



**CALIFORNIA EMPLOYMENT LAWYERS ASSOCIATION**  
**Application for NEW or RENEWAL Annual Membership**

Join or renew online at [www.cela.org](http://www.cela.org)

Name \_\_\_\_\_ Preferred First Name/ Nickname \_\_\_\_\_ Phone \_\_\_\_\_  
 Firm/Organization \_\_\_\_\_ Fax \_\_\_\_\_  
 Address \_\_\_\_\_ E-Mail \_\_\_\_\_  
 \_\_\_\_\_ Web Site \_\_\_\_\_  
 County \_\_\_\_\_ Bar No. \_\_\_\_\_ Home Zip Code (not for publication): \_\_\_\_\_

I give permission to list the above information in the CELA Find a Lawyer Directory, on the public CELA website.  Yes  No  
 Please subscribe me to the CELA VOICE blog - dedicated to promoting fairness and equality in the workplace.  Yes  No  
 I would like to receive mailings from CELA approved sponsors.  Yes  No

**MEMBERSHIP CATEGORIES**

**For Attorneys, Law Students & Paralegals:**

**Regular Membership (practice percentages must be certified on page 2)**

I certify that I meet all of the following requirements of membership: (1) I certify that I am in good standing with the State Bar of California; (2) at least 51% of my professional time is devoted to representing or advancing the rights of employees and/or union members; (3) I do not have more than one (1) case on file in any judicial or administrative forum on behalf of an employer; (4) no more than 25% of my professional time is devoted to civil defense work (non-employment); (5) I am not employed or about to become employed by any law firm that primarily does defense work; and, (6) I do not belong to or receive appointments from any defense panel; (7) I do not belong to any organization\* whose members primarily defend employers against claims of employees. I understand that if I subscribe to the listservs I certify to abide by all the listserv protocols and that if I am conflicted off any CELA listserv I will lose all Regular membership privileges. Moreover, if the conflict is as a result of my representation of an institutional employer (e.g., a Fortune 1000 company) against a CELA member representing an employee, the conflict may result in loss of CELA membership privileges for up to two (2) years from the conclusion of the representation of the institutional employer.

\*Organizations such as California Employment Law Council; Association of Southern California Defense Counsel; Association of Defense Counsel of Northern California; California Workers' Compensation Defense Attorneys' Association. Bipartisan organizations such as the Labor and Employment Law Section of the State Bar of California are not barred from membership.

**Associate Plus Membership (practice percentages must be certified on page 2)**

I certify that I meet all of the following requirements of membership: (1) I am in good standing with the State Bar of California; (2) I represent at least one (1) employee OR one (1) union advocating for an employee in a judicial or administrative forum OR I am a law school professor or law student/paralegal; (3) I do not represent any defendant in any judicial or administrative forum, whether in an employment case or a non-employment civil case; (4) I am not employed or about to become employed by any law firm that primarily does defense work; and, (5) I do not belong to any panel whose members defend employers against claims of employees. I understand that if I subscribe to the Associate Plus listserv I certify to abide by all the listserv protocols. I understand I am not eligible to use the CELA Wiki.

**Associate Membership (practice percentages must be certified on page 2)**

I certify that (1) I am in good standing with the State Bar of California and that at least 51% of my professional time is devoted to representing plaintiffs. I understand I am not eligible to use any CELA List or the CELA Wiki.

Sustaining Member***	\$2,500.00	Attorney in practice over 10 years	\$560.00
Supporting Member**	\$1,000.00	Attorney in practice 5-10 years	\$475.00
Law Student [Law School: _____]	\$25.00	Attorney in practice less than 5 years	\$335.00
Paralegal	\$25.00		

\*\* Supporting Membership includes acknowledgment in the Membership Directory and Annual Conference journal; and registration to the seminar preceding the Annual Conference in October 2020

\*\*\* In addition to all the benefits of Supporting Membership, members who choose to join CELA as Sustaining Members receive a free full-page ad in the Annual Conference Journal and registration to the Annual Conference in October 2020. Your membership will be used to support CELA's many activities, including the Online List, website, education, amicus and legislative advocacy programs.

**For Non-Profit and Public Interest Groups:**

**Non-Profit Legal Services and Public Interest Group Membership (practice percentages must be certified on page 2)**

CELA Group Membership is open to non-profit legal services or public interest organizations representing at least 51% employees. CELA offers a Group Membership and associated Non-Profit Individual Memberships. The Group Membership includes one Non-Profit Individual Membership for an attorney employed by the Non-Profit Group Member.\* Additionally, all attorneys on the organization's legal staff are eligible to attend CELA conferences and seminars at the legal services/public interest discounted rate, and additional attorneys may join CELA at the special rate for Non-Profit Individual Members.

\*The member must separately agree to abide by all the listserv protocols. Only one listserv subscription is available for Group members and may not be shared with others in the organization.

Non-Profit Legal Services and Public Interest Group Membership .....\$525.00

**Non-Profit Individual Membership (practice percentages must be certified on page 2)**

Non-Profit Individual Memberships are available to any organization with a Group Membership at a discounted rate of \$100/year to attorneys who meet the requirements of Non-Profit Individual Membership. If a Group Membership expires, all associated Non-Profit Individual memberships end immediately. Individual group members understand that if they subscribe to the listservs they certify to abide by all the listserv protocols. Non-Profit Individual Members certify that they meet all of the following requirements of membership: (1) they are in good standing with the State Bar of California; (2) they are employed by an organization that is currently a Non-Profit Group Member of CELA; (3) they do not practice law outside of employment with the Non-Profit Group Member; (4) they are not about to become employed by any law firm that primarily does defense work.

Non-Profit Individual Membership (requires concurrent Non-Profit Legal Services and Public Interest Group Membership) ..... \$100.00

**CERTIFICATION (required by Regular, Associate Plus, Associate and Group members)**

Approximate percentage of my professional time devoted to representing:

\_\_\_\_\_% Employees and/or union members      \_\_\_\_\_% Plaintiffs (non-employment)      \_\_\_\_\_% Mediator & Arbitrator  
\_\_\_\_\_% Employers (non-litigation)      \_\_\_\_\_% Defendants (non-employment)      \_\_\_\_\_% Law School Professor  
\_\_\_\_\_% Number of cases representing employer [or defendant] in a judicial or administrative forum

**AREAS OF PRACTICE**

My primary areas of practice, to be included in the CELA Directory and web site are:

\_\_\_\_\_% Appellate Law      \_\_\_\_\_ Public Employees      \_\_\_\_\_ Workers' Compensation  
\_\_\_\_\_% Class Actions      \_\_\_\_\_ Sexual Harassment      \_\_\_\_\_ Wrongful Termination  
\_\_\_\_\_% Discrimination      \_\_\_\_\_ Qui Tam      \_\_\_\_\_ Mediator  
\_\_\_\_\_% Drug Testing      \_\_\_\_\_ Unemployment Benefits      \_\_\_\_\_ Arbitrator  
\_\_\_\_\_% Employee Benefits/ERISA      \_\_\_\_\_ Union/Labor Law      \_\_\_\_\_ Law School Professor  
\_\_\_\_\_% Federal Employees      \_\_\_\_\_ Wage & Hour      \_\_\_\_\_ Law Student/Paralegal  
\_\_\_\_\_% Privacy Rights      \_\_\_\_\_ Whistleblower

**LANGUAGES SPOKEN** (to be included in the CELA Directory and web site):

1. \_\_\_\_\_ 2. \_\_\_\_\_ 3. \_\_\_\_\_

**OTHER ORGANIZATIONS**

CELA often works in coalition with other organizations. Please let us know if you belong to these other lawyer organizations, or any other lawyer group we should be considering for coalition. This information will not be published or shared with others.

National Employment Lawyers Association       AFL-CIO Lawyers Coordinating Committee       Other (please specify) \_\_\_\_\_  
 Consumer Attorneys of California       Asian American Association for Justice  
 California Applicant Attorneys Association       National Lawyers Guild

Are you admitted to practice law in any other states?  Yes       No      If yes, which state(s): \_\_\_\_\_  
How did you hear about CELA? \_\_\_\_\_

**MENTOR PROGRAM**

CELA's Mentor Program matches newer attorneys and law students with more experienced CELA members.

I would like to enroll as a CELA MENTEE and be assigned an attorney mentor.  Yes

I would like to serve as a CELA MENTOR.  Yes

If you chose Mentor, which Practice Areas are your areas of expertise? \_\_\_\_\_

If you chose Mentee, what do you request assistance with? \_\_\_\_\_

**OPTIONAL DEMOGRAPHIC INFORMATION**

Gender \_\_\_\_\_ Race \_\_\_\_\_

Suggestions for CELA: \_\_\_\_\_

CELA exists to protect and expand the legal rights and opportunities of all California workers and to strengthen the community of lawyers who represent them. We accomplish this through education and advocacy for worker justice. In determining whether CELA membership and its privileges will be provided to an applicant, CELA will review and consider various factors, including but not limited to your statements under penalty of perjury, any public records and court filings that may reflect an employment law defense practice, your or your firm's practice of soliciting and advertising employment defense litigation work, and input from CELA members. We will also consider your responses to possible follow-up questions we may have in the course of our review of your application.

Date: \_\_\_\_\_ Applicant's Signature: \_\_\_\_\_

**MAIL APPLICATION AND PAYMENT TO:**

California Employment Lawyers Association  
5955 De Soto Ave., Suite 136  
Woodland Hills, CA 91367  
Telephone (818) 703-0587 • Facsimile (818) 703-0591  
E-mail: info@cela.org

NOTE: Please allow two weeks for new membership application processing.

Enclosed is my check made payable to: **California Employment Lawyers Association**  
 Please charge my credit card:  Visa       Mastercard       Discover  
Card Number: \_\_\_\_\_  
Expiration Date: \_\_\_\_\_ Security Code: \_\_\_\_\_  
Name on Card: \_\_\_\_\_  
Card Billing Address: \_\_\_\_\_

**Membership Dues:** \$ \_\_\_\_\_  
**Voluntary Contribution:** \$ \_\_\_\_\_  
**Total Amount:** \$ \_\_\_\_\_