

# 2025 PROPOSAL #1

CONSTITUTION & BYLAWS- ARTICLE V – EXECUTIVE OFFICERS		
Current Wording	Proposed Amendments	If Adopted, Will Read
<b>Section 4. Dual Conflicting Roles.</b> No Executive Board Member shall be permitted to be president of their Unit Board during the duration of their term as an Executive Board Member. UD 2019.	<b>Section 4. Dual Conflicting Roles.</b> No Executive Board <del>Member</del> <u>Officer</u> shall be permitted to be president of their Unit Board during the duration of their term as an Executive Board <del>Member</del> <u>Officer</u> . <del>UD-2019</del> .	<b>Section 4. Dual Conflicting Roles.</b> No Executive Board Officer shall be permitted to be president of their Unit Board during the duration of their term as an Executive Board Officer.

**Proposed By:** Constitution & Bylaws Committee

**Rationale:** Streamlining the document to utilizing the same language throughout.

**Constitution and Bylaws Committee Comments:** The Constitution & Bylaws Committee recommends adoption.

**DISPOSITION:**

**Adopted:** ☐

**Rejected:** ☐

**Amended:** \_\_\_\_\_

**Referred:** \_\_\_\_\_

**Other:** \_\_\_\_\_

## 2025 PROPOSAL #2

CONSTITUTION & BYLAWS- ARTICLE VI – DUTIES OF EXECUTIVE OFFICERS		
Current Wording	Proposed Amendments	If Adopted, Will Read
<b>Section 1. President</b> ... c. The President shall be authorized to revoke full-time release from any Executive Board officer for cause with a majority vote of the entire Executive Board. The revocation for cause shall be effective immediately. This revocation can be for a specified length of time not to exceed thirty (30) days. The revocation shall remain in full force and effect unless and until the President nullifies this decision or the time frame of thirty (30) days is reached. Nothing herein precludes the Board of Directors from extending the revocation period. The President will notify the Board of Directors regarding any revocation of release time via email within forty-eight (48) hours of the action. UD 2018	<del><b>Section 1. President</b></del> <del>...</del> <del>c. The President shall be authorized to revoke full-time release from any Executive Board officer for cause with a majority vote of the entire Executive Board. The revocation for cause shall be effective immediately. This revocation can be for a specified length of time not to exceed thirty (30) days. The revocation shall remain in full force and effect unless and until the President nullifies this decision or the time frame of thirty (30) days is reached. Nothing herein precludes the Board of Directors from extending the revocation period. The President will notify the Board of Directors regarding any revocation of release time via email within forty-eight (48) hours of the action. UD 2018</del>	

**Proposed By:** Constitution & Bylaws Committee

**Rationale:** No one should have the authority to revoke full time release without cause. Charges must be filed, and the procedures as defined in the C&B must be followed.

**Constitution and Bylaws Committee Comments:** The Constitution & Bylaws Committee recommends adoption.

**DISPOSITION:**

**Adopted:** ☐

**Rejected:** ☐

**Amended:** \_\_\_\_\_

**Referred:** \_\_\_\_\_

**Other:** \_\_\_\_\_

## 2025 PROPOSAL #3

CONSTITUTION & BYLAWS- ARTICLE VI – DUTIES OF EXECUTIVE OFFICERS		
Current Wording	Proposed Amendments	If Adopted, Will Read
<b>Section 1. President</b> ... f. The President's and Treasurer's signatures shall be required on all business contracts. When the Treasurer is unable to endorse a contract/check a secondary Executive Board Signatory may be appointed by the President and notification of such must be sent to the Executive Board. UD 2018	<b>Section 1. President</b> ... f. The President's and Treasurer's signatures shall be required on all business contracts. When the Treasurer is unable to endorse a contract/check <del>a secondary Executive Board Signatory</del> <u>the Recording Secretary</u> may <del>be appointed by the President</del> <u>sign in their absence</u> and notification of such must be sent to the Executive Board <u>within three (3) business days</u> . <del>UD-2018</del>	<b>Section 1. President</b> ... f. The President's and Treasurer's signatures shall be required on all business contracts. When the Treasurer is unable to endorse a contract/check the Recording Secretary may sign in their absence and notification of such must be sent to the Executive Board within three (3) business days.

**Proposed By:** Constitution & Bylaws Committee

**Rationale:** There should be a clear cut procedure and chain of command in dealing with a matter of this nature. The Signatories are already the President, Executive Vice President, Treasurer, and Secretary.

**Constitution and Bylaws Committee Comments:** The Constitution & Bylaws Committee recommends adoption.

**DISPOSITION:**

**Adopted:** ☐

**Rejected:** ☐

**Amended:** \_\_\_\_\_

**Referred:** \_\_\_\_\_

**Other:** \_\_\_\_\_

## 2025 PROPOSAL #4

CONSTITUTION & BYLAWS- ARTICLE VI – DUTIES OF EXECUTIVE OFFICERS		
Current Wording	Proposed Amendments	If Adopted, Will Read
<b>Section 6. Vacancies.</b> In the event the office of the Treasurer, Recording Secretary, or a Vice President becomes vacant, the Board of Directors shall be notified within three (3) business days via telephone or email. Within thirty (30) days a Board of Directors meeting shall be held to approve a member in good standing of the Association to assume the duties of the vacant office. Any member of the Executive Board may nominate a replacement. UD F-2016	<b>Section 6. Vacancies.</b> In the event <del>the office of the Treasurer, Recording Secretary, or a Vice President</del> <u>an Executive Board Office</u> becomes vacant, the Board of Directors shall be notified within three (3) business days via telephone or email. Within thirty (30) days a Board of Directors meeting shall be held to approve a member in good standing of the Association to assume the duties of the vacant office. Any member of the Executive Board may nominate a replacement. <del>UD F-2016</del>	<b>Section 6. Vacancies.</b> In the event an Executive Board Office becomes vacant, the Board of Directors shall be notified within three (3) business days via telephone or email. Within thirty (30) days a Board of Directors meeting shall be held to approve a member in good standing of the Association to assume the duties of the vacant office. Any member of the Executive Board may nominate a replacement.

**Proposed By:** Constitution & Bylaws Committee

**Rationale:** Previous language does not encompass the entire Executive Board.

**Constitution and Bylaws Committee Comments:** The Constitution & Bylaws Committee recommends adoption.

**DISPOSITION:**

**Adopted:** ☐

**Rejected:** ☐

**Amended:** \_\_\_\_\_

**Referred:** \_\_\_\_\_

**Other:** \_\_\_\_\_

## 2025 PROPOSAL #5

CONSTITUTION & BYLAWS- ARTICLE VIII – UNIT EXECUTIVE OFFICERS		
Current Wording	Proposed Amendments	If Adopted, Will Read
	<u><b>Section 2. Unit Assignment</b></u> <u>All duly elected Unit Board</u> <u>Officers must be a member of the</u> <u>unit in which they are serving at</u> <u>all times.</u>	<b>Section 2. Unit Assignment</b> All duly elected Unit Board Officers must be a member of the unit in which they are serving at all times.

**Proposed By:** Marisa DeHaven, CSEB

**Rationale:** To make sure membership is adequately represented by members that are in their actual unit.

**Constitution and Bylaws Committee Comments:** This amendment has been reviewed by the Constitution & Bylaws Committee and is appropriate as to placement and language but if adopted will need a proviso to allow for any impacted units to make accommodations, a time frame should be included.

**DISPOSITION:**

**Adopted:** ☐

**Rejected:** ☐

**Amended:** \_\_\_\_\_

**Referred:** \_\_\_\_\_

**Other:** \_\_\_\_\_

## 2025 PROPOSAL #6

CONSTITUTION & BYLAWS		
Current Wording	Proposed Amendments	If Adopted, Will Read
	<b>ARTICLE XI – GENERAL MEMBERSHIP MEETINGS</b> <u>Regular meetings of the General Membership shall be held at least four (4) times per year on a regularly scheduled basis.</u>	<b>ARTICLE XI – GENERAL MEMBERSHIP MEETINGS</b> Regular meetings of the General Membership shall be held at least four (4) times per year on a regularly scheduled basis.

**Proposed By:** Constitution & Bylaws Committee

**Rationale:** Streamlining the document: Adding a requirement to hold General Membership meetings.

**Constitution and Bylaws Committee Comments:** The Constitution & Bylaws Committee recommends adoption.

**DISPOSITION:**

**Adopted:** ☐

**Rejected:** ☐

**Amended:** \_\_\_\_\_

**Referred:** \_\_\_\_\_

**Other:** \_\_\_\_\_

## 2025 PROPOSAL #7

CONSTITUTION & BYLAWS		
Current Wording	Proposed Amendments	If Adopted, Will Read
	<p><b><u>ARTICLE XI – GENERAL MEMBERSHIP MEETINGS</u></b></p> <p><u>There shall be a minimum of two (2) General Membership Meetings held each year conducted in accordance with parliamentary procedures. Ideally, General Membership Meetings shall be held at AME Headquarters whenever possible to meet fiduciary obligations and allow unrestricted attendance by the Association membership. Members shall be notified of such meetings at least ten (10) business days in advance, via email, and/or the Association website, and/or social media, and/or postings at worksites.</u></p>	<p><b><u>ARTICLE XI – GENERAL MEMBERSHIP MEETINGS</u></b></p> <p>There shall be a minimum of two (2) General Membership Meetings held each year conducted in accordance with parliamentary procedures. Ideally, General Membership Meetings shall be held at AME Headquarters whenever possible to meet fiduciary obligations and allow unrestricted attendance by the Association membership. Members shall be notified of such meetings at least ten (10) business days in advance, via email, and/or the Association website, and/or social media, and/or postings at worksites.</p>

**Proposed By:** Santina Fawess, Police Civilian

**Rationale:** There is presently no provision within our C&B requiring regularly scheduled General Membership meetings, which provide opportunities to share information, strengthen interdepartmental connections, and foster a sense of community.

**Constitution and Bylaws Committee Comments:** The proposer met with the Constitution & Bylaws Committee on 9/25/2025 and indicated it is their intent to withdraw the proposal. As the proposal is being withdrawn, the Constitution & Bylaws Committee does not have a recommendation.

**DISPOSITION:**

**Adopted:** ☐

**Rejected:** ☐

**Amended:** \_\_\_\_\_

**Referred:** \_\_\_\_\_

**Other:** \_\_\_\_\_

## 2025 PROPOSAL #8

CONSTITUTION & BYLAWS- ARTICLE XII – INDEPENDENT DISCIPLINARY COUNSEL ARTICLE XIII – INDEPENDENT DISCIPLINARY COUNSEL (IDC) – FILING OF CHARGES		
Current Wording	Proposed Amendments	If Adopted, Will Read
<p><b>ARTICLE XII – INDEPENDENT DISCIPLINARY COUNSEL</b></p> <p><b>Section 1. Independent Disciplinary Counsel/ Composition of Board</b> The Independent Disciplinary Counsel (IDC) will investigate, review and make recommendations upon judicial matters. UD2023</p> <p><b>Section 2. Responsibilities.</b> The IDC shall: UD2023</p> <ol style="list-style-type: none"> <li>receive and review charges of violations of the Governing Documents of the Association, and to keep records of same; UD 2018</li> <li>notify the Board of Directors upon receipt of charges citing day, date, time, and nature of charges received;</li> <li>Interview the charged and charging parties;</li> <li>Provide for hearings;</li> <li>Make evaluations concerning the charges brought against an officer or member of the Association;</li> <li>Notify the Board of Directors of their evaluation on all charges filed, with written justification for their evaluation;</li> <li>Bring their recommendations for penalties, if any, to the Board of Directors, including recommendations for trusteeship of Units of the Association.</li> <li>provide all communications, records, documents, notes, recordings, files, and/or other materials used in the investigation, determination or penalty and shall be promptly returned to the Association for storage and preservation upon the Board of Director's final determination. UD 2018</li> </ol> <p>The IDC has, upon written</p>	<p><b>ARTICLE XII – <del>INDEPENDENT DISCIPLINARY COUNSEL</del> JUDICIAL REVIEW PANEL</b></p> <p><b>Section 1. <del>Independent Disciplinary Counsel</del> Judicial Review Panel/ Composition of Board</b> <del>The Independent Disciplinary Counsel (IDC) will investigate, review and make recommendations upon judicial matters. UD2023</del> <u>Seven (7) persons shall be elected at-large by the membership to serve as a panel to review and make recommendations to the Board of Directors upon judicial matters.</u></p> <p><b>Section 2. Responsibilities.</b> The <del>IDC</del> <u>JRP</u> shall: <del>UD2023</del></p> <ol style="list-style-type: none"> <li>receive and review charges of violations of the Governing Documents of the Association, and to keep records of same; UD 2018</li> <li>notify the Board of Directors upon receipt of charges citing day, date, time, and nature of charges received;</li> <li>Interview the charged and charging parties;</li> <li>Provide for hearings;</li> <li>Make evaluations concerning the charges brought against an officer or member of the Association;</li> <li>Notify the Board of Directors of their evaluation on all charges filed, with written justification for their evaluation;</li> <li>Bring their recommendations for penalties, if any, to the Board of Directors, including recommendations for trusteeship of Units of the Association.</li> <li>provide all communications, records, documents, notes, recordings, files, and/or other materials used in the investigation, determination or penalty and shall be promptly</li> </ol>	<p><b>ARTICLE XII –JUDICIAL REVIEW PANEL</b></p> <p><b>Section 1. Judicial Review Panel/ Composition of Board</b> Seven (7) persons shall be elected at-large by the membership to serve as a panel to review and make recommendations to the Board of Directors upon judicial matters.</p> <p><b>Section 2. Responsibilities.</b> The JRP shall:</p> <ol style="list-style-type: none"> <li>receive and review charges of violations of the Governing Documents of the Association, and to keep records of same; UD 2018</li> <li>notify the Board of Directors upon receipt of charges citing day, date, time, and nature of charges received;</li> <li>Interview the charged and charging parties;</li> <li>Provide for hearings;</li> <li>Make evaluations concerning the charges brought against an officer or member of the Association;</li> <li>Notify the Board of Directors of their evaluation on all charges filed, with written justification for their evaluation;</li> <li>Bring their recommendations for penalties, if any, to the Board of Directors, including recommendations for trusteeship of Units of the Association.</li> <li>provide all communications, records, documents, notes, recordings, files, and/or other materials used in the investigation, determination or penalty and shall be promptly returned to the Association for storage and preservation upon the Board of Director's final determination. UD 2018</li> </ol> <p>The JRP has, upon written</p>

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<p>request, the right to inspect relevant records of the Association and its Units based upon the charges presented to arrive at a proper decision. UD2023</p> <p><b>ARTICLE XIII – INDEPENDENT DISCIPLINARY COUNSEL (IDC) – FILING OF CHARGES</b></p> <p><b>Section 1. Filing of Charges.</b></p> <p>a. Any member/members may file a charge of the Governing Documents of the Association against any member of the Association. Charges must be in writing and filed with the Independent Disciplinary Counsel (IDC) by registered or certified mail, return receipt requested at a Post Office Box paid by the Association in a Post Office of the IDC's choosing. The IDC or the IDC's designee shall check the Post Office Box a minimum of once a week. UD2023</p> <p>b. At the same time the charges are sent to the IDC, a second copy of the charges for the accused member must be included in the envelope submitted to the IDC, enclosed in an unsealed envelope clearly marked "charges enclosed." The IDC will verify the contents of the unsealed envelope and then forward said envelope to the Charged Party(s) by certified mail, return receipt requested, to the Charged Party's last known address on file as provided by the Association, which shall be deemed proper service on the Charged Party(s). The Association shall provide only the Charged Party's last known address to the IDC. UD2023</p> <p>c. Each charge shall contain the name and Unit(s) of the party(s) making the charge, and the name(s) and Unit(s) of the person(s) against whom the</p>	<p>returned to the Association for storage and preservation upon the Board of Director's final determination. UD 2018</p> <p>The <del>IDC</del> JRP has, upon written request, the right to inspect relevant records of the Association and its Units based upon the charges presented to arrive at a proper decision. UD2023</p> <p><b>Section 4. Term of Office</b></p> <p><u>a. The term of office for Judicial Review Panel members shall be eight (8) years</u></p> <p><u>b. Four (4) members shall be elected at one general election and three (3) members shall be elected at the following general election to maintain staggered terms.</u></p> <p><u>c. At each general election, three alternates shall also be elected. These alternates shall be those candidates with the three highest vote totals after the filling of the vacant Judicial Review Panel seats. They shall be designated first alternate, second alternate, and third alternate and the list shall be valid until the next general election.</u></p> <p><b>Section 5. Chairperson. A</b></p> <p><u>Chairperson shall be elected by and from the seven (7) members of the panel, and shall by virtue of the office, attend meetings of the Board of Directors, but shall not be allowed to vote. A written status report, of all pending judicial matters and a list of any meeting dates scheduled, shall be submitted by the Judicial Review Panel Chairperson prior to every Board of Directors meeting.</u></p> <p><b>Section 6. Vacancies. A</b></p> <p><u>vacancy on the Judicial Review Panel shall be filled by the first elected alternate for the duration</u></p>	<p>request, the right to inspect relevant records of the Association and its Units based upon the charges presented to arrive at a proper decision.</p> <p><b>Section 4. Term of Office</b></p> <p>a. The term of office for Judicial Review Panel members shall be eight (8) years</p> <p>b. Four (4) members shall be elected at one general election and three (3) members shall be elected at the following general election to maintain staggered terms.</p> <p>c. At each general election, three alternates shall also be elected. These alternates shall be those candidates with the three highest vote totals after the filling of the vacant Judicial Review Panel seats. They shall be designated first alternate, second alternate, and third alternate and the list shall be valid until the next general election.</p> <p><b>Section 5. Chairperson. A</b></p> <p>Chairperson shall be elected by and from the seven (7) members of the panel, and shall by virtue of the office, attend meetings of the Board of Directors, but shall not be allowed to vote. A written status report, of all pending judicial matters and a list of any meeting dates scheduled, shall be submitted by the Judicial Review Panel Chairperson prior to every Board of Directors meeting.</p> <p><b>Section 6. Vacancies. A</b></p> <p>vacancy on the Judicial Review Panel shall be filled by the first elected alternate for the duration of that unexpired term. When the first alternate fills a vacancy, the next alternates shall move up in the line of succession. Any ensuing vacancies shall be filled by the next elected alternate in descending order of plurality at</p>
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<p>charges are being brought. Each charge should include a concise and specific explanation of the alleged wrongful act or violation of the Governing Documents of the Association and all supporting documents. Any perception of bias must be alleged with facts to support assertions in the packet with the charge(s). Failure to assert bias shall be deemed a waiver in future determination. UD2023</p> <p>d. All charges will be signed by the charging party(s). The name(s), address(es), telephone number(s) and email address(es) of the charging party(ies) and all witnesses shall be provided to the IDC only and will be kept confidential. UD2023</p> <p>e. If a violation of any Governing Documents of the Association is being charged, the charge must include the document, the Article, Section and sub-section numbers. If the IDC has a direct and/or indirect interest in the outcome of the charges the IDC shall be deemed ineligible to participate in rendering a charge or recommendation of said charge. A conflict counsel may be assigned to oversee the investigation and report of the charge(s). Any officer or member who is the charging or charged party must recuse themselves from any and all deliberations and voting regarding IDC charges. UD12822</p> <p><b>Section 2. Specification of Charges.</b> A charge may be brought against any member of the Association for: UD2023</p> <p>a. a violation of the Governing Documents of the Association; UD 2018</p> <p>b. any conduct which aids or supports a competing labor organization;</p> <p>c. using the name of this Association for any unauthorized</p>	<p><u>of that unexpired term. When the first alternate fills a vacancy, the next alternates shall move up in the line of succession. Any ensuing vacancies shall be filled by the next elected alternate in descending order of plurality at the direction of the Board of Directors for the duration of that unexpired term. When the list of alternates has been exhausted, the Board of Directors shall canvass for letters of intent from the membership-at-large willing to serve on the Judicial Review Panel to fill an unexpired term. Those submitting letters must meet eligibility requirements for office. The Board of Directors shall select Judicial Review Panel members from the letters of intent. Those not chosen shall now constitute a list of alternates until the next general election.</u></p> <p><b><u>Section 7. Temporary Terms.</u></b> <u>If there are less than five (5) members due to illness or other temporary reason, the Chairperson shall in writing, address the Board of Directors, advising them of the need for enough Judicial Review Panel members to reach five (5). The reasons for such need shall be a pending hearing, the determination of any charges or violations, or a determination of a trusteeship for any Unit. The Board of Directors shall then appoint the necessary number of temporary Judicial Review Panel members drawn initially from the existing list of Judicial Review Panel alternates. If no list exists or is exhausted, qualified members shall be appointed by the Board of Directors. The temporary member(s) shall serve until such time as the determination by the Board of Directors.</u></p> <p><u>Proviso: Until the next General</u></p>	<p>the direction of the Board of Directors for the duration of that unexpired term. When the list of alternates has been exhausted, the Board of Directors shall canvass for letters of intent from the membership-at-large willing to serve on the Judicial Review Panel to fill an unexpired term. Those submitting letters must meet eligibility requirements for office. The Board of Directors shall select Judicial Review Panel members from the letters of intent. Those not chosen shall now constitute a list of alternates until the next general election.</p> <p><b>Section 7. Temporary Terms.</b> If there are less than five (5) members due to illness or other temporary reason, the Chairperson shall in writing, address the Board of Directors, advising them of the need for enough Judicial Review Panel members to reach five (5). The reasons for such need shall be a pending hearing, the determination of any charges or violations, or a determination of a trusteeship for any Unit. The Board of Directors shall then appoint the necessary number of temporary Judicial Review Panel members drawn initially from the existing list of Judicial Review Panel alternates. If no list exists or is exhausted, qualified members shall be appointed by the Board of Directors. The temporary member(s) shall serve until such time as the determination by the Board of Directors.</p> <p>Proviso: Until the next General Elections can be held and staggered terms restored, the Board of Directors shall appoint members of the JRP. The Board of Directors shall canvass for letters of intent from the membership-at-large willing to</p>
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<p>purpose;</p> <p>d. misappropriation, embezzlement, improper or illegal use of Association funds;</p> <p>e. refusal or failure to carry out legally authorized directives of the President, Board of Directors, IDC or Delegate body of the Association; UD2023</p> <p>f. knowingly submitting a false financial statement or audit to the Association;</p> <p>g. conviction of a crime, as defined by the penal code of the jurisdiction where the conviction was entered; the nature of which is such to bring disrespect to the Association; UD F-2016</p> <p>h. solicitation or acceptance of any money or the acceptance of any gift of more than nominal value (Nominal value is defined as stated in the Association's Financial Code), from any employer, member, group of members, employees of the Association, or from any person or firm doing business with the Association or seeking to do so; UD 2008</p> <p>i. interfering with any elected official of the Association in the discharge of that official's lawful duties;</p> <p>j. a gross disregard of official duties; UD 2011</p> <p>k. any action that brings discredit to the Association. UD 2023</p> <p><b>Section 3. Charges Against Members.</b> A charge instituted by or against any member shall be investigated by the IDC and the IDC's findings presented to the Board of Directors. No member may be subjected to any interim suspension without two-thirds (2/3) vote of the voting members of the Board of Directors. Suspension shall be mandatory if the Board of Directors validates the charges cited in subsections (b) and/or (d) and/or (f) of</p> <p><b>Section 2. No interim suspension</b></p>	<p><u>Elections can be held and staggered terms restored, the Board of Directors shall appoint members of the JRP. The Board of Directors shall canvass for letters of intent from the membership-at-large willing to serve on the Judicial Review Panel to fill the unexpired terms. Those submitting letters must meet eligibility requirements for office. The Board of Directors shall select Judicial Review Panel members from the letters of intent. Those not chosen shall now constitute a list of alternates until the next general election.</u></p> <p><b>ARTICLE XIII – <del>INDEPENDENT DISCIPLINARY COUNSEL (IDC)</del> JUDICIAL REVIEW PANEL (JRP)– FILING OF CHARGES</b></p> <p><b>Section 1. Filing of Charges.</b></p> <p>a. Any member/members may file a charge of the Governing Documents of the Association against any member of the Association. Charges must be in writing and filed with the <del>Independent Disciplinary Counsel (IDC)</del> <u>Judicial Review Panel (JRP)</u> by registered or certified mail, return receipt requested at a Post Office Box paid by the Association in a Post Office of the <del>IDC's</del> <u>JRP's</u> choosing. The IDC or the IDC's designee shall check the Post Office Box a minimum of once a week. <del>UD2023</del></p> <p>b. At the same time the charges are sent to the <del>IDC-JRP</del>, a second copy of the charges for the accused member must be included in the envelope submitted to the <del>IDC-JRP</del>, enclosed in an unsealed envelope clearly marked "charges enclosed." The <del>IDC</del> <u>JRP</u> will verify the contents of the unsealed envelope and then forward said envelope to the</p>	<p>serve on the Judicial Review Panel to fill the unexpired terms. Those submitting letters must meet eligibility requirements for office. The Board of Directors shall select Judicial Review Panel members from the letters of intent. Those not chosen shall now constitute a list of alternates until the next general election.</p> <p><b>ARTICLE XIII – JUDICIAL REVIEW PANEL (JRP)– FILING OF CHARGES</b></p> <p><b>Section 1. Filing of Charges.</b></p> <p>a. Any member/members may file a charge of the Governing Documents of the Association against any member of the Association. Charges must be in writing and filed with the Judicial Review Panel (JRP) by registered or certified mail, return receipt requested at a Post Office Box paid by the Association in a Post Office of the JRP's choosing. The IDC or the IDC's designee shall check the Post Office Box a minimum of once a week.</p> <p>b. At the same time the charges are sent to the JRP, a second copy of the charges for the accused member must be included in the envelope submitted to the JRP, enclosed in an unsealed envelope clearly marked "charges enclosed." The JRP will verify the contents of the unsealed envelope and then forward said envelope to the Charged Party(s) by certified mail, return receipt requested, to the Charged Party's last known address on file as provided by the Association, which shall be deemed proper service on the Charged Party(s). The Association shall provide only the Charged Party's last known address to the JRP.</p> <p>c. Each charge shall contain the name and Unit(s) of the party(s)</p>
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<p>shall last more than sixty (60) days unless it is extended by a two-thirds (2/3) vote of the Board of Directors for sixty (60) day intervals to a maximum suspension set by the Board of Directors. UD2023</p> <p><b>Section 4. Amending of Charges.</b> A charge may be amended at any time prior to the first notice scheduling a hearing by the IDC, providing proper notice has been given to all parties as previously indicated and has been formally accepted by the IDC. UD12822</p> <p><b>Section 5. Process for Evaluation.</b></p> <p>a. The IDC shall make an initial evaluation within sixty (60) days after receipt of charges. All IDC proceedings may be attended by the Association Counsel at the request of the IDC or at the direction of the Board of Directors. UD2023</p> <p>b. If the IDC finds probable cause that such a charge, if proven, would sustain a finding of misconduct, the IDC shall issue a formal notification to the Charged and Charging Parties. Such notification shall be sent by certified mail, return receipt requested. The formal notification shall cite the specific acts of misconduct and the penalties which may be imposed. Included in the notification will be a written statement that the charged party(s) has a right to object by filing a response by certified mail, return receipt requested, within ten (10) days after receipt of the charges. UD2023</p> <p>c. The IDC, upon receipt of the Charged Party's response, if any, and before thirty (30) days have elapsed from the issuance of formal notification, shall call for a hearing on the charges if a hearing is deemed necessary.</p>	<p>Charged Party(s) by certified mail, return receipt requested, to the Charged Party's last known address on file as provided by the Association, which shall be deemed proper service on the Charged Party(s). The Association shall provide only the Charged Party's last known address to the <del>IDC-JRP</del>. UD2023</p> <p>c. Each charge shall contain the name and Unit(s) of the party(s) making the charge, and the name(s) and Unit(s) of the person(s) against whom the charges are being brought. Each charge should include a concise and specific explanation of the alleged wrongful act or violation of the Governing Documents of the Association and all supporting documents. Any perception of bias must be alleged with facts to support assertions in the packet with the charge(s). Failure to assert bias shall be deemed a waiver in future determination. UD2023</p> <p>d. All charges will be signed by the charging party(s). The name(s), address(es), telephone number(s) and email address(es) of the charging party(ies) and all witnesses shall be provided to the <del>IDC-JRP</del> only and will be kept confidential. UD2023</p> <p>e. If a violation of any Governing Documents of the Association is being charged, the charge must include the document, the Article, Section and sub-section numbers. If the <del>IDC-JRP</del> has a direct and/or indirect interest in the outcome of the charges the <del>IDC-JRP</del> shall be deemed ineligible to participate in rendering a charge or recommendation of said charge. A conflict counsel may be assigned to oversee the investigation and report of the charge(s). Any officer or member who is the charging or charged party must recuse themselves</p>	<p>making the charge, and the name(s) and Unit(s) of the person(s) against whom the charges are being brought. Each charge should include a concise and specific explanation of the alleged wrongful act or violation of the Governing Documents of the Association and all supporting documents. Any perception of bias must be alleged with facts to support assertions in the packet with the charge(s). Failure to assert bias shall be deemed a waiver in future determination. UD2023</p> <p>d. All charges will be signed by the charging party(s). The name(s), address(es), telephone number(s) and email address(es) of the charging party(ies) and all witnesses shall be provided to the JRP only and will be kept confidential.</p> <p>e. If a violation of any Governing Documents of the Association is being charged, the charge must include the document, the Article, Section and sub-section numbers. If the JRP has a direct and/or indirect interest in the outcome of the charges the JRP shall be deemed ineligible to participate in rendering a charge or recommendation of said charge. A conflict counsel may be assigned to oversee the investigation and report of the charge(s). Any officer or member who is the charging or charged party must recuse themselves from any and all deliberations and voting regarding JRP charges.</p> <p><b>Section 2. Specification of Charges.</b> A charge may be brought against any member of the Association for: UD2023</p> <p>a. a violation of the Governing Documents of the Association; UD 2018</p> <p>b. any conduct which aids or supports a competing labor</p>
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## 2025 PROPOSAL #8

<p>UD2023</p> <p>d. If no answer is returned to the IDC from the Charged Party(s), or if the Charged Party(s) fail(s) to appear at the scheduled hearing, the IDC shall: UD2023</p> <ol style="list-style-type: none"> <li>1. Assume that all charges are deemed admitted; and</li> <li>2. conduct the hearing without the participation of the Charged Party; and</li> <li>3. make a recommendation based upon the evidence presented. UD 2018</li> </ol> <p>e. If the Charged Party(s) has responded, the Charged and Charging Parties may be represented by an attorney at their own expense or may choose a member in good standing to represent them at the scheduled hearing. Each shall be given the right to present witnesses and other evidence in his/her own behalf, and to cross-examine witnesses presented by the opposing party. The proceedings shall be audio recorded. If the audio recording malfunctions, a written record of the proceedings will be required. If either party requests a stenographic transcript of the proceedings, the requesting party shall bear the cost of such transcript and shall furnish a copy to the IDC and the opposing party. UD2023</p> <p>f. The IDC shall have up to sixty (60) days to render an evaluation on any charges brought after the charges are deemed valid. A maximum of up to an additional sixty (60) days may be granted on a case by case basis. UD2023</p> <p>g. The IDC shall make a recommendation to the Board of Directors after the close of a hearing or at the next scheduled Board of Directors' meeting. UD2023</p> <p>h. After the evaluation is made by the IDC, formal notification shall</p>	<p>from any and all deliberations and voting regarding <del>IDC</del> <u>JRP</u> charges. <del>UD12822</del></p> <p><b>Section 2. Specification of Charges.</b> A charge may be brought against any member of the Association for: UD2023</p> <ol style="list-style-type: none"> <li>a. a violation of the Governing Documents of the Association; UD 2018</li> <li>b. any conduct which aids or supports a competing labor organization;</li> <li>c. using the name of this Association for any unauthorized purpose;</li> <li>d. misappropriation, embezzlement, improper or illegal use of Association funds;</li> <li>e. refusal or failure to carry out legally authorized directives of the President, Board of Directors, <del>IDC</del> <u>JRP</u> or Delegate body of the Association; <del>UD2023</del></li> <li>f. knowingly submitting a false financial statement or audit to the Association;</li> <li>g. conviction of a crime, as defined by the penal code of the jurisdiction where the conviction was entered; the nature of which is such to bring disrespect to the Association; UD F-2016</li> <li>h. solicitation or acceptance of any money or the acceptance of any gift of more than nominal value (Nominal value is defined as stated in the Association's Financial Code), from any employer, member, group of members, employees of the Association, or from any person or firm doing business with the Association or seeking to do so; UD 2008</li> <li>i. interfering with any elected official of the Association in the discharge of that official's lawful duties;</li> <li>j. a gross disregard of official duties; UD 2011</li> <li>k. any action that brings discredit to the Association. UD 2023</li> </ol>	<p>organization;</p> <ol style="list-style-type: none"> <li>c. using the name of this Association for any unauthorized purpose;</li> <li>d. misappropriation, embezzlement, improper or illegal use of Association funds;</li> <li>e. refusal or failure to carry out legally authorized directives of the President, Board of Directors, JRP or Delegate body of the Association;</li> <li>f. knowingly submitting a false financial statement or audit to the Association;</li> <li>g. conviction of a crime, as defined by the penal code of the jurisdiction where the conviction was entered; the nature of which is such to bring disrespect to the Association; UD F-2016</li> <li>h. solicitation or acceptance of any money or the acceptance of any gift of more than nominal value (Nominal value is defined as stated in the Association's Financial Code), from any employer, member, group of members, employees of the Association, or from any person or firm doing business with the Association or seeking to do so; UD 2008</li> <li>i. interfering with any elected official of the Association in the discharge of that official's lawful duties;</li> <li>j. a gross disregard of official duties; UD 2011</li> <li>k. any action that brings discredit to the Association. UD 2023</li> </ol> <p><b>Section 3. Charges Against Members.</b> A charge instituted by or against any member shall be investigated by the JRP and the JRP's findings presented to the Board of Directors. No member may be subjected to any interim suspension without two-thirds (2/3) vote of the voting members of the Board of Directors. Suspension shall be mandatory if the Board of Directors validates</p>
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Proposed Key:  
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<p>be sent to the Charged and Charging Parties by certified mail, return receipt requested, including the date and time of the next scheduled Board of Directors' Meeting. The formal notification shall inform the Charged and Charging parties of their right to appear before the Board of Directors prior to a binding decision. UD2023</p> <p>i. At the Board of Directors' meeting in which the Charged and Charging Parties were notified that a final determination would be made, the Board of Directors shall review the recommendation, listen to testimony from the Charged and Charging Parties, if any, and shall make a final and binding decision. UD 2018</p> <p>j. Following the above procedures, the Charged and Charging Parties shall be notified by certified mail, return receipt requested, of the final determination of the Board of Directors. UD 2018</p> <p>k. Nothing herein shall preclude settlement of the charges at any stage of this procedure.</p> <p>l. Failure of the IDC to adhere to any of the timelines set forth in this section may, by majority vote of the Board of Directors, lead to the charges becoming the immediate property of the Board of Directors to be addressed without the recommendation of the IDC. UD12822</p> <p><b>Section 6. Penalties Imposed.</b> If the charges, or any part of them, are sustained by the IDC against any member, the IDC shall suggest to the Board of Directors the imposition of any one or more of the following penalties: UD2023</p> <ol style="list-style-type: none"> <li>a formal reprimand;</li> <li>removal from any elected or appointed position or office;</li> <li>full or partial reimbursement of</li> </ol>	<p><b>Section 3. Charges Against Members.</b> A charge instituted by or against any member shall be investigated by the <del>IDC</del><u>JRP</u> and the <del>IDC's</del><u>JRP's</u> findings presented to the Board of Directors. No member may be subjected to any interim suspension without two-thirds (2/3) vote of the voting members of the Board of Directors. Suspension shall be mandatory if the Board of Directors validates the charges cited in subsections (b) and/or (d) and/or (f) of Section 2. No interim suspension shall last more than sixty (60) days unless it is extended by a two-thirds (2/3) vote of the Board of Directors for sixty (60) day intervals to a maximum suspension set by the Board of Directors. <del>UD2023</del></p> <p><b>Section 4. Amending of Charges.</b> A charge may be amended at any time prior to the first notice scheduling a hearing by the <del>IDC</del><u>JRP</u>, providing proper notice has been given to all parties as previously indicated and has been formally accepted by the <del>IDC</del><u>JRP</u>. <del>UD12822</del></p> <p><b>Section 5. Process for Evaluation.</b></p> <ol style="list-style-type: none"> <li>The <del>IDC</del><u>JRP</u> shall make an initial evaluation within sixty (60) days after receipt of charges. All <del>IDC</del><u>JRP</u> proceedings may be attended by the Association Counsel at the request of the <del>IDC</del><u>JRP</u> or at the direction of the Board of Directors. <del>UD2023</del></li> <li>If the <del>IDC</del><u>JRP</u> IDC finds probable cause that such a charge, if proven, would sustain a finding of misconduct, the <del>IDC</del><u>JRP</u> shall issue a formal notification to the Charged and Charging Parties. Such notification shall be sent by certified mail, return receipt</li> </ol>	<p>the charges cited in subsections (b) and/or (d) and/or (f) of Section 2. No interim suspension shall last more than sixty (60) days unless it is extended by a two-thirds (2/3) vote of the Board of Directors for sixty (60) day intervals to a maximum suspension set by the Board of Directors.</p> <p><b>Section 4. Amending of Charges.</b> A charge may be amended at any time prior to the first notice scheduling a hearing by the JRP, providing proper notice has been given to all parties as previously indicated and has been formally accepted by the JRP.</p> <p><b>Section 5. Process for Evaluation.</b></p> <ol style="list-style-type: none"> <li>The JRP shall make an initial evaluation within sixty (60) days after receipt of charges. All JRP proceedings may be attended by the Association Counsel at the request of the JRP or at the direction of the Board of Directors.</li> <li>If the JRP IDC finds probable cause that such a charge, if proven, would sustain a finding of misconduct, the JRP shall issue a formal notification to the Charged and Charging Parties. Such notification shall be sent by certified mail, return receipt requested. The formal notification shall cite the specific acts of misconduct and the penalties which may be imposed. Included in the notification will be a written statement that the charged party(s) has a right to object by filing a response by certified mail, return receipt requested, within ten (10) days after receipt of the charges.</li> <li>The JRP, upon receipt of the Charged Party's response, if any, and before thirty (30) days have elapsed from the issuance of</li> </ol>
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<p>expenses or losses incurred; d. loss of the right to seek or hold any elected or appointed position for a period not to exceed five (5) years; e. suspension from membership for a specified period not to exceed three (3) years; f. expulsion from membership; UD F-2016 g. monetary fines as determined by the Board of Directors.</p> <p>In order for the Association to impose penalties "b", "d" and/or "f" as noted above, a two-thirds (2/3) vote of the Board of Directors is required. UD F-2016</p> <p><b>Section 7. Charges Not Sustained.</b> The IDC may recommend a charge be dismissed if in their evaluation the charge is frivolous in nature or lacking in substantiation. The IDC will bring their recommendation for dismissal to the next scheduled Board of Directors' meeting. The Charged and Charging Parties shall be notified within ten (10) days by certified mail, return receipt requested, of the IDC's determination once approved by the Board of Directors. The IDC may suggest to the Board of Directors the imposition of the above penalties (see Section 6) to the charging party if the charges or any part of them are not sustained, and the IDC has determined that the charges were not brought in good faith or were instigated by malice. UD2023</p> <p><b>Section 8. Appeal.</b> Either party(s) shall have the right to appeal to the Board of Director's after their final determination. Under Section 2 "Specification of Charges," Subsections b, d, or f, no appeal will be permitted. All</p>	<p>requested. The formal notification shall cite the specific acts of misconduct and the penalties which may be imposed. Included in the notification will be a written statement that the charged party(s) has a right to object by filing a response by certified mail, return receipt requested, within ten (10) days after receipt of the charges. <del>UD2023</del></p> <p>c. The <del>IDC</del> <u>JRP</u>, upon receipt of the Charged Party's response, if any, and before thirty (30) days have elapsed from the issuance of formal notification, shall call for a hearing on the charges if a hearing is deemed necessary. <del>UD2023</del></p> <p>d. If no answer is returned to the <del>IDC</del> <u>JRP</u> from the Charged Party(s), or if the Charged Party(s) fail(s) to appear at the scheduled hearing, the <del>IDC</del> <u>JRP</u> shall: <del>UD2023</del></p> <ol style="list-style-type: none"> <li>1. Assume that all charges are deemed admitted; and</li> <li>2. conduct the hearing without the participation of the Charged Party; and</li> <li>3. make a recommendation based upon the evidence presented. UD 2018</li> </ol> <p>e. If the Charged Party(s) has responded, the Charged and Charging Parties may be represented by an attorney at their own expense or may choose a member in good standing to represent them at the scheduled hearing. Each shall be given the right to present witnesses and other evidence in his/her own behalf, and to cross-examine witnesses presented by the opposing party. The proceedings shall be audio recorded. If the audio recording malfunctions, a written record of the proceedings will be required. If either party requests a stenographic transcript of the proceedings, the requesting party shall bear the cost of such</p>	<p>formal notification, shall call for a hearing on the charges if a hearing is deemed necessary. d. If no answer is returned to the JRP from the Charged Party(s), or if the Charged Party(s) fail(s) to appear at the scheduled hearing, the JRP shall:</p> <ol style="list-style-type: none"> <li>1. Assume that all charges are deemed admitted; and</li> <li>2. conduct the hearing without the participation of the Charged Party; and</li> <li>3. make a recommendation based upon the evidence presented. UD 2018</li> </ol> <p>e. If the Charged Party(s) has responded, the Charged and Charging Parties may be represented by an attorney at their own expense or may choose a member in good standing to represent them at the scheduled hearing. Each shall be given the right to present witnesses and other evidence in his/her own behalf, and to cross-examine witnesses presented by the opposing party. The proceedings shall be audio recorded. If the audio recording malfunctions, a written record of the proceedings will be required. If either party requests a stenographic transcript of the proceedings, the requesting party shall bear the cost of such transcript and shall furnish a copy to the JRP and the opposing party.</p> <p>f. The JRP shall have up to sixty (60) days to render an evaluation on any charges brought after the charges are deemed valid. A maximum of up to an additional sixty (60) days may be granted on a case by case basis.</p> <p>g. The JRP shall make a recommendation to the Board of Directors after the close of a hearing or at the next scheduled Board of Directors' meeting.</p> <p>h. After the evaluation is made by the JRP, formal notification shall</p>
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<p>appeals including supporting documentation must be submitted in writing to the Board of Director's no later than thirty (30) days after the Board of Director's final determination. UD2023</p>	<p>transcript and shall furnish a copy to the <del>IDC</del>-JRP and the opposing party. UD2023</p> <p>f. The <del>IDC</del>-JRP shall have up to sixty (60) days to render an evaluation on any charges brought after the charges are deemed valid. A maximum of up to an additional sixty (60) days may be granted on a case by case basis. UD2023</p> <p>g. The <del>IDC</del>-JRP shall make a recommendation to the Board of Directors after the close of a hearing or at the next scheduled Board of Directors' meeting. UD2023</p> <p>h. After the evaluation is made by the <del>IDC</del>-JRP, formal notification shall be sent to the Charged and Charging Parties by certified mail, return receipt requested, including the date and time of the next scheduled Board of Directors' Meeting. The formal notification shall inform the Charged and Charging parties of their right to appear before the Board of Directors prior to a binding decision. UD2023</p> <p>i. At the Board of Directors' meeting in which the Charged and Charging Parties were notified that a final determination would be made, the Board of Directors shall review the recommendation, listen to testimony from the Charged and Charging Parties, if any, and shall make a final and binding decision. UD 2018</p> <p>j. Following the above procedures, the Charged and Charging Parties shall be notified by certified mail, return receipt requested, of the final determination of the Board of Directors. UD 2018</p> <p>k. Nothing herein shall preclude settlement of the charges at any stage of this procedure.</p> <p>l. Failure of the <del>IDC</del>-JRP to adhere to any of the timelines set forth in this section may, by</p>	<p>be sent to the Charged and Charging Parties by certified mail, return receipt requested, including the date and time of the next scheduled Board of Directors' Meeting. The formal notification shall inform the Charged and Charging parties of their right to appear before the Board of Directors prior to a binding decision.</p> <p>i. At the Board of Directors' meeting in which the Charged and Charging Parties were notified that a final determination would be made, the Board of Directors shall review the recommendation, listen to testimony from the Charged and Charging Parties, if any, and shall make a final and binding decision. UD 2018</p> <p>j. Following the above procedures, the Charged and Charging Parties shall be notified by certified mail, return receipt requested, of the final determination of the Board of Directors. UD 2018</p> <p>k. Nothing herein shall preclude settlement of the charges at any stage of this procedure.</p> <p>l. Failure of the JRP to adhere to any of the timelines set forth in this section may, by majority vote of the Board of Directors, lead to the charges becoming the immediate property of the Board of Directors to be addressed without the recommendation of the IDC.</p> <p><b>Section 6. Penalties Imposed.</b> If the charges, or any part of them, are sustained by the JRP against any member, the JRP shall suggest to the Board of Directors the imposition of any one or more of the following penalties:</p> <ul style="list-style-type: none"> <li>a. a formal reprimand;</li> <li>b. removal from any elected or appointed position or office;</li> <li>c. full or partial reimbursement of</li> </ul>
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	<p>majority vote of the Board of Directors, lead to the charges becoming the immediate property of the Board of Directors to be addressed without the recommendation of the IDC. <del>UD12822</del></p> <p><b>Section 6. Penalties Imposed.</b> If the charges, or any part of them, are sustained by the <del>IDC</del> <u>JRP</u> against any member, the <del>IDC</del> <u>JRP</u> shall suggest to the Board of Directors the imposition of any one or more of the following penalties: <del>UD2023</del></p> <ul style="list-style-type: none"> <li>a. a formal reprimand;</li> <li>b. removal from any elected or appointed position or office;</li> <li>c. full or partial reimbursement of expenses or losses incurred;</li> <li>d. loss of the right to seek or hold any elected or appointed position for a period not to exceed five (5) years;</li> <li>e. suspension from membership for a specified period not to exceed three (3) years;</li> <li>f. expulsion from membership; UD F-2016</li> <li>g. monetary fines as determined by the Board of Directors.</li> </ul> <p>In order for the Association to impose penalties "b", "d" and/or "f" as noted above, a two-thirds (2/3) vote of the Board of Directors is required. UD F-2016</p> <p><b>Section 7. Charges Not Sustained.</b> The <del>IDC</del> <u>JRP</u> may recommend a charge be dismissed if in their evaluation the charge is frivolous in nature or lacking in substantiation. The <del>IDC</del> <u>JRP</u> will bring their recommendation for dismissal to the next scheduled Board of Directors' meeting. The Charged and Charging Parties shall be notified within ten (10) days by certified mail, return receipt requested, of the <del>IDC</del> <u>JRP</u>'s determination once approved by</p>	<p>expenses or losses incurred;</p> <ul style="list-style-type: none"> <li>d. loss of the right to seek or hold any elected or appointed position for a period not to exceed five (5) years;</li> <li>e. suspension from membership for a specified period not to exceed three (3) years;</li> <li>f. expulsion from membership; UD F-2016</li> <li>g. monetary fines as determined by the Board of Directors.</li> </ul> <p>In order for the Association to impose penalties "b", "d" and/or "f" as noted above, a two-thirds (2/3) vote of the Board of Directors is required. UD F-2016</p> <p><b>Section 7. Charges Not Sustained.</b> The JRP may recommend a charge be dismissed if in their evaluation the charge is frivolous in nature or lacking in substantiation. The JRP will bring their recommendation for dismissal to the next scheduled Board of Directors' meeting. The Charged and Charging Parties shall be notified within ten (10) days by certified mail, return receipt requested, of the JRP's determination once approved by the Board of Directors. The JRP may suggest to the Board of Directors the imposition of the above penalties (see Section 6) to the charging party if the charges or any part of them are not sustained, and the JRP has determined that the charges were not brought in good faith or were instigated by malice.</p> <p><b>Section 8. Appeal.</b> Either party(s) shall have the right to appeal to the Board of Director's after their final determination. Under Section 2 "Specification of Charges," Subsections b, d, or f, no appeal will be permitted. All appeals including supporting documentation must be</p>
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	<p>the Board of Directors. The <del>IDC</del> <u>JRP</u> may suggest to the Board of Directors the imposition of the above penalties (see Section 6) to the charging party if the charges or any part of them are not sustained, and the <del>IDC</del> <u>JRP</u> has determined that the charges were not brought in good faith or were instigated by malice.</p> <p><del>UD2023</del></p> <p><b>Section 8. Appeal.</b> Either party(s) shall have the right to appeal to the Board of Director's after their final determination. Under Section 2 "Specification of Charges," Subsections b, d, or f, no appeal will be permitted. All appeals including supporting documentation must be submitted in writing to the Board of Director's no later than thirty (30) days after the Board of Director's final determination.</p> <p>UD2023</p>	<p>submitted in writing to the Board of Director's no later than thirty (30) days after the Board of Director's final determination.</p> <p>UD2023</p> <p>Proviso: Until the next General Elections can be held and staggered terms restored, the Board of Directors shall appoint members of the JRP. The Board of Directors shall canvass for letters of intent from the membership-at-large willing to serve on the Judicial Review Panel to fill the unexpired terms. Those submitting letters must meet eligibility requirements for office. The Board of Directors shall select Judicial Review Panel members from the letters of intent. Those not chosen shall now constitute a list of alternates until the next general election.</p>
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**Proposed By:** Constitution & Bylaws Committee

**Rationale:** To restore due process to the membership.

**Constitution and Bylaws Committee Comments:** The Constitution & Bylaws Committee recommends adoption.

**DISPOSITION:**

**Adopted:** ☐

**Rejected:** ☐

**Amended:** \_\_\_\_\_

**Referred:** \_\_\_\_\_

**Other:** \_\_\_\_\_

## 2025 PROPOSAL #9

CONSTITUTION & BYLAWS- ARTICLE XV - CONVENTIONS		
Current Wording	Proposed Amendments	If Adopted, Will Read
<p><b>Section 2. Delegates.</b></p> <p>a. Each Association Unit's members shall be represented at Conventions by delegates. The Unit President, by virtue of that office, shall be a delegate. Each Unit is entitled to at least two (2) additional delegates for a total of three (3) delegates. UD 2024</p> <p>b. Those Units with more than 300 members shall be entitled to an additional delegate, for a total of four (4) delegates. UD 2024</p> <p>c. Those Units, except the Retired Members' Unit, with more than 399 members shall be entitled to an additional delegate, for a total of five (5) delegates. UD 2024</p> <p>d. If the Retired Members' Unit has 1,600 or more members, then they shall be entitled to an additional delegate, for a total of five (5) delegates. UD 2024</p> <p>e. Retired Members' Unit delegation shall be based on the membership rolls as of December 31st of the previous year. UD 2024</p> <p>f. If a delegate cannot attend a convention, the Unit President, with the approval of the Unit's Executive Board, may appoint a member of the Unit in good standing to attend the upcoming convention as a delegate. UD 2024</p> <p>g. If the Unit President cannot attend the convention, the next highest-ranking officer available shall attend in his/her stead.</p> <p>h. The Executive Officers of the Association, by virtue of their office, shall be designated as voting delegates at all meetings of the Association, each with a single vote.</p>	<p><b>Section 2. Delegates.</b></p> <p>a. Each Association Unit's members shall be represented at Conventions by delegates. The Unit President, by virtue of that office, shall be a delegate. <del>Each Unit is entitled to at least two (2) additional delegates for a total of three (3) delegates. UD 2024</del> <u>Additionally, at least two (2) delegates and two (2) alternates shall be elected from each Unit. Those Units with 301-399 members shall be entitled to an additional delegate and alternate. Any Unit that exceeds 399 members shall be entitled to five (5) delegates and four (4) alternates.</u></p> <p><del>b. Those Units with more than 300 members shall be entitled to an additional delegate, for a total of four (4) delegates. UD 2024</del></p> <p><del>c. Those Units, except the Retired Members' Unit, with more than 399 members shall be entitled to an additional delegate, for a total of five (5) delegates. UD 2024</del></p> <p><del>d. If the Retired Members' Unit has 1,600 or more members, then they shall be entitled to an additional delegate, for a total of five (5) delegates. UD 2024</del></p> <p><del>e. Retired Members' Unit delegation shall be based on the membership rolls as of December 31st of the previous year. UD 2024</del></p> <p><del>f. If a delegate cannot attend a convention, the Unit President, with the approval of the Unit's Executive Board, may appoint a member of the Unit in good standing to attend the upcoming convention as a delegate. UD 2024</del></p> <p><u>b. The alternate delegates shall be deemed to have rank according to their election vote tally with the one having the highest tally being the first</u></p>	<p><b>Section 2. Delegates.</b></p> <p>a. Each Association Unit's members shall be represented at Conventions by delegates. The Unit President, by virtue of that office, shall be a delegate. Additionally, at least two (2) delegates and two (2) alternates shall be elected from each Unit. Those Units with 301-399 members shall be entitled to an additional delegate and alternate. Any Unit that exceeds 399 members shall be entitled to five (5) delegates and four (4) alternates.</p> <p>b. The alternate delegates shall be deemed to have rank according to their election vote tally with the one having the highest tally being the first alternate, the one having the next highest tally being second alternate and so on. In case of a delegate vacancy, the first alternate shall assume full delegate status and the other alternates shall move up in rank accordingly. If a delegate cannot attend a convention, the first alternate shall be given the first option to attend, the second alternate the second option and so on. Any conflicts in filling a delegate vacancy or sending an alternate to a particular convention caused by equal vote tallies shall be settled by draw and duly supervised by the Unit Executive Board with Unit members permitted to observe. In those cases, where a Unit's elected delegates or their alternates are unable to attend a convention, the Unit President, with the approval of the Unit's Executive Board, may appoint a member of the Unit in good standing to attend the upcoming convention as a delegate.</p> <p>c. If the Unit President cannot attend the convention, the next</p>

Proposed Key:  
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## 2025 PROPOSAL #9

	<p><u>alternate, the one having the next highest tally being second alternate and so on. In case of a delegate vacancy, the first alternate shall assume full delegate status and the other alternates shall move up in rank accordingly. If a delegate cannot attend a convention, the first alternate shall be given the first option to attend, the second alternate the second option and so on. Any conflicts in filling a delegate vacancy or sending an alternate to a particular convention caused by equal vote tallies shall be settled by draw and duly supervised by the Unit Executive Board with Unit members permitted to observe. In those cases, where a Unit's elected delegates or their alternates are unable to attend a convention, the Unit President, with the approval of the Unit's Executive Board, may appoint a member of the Unit in good standing to attend the upcoming convention as a delegate.</u></p> <p><del>g-c.</del> If the Unit President cannot attend the convention, the next highest-ranking officer available shall attend in his/her stead.</p> <p><del>h-</del> <u>d.</u> The Executive Officers of the Association, by virtue of their office, shall be designated as voting delegates at all meetings of the Association, each with a single vote.</p> <p><u>Proviso: The delegate election procedure will be presented to the BOD for review and approval prior to implementation. The delegate election procedure will be operational for the 2026 Convention.</u></p>	<p>highest-ranking officer available shall attend in his/her stead.</p> <p>d. The Executive Officers of the Association, by virtue of their office, shall be designated as voting delegates at all meetings of the Association, each with a single vote.</p> <p>Proviso: The delegate election procedure will be presented to the BOD for review and approval prior to implementation. The delegate election procedure will be operational for the 2026 Convention.</p>
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**Proposed By:** Constitution & Bylaws Committee

**Rationale:** Delegates need to be duly elected by the membership as is defined in the AME Bill of Rights.

**Constitution and Bylaws Committee Comments:** The Constitution & Bylaws Committee recommends adoption.

## 2025 PROPOSAL #9

**DISPOSITION:**

**Adopted:** ☐

**Rejected:** ☐

**Amended:** \_\_\_\_\_

**Referred:** \_\_\_\_\_

**Other:** \_\_\_\_\_

## 2025 PROPOSAL #10

CONSTITUTION & BYLAWS- ARTICLE XVI - FINANCES		
Current Wording	Proposed Amendments	If Adopted, Will Read
<b>Section 7. Required Signatures.</b> Withdrawals or drafts drawn upon the Association accounts shall require the signature of at least two (2) signatories of the Association. When the Treasurer is unable to endorse a contract/check a secondary Executive Board Signatory may be appointed by the President and notification of such must be sent to the Executive Board. UD 2018	<b>Section 7. Required Signatures.</b> Withdrawals or drafts drawn upon the Association accounts shall require the signature of at least two (2) signatories of the Association. When the Treasurer is unable to endorse a contract/check <del>a secondary Executive Board Signatory</del> <u>the Recording Secretary</u> may <del>be appointed by the President</del> <u>sign in their absence</u> and notification of such must be sent to the Executive Board <u>within three (3) business days</u> . <del>UD-2018</del>	<b>Section 7. Required Signatures.</b> Withdrawals or drafts drawn upon the Association accounts shall require the signature of at least two (2) signatories of the Association. When the Treasurer is unable to endorse a contract/check the Recording Secretary may sign in their absence and notification of such must be sent to the Executive Board within three (3) business days.

**Proposed By:** Constitution & Bylaws Committee

**Rationale:** There should be a clear cut procedure and chain of command in dealing with a matter of this nature. The Signatories are already the President, Executive Vice President, Treasurer, and Recording Secretary.

**Constitution and Bylaws Committee Comments:** The Constitution & Bylaws Committee Recommends adoption.

**DISPOSITION:**

**Adopted:** ☐

**Rejected:** ☐

**Amended:** \_\_\_\_\_

**Referred:** \_\_\_\_\_

**Other:** \_\_\_\_\_

# 2025 PROPOSAL #11

CONSTITUTION & BYLAWS- ARTICLE XX - COMMITTEES		
Current Wording	Proposed Amendments	If Adopted, Will Read
<p><b>Section 7. Auditing Committee.</b> The President, with the approval of the Board of Directors, shall appoint an Auditing Committee which shall consist of not less than three (3) members, none of whom shall be Officers of the Association. The Auditing Committee shall have the responsibility of auditing the books of the Association's Units at least, but not less than, once each fiscal year and submitting a written report of its findings to the President and the Board of Directors of the Association. The President of the Association may direct the Auditing Committee to audit the books of any Unit which is within his/her discretion as the principal executive. The President shall notify the Board of Directors of any audit that reveals non-compliance with the Financial Code of the Association at the next Board of Directors' meeting. UD 2017</p>	<p><b>Section 7. Auditing Committee.</b> The President, with the approval of the Board of Directors, shall appoint an Auditing Committee which shall consist of not less than three (3) members, none of whom shall be <del>Officers of the Association</del> <u>able to audit the books of their own units</u>. The Auditing Committee shall have the responsibility of auditing the books of the Association's Units at least, but not less than, once each fiscal year and submitting a written report of its findings to the President and the Board of Directors of the Association. The President of the Association may direct the Auditing Committee to audit the books of any Unit which is within his/her discretion as the principal executive. The President shall notify the Board of Directors of any audit that reveals non-compliance with the Financial Code of the Association at the next Board of Directors' meeting. <del>UD-2017</del></p>	<p><b>Section 7. Auditing Committee.</b> The President, with the approval of the Board of Directors, shall appoint an Auditing Committee which shall consist of not less than three (3) members, none of whom shall be able to audit the books of their own units. The Auditing Committee shall have the responsibility of auditing the books of the Association's Units at least, but not less than, once each fiscal year and submitting a written report of its findings to the President and the Board of Directors of the Association. The President of the Association may direct the Auditing Committee to audit the books of any Unit which is within his/her discretion as the principal executive. The President shall notify the Board of Directors of any audit that reveals non-compliance with the Financial Code of the Association at the next Board of Directors' meeting.</p>

**Proposed By:** Constitution & Bylaws Committee

**Rationale:** Allows unit officers that want to be involved with the audit committee the ability without having them audit their own unit books.

**Constitution and Bylaws Committee Comments:** The Constitution and Bylaws Committee recommends adoption.

**DISPOSITION:**

**Adopted:** ☐

**Rejected:** ☐

**Amended:** \_\_\_\_\_

**Referred:** \_\_\_\_\_

**Other:** \_\_\_\_\_



## 2025 PROPOSAL #12

CONSTITUTION & BYLAWS- ARTICLE XXI – ELECTION PROCEDURES		
Current Wording	Proposed Amendments	If Adopted, Will Read
<p><b>Section 1. Election of Executive Officers.</b> All Executive Officers shall be elected at-large by the membership for a term of four (4) years. Such term shall commence on July 1st of the election year. All such elections shall be conducted in accordance with the provisions set forth in this Constitution &amp; Bylaws. In those cases when a member is appointed to the Executive Board, that member shall fill the vacant position for the unexpired term until the next Association election. UD 2019</p>	<p><b>Section 1. Election of Executive Officers.</b> All Executive Officers shall be elected at-large by the membership for a term of four (4) years. Such term shall commence on July 1st of the election year. All such elections shall be conducted in accordance with the provisions set forth in this Constitution &amp; Bylaws. In those cases when a member is appointed to the Executive Board, that member shall fill the vacant position for the unexpired term until the next Association election. <del>UD 2019</del></p> <p><u>All Executive Officers shall be required to complete a one-time mandatory training in the specific duties and responsibilities of their position within sixty (60) business days of taking office. Mandatory training shall be provided by the Association, and be applicable in the following instances: for</u></p> <ul style="list-style-type: none"> <li><u>a. Newly elected, first time Executive Officers</u></li> <li><u>b. Newly appointed Executive Officers filling a vacant position for an unexpired term</u></li> <li><u>c. Sitting Executive Officers elected to serve a new term in a new position</u></li> <li><u>d. Sitting Executive Officers appointed to fill a newly vacated position for an unexpired term</u></li> </ul> <p><u>Incumbent Executive Officers elected to serve a new term in the same position shall be exempt from mandatory training, however, may choose to accept the training as a refresher. Proviso: This change will not take effect until the 2029 Election cycle.</u></p>	<p><b>Section 1. Election of Executive Officers.</b> All Executive Officers shall be elected at-large by the membership for a term of four (4) years. Such term shall commence on July 1st of the election year. All such elections shall be conducted in accordance with the provisions set forth in this Constitution &amp; Bylaws. In those cases when a member is appointed to the Executive Board, that member shall fill the vacant position for the unexpired term until the next Association election.</p> <p>All Executive Officers shall be required to complete a one-time mandatory training in the specific duties and responsibilities of their position within sixty (60) business days of taking office. Mandatory training shall be provided by the Association, and be applicable in the following instances: for</p> <ul style="list-style-type: none"> <li>a. Newly elected, first time Executive Officers</li> <li>b. Newly appointed Executive Officers filling a vacant position for an unexpired term</li> <li>c. Sitting Executive Officers elected to serve a new term in a new position</li> <li>d. Sitting Executive Officers appointed to fill a newly vacated position for an unexpired term</li> </ul> <p>Incumbent Executive Officers elected to serve a new term in the same position shall be exempt from mandatory training, however, may choose to accept the training as a refresher. Proviso: This change will not take effect until the 2029 Election cycle.</p>

**Proposed By:** Santina Fawess, Police Civilian

**Rationale:** To ensure all Executive Officers are well prepared to carry out the duties and responsibilities of their positions.

Proposed Key:

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# 2025 PROPOSAL #12

**Constitution and Bylaws Committee Comments:** The proposer met with the Constitution & Bylaws Committee on 9/25/2025 and indicated it is their intent to withdraw the proposal. As the proposal is being withdrawn, the Constitution & Bylaws Committee does not have a recommendation.

**DISPOSITION:**

**Adopted:** ☐

**Rejected:** ☐

**Amended:** \_\_\_\_\_

**Referred:** \_\_\_\_\_

**Other:** \_\_\_\_\_

## 2025 PROPOSAL #13

CONSTITUTION & BYLAWS- ARTICLE XXI – ELECTION PROCEDURES		
Current Wording	Proposed Amendments	If Adopted, Will Read
<p><b>Section 2. Election of Unit Executive Officers.</b> All Unit Executive Officers shall be elected by the membership for a term of four (4) years. Such term shall commence on July 1st of the election year. All such elections shall be conducted in accordance with the provisions set forth in this Constitution &amp; Bylaws. In those cases when a member is appointed to the Unit Executive Board, that member shall fill the vacant position for the unexpired term until the next Association Unit election. UD 2019</p>	<p><b>Section 2. Election of Unit Executive Officers.</b> All Unit Executive Officers shall be elected by the membership for a term of four (4) years. Such term shall commence on July 1st of the election year. All such elections shall be conducted in accordance with the provisions set forth in this Constitution &amp; Bylaws. In those cases when a member is appointed to the Unit Executive Board, that member shall fill the vacant position for the unexpired term until the next Association Unit election. <del>UD</del> <b>2019</b></p> <p><u>All Unit Executive Officers, Unit Delegates, and Alternate Unit Delegates shall be required to complete a one-time mandatory training in the specific duties and responsibilities of their position within sixty (60) business days of taking office. Mandatory training shall be provided by the Association, and be applicable in the following instances: for</u></p> <p><u>a. Newly elected, first time Unit Executive Officers, Unit Delegates and Alternate Unit Delegates</u></p> <p><u>b. Sitting Unit Executive Officers elected to serve a new term in a new Unit Executive Officer position</u></p> <p><u>c. Sitting Unit Executive Officers appointed to fill a newly vacated Unit Executive officer position for an unexpired term</u></p> <p><u>d. Newly appointed Unit Executive Officers filling a vacant position for an unexpired term</u></p> <p><u>e. Newly appointed Unit Delegates or Alternate Unit Delegates filling a vacant position for an unexpired term.</u></p> <p><u>Incumbent Unit Executive Officers elected to serve a new term in the same position shall be exempt from mandatory training, however, may choose to</u></p>	<p><b>Section 2. Election of Unit Executive Officers.</b> All Executive Officers shall be elected at-large by the membership for a term of four (4) years. Such term shall commence on July 1st of the election year. All such elections shall be conducted in accordance with the provisions set forth in this Constitution &amp; Bylaws. In those cases when a member is appointed to the Executive Board, that member shall fill the vacant position for the unexpired term until the next Association election.</p> <p>All Executive Officers shall be required to complete a one-time mandatory training in the specific duties and responsibilities of their position within sixty (60) business days of taking office. Mandatory training shall be provided by the Association, and be applicable in the following instances: for</p> <p>a. Newly elected, first time Executive Officers</p> <p>b. Newly appointed Executive Officers filling a vacant position for an unexpired term</p> <p>c. Sitting Executive Officers elected to serve a new term in a new position</p> <p>d. Sitting Executive Officers appointed to fill a newly vacated position for an unexpired term</p> <p>Incumbent Executive Officers elected to serve a new term in the same position shall be exempt from mandatory training, however, may choose to accept the training as a refresher.</p> <p>Proviso: This change will not take effect until the 2029 Election cycle.</p>

Proposed Key:  
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# 2025 PROPOSAL #13

	<u>accept the training as a refresher.</u> <u>Proviso: This change will not take effect until the 2027 Election cycle.</u>	
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**Proposed By:** Santina Fawess, Police Civilian

**Rationale:** To return to the democratic election of Unit Delegates and Alternate Delegates to the constituent members of each Unit as guaranteed in our Association’s Bill of Rights, and ensure all elected Unit Officers and Delegates are well prepared to carry out the duties and responsibilities of their positions.

**Constitution and Bylaws Committee Comments:** The proposer met with the Constitution & Bylaws Committee on 9/25/2025 and indicated it is their intent to withdraw the proposal. As the proposal is being withdrawn, the Constitution & Bylaws Committee does not have a recommendation.

**DISPOSITION:**

**Adopted:** ☐  
**Rejected:** ☐

**Amended:** \_\_\_\_\_

**Referred:** \_\_\_\_\_

**Other:** \_\_\_\_\_

# 2025 PROPOSAL #14

CONSTITUTION & BYLAWS- ARTICLE XXI – ELECTION PROCEDURES		
Current Wording	Proposed Amendments	If Adopted, Will Read
<p><b>Section 5. Eligibility for Candidacy</b></p> <p>a. To be eligible to seek Unit Executive office, a member must be:</p> <ol style="list-style-type: none"> <li>1. at least eighteen (18) years of age; and</li> <li>2. free of a current disciplinary penalty imposed by the Board of Directors, and; UD F-2016</li> <li>3. in good standing, and a dues-paying member for a full twelve (12) months prior to the date set for the opening of nomination, and; UD 2024</li> <li>4. be a member of the unit for which they are seeking office. UD 2024</li> </ol> <p>b. To be eligible to seek Executive Board office, a member must be:</p> <ol style="list-style-type: none"> <li>1. at least eighteen (18) years of age; and</li> <li>2. free of a current disciplinary penalty imposed by the Board of Directors; and UD F-2016</li> <li>3. in good standing, and a dues-paying member for a full twenty-four (24) months prior to the date set for the opening of nomination. UD F-2016</li> </ol>	<p><b>Section 5. Eligibility for Candidacy</b></p> <p>a. To be eligible to seek Unit Executive office, a member must be:</p> <ol style="list-style-type: none"> <li>1. at least eighteen (18) years of age; and</li> <li>2. free of a current disciplinary penalty imposed by the Board of Directors, and; UD F-2016</li> <li>3. in good standing, and a dues-paying member <del>for a</del> <u>throughout the full twelve (12) months prior to period immediately preceding the</u> date set for the opening of nomination, and; <del>UD 2024</del></li> <li>4. be a member of the unit for which they are seeking office. UD 2024</li> <li><u>5. willing and able, if elected to complete mandatory training in the specific duties and responsibilities of the position within sixty (60) business days.</u></li> </ol> <p><u>b. To be eligible to seek Unit Delegate, or Alternate Unit Delegate, a member must be:</u></p> <ol style="list-style-type: none"> <li><u>1. at least eighteen (18) years of age; and</u></li> <li><u>2. free of a current disciplinary penalty imposed by the Board of Directors, and;</u></li> <li><u>3. in good standing and a dues-paying member throughout the full twelve (12) month period immediately preceding the date set for the opening of nomination, and;</u></li> <li><u>4. willing and able, if elected to complete mandatory training in the specific duties and responsibilities of the position within sixty (60) business days.</u></li> </ol> <p><del>b-</del> <u>c.</u> To be eligible to seek Executive Board office, a member must be:</p> <ol style="list-style-type: none"> <li>1. at least eighteen (18) years</li> </ol>	<p><b>Section 5. Eligibility for Candidacy</b></p> <p>a. To be eligible to seek Unit Executive office, a member must be:</p> <ol style="list-style-type: none"> <li>1. at least eighteen (18) years of age; and</li> <li>2. free of a current disciplinary penalty imposed by the Board of Directors, and; UD F-2016</li> <li>3. in good standing, and a dues-paying member for a throughout the full twelve (12) month period immediately preceding the date set for the opening of nomination, and;</li> <li>4. be a member of the unit for which they are seeking office. UD 2024</li> <li>5. willing and able, if elected to complete mandatory training in the specific duties and responsibilities of the position within sixty (60) business days.</li> </ol> <p>b. To be eligible to seek Unit Delegate, or Alternate Unit Delegate, a member must be:</p> <ol style="list-style-type: none"> <li>1. at least eighteen (18) years of age; and</li> <li>2. free of a current disciplinary penalty imposed by the Board of Directors, and;</li> <li>3. in good standing and a dues-paying member throughout the full twelve (12) month period immediately preceding the date set for the opening of nomination, and;</li> <li>4. willing and able, if elected to complete mandatory training in the specific duties and responsibilities of the position within sixty (60) business days.</li> </ol> <p>c. To be eligible to seek Executive Board office, a member must be:</p> <ol style="list-style-type: none"> <li>1. at least eighteen (18) years</li> </ol>

Proposed Key:  
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# 2025 PROPOSAL #14

	<p>of age; and</p> <p>2. free of a current disciplinary penalty imposed by the Board of Directors; and UD F-2016</p> <p>3. in good standing, and a dues-paying member throughout the <del>for a</del> full <del>twenty-four (24)</del> <u>twelve (12)</u> months <del>period immediately preceding prior to</del> the date set for the opening of nomination. <del>UD F-2016</del></p> <p><u>4. willing and able, if elected to complete mandatory training in the specific duties and responsibilities of the position within sixty (60) business days.</u></p>	<p>of age; and</p> <p>2. free of a current disciplinary penalty imposed by the Board of Directors; and UD F-2016</p> <p>3. in good standing, and a dues-paying member throughout the full twelve (12) month period immediately preceding the date set for the opening of nomination.</p> <p>4. willing and able, if elected to complete mandatory training in the specific duties and responsibilities of the position within sixty (60) business days.</p>
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**Proposed By:** Santina Fawess

**Rationale:** Add Unit Delegate eligibility requirements (b) not previously included in Article XXI Section 5: Eligibility for Candidacy; and ensure all Officers and Delegates are well prepared to carry out the duties and responsibilities of their position (4).

**Constitution and Bylaws Committee Comments:** The proposer met with the Constitution & Bylaws Committee on 9/25/2025 and indicated it is their intent to withdraw the proposal. As the proposal is being withdrawn, the Constitution & Bylaws Committee does not have a recommendation.

**DISPOSITION:**

**Adopted:** ☐

**Rejected:** ☐

**Amended:** \_\_\_\_\_

**Referred:** \_\_\_\_\_

**Other:** \_\_\_\_\_

## 2025 PROPOSAL #15

CONSTITUTION & BYLAWS- ARTICLE XXI – ELECTION PROCEDURES		
Current Wording	Proposed Amendments	If Adopted, Will Read
	<p><b>Section 5. Eligibility for Candidacy</b></p> <p>...</p> <p><u>c. To be eligible to seek a Judicial Review Panel Position, a member must be:</u></p> <ol style="list-style-type: none"> <li><u>1. at least eighteen (18) years of age; and</u></li> <li><u>2. free of a current disciplinary penalty imposed by the Board of Directors, and;</u></li> <li><u>3. in good standing, and a dues-paying member for a full twenty-four (24) months prior to the date set for the opening of nomination.</u></li> </ol> <p><u>d. To be eligible to seek a Delegate Position, a member must be:</u></p> <ol style="list-style-type: none"> <li><u>1. at least eighteen (18) years of age; and</u></li> <li><u>2. free of a current disciplinary penalty imposed by the Board of Directors, and;</u></li> <li><u>3. in good standing and a dues-paying member for a full twelve (12) months prior to the date set for the opening of nomination, and;</u></li> <li><u>4. be a member of the unit for which they are seeking office.</u></li> </ol>	<p><b>Section 5. Eligibility for Candidacy</b></p> <p>...</p> <p>c. To be eligible to seek a Judicial Review Panel Position, a member must be:</p> <ol style="list-style-type: none"> <li>1. at least eighteen (18) years of age; and</li> <li>2. free of a current disciplinary penalty imposed by the Board of Directors, and;</li> <li>3. in good standing, and a dues-paying member for a full twenty-four (24) months prior to the date set for the opening of nomination.</li> </ol> <p>d. To be eligible to seek a Delegate Position, a member must be:</p> <ol style="list-style-type: none"> <li>1. at least eighteen (18) years of age; and</li> <li>2. free of a current disciplinary penalty imposed by the Board of Directors, and;</li> <li>3. in good standing and a dues-paying member for a full twelve (12) months prior to the date set for the opening of nomination, and;</li> <li>4. be a member of the unit for which they are seeking office,</li> </ol>

**Proposed By:** Constitution & Bylaws Committee

**Rationale:** This update is necessary to keep the C&B in compliance with other submitted proposals.

**Constitution and Bylaws Committee Comments:** The Constitution & Bylaws Committee recommends adoption.

**DISPOSITION:**

Adopted: ☐

Rejected: ☐

Amended: \_\_\_\_\_

Referred: \_\_\_\_\_

Other: \_\_\_\_\_

Proposed Key:  
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## 2025 PROPOSAL #16

CONSTITUTION & BYLAWS- ARTICLE XXI – ELECTION PROCEDURES		
Current Wording	Proposed Amendments	If Adopted, Will Read
<b>Section 5. Eligibility for Candidacy</b> ... No member shall be a candidate for more than one (1) Executive Office position. There will be no write in candidates for any Association election. UD 2018	<b>Section 5. Eligibility for Candidacy</b> ... <del>No member shall be a candidate for more than one (1) Executive Office position.</del> There will be no write in candidates for any Association election. <del>UD-2018</del> <u><b>Section 8. Miscellaneous Election Information</b></u> No member shall be a candidate for more than one (1) Executive Office position.	<b>Section 5. Eligibility for Candidacy</b> ... There will be no write in candidates for any Association election. ... <b>Section 8. Miscellaneous Election Information</b> No member shall be a candidate for more than one (1) Executive Office position.

**Proposed By:** Constitution & Bylaws Committee

**Rationale:** The information does not appear to be appropriate to the current section in the bylaws, and would be more appropriately assigned under a miscellaneous information section.

**Constitution and Bylaws Committee Comments:** The Constitution & Bylaws Committee recommends adoption.

**DISPOSITION:**

**Adopted:** ☐

**Rejected:** ☐

**Amended:** \_\_\_\_\_

**Referred:** \_\_\_\_\_

**Other:** \_\_\_\_\_

## 2025 PROPOSAL #17

CONSTITUTION & BYLAWS- ARTICLE XXI – ELECTION PROCEDURES		
Current Wording	Proposed Amendments	If Adopted, Will Read
<b>Section 5. Eligibility for Candidacy</b> ... No member shall be a candidate for more than one (1) Executive Office position. There will be no write in candidates for any Association election. UD 2018	<b>Section 5. Eligibility for Candidacy</b> ... No member shall be a candidate for more than one (1) Executive Office position. <del>There will be no write in candidates for any Association election. UD 2018</del>	<b>Section 5. Eligibility for Candidacy</b> ... No member shall be a candidate for more than one (1) Executive Office position.

**Proposed By:** Constitution & Bylaws Committee

**Rationale:** The information does not appear to be appropriate to the current section in the bylaws, and would be more appropriately assigned under a miscellaneous information section.

**Constitution and Bylaws Committee Comments:** The Constitution & Bylaws Committee recommends adoption.

**DISPOSITION:**

**Adopted:** ☐

**Rejected:** ☐

**Amended:** \_\_\_\_\_

**Referred:** \_\_\_\_\_

**Other:** \_\_\_\_\_



# 2025 PROPOSAL #18

CONSTITUTION & BYLAWS- ARTICLE XXI – ELECTION PROCEDURES		
Current Wording	Proposed Amendments	If Adopted, Will Read
Section 8. Time Frame of Elections.	Section 8. <del>Time Frame of Elections</del> <u>Miscellaneous Election Information</u>	Section 8. Miscellaneous Election Information

**Proposed By:** Constitution & Bylaws Committee

**Rationale:** Updating the section title to reflect the information contained within it.

**Constitution and Bylaws Committee Comments:** The Constitution & Bylaws Committee recommends adoption.

**DISPOSITION:**

**Adopted:** ☐

**Rejected:** ☐

**Amended:** \_\_\_\_\_

**Referred:** \_\_\_\_\_

**Other:** \_\_\_\_\_

# 2025 PROPOSAL #19

CONSTITUTION & BYLAWS- ARTICLE XXI – ELECTION PROCEDURES																		
Current Wording	Proposed Amendments	If Adopted, Will Read																
<b>Section 8. Time Frame of Elections.</b> a. General elections shall be by secret ballot. UD 2019 b. The term of office shall be effective July 1 <sup>st</sup> of the year of the election.	<b>Section 8. Time Frame of Elections.</b> <u>a. All Write in candidates for AME Unit Executive Board and Delegates elections will be required to meet a minimum vote threshold will be based on the membership counts of each unit based on the following chart.</u> <table><tr><td><u>1-50 Members</u></td><td><u>3 votes per write-in</u></td></tr><tr><td><u>51-150 Members</u></td><td><u>10 votes per write-in</u></td></tr><tr><td><u>151-400 Members</u></td><td><u>25 votes per write-in</u></td></tr><tr><td><u>401+ Members</u></td><td><u>30 votes per write-in</u></td></tr></table> <del>a. b.</del> General elections shall be by secret ballot. UD 2019 <del>b. c.</del> The term of office shall be effective July 1 <sup>st</sup> of the year of the election.	<u>1-50 Members</u>	<u>3 votes per write-in</u>	<u>51-150 Members</u>	<u>10 votes per write-in</u>	<u>151-400 Members</u>	<u>25 votes per write-in</u>	<u>401+ Members</u>	<u>30 votes per write-in</u>	<b>Section 8. Miscellaneous Election Information</b> <b>Section 8. Time Frame of Elections.</b> a. All Write in candidates for AME Unit Executive Board and Delegates elections will be required to meet a minimum vote threshold will be based on the membership counts of each unit based on the following chart. <table><tr><td><u>1-50 Members</u></td><td><u>3 votes per write-in</u></td></tr><tr><td><u>51-150 Members</u></td><td><u>10 votes per write-in</u></td></tr><tr><td><u>151-400 Members</u></td><td><u>25 votes per write-in</u></td></tr><tr><td><u>401+ Members</u></td><td><u>30 votes per write-in</u></td></tr></table> b. General elections shall be by secret ballot. UD 2019 c. The term of office shall be effective July 1 <sup>st</sup> of the year of the election.	<u>1-50 Members</u>	<u>3 votes per write-in</u>	<u>51-150 Members</u>	<u>10 votes per write-in</u>	<u>151-400 Members</u>	<u>25 votes per write-in</u>	<u>401+ Members</u>	<u>30 votes per write-in</u>
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<u>1-50 Members</u>	<u>3 votes per write-in</u>																	
<u>51-150 Members</u>	<u>10 votes per write-in</u>																	
<u>151-400 Members</u>	<u>25 votes per write-in</u>																	
<u>401+ Members</u>	<u>30 votes per write-in</u>																	

**Proposed By:** Constitution & Bylaws Committee

**Rationale:** Providing equity across units for write-in candidacy.

**Constitution and Bylaws Committee Comments:** The Constitution & Bylaws Committee recommends adoption.

## DISPOSITION:

Adopted: ☐

Rejected: ☐

Amended: \_\_\_\_\_

Referred: \_\_\_\_\_

Other: \_\_\_\_\_

## 2025 PROPOSAL #20

CONSTITUTION & BYLAWS- ARTICLE XXII – LEGAL ASSISTANCE, GRIEVANCES		
Current Wording	Proposed Amendments	If Adopted, Will Read
<b>Section 2. Disciplinary Representation.</b> Disciplinary representation will only be afforded to members that are actively paying dues at the time of the alleged incident, at the time the charges are filed, and at all times while being actively represented by the Association. UD 2018	<b>Section 2. Disciplinary Representation.</b> Disciplinary representation will only be afforded to members that are actively paying dues at the time of the alleged incident, at the time the charges are filed, and at all times while being actively represented by the Association, <u>unless gratuitous membership has been granted pursuant to Article XVII-DUES, Section 4. Gratuitous Membership.</u> <del>UD</del> <del>2018</del>	<b>Section 2. Disciplinary Representation.</b> Disciplinary representation will only be afforded to members that are actively paying dues at the time of the alleged incident, at the time the charges are filed, and at all times while being actively represented by the Association, unless gratuitous membership has been granted pursuant to Article XVII-DUES, Section 4. Gratuitous Membership.

**Proposed By:** Constitution & Bylaws Committee

**Rationale:** Correcting an oversight that denied representation to members that were granted gratuitous membership.

**Constitution and Bylaws Committee Comments:** The Constitution & Bylaws Committee recommends adoption.

**DISPOSITION:**

**Adopted:** ☐

**Rejected:** ☐

**Amended:** \_\_\_\_\_

**Referred:** \_\_\_\_\_

**Other:** \_\_\_\_\_