- 1) Any individual with Senior Professional Human Resources (SPHR), Global Professional Human Resources (GPHR), or Professional Human Resources (PHR) certification.
- 2) Individuals engaged as a Human Resource practitioner in a corporate setting.
- 3) Faculty members of an accredited college or university with a minimum of 3 years teaching in HR management or any of its specialized functions.
- 4) Consultants or attorneys with at least 3 years experience practicing in the field of HR management, or counseling/advising clients in matters relating to HR management.
- 5) Individuals who supply products and services to the HR function in a supportive business relationship, as approved by the Board of Directors.

SECTION 2.1 – HONORARY MEMBERS. Honorary membership may be conferred on anyone by a majority vote of the Board of Directors. Such membership shall be for one year and are subject to renewal. Honorary members shall be entitled to full membership without the payment of dues, but shall not have the right to vote or hold elective office.

SECTION 2.2 – LIFE MEMBERSHIP. Life membership may be conferred upon anyone by a majority approval of the Board of Directors. Life members are entitled to full membership without the payment of dues. Life members can vote and hold office.

SECTION 4 – APPLICATION FOR MEMBERSHIP. Application for membership shall be made in writing on a form provided by the Association.

SECTION 5 – MEMBERSHIP APPROVAL. All memberships must be approved by the Board of Directors.

SECTION 6 – TERMINATION OF MEMBERSHIP. Membership in the Association may be terminated for good cause by a two-thirds vote of the Board of Directors. Membership shall be terminated automatically for nonpayment of annual dues.

SECTION 7 – ANNUAL DUES. Annual dues shall become payable on the first day of the new calendar year. The amount of dues shall be determined each year by the Board of Directors prior to their due date and the membership shall be notified thereof. Dues are payable by each individual member. Service charges incurred due to insufficient funds will be the responsibility of the member.

