



Constitution and Bylaws

New York State Correctional Officers &
Police Benevolent Association, Inc.

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ARTICLE I NAME

The name of this organization shall be the New York State Correctional Officers & Police Benevolent Association, Inc., hereinafter referred to as the "Association". The principal offices of the Association shall be located in the County of Albany and State of New York. This Association is a non-profit corporation, organized and existing pursuant to the Not-For-Profit Corporation Law of the State of New York, and its Certificate of Incorporation has been filed with the Secretary of State, with the due consent of the appropriate authorities.

ARTICLE II PURPOSE AND OBJECTIVE

The primary purpose and objective of the Association shall be to improve the terms and conditions of employment of public employees, and in particular, members of the Security Services Bargaining Units of the State of New York, to represent such employees in collective bargaining pursuant to Article 14 of the Civil Service Law of the State of New York, and to otherwise bring together and promote the welfare of such employees, including, but not limited to, preventing wherever possible the privatization of public employee services and functions. The Association shall have the general powers set forth in Section 202 of the Not-for-Profit Corporation Law of the State of New York and the powers set forth in this Constitution and Bylaws.

This Constitution and Bylaws is the governing document of NYSCOPBA and supersedes all other NYSCOPBA policies and procedures.

The Association remains independent and never becomes a member of any organization that can or will dictate policy for the Association.

ARTICLE III MEMBERSHIP

Membership in this Association shall consist of three (3) types. First, active membership shall be open to all employees represented by the Association. Second, associate membership shall be open to all retired employees of any bargaining unit represented by the Association. Third, honorary membership shall be open to those individuals who have been determined by the Association to have made outstanding contributions to the Association or its members. Associate or honorary members cannot hold office or vote on Association business.

Any individual(s) employed by an establishment whose employees are represented by the Association shall be eligible for membership in the Association upon their first day of employment.

To become an active member an employee must execute and provide to the Association a dues deduction authorization (membership) card in a form prescribed by the Association. Individuals granted membership in the Association shall maintain their status as members

in good standing by maintaining their dues obligation, paying back the Rainy-Day Fund in a timely manner which the member has contractually agreed to repay in a timely manner and by upholding this Constitution and Bylaws¹.

NYSCOPBA services and member benefits not mandated by law shall be provided only to members in good standing. Once an individual opts out of membership or decides not to become a member, the individual will not thereafter be permitted to rejoin NYSCOPBA.²

ARTICLE IV RESERVATION OF MEMBERS' RIGHTS

The rights reserved to active members of the Association shall include, but are not limited to, the right to ratify any and all collective bargaining agreements for bargaining units in which the members are employed; such ratification process is to be conducted by an independent firm; the right to have negotiating teams which fairly reflect the composition of the bargaining units which they represent; the right to ratify any and all amendments to this Constitution and Bylaws before such amendments become effective; the right to vote in the election of officers and officials of the Association, pursuant to the procedures contained in this Constitution and Bylaws; and the right to be polled prior to endorsement by the Association of candidates for political office.³ In the event the Association conducts a poll for the endorsement of a candidate for political office, such poll shall be conducted by the Election Committee of NYSCOPBA. The count of the endorsement poll shall be open for viewing to any member of NYSCOPBA in good standing.⁴

The Association further hereby acknowledges and supports by financial means and otherwise the rights of the members to identify and address the unique needs and concerns of the membership through bargaining, legislative and administrative action.

ARTICLE V ELECTION OF OFFICERS

A. Executive Board Officers ⁵

The officers of the Association shall constitute the Executive Board. The term of office for all Executive Board Officers in the 2014 elections will be through September 2017, or until a successor for that office has been certified by the Association⁶. For all subsequent elections, the term of office shall be three (3) years for all Executive Board Officers or until a successor is certified by the Association (as in the case of a run off election). Not less than sixty (60) days prior to the date established for the election of Executive Board Officers, the Association shall call upon the membership to submit nominations for Executive Board Officers to the Election Committee. The Election Committee shall review all nominations submitted and verify that said nominee(s) are eligible to run for and hold an Executive Board office. The Election Committee shall notify all prospective candidates of their eligibility status not more than twenty (20) days after the nomination(s) were received by the Election Committee. Elections shall be by mail ballot, members shall have thirty (30) days to return ballots, and ballots shall be counted immediately following said thirty (30) day period.⁷

In order for an Executive Board candidate to be victorious in an election, the candidate must receive a majority of all votes cast (50% +1 vote). If none of the candidate(s) receive a majority of all votes cast, a second (run off) election will be conducted within two (2) weeks after the first election between the two candidates receiving the most votes in that election. In the event that only one individual who meets the eligibility criteria set forth in Article V Section B is nominated as a candidate for an Executive Board Officer for NYSCOPBA, the unopposed individual will be considered victorious for said position and no ballots will be necessary to conduct an election for that position. The victorious unopposed individual will assume the duties of the elected position upon certification of the initial ballot count.⁸

B. Eligibility

Eligibility to be nominated for and elected to hold office as an Executive Board officer in the Association shall be extended to any active member who, at the time of nomination;

- 1) At least 21 years of age at time of nomination
- 2) Has been an active member in continuous good standing for period of 2 consecutive years as of the date of election
- 3) Has served as an association official or officer not less than six consecutive months
- 4) Has not been otherwise disqualified under any other provisions as set forth in this constitution

ARTICLE VI ELECTION OF OFFICIALS

A. Sector Stewards

The Executive Assembly has the sole authority to establish and/or dissolve a sector.⁹ A sector shall consist of Association members employed at an individual work site or facility located within one of the five (5) geographic regions established by the Executive Assembly, provided however, a Sector may also include Association members of multiple work sites or facilities.¹⁰

Elections for Sector Stewards shall be held for each Sector¹¹. The term of office for Sector Stewards shall be two (2) years. Commencing with the Sector Steward elections in 2019 the term of office shall be three (3) years¹². To be eligible to run for and hold office as a Sector Steward, one must be an active member in continuous good standing for no less than six (6) consecutive months, at the time of the nomination.¹³ The Sector Stewards shall elect one steward from that sector as Chief Sector Steward.

In the event that a vacancy occurs during a Sector Steward's regular term of office, the remaining stewards from the sector in which the vacancy has arisen shall select a candidate who is an active member in continuous good standing with the Association. Should the Sector Stewards be unable to reach agreement within thirty (30) days on a candidate to fill the vacancy, an election will be held.¹⁴ Additional Sector Steward positions will be filled in accordance with the established Election Committee policy for filling vacancies.¹⁵

If a Chief Sector Steward or Sector Steward should resign from their elected position or elected sector position, a notice of resignation electronically via e-mail or text or in written form, shall be submitted to the Chief Sector Steward and/or Regional Vice President and Recording Secretary in accordance with the Sector reporting policy.¹⁶ If a Sector Steward should resign, a notice of resignation, electronically via email or text or in written form, shall be submitted to their respective Chief Sector Steward who will then submit the resignation to the respective regional Vice President and the Association Recording Secretary in accordance with the Sector reporting policy.¹⁷

The number of Sector Stewards at facilities or worksites shall be no less than;

Worksites/Facilities With

1-100 Employees	3	201-300 Employees	7	401+ Employees	11
101-200 Employees	5	301-400 Employees	9		

Additional Sector Steward positions may be established by a vote of the membership as outlined in Article 13(b). Any sectors with additional Stewards, the additional Stewards would remain in place until such number is reduced by that sector in accordance with

B. Officer and Official Election Procedures

Elections for officers and officials of the Association shall be conducted in accordance with the following procedures:

- 1) No candidate(s) shall hold more than one position with the Association simultaneously.
- 2) The candidate(s) for Sector Stewards receiving the highest number of votes for all duly established steward positions in that sector shall be declared the winners and shall assume that office immediately.
- 3) All elections shall be by secret ballot vote.
- 4) In the event of a tie vote between two or more candidates for the last available vacancy, there will be a run-off election among those candidates so affected.
- 5) Write-in candidates shall not be allowed.
- 6) Absentee ballots will be accepted in accordance with policies established by the Election Committee and approved by the Executive Board.
- 7) Any candidate(s) nominated for an Association office must be and remain an active member in good standing.
- 8) All elections for Executive Board Officers shall be conducted by an outside independent agency.
- 9) The Election Committee shall recommend and thereafter shall adopt procedures for expeditiously addressing challenges to the eligibility of nominees and/or the election process.

C. Recall of Sector Stewards

A Sector Steward may be subjected to a recall vote of the sector membership for violations of the Constitution and Bylaws, illegal activity, and/or failure to follow the lawful directions of the sector membership. The person or group from a sector requesting a recall vote against a Sector Steward must notify the Judicial/Ethics Committee in writing of specific violations of the Constitution and Bylaws, illegal activity, and/or failure to follow the lawful directions of the sector membership. The Judicial/Ethics Committee will, within 30 days of receipt of notification, inform the person or group instituting the recall, if said charges are bona fide. Once the person or group from the sector receives notification from the Judicial/Ethics committee that said charges are bona fide, that person or group must give prior written notice to the sector to have a motion to recall placed on the agenda. The notice must be given at least fourteen (14) days prior to the sector meeting and posted. At the sector meeting, the motion, with a second, requesting a recall vote of the Sector Steward must be made. If no quorum exists that motion must be placed on the agenda for the next sector meeting and posted no later than fourteen (14) days prior to that meeting. A quorum must be present in order for a recall vote motion to pass. In the event that after two

consecutive sector meetings, a quorum has not been present, said motion would automatically be rescinded.¹⁹

D. Prohibited Activities²⁰

An employee of the Association is prohibited during his/her normal working hours, from actively campaigning for the election or defeat of an Association member for a particular elective office within the Association. An employee, elected officer or member²¹ of the Association shall also be prohibited from utilizing any Association resources, including but not limited to computers, copiers, fax machines and telephones, regardless of whether the employee is actually conducting such activities during his/her normal working hours.

E. Sergeants' Liaison or Law Enforcement Equivalent²²

A statewide elected Sergeants' Liaison or Law Enforcement equivalent official will serve as a member of the Executive Assembly, with all rights of the Executive Assembly except the right to vote, to be elected simultaneously with the Executive Board and a 3-year term of office as set forth in Article V Section A. Only supervisors can vote on this position. To be eligible for this position you must meet a supervisors criteria and;

- 1) At least 21 years of age at time of election
- 2) Has been an active member in continuous good standing for period of 2 consecutive years as of the date of election
- 3) Has served as an association official or officer not less than six consecutive months
- 4) Has not been otherwise disqualified under any other provisions as set forth in this constitution

ARTICLE VII DUES²³

The dues for active members shall be fifteen and 50/100 dollars (\$15.50) per pay period, payable through payroll deductions. Commencing January 1, 1999, the dues for active members of the Association shall automatically be increased by the same percentage as the increase in salary of members of the collective bargaining unit. No such increases in dues of the Association shall be effective until the effective date of each such increase in salary of members of the collective bargaining unit. The Executive Board shall compute and announce the amount of the revised dues whenever there is to be an increase in dues based upon an increase in salary. Dues for associate members shall be fifty dollars (\$50.00) per year ²⁴ and the dues for honorary members will be twenty percent (20%) more than an associate member.²⁵ The dues obligation shall be waived for any member who has been taken off their respective agency's payroll due to any of the following: Suspension from a Notice of Discipline; Military Leave; Sick Leave; FMLA; or Workers' Compensation Leave, until such time as the member is returned to the payroll or their employment is terminated.²⁶

A. Legal Defense Fund²⁷

NYSCOPBA will set up a Legal Defense Fund for the defense (criminal) of its members. This fund will only be used for the defense of criminal charges or a criminal investigation against bargaining members where it shall appear to the Executive Board, in its discretion, that the actions alleged or being investigated occurred while the member was engaged in the lawful performance of his or her duties and that assisting in such defense shall be consistent with the overall interests of the general membership. If criminal charges are brought, the member(s) must file and qualify for reimbursement under New York State POL Section 19. Member(s) must execute a signed assignment of any funds received back from New York State to NYSCOPBA and returned to the Legal Defense Fund. As soon as this fund is approved in accordance with NYSCOPBA's Constitution, it will be established with \$1.00 per pay period per member. This will be a dedicated fund and cannot be used for any other purpose. The use of this fund will be determined on a case by case basis by the factors presented by the Regional VP(s) and by a vote of the Executive Board. The Executive Board will decide on a case by case basis what resources will be utilized for the defense. ²⁸

B. Rainy Day Fund²⁹

NYSCOPBA has established a Rainy Day Fund. The dues to pay for the Rainy Day Fund shall be an increase of \$5 per pay period³⁰.

ARTICLE VIII AGENCY SERVICE FEE

~~All employees represented by the Association for purposes of collective bargaining who are not members in good standing shall be responsible for the payment of an agency service fee (through payroll deduction) in accordance with Section 208.3 of the Civil Service Law of the State of New York.~~

~~The Association shall provide a notice and rebate procedure in conformity with applicable state and federal laws.~~

Article VIII has strike through due it being repealed from the Janus v AFSCME U.S. Supreme Court decision of 2018

ARTICLE IX THE EXECUTIVE BOARD

A. Composition

The Executive Board shall be the managing body of the Association and shall consist of a President, an Executive Vice President, a Treasurer, a Recording Secretary and six (6) Vice Presidents, one of whom shall be non-corrections.^{31,32}

B. Duties and Powers

The Executive Board shall have general supervision and control over the day to day affairs of the Association, and for the implementation of policies adopted by the Executive Assembly. Except as otherwise provided in this Constitution and Bylaws, all decisions of the Executive Board shall require a vote of the majority of the Executive Board members at a meeting. Each Executive Board member shall have one (1) vote excluding the President who shall vote only to break or make a tie.³³ A quorum of the Executive Board shall be seven (7) members.

C. Meetings

The Executive Board shall meet at least once monthly at the call of the President or by a majority of the Executive Board, provided however, that all members of the Executive Board are provided sufficient notice of said meeting and the opportunity to attend. The President shall chair Executive Board meetings. In the absence of the President, the Executive Vice President shall be the chairperson. In the absence of the President and the Executive Vice President, the President's designee shall be the chairperson. The Executive Board shall designate a meeting during the month of March each year as the annual meeting of the Executive Board of the Association.

D. Attendance at Meetings

Any one or more members of the Executive Board or any committee thereof may participate in a meeting of the Executive Board or the committee by means of a conference telephone or similar communications equipment allowing all persons participating in the meeting to hear each other at the same time. Participation by such means shall constitute presence in person at the meeting.

E. Action Without Meeting

Any action required or permitted to be taken by the Executive Board or by any committee of the Executive Board may be taken without a meeting if all members of the Executive Board or of the committee consent in writing to the adoption of a resolution authorizing the action and the writing or writings are filed with the minutes of the proceedings of the Executive Board or of the committee.

F. Vacancies

In the event that a vacancy occurs during the regular term of office of an Executive Board member, the Executive Board shall appoint from among the Executive Assembly and/or employees of the Association, who are members in good standing with NYSCOPBA, a candidate to serve the remainder of the regular term of the vacated Executive Board position(s), contingent upon a majority vote of the Executive Assembly approving that appointment.³⁴

Should the vacancy occur in the position of regional Vice President or Law Enforcement Vice President the appointee shall hail from that region or unit. The appointment shall be contingent upon a majority vote of the Executive Assembly members of that region.³⁵

In the event the Executive Assembly does not confirm the Executive Board appointment, the respective region or unit may fill the vacancy prior to the Executive Assembly adjourning.³⁶

G. Compensation

In addition to the salaries reimbursed to their employer for union leave, the members of the Executive Board shall receive compensation for providing services to the Association as follows: President, \$25,000 per year; Executive Vice President, \$22,500 per year; Recording Secretary, Treasurer and Vice Presidents, \$15,000 per year.

H. Removal For Cause ³⁷

1) Notwithstanding any inconsistent provision of Article XI of this Constitution and Bylaws, a standing committee of the Association to be known as the "Recall Panel"

is hereby established. The Recall Panel shall consist of seven (7) members, to be nominated and elected by the Executive Assembly, as follows: Each of the five regions of correctional officers and correctional sergeants (North, South, West, Mid-Hudson and Central) shall elect one member; the Law Enforcement sector shall elect one member; and one member, who shall be a sergeant, shall be elected by the Executive Assembly as a whole. Any member in good standing is eligible to serve on the Recall Panel. Recall Panel members shall serve a two-year term. No member of the Recall Panel is eligible to serve on any other standing committee of the Association. A quorum of the Recall Panel shall be four members. Upon convening for the purpose of hearing charges, the Recall Panel itself shall choose a chairperson and a clerk. The clerk shall be responsible for documenting the proceedings of the Panel. The chairperson shall preside at hearings of the Panel and shall be eligible to vote only to break a tie. All votes of the Recall panel are decided by a majority vote.

2) Any member or group of members in good standing may file written charges seeking the removal for cause of a member of the Executive Board. The charges shall clearly state that a recall vote within the group or region that elected the accused member is requested and shall include a list of all witnesses to be called and all evidence to be presented at a hearing if it is determined that a full hearing is necessary. The grounds for such charges may include, but are not limited to: violations of the Association's Constitution and Bylaws; failure to follow the lawful direction of the Executive Assembly; and involvement in activities culminating in arrest for misdemeanors and/or felonies.

3) Charges shall be filed by delivering them, by mail or hand delivery, to NYSCOPBA's Recording Secretary, who shall, by certified mail within fourteen (14) calendar days of receipt thereof, provide each member of the Recall Panel and each member of the Executive Board with a copy thereof. In the event the Recording Secretary is the subject of the charges, the charges shall be filed by delivering them to the President, who shall assume the responsibilities of the Recording Secretary for the purposes of carrying out the provisions of Article 9 section H.

4) Upon receipt of the charges, the appropriate Board member shall immediately schedule the Recall Panel for a preliminary hearing. The Recall Panel will meet to discuss the charges and determine if a full hearing is to be held on those charges. If the Recall Panel determines a full hearing is to be held, the appropriate Board member shall notify the charging party and the accused officer, they shall be advised in writing of the date, time and place of the hearing and of the right to appear and present evidence and witnesses with respect to the charges. Full discovery rights will be afforded to the accused to include all evidence, documentation and a list of witnesses. Adherence to formal procedure and to the strict rules of evidence shall not be required. Following the conclusion of the hearing, the Recall Panel shall make written findings upon the charges and shall recommend to the Executive Assembly whether a vote to remove the officer for cause should be conducted within the group or region from which the accused member was elected. The Recall Panel shall issue its

findings and recommendation, within sixty (60) calendar days following receipt of the charges. A copy of the findings and recommendation shall be delivered to the Recording Secretary.

5) The Recording Secretary shall mail a copy of the findings and recommendations of the Recall Panel to each Chief Sector Steward at least fourteen (14) days prior to the next Executive Assembly meeting or, where there are less than fourteen (14) days remaining before the next Executive Assembly meeting, as soon as practicable.

6) The Recall Panel shall hear charges against members of the Executive Board in cases where removal for cause is sought, and shall make findings with respect to the charges. The Recall Panel will meet to decide whether a full hearing on the charges should be conducted. If, during its initial screening of the charges, the Recall Panel finds no basis for the recall and determines a full hearing is not necessary, the Recall Panel may recommend dismissal of the charges. The recommendation of the Recall Panel shall be presented to the Executive Assembly.

If a full hearing on the charges is conducted, the Recall Panel will make a recommendation to the Executive Assembly as to whether a vote to remove such officer should be conducted from among the region or group electing him or her. The role of the Recall Panel shall be advisory. The Executive Assembly shall determine whether a recall vote to remove such officer for cause shall be conducted from among the region or group electing him or her. A determination to conduct a recall vote shall require a two-thirds vote of the Executive Assembly.

7) The Executive Assembly shall consider the findings and recommendations of the Recall Panel at its first meeting following their issuance, and may accept or reject them in whole or in part, or take such other action with respect to the charges, consistent with law and with the Constitution and Bylaws, as it may deem appropriate. A motion to conduct a vote within the group or region that elected the accused officer as to whether that officer should be removed for cause shall require a two-thirds vote of the Executive Assembly

8) A vote as to whether the accused officer should be removed for cause shall be conducted by an independent agency, under the direction of the NYSCOPBA Election Committee, with ballots to be mailed within thirty (30) days of the vote of the Executive Assembly authorizing it. The mailing shall contain, in addition to the ballot, a description or summary of the findings and recommendation of the Recall Panel and of the action taken by the Executive Assembly with respect thereto. The determination as to whether the accused officer shall be removed for cause shall be by majority vote of the members in the group or region from which he or she was elected.

9) The Executive Board may, in the exercise of its authority contained in Section 714 of the Not-for-Profit Corporation Law, at any time during the pending proceedings of

the Recall Panel and of the Executive Assembly with respect to the charges, determine whether to suspend the accused officer and for what period of time.

ARTICLE X THE EXECUTIVE ASSEMBLY

The Executive Assembly shall consist of the Executive Board, all Chief Sector Stewards of the Association and the non-voting Sergeants' Liaison or Law Enforcement equivalent³⁸. The Executive Assembly shall be open only to members of the Association, its employees, consultants hired to serve the Association or guests authorized by the Executive Board or Assembly.³⁹

A. Voting Body

The voting body of the Executive Assembly shall consist of the members of the Executive Board, all Chief Sector Stewards of the Association and the non-voting Sergeants' Liaison or Law Enforcement equivalent.⁴⁰ A quorum of the Executive Assembly shall be a majority of the voting body of the Executive Assembly.⁴¹ In the event that a Chief Sector Steward is not in attendance, his/her designee shall act as a voting member provided that said designee hails from the same sector as the Chief Sector Steward and provides verification of designee status in accordance with Executive Assembly policy. Each voting member of the Executive Assembly shall have the power of one (1) vote, provided, however, that if twenty (20%) percent of the voting membership shall request, voting by members of the Executive Assembly shall be by weighted vote. The weight of each Chief Sector Steward's vote shall be as follows:

Sectors with the following number of active members in good standing shall receive:

1-100	1 vote	701-800	8 votes	1401-1500	15 votes
101-200	2 votes	801-900	9 votes	1501-1600	16 votes
201-300	3 votes	901-1000	10 votes	1601-1700	17 votes
301-400	4 votes	1001-1100	11 votes	1701-1800	18 votes
401-500	5 votes	1101-1200	12 votes	1801-1900	19 votes
501-600	6 votes	1201-1300	13 votes	1901-2000	20 votes
601-700	7 votes	1301-1400	14 votes		

B. Roll-Call Votes

A vote on any motion of substance that is opposed by 10 or more voting members shall be subject to a roll call vote. When a roll call vote is not necessary, those voting members who are opposed to the motion shall stand and state their name and shall be recorded in

the minutes of the Executive Assembly meeting. Procedural motions, e.g. to postpone definitely, to commit, to recess, to close debate, shall not be the subject to roll call votes without a two-thirds (2/3) vote so ordering and shall be recorded in the minutes of the Executive Assembly meeting. Copies of said minutes shall be distributed to all Chief Sector Stewards who shall post a copy at work sites/facilities for not less than fifteen (15) days. Voting shall be in accordance with procedures established by the Executive Assembly.⁴²

C. Agenda

The Recording Secretary of the Association shall issue in writing a detailed agenda not less than Fourteen(14) days prior to each Executive Assembly meeting to enable the Chief Sector Stewards to consult with stewards and members at their sectors, concerning the agenda items.⁴³ By a sixty percent (60%) vote, the Executive Assembly may consider new business not included on the agenda, unless previous notice is otherwise required by law, the Articles of Incorporation, or the Constitution & Bylaws.⁴⁴

D. Powers and Duties

The Executive Assembly shall be the governing body of the Association with respect to its overall policies, aims and purposes. Meetings of the Executive Assembly shall be convened no less than five (5) times a year, at a time and place approved by the Executive Assembly and shall be chaired by the President or his/her designee. There shall be no more than three months between Executive Assembly meetings. All voting members of the Executive Assembly are required to attend Executive Assembly meetings unless on pre-approved leave or official Association business as specified by the Executive Assembly. Failure of voting members of the Executive Assembly to attend two (2) consecutive meetings of the Executive Assembly, unless excused by the Executive Assembly, is grounds for removal of that person from the Executive Assembly.⁴⁵

The Executive Assembly shall be charged with aiding the Executive Board and the Collective Bargaining Committee in the development of contractual strategies, language and monetary proposals, and any other issues having a direct impact on the membership at-large.

The Executive Assembly shall have the authority to interpret this Constitution and Bylaws and all controversies arising there under. Any interpretation adopted by majority vote of the Executive Assembly in good faith shall be binding upon all members, officials and officers.

E. Budget⁴⁶

Once the Executive Assembly approves a budget for a fiscal year, any new, unfunded initiative not budgeted for will require a corresponding (dollar-for-dollar) reduction in budgeted money prior to approval.

ARTICLE XI COMMITTEES

The Association shall have the following standing committees:

- 1) Collective Bargaining Committee
- 2) Health and Welfare Committee
- 3) Finance Committee
- 4) Grievance/Legal Assistance Committee
- 5) Legislative/Political Action Committee
- 6) Election Committee
- 7) Judicial/Ethics Committee
- 8) Publicity and Meetings Committee
- 9) Constitution and Bylaws Committee
- 10) Veterans Committee⁴⁷

The purpose of each committee shall be to research, review, recommend, propose and advise the Executive Assembly on matters falling within the purview of their respective committee. The committee(s) shall have the right to bring its recommendations and/or proposals before the Executive Assembly for consideration.

A. Duties and Responsibilities

The duties and responsibilities of each committee shall be determined by the Executive Assembly except as specified in this Constitution and Bylaws.

B. Term of Office

Committee members shall serve a two (2) year term. Commencing with the Sector Steward elections in 2019, the term shall be three (3) years⁴⁸. There is no limitation on the number of terms a committee member may serve, except as specifically provided in this Constitution and Bylaws. Failure of any committee member to attend three (3) consecutive committee meetings of their respective committee, unless excused by the remaining committee members, will be removed from said committee.⁴⁹

Where as a Steward's term of office may expire before his/her committee obligation is completed, the former Steward may complete his/her committee obligation on an interim basis until a new committee is elected by the Executive Assembly.⁵⁰

C. Committee Composition

All committees shall consist of seven (7) members. At least one member of each committee shall be an Executive Board member. The remaining six (6) members of the committee shall consist of one member from each region and one from the Law Enforcement group. They shall be nominated and elected by plurality from within the Executive Assembly or elected worksite Sector Steward.^{51,52}

Each committee shall designate a chairperson and recording secretary from among the committee members except the Finance Committee which shall be chaired by the Treasurer.

If a committee member elected by the Executive Assembly is unable to complete his/her term, he or she shall furnish a written resignation. Nominations to replace that committee member shall be received at the next Executive Assembly meeting. An election shall be held to fill the committee vacancy. Should no candidate accept the nomination, the committee shall select a member of the Executive Assembly or elected worksite Sector Steward to complete the unexpired term of the vacated position. In the event that the election process fails to entertain enough candidates to fill a committee, the Executive Board member in charge of said committee will appoint such vacancies.⁵³ When a known committee vacancy occurs, the Regional VP or Law Enforcement VP, may appoint a member in good standing to fill the vacancy on an interim basis, until such time as nominations and elections are held at the next scheduled Executive Assembly as stated above.⁵⁴

D. Finance Committee

The Finance Committee shall have the responsibility, among other things, to make recommendations to the Executive Board and the Executive Assembly concerning the proposed yearly budget for the Executive Assembly's approval, the salaries and compensation of Association personnel, standards for payment of expenses, and policies and procedures for distribution of funds to sectors for their operating expenses.⁵⁵

E. Special Committees

The Executive Assembly may establish additional special committees as it deems necessary, provided that special committee(s) shall conform to the guidelines set forth in this Constitution and Bylaws.

F. Constitution and Bylaws Committee

Be it resolved that the Constitution and Bylaws Committee is authorized to correct article and section designations, punctuation, and cross-references and to make such other technical and conforming changes as may be necessary to reflect the intent of amendments to the Constitution and Bylaws after their adoption, provided that any such

modifications shall be reported in written form to the Executive Assembly prior to an updated printing of the Constitution and Bylaws.⁵⁶

ARTICLE XII BUSINESS AGENTS

A. Duties

A Business Agent/Assistant will be an employee working directly for the respective regional Vice President. Business Agents/Assistants shall perform field services at sectors, including, but not limited to, labor management committees, representation of members at proceedings at worksites, and otherwise assist Sector Stewards and regional Vice Presidents in the performance of duties.

B. Composition

There shall be not more than seven (7) Business Agents employed by the Association unless the Executive Assembly shall otherwise determine.

C. Removal of Business Agent

A Business Agent/Assistant shall be removed only for good and sufficient reasons. The regional Vice President shall give notice of a meeting to remove the business agent to all Chief Sector Stewards via telephone, and submit an agenda, which shall include the reasons for the requested removal. The notice and agenda shall be sent via certified mail at least thirty (30) days prior to the date of the meeting to all Chief Sector Stewards of the region. The Business Agent/Assistant may be afforded the opportunity to provide a written response or appear at the meeting to discuss why he/she should not be removed. There must be a two-thirds (2/3) majority of the regional Chief Sector Stewards or their designee's present at said meeting with a two-thirds (2/3) majority requirement of those present on any vote taken. If the required two-thirds (2/3) vote is not received, the present and/or interim Business Agent/Assistant shall remain in that position until a subsequent meeting is held pursuant to this Article. In cases that a regional meeting is not practical because of geographical limitations, the next scheduled Executive Assembly meeting would be utilized so long as appropriate notice is provided. Notwithstanding the procedures above, if a Business Agent/Assistant embezzles or misappropriates funds, or performs an egregious act, the Executive Board may temporarily remove the Business Agent/Assistant until the above procedures are completed.⁵⁷

D. Business Agent/Assistant Vacancy

The Executive Board shall ⁵⁸fill any Business Agent/Assistant vacancy on an interim basis. A Business Agent/Assistant shall be filled on a permanent basis by the respective regional Vice President with approval of the respective region or unit. The following procedure will govern this process. The regional Vice President will inform the Recording Secretary to post the Business Agent/Assistant position vacancy which shall be posted for thirty (30) calendar days. The regional Vice President shall provide notice of a meeting to all Chief Sector Stewards via telephone, and the agenda shall be sent via certified mail at least thirty (30) days prior to the date of the meeting to all Chief Sector Stewards of the region. A regional meeting shall be conducted within two weeks after the closing of the Business Agent/Assistant vacancy posting. There must be at least 2/3 of the regional chief sector stewards or their designees present at the meeting with a 50% plus 1 majority requirement of those present on any vote taken to replace the Business Agent/Assistant. In cases that a regional meeting is not practical because of geographical limitations, the next scheduled Executive Assembly meeting would be utilized so long as appropriate notice is provided. This article shall be subject to the authority of the Executive Assembly as provided by the Certificate of Incorporation.

ARTICLE XIII MEETINGS

A. Statewide General Membership Meetings

Statewide general membership meetings may be called by the Executive Board, the Executive Assembly, or by a petition filed with the Executive Board and signed by a minimum of ten (10%) percent of the active membership in good standing. The President or his/her designee shall chair such meetings.

The Executive Board shall determine the date, time and place for such a meeting in accordance with stipulations contained herein (if any). The Recording Secretary shall cause to be made a posting at each sector that notifies the membership of the date, time, purpose and location of the statewide general membership meeting. This posting shall be made no less than thirty (30) days prior to the date of the general membership meeting taking place. A statewide general membership meeting shall not occur within twelve (12) months of the last statewide general membership meeting.

B. Sector Meetings

The primary purpose of sector meetings is to disseminate information to the membership, solicit input on issues affecting the members in that sector, and to resolve disputes that arise at the sector level. The Chief Sector Steward or his/her designee shall chair all such meetings.

It shall be the responsibility of the individual Sector Steward(s) to hold regular Association meetings for their membership. Such meetings are to be held no less than six (6) times

per calendar year at times which will provide full opportunity for members to attend and provide input concerning sector and Association business. Failure of any Sector Steward to attend three (3) consecutive meetings of their respective sector, unless excused by the remaining Stewards of the said sector, is grounds for removal of that person as a Sector Steward.⁵⁹

Votes taken and decisions made at the sector meetings must be such that their impact does not affect other Association members in other sectors, and are not contrary to this Constitution and Bylaws, or rules, regulations, policies and/or existing collective bargaining agreement(s), and shall be deemed null and void if the decisions do not comply with these requirements.

At all sector meetings ten percent (10%) of the sector membership will be required to constitute a quorum and shall be qualified to transact business brought before it.

In the event that a quorum does not exist at a sector meeting, the membership in attendance may conduct business, provided however, that all such business is non-binding upon the sector membership until the following occurs:

- 1) A posting of the business transacted at the sector meeting shall be made at that sector and shall include:
 - a. A complete copy of all motions made at the meeting; and
 - b. The official tally for each motion
- 2) Notice of the time, date and place of the next sector meeting shall be provided; the first order of business shall be the adoption of the previous meeting minutes.

If said minutes are adopted by a majority vote of those members in attendance, those matters so decided at the previous meeting shall be binding upon the body, provided however, that they comply with Association policies, procedures, any applicable collective bargaining agreements, this Constitution and Bylaws and applicable law.

ARTICLE XIV JUDICIAL/ETHICS COMMITTEE (THE PANEL)

A. Purpose

A Judicial/Ethics Committee (the panel) shall be established whose purpose shall be to hear charges brought forth by a member(s) in good standing against another member(s) alleging that a violation of the Association's Constitution and Bylaws, rules, regulations and/or policies has occurred.

The panel shall establish and periodically evaluate the judicial procedures and guidelines of the Association and propose any changes it deems necessary to the Executive Assembly for approval.

The panel will make available, upon request to any active member, procedural guidelines detailing their rights under the Judicial/Ethics panel, provided however, that said guidelines must contain the following information:

- 1) Procedures for filing charges;
- 2) The basis for which charges may be filed;
- 3) Rights of the defendant;
- 4) Rights of the plaintiff;
- 5) The hearing process, including:
 - a. Time limitations (if any);
 - b. Rules of evidence;
 - c. Sanctions; and
 - d. Representation
- 6) How the records of the panel shall be maintained and who has access to such records; and
- 7) Rights of appeal and procedures therein

These guidelines shall be developed in cooperation with the Judicial/Ethics Committee and shall be furnished to the Executive Assembly in writing for final approval.

B. Composition of Judicial/Ethics Committee

The Judicial/Ethics Committee shall consist of seven (7) members. The Executive Vice President or his/her designee shall be the chairperson and the remaining six (6) members shall consist of one member from each region and one from the Law Enforcement group. They shall be nominated and elected from among the Executive Assembly or elected worksite Sector Stewards. In the event that the election process fails to produce enough candidates to fill a committee, the Executive Board member in charge of said committee will appoint qualified candidate(s) to fill the vacancy(s).

The panel shall appoint a recording secretary from among the panel members. No panel member, with the exception of the chairperson, shall be allowed to serve more than two (2) consecutive terms.

No directly interested party may serve on the Judicial/Ethics Committee. The Executive Assembly shall elect three alternate panel members from the Executive Assembly or elected worksite Steward to be used on a rotational basis to replace panel member(s) who become directly interested party(s) in pending charges. In the event that the chairperson of the Judicial/Ethics Committee is a directly interested party, he/she will be excused and the remaining panel members shall appoint an interim chairperson from the remaining panel.^{60,61}

The Judicial/Ethics Committee shall meet on a regular basis at a time and place to be determined by the panel chairperson. Annual reports of the Judicial/Ethics Committee

shall be submitted to the Executive Assembly, provided however, that any activity has transpired within the previous twelve (12) months.

ARTICLE XV CONSTITUTIONAL AMENDMENTS

Any proposed amendment to the Constitution and Bylaws must be submitted in written form and sent to the chairperson of the Constitution and Bylaws Committee. Any proposed amendment to the Constitution and Bylaws requiring resources of the Association will also be sent to the Finance Committee for review and analysis. The proposed constitutional amendment shall be returned to the member of origin no later than thirty (30) days after receipt by the Constitution and Bylaws Committee. Each proposed constitutional amendment shall be submitted by the Constitution and Bylaws Committee and, if applicable, the Finance Committee, to the Executive Assembly with their respective recommendations for adoption or rejection of the proposed amendment, within thirty (30) days after receipt, or as soon as practicable⁶². Each proposed amendment shall be read at the next scheduled Executive Assembly for first reading; discussion, debate and amending purposes.⁶³ After the Constitution and Bylaws Committee report is completed, each Chief Sector Steward or his designee will receive a copy of said amendment.⁶⁴ At the next meeting of the Executive Assembly, members of the Executive Assembly shall vote on each proposed amendment. Adoption of each proposed amendment must be by a two-thirds vote of the Executive Assembly. Within sixty (60) days following adoption of a constitutional amendment by the Executive Assembly, the membership of the Association shall be entitled to vote by mail ballot in favor of or against the amendment. Acceptance of the amendment by a majority vote of the members voting shall constitute ratification of the amendment, and it shall thereupon become effective.

ARTICLE XVI DUTIES OF OFFICERS

A. President

The President shall:

- 1) Preside at all meetings of the Executive Board, the Executive Assembly, all general membership meetings and any other special meetings called by the body, the Executive Board or the Executive Assembly. If the President is not in attendance, his/her designee will preside over all such meetings except as otherwise specifically provided in this Constitution and Bylaws.
- 2) Report periodically to the membership regarding the progress and standing of the body.
- 3) Submit an annual report of the Association to the membership.
- 4) With the consent of the Executive Board, sign all agreements for the Association.
- 5) Carry out such additional lawful direction(s) of the Executive Board and/or the Executive Assembly as they may make from time to time.

- 6) Uphold the Constitution and Bylaws, policies, procedures and direction(s) of the Association.

B. Executive Vice President

The Executive Vice President shall:

- 1) Assist the President and perform the duties of the President in his/her absence.
- 2) If for whatever reason the President resigns, retires or is otherwise unable to complete his/her term of office, the Executive Vice President shall assume the position of the President for an interim period or until such time as the Executive Board shall select an interim President to complete the remainder of the presidential term, in accordance with the provisions as set forth in this Constitution and Bylaws.
- 3) Preside as chairperson of the Judicial/Ethics Committee.
- 4) Countersign checks drawn against the funds of the Association.
- 5) In the event the Treasurer resigns, retires or is otherwise unable to perform the duties of his/her office, the Executive Vice President shall be authorized to sign all checks drawn against the funds of the Association provided that such expenditures are approved by a majority vote of the Executive Board.
- 6) Act as general overseer of operations for the Association.
- 7) Carry out such additional lawful direction(s) of the Executive Board and/or Executive Assembly as they may make from time to time.
- 8) Uphold the Constitution and Bylaws, policies, procedures and directions of the Association.

C. Treasurer

The Treasurer shall:

- 1) Collect, receive and safely maintain all dues and other income of the Association in a bank(s) selected by the Executive Board.
- 2) Act as custodian for all assets and properties of the Association.
- 3) Sign all checks drawn against the funds of the Association.
- 4) Monthly, furnish to the Executive Board and quarterly to the Executive Assembly and make available for review to the membership, a detailed operating statement reflecting the expenditures for the previous month(s). Such expenditure statements shall be reviewed quarterly by a certified public accountant and shall be audited annually by an independent accounting firm to assure compliance with Association policies and generally accepted accounting principles. Quarterly reviews and annual audits shall be made available for review by the membership.
- 5) Act as Association office administrator.

- 6) With the consent of the Executive Board, countersign all agreements for the Association.
- 7) Chair the Finance Committee meetings.
- 8) Carry out such additional lawful direction(s) of the Executive Board and/or Executive Assembly as they may make from time to time.
- 9) Uphold the Constitution and Bylaws, policies, procedures and direction(s) of this Association.
- 10) A copy of the proposed budget shall be transmitted or mailed to each member of the Executive Assembly, no later than October 1st of the current fiscal year.⁶⁵
- 11) Any Member in possession of union property at the end of his/her term or separation of employment must return all union property within thirty (30) days. Failure to comply will result in immediate suspension of union benefits and NYSCOPBA Constitutional rights, to include temporary non-payment of reimbursable expenses and or payroll, pending the outcome of Judicial and Ethics charges.⁶⁶
- 12) Assure members dues are not spent on litigation to determine or defend the interpretation of our Constitution without the express consent of the Executive Assembly when in session, in accordance with Article XV.⁶⁷

D. Recording Secretary⁶⁸

The Recording Secretary shall:

- 1) Act as keeper of the records for the Association.
- 2) Ensure that the proceedings of all Executive Board, Executive Assembly, general membership and special membership meetings are recorded.
- 3) With the consent of the Executive Board, countersign all agreements for the Association.
- 4) Prepare and give notice of all Executive Board, Executive Assembly, general membership and special membership meetings.
- 5) Carry out such additional lawful direction(s) of the Executive Board and/or Executive Assembly as they may make from time to time.
- 6) Uphold the Constitution and Bylaws, policies, procedures and direction(s) of this Association.
- 7) Formally advise any individual(s) affected by Executive Assembly actions immediately following their adoption.⁶⁹

E. Vice President(s)

The Vice President(s) shall:

- 1) Provide services to sectors in a specific region of the State, such region to be determined by the Executive Assembly.

- 2) Coordinate the efforts of Business Agents and Sector Stewards in their respective region.
- 3) Designate two (2) Vice Presidents as co-signers for checks drawn against the funds of the Association.
- 4) Furnish to the Executive Board monthly and to the Executive Assembly bi-monthly a report of the pertinent issues affecting their respective regions.
- 5) Carry out such additional lawful direction(s) of the Executive Board and/or Executive Assembly as they may make from time to time.
- 6) Uphold the Constitution and Bylaws, policies, procedures and direction(s) of this Association.

F. Bonds

The Executive Assembly shall have the power to require any officer or employee of the Association, at the Association's expense, to provide a bond for the faithful discharge of his or her duties, in the form and with such surety or sureties, or without surety, as the Executive Assembly may deem advisable.

ARTICLE XVII ORDER OF BUSINESS

The rules contained in the current edition of Robert's Rules of Order, revised, shall be the parliamentary authority of the Association in all cases to which they are applicable and in which they are not inconsistent with this Constitution and Bylaws.

The following will be the format for all Association meetings;

- 1) Meeting called to order
- 2) Pledge of allegiance
- 3) Roll call of officers
- 4) Reading of minutes of previous meeting(s)
- 5) Reading of correspondence
- 6) Reports of officers
- 7) Reports of committee(s)
- 8) Unfinished business, (old business)
- 9) New business which shall be submitted in writing and signed by the maker
- 10) Adjournment

ARTICLE XVIII ASSOCIATION TRAINING

Basic training classes will be offered by the Association for all officials and officers. Such training classes shall be mandatory and are necessary for the success of this organization. Failure to attend such classes may be grounds for removal of any official or officer. The requirement of such training is to be determined by the Executive Assembly.

ARTICLE XIX LEGAL COUNSEL

Attorneys shall be available to the membership for arbitrations, negotiations, administrative agency and state and federal court litigation, and other services, including disciplinary proceedings, which the Executive Board may deem necessary, based upon the guidelines recommended by the Grievance/Legal Assistance Committee and adopted by the Executive Assembly.

ARTICLE XX SEVERABILITY

The provisions of this Constitution and Bylaws are severable and if any of the provisions herein shall be held illegal by a court of competent jurisdiction, the remaining provisions shall continue in full force and effect.

ARTICLE XXI NEGOTIABLE INSTRUMENTS

All checks, drafts, bills of exchange, notes or other obligations or orders for the payment of money shall be signed in the name of the Association by the officer or officers that the Executive Board of the Association may from time to time designate by resolution.

ARTICLE XXII INDEMNIFICATION

Subject to the limitations contained in §722(a) of the New York State Not-For-Profit Corporation Law, the Association shall, to the full extent otherwise permitted by law, indemnify any person made, or threatened to be made, a party in any civil or criminal action or proceeding by reason of the fact that he or she, his or her testator or intestate, (a) is or was an officer or official of the Association, or (b) served any corporation, partnership, joint venture, trust, employee benefit plan or other enterprise in any capacity at the request of the Association; and the Association may, in the discretion of the Executive Assembly, indemnify such other Association personnel to the extent permitted by law. The Association shall purchase officers' and officials' liability insurance in such amounts and with such coverage as the Executive Assembly may from time to time deem appropriate, to indemnify the Association for any obligation incurred as a result of the indemnification of officers and officials, and to indemnify officers and officials in instances in which they may not be indemnified by the Association.

ARTICLE XXIII CORPORATE SEAL

The Corporate seal shall be circular in form and have inscribed thereon the name of the Corporation, the year 1998 and the words "Corporate Seal". The seal shall be in the

custody of the Recording Secretary and shall be used as authorized by the Executive Board.

ARTICLE XXIV FISCAL YEAR

The fiscal year of the Association shall be fixed by the Executive Board.

ARTICLE XXV ASSETS AND FUNDS

A. Ownership

No director, officer or employee of the Association shall have any right, title or interest in any of the assets and funds of the Association, and all assets and funds of the Association shall be owned exclusively by the Association.

B. Management

The Association, its Executive Board, officers and agents shall so manage, maintain and control the assets and funds of the Association as to give full effect to the purposes of the Association as set forth in this Constitution and Bylaws.

C. General Operating Fund Treasury⁷⁰

The NYSCOPBA Executive Assembly and Executive Board shall ensure that spending practices never deplete the General Operating Fund Treasury below a six (6) million dollar threshold. Only when the Organization's very existence is threatened, shall the threshold be breached. The Organization would go into austerity budget mode and the Finance Committee would meet immediately.

ARTICLE XXVI DISSOLUTION

Upon the dissolution of the Association, no director, officer, or other private person shall be entitled to any distribution or division of its remaining property or its proceeds, and the balance of all money and property shall pass to, or shall inure to the benefit of those organizations described in Section 201 of the Not-for-Profit Corporation Law. Any such assets not so disposed of shall be disposed of by the Supreme Court of the State of New York for the county in which the principal office of the Association is then located, as provided by law, exclusively for such purposes or to such organization(s) as said court shall determine, which are organized and operated for the purposes set forth in Article I hereof.

ARTICLE XXVII LIMITATIONS

No part of the net earnings of the Association, if any, shall ensure to the benefit of any officer or official.

FOOTNOTES

¹Article III- 1,819 Members voted, Yes 1,489, No 286, Void 44
Ratified April 30, 2019

²Article III- 2,633 Members voted, Yes 2,298, No 291, Void 44
Ratified October 5, 2018

³Article IV- 3,199 Members voted, Yes 2,857, No 263, Void 79
Ratified January 25, 2008

⁴Article IV- 3,134 Members voted, Yes 2,654, No 480, Void 52
Ratified June 18, 2012

⁵Article V- 1,187 Members voted, Yes 798, No 389, Void 67
Ratified August 9, 2017

⁶Article V Section A- 1,768 Members voted, Yes 1,485, No 264, Void 19
Ratified December 4, 2014

⁷Article V Section A- 3,188 Members voted, Yes 2,639, No 470, Void 79
Ratified January 25, 2008

⁸Article V Section A- 1,776 Members voted, Yes 1,540, No 214, Void 22
Ratified December 4, 2014

⁹Article VI Section A- 1,924 Members voted, Yes 1,206, No 570, Void 11
Ratified September 10, 2013

¹⁰Article VI Section A- 2,298 Members voted, Yes 2,001, No 235, Void 24
Ratified April 4, 2011

¹¹Article VI Section A- 2,955 Members voted, Yes 2,580, No 307, Void 68
Ratified July 2004

¹²Article VI- Section A- 1,215 Members voted, Yes 795, No 420
Ratified August 9, 2017

¹³Article VI Section A – 2,473 Members voted, Yes 2015, No 411, Void 47
Ratified January 28, 2016

¹⁴Article VI Section A- 2,637 Members voted, Yes 2,008, No 609, Void 20
Ratified February 2004

¹⁵Article VI Section A- 2,581 Members voted, Yes 2,131, No 398, Void 40, Late 12
Ratified July 28, 2008

¹⁶Article VI Section A- 2,725 Members voted, Yes 2,496, No 173, Void 56
Ratified April 13, 2010

¹⁷Article VI Section A- 2,148 Members voted, Yes 1,735, No 368, Void 45
Ratified December 10, 2019

¹⁸Article VI Section A- 2,012 Members voted, Yes 1,797, No 194, Void 21
Ratified March 1, 2010

¹⁹Article VI Section C- 1,974 Members voted, Yes 1,774, No 179, Void 21
Ratified Jan 04, 2007

²⁰Article VI Section D- 2,421 Members voted, Yes 1,995, No 389, Void 37
Ratified March 01, 2012

²¹Article VI Section D- 1,870 Members voted, Yes 1,495, No 355, Void 20
Ratified August 13, 2014

²²Article V- 1,187 Members voted, Yes 798, No 389, Void 67
Ratified August 9, 2017

²³Article VII Dues

Arbitration Eligible		Non-Arbitration Eligible	
08/11/1999	\$15.50	08/11/1999	\$15.50
10/01/1999 (3%)	\$15.96	10/01/1999 (3%)	\$15.96
04/01/2000 (3%)	\$16.43	04/01/2000 (3%)	\$16.43
04/01/2001 (3.5%)	\$17.00	04/01/2001 (3.5%)	\$17.00
04/01/2002 (3.5%)	\$17.59	04/01/2002 (3.5%)	\$17.59
04/01/2003 (2.25%)	\$17.98		
04/01/2004 (2.75%)	\$18.47	04/01/2004 (2.5%)	\$18.02
04/01/2005 (3%)	\$19.02	04/01/2005 (2.75%)	\$18.51
04/01/2006 (3%)	\$19.59	04/01/2006 (3%)	\$19.06
04/01/2007 (3%)	\$20.18	04/01/2007 (3%)	\$19.63
04/01/2008 (3%)	\$20.79	04/01/2008 (3%)	\$20.22
04/01/2009 (3%)	\$21.41	04/01/2009 (3%)	\$20.83
04/01/2010 (4%)	\$22.27	04/01/2010 (4%)	\$21.66
08/01/2012 (\$1)	\$23.27 *Legal Defense Fund	08/01/2012 (\$1)	\$22.66 *Legal Defense Fund
04/01/2014 (2%)	\$23.72	04/01/2014 (2%)	\$23.09
04/01/2015 (2%)	\$24.19	04/01/2015 (2%)	\$23.55
01/28/2016 (\$2)	\$26.19 *Rainy Day Fund	01/28/2016 (\$2)	\$25.55 *Rainy Day Fund
04/01/2016 (2%)	\$26.65	04/01/2016 (2%)	\$26.00
04/01/2017 (2%)	\$27.13	04/01/2017 (2%)	\$26.46
04/01/2018 (2%)	\$27.61	04/01/2018 (2%)	\$26.93
04/01/2019 (2%)	\$28.10	04/01/2019 (2%)	\$27.41
12/10/2019 (\$3)	\$31.10 *Rainy Day Fund	12/10/2019 (\$3)	\$30.41 *Rainy Day Fund
04/01/2020 (2%)	\$31.60	04/01/2020 (2%)	\$30.90
04/01/2021 (2%)	\$32.11	04/01/2021 (2%)	\$31.40

²⁴ Article VII – 2,390 voted, Yes 1,369, No, 985, Void 36

Ratified June 4, 2018

²⁵ Article VII- 1,807 voted, Yes 1,309, No 457, Void 41

Ratified April 30, 2019

²⁶ Article VII – 2,962 voted, Yes 2,340, No 622, Void 136

Ratified June 8, 2015

²⁷Article VII Section A- 3,168 Members voted, Yes 1,997, No 1,171, Void 51

Ratified June 18, 2012

²⁸ Article VII, Section A – 2,144 voted, Yes 1,697, No 447, Void 65

Ratified August 8, 2016

²⁹ Article VII Section B – 3,063 Members voted, Yes 2,020, No 999, Void 44

Ratified January 28, 2016

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- ³⁰Article VII Section B- 2,271 Members voted. Yes 1,135, No 1,093, Void 43
Ratified December 10, 2019
- ³¹Article IX Section A- 3,254 Members voted, Yes 2,461, No 793, Void 87
Ratified May 16, 2006
- ³²Article IX Section A- 2,102 Members voted, Yes 1,604, No 359, Void 139
Ratified September 27, 2005
- ³³Article IX Section B- 1,887 Members voted, Yes 1,519, No 224, Void 154
Ratified September 27, 2005
- ³⁴Article IX Section F- 2,981 Members voted, Yes 2,137, No 794, Void 53
Ratified July 2004
- ³⁵Article IX Section F- 527 Members voted, Yes 397, No 126, Void 4
Ratified June 2001
- ³⁶Article IX Section F- 2,783 Members voted, Yes 2,190, No 376, mixed invalid 217
Ratified March 2, 2009
- ³⁷Article IX Section F - 1,851 Members voted, Yes 1,584, No 267, Void 65
Ratified August 8, 2016
- ³⁸Article V- 1,187 Members voted, Yes 798, No 389, Void 67
Ratified August 9, 2017
- ³⁹Article X- 535 Members voted, Yes 393, No 132, Void 7
Ratified June 2001
- ⁴⁰Article V- 1,187 Members voted, Yes 798, No 389, Void 67
Ratified August 9, 2017
- ⁴¹Article X Section A – 1,551 Members voted, Yes 1,327, No 167, Void 57
Ratified October 2015
- ⁴²Article X Section B- 1,557 Members voted, Yes 1,336, No 164, Void 57
Ratified October 2015
- ⁴³Article X Section C- 1,405 Members voted, Yes 1,285, No 78, Void 42
Ratified November 2004
- ⁴⁴Article X Section C- 2,814 Members voted, Yes 1,832, No 844, Void 138
Ratified December 19, 2005
- ⁴⁵Article X Section D- 2,682 Members voted, Yes 2,013, No 646, Void 23
Ratified February 2004
- ⁴⁶Article X Section E- 2,233 Members voted, Yes 1,833, 358 No, Void 42
Ratified November 13, 2009
- ⁴⁷Article XI (10)- 3358 Members voted, Yes 2,785, No 573, Void 68
Ratified May 16, 2006
- ⁴⁸Article XI- Section B- 1,215 Members voted, Yes 795, No 420
Ratified August 9, 2017
- ⁴⁹Article XI Section B- 3,187 Members voted, Yes 2,826, No 283, Void 78
Ratified January 25, 2008
- ⁵⁰Article XI Section B- 3,120 Members voted, Yes 2,796, No 264, Void 60
Ratified April 13, 2010
- ⁵¹Article XI Section C- 1,938 Members voted, Yes 1,535, No 367, Void 36
Ratified March 27, 2008
- ⁵²Article XI Section C- 2,167 Members voted Yes 1,832, No 270, Void 65
Ratified August 10, 2009
- ⁵³Article XI Section C- 508 Members voted, Yes 372, No 130, Void 6
Ratified June 2003

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- ⁵⁴ Article XI Section C – 2,671 Members voted, Yes 2,006, No 618, Void 47
Ratified January 28, 2016
- ⁵⁵ Article XI Section D- 2,092 Members voted, Yes 1,595, No 357, Void 146
Ratified September 27, 2005
- ⁵⁶ Article XI Section F- 1,403 Members voted, Yes 1,096, No 261, Void 46
Ratified November 2004
- ⁵⁷ Article XII All Sections, rewrite- 1622 Members voted, Yes 1,389, No 208, Void 25
Ratified February 13, 2015
- ⁵⁸ Article XII Section D – 1,790 Voted, Yes 1,395, No 351, Void, 44
Ratified April 30, 2019
- ⁵⁹ Article XIII Section B- 1,406 Members voted, Yes 1,177, No 195, Void 34
Ratified November 2004
- ⁶⁰ Article XIV Section B- 2,727 Members voted, Yes 2,100, No 575, Void 52
Ratified February 2004
- ⁶¹ Article XIV Section B- 3,101 Members voted, Yes 2,798, No 252, Void 51
Ratified April 13, 2010
- ⁶² Article XV- 2,240 Members voted, Yes 1,773, No 421, Void 46
Ratified November 14, 2011
- ⁶³ Article XV- 1,795 Members voted, Yes 1,593, No 175, Void 27
Ratified November 3, 2006
- ⁶⁴ Article XV- 1,998 Members voted, Yes 1,671, No 279, Void 148
Ratified September 27, 2005
- ⁶⁵ Article XVI Section C (10)- 1,433 Members voted, Yes 1,296, No 90, Void 47
Ratified November 2004
- ⁶⁶ Article XVI Section C (11)- 3,290 Members voted, Yes 3,059, No 231, Void 73
Ratified May 16, 2006
- ⁶⁷ Article XVI Section C (12)- 3,248 Members voted, Yes 2,971, No 277, Void 83
Ratified May 16, 2006
- ⁶⁸ Article XVI Section D- 1,374 Members voted, Yes 1180, No 140, Void 54
Ratified November 2004
- ⁶⁹ Article XVI Section D (7)- 3,291 Members voted, Yes 3,059, No 104, Void 128
Ratified December 19, 2005
- ⁷⁰ Article XXV Section C- 2,294 Members voted, Yes 1,928, No 299, Void 67
Ratified November 13, 2009