



Proposal From the Governance Review Task Force

1. Background

As an outgrowth of the 2023 Strategic Plan, the Governance Review Task Force (Task Force) was asked to analyze our current membership structure taking into account increasing branch office growth and remote work structures. The Board also charged the Task Force with considering the voting structure in light of any suggested membership structure change. After two years of member engagement, surveys, and Board, Regional Leadership Council, and Task Force meetings and outreach, we developed a number of recommendations.

2. Re-imagining Organizational Membership

NALP's current membership structure was created when most legal employers had one office in one city. The structure has been amended over time to accommodate the proliferation of multi-city law firms to allow for separate memberships for each office or place of business. At present, there is inconsistency in NALP organizational membership. Some firms provide it, and some do not. Remote and hybrid work has also created inconsistency in individual memberships, as current NALP structure ties employee membership to a specific physical office. This has unintentionally created situations in which employees who are not assigned to an office that holds NALP membership may have limited engagement opportunities.

The Task Force recommends amending the bylaws to simplify Organizational Membership for multi-office organizations by removing the need for an organization to purchase a separate membership for each additional office.

3. Re-imagining Individual Membership

Since NALP's founding, membership benefits have been tied to an individual's employer and included discounted rates for conferences, publications, data, and professional development resources. Under the current model, one designated "Main Member" holds the organization's voting rights, while organizations may pay additional fees for "Member Employees" to receive membership benefits without voting rights. This structure has often forced organizations to limit who receives access to those benefits.

The Task Force recommends a more inclusive "All In" membership model that would extend membership benefits — including voting rights in most NALP elections — to more employees within Member Organizations.

4. Re-imagining NALP Voting Eligibility for Member Employees

A recurring theme throughout the Task Force's surveys, meetings, focus groups, and other outreach was Member Employees' frustration at being unable to vote in regional elections, including for the Nominating Committee, Regional Leadership Council, and Conference Planning Committee.

To better align with NALP's core value of inclusion, the Task Force recommends a "one member, one vote" model for regionally elected positions, allowing all duly registered Member Employees to vote. Member Organizations would continue to designate one "Organizational Voting Member" to vote on governance matters, Officer and Director slates, as well as regional elections on behalf of the organization.