

**RESOLUTION OF THE LSBA HOUSE OF DELEGATES TO URGE THE  
LOUISIANA LEGISLATURE TO SUSPEND IMPLEMENTATION OF STANDARDS  
FOR SPECIALIZATION IN EMPLOYMENT LAW**

WHEREAS, on January 21, 2017, the Louisiana State Bar Association House of Delegates (“House”) was presented with a resolution regarding the implementation of a specialty certification in Employment Law by the Louisiana Board of Legal Specialization (“LBLS”);

WHEREAS, the resolution before the House, as presented by the LBLS, represented that there had been adequate opportunity for members of the bar to comment on the proposed Louisiana Board of Legal Specialization Employment Law Standards;

WHEREAS the resolution failed to disclose that a survey obtained to assess support for the Employment Law Standards demonstrate opposition at a rate of 2-to-1 AGAINST adoption of such standards;

WHEREAS the resolution also remained silent regarding the fact that there remained significant opposition to the proposed specialization standards from affected members of the Louisiana State Bar Association;

WHEREAS a group of affected practitioners issued a joint letter dated January 20, 2017 to the entire House, and attempted to contact various Officers and individual Delegates by telephone to discuss the problems with the resolution;

WHEREAS there were numerous problems with the Employment Law Standards noted in this letter, including potentially discriminatory effects against women, potential competitive disadvantages for small firms and solo practitioners, and poorly conceived application practitioners who practice in the area of employee benefits and/or the Employee Retirement Income Security Act (“ERISA”);

WHEREAS opponents of the Employment Law Standards also noted that these standards were largely duplicative of proposed Labor Law Standards, which were adopted simultaneously, and would therefore force many practitioners to accept the burdens of dual certification, and the attendant costs;

WHEREAS the January 20, 2017 letter to the House, which set forth many of these grounds for opposing the Employment Law Standards, was made available at the January 2017 House meeting, with the intention of giving certain Delegates the opportunity to speak in opposition to the Employment Law Standards;

WHEREAS the resolution approving the Employment Law Standards was approved as part of a package of similar resolutions, with no debate as to the merits of the Employment Law Standards, nor any discussion of the substantial opposition among affected practitioners, nor the various reasons for said opposition;

