

**AME Convention Proposed & Approved Amendments
November 19, 20, & 21, 2025**

Proposal #1) CONSTITUTION & BYLAWS- ARTICLE V – EXECUTIVE OFFICERS

Section 4. Dual Conflicting Roles.

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

Duly motioned and seconded, proposal adopted with a greater than 2/3's majority.

Proposal #2) CONSTITUTION & BYLAWS- ARTICLE VI – DUTIES OF EXECUTIVE OFFICERS

Section 1. President

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~~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~~

Proposed by: Constitution & Bylaws Committee

Duly motioned and seconded, proposal adopted with a greater than 2/3's majority.

Proposal #3) CONSTITUTION & BYLAWS- ARTICLE VI – DUTIES OF EXECUTIVE OFFICERS

Section 1. President

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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

Duly motioned and seconded, proposal adopted with a greater than 2/3's majority.

Proposal #4) CONSTITUTION & BYLAWS- ARTICLE VI – DUTIES OF EXECUTIVE OFFICERS

Section 6. Vacancies.

Proposed by: Constitution & Bylaws Committee

Proposal Referred Back to Committee

Proposal #5) CONSTITUTION & BYLAWS- ARTICLE VIII – UNIT EXECUTIVE OFFICERS

Section 2. Unit Assignment

All duly elected Unit Board Officers must be a member of the unit in which they are serving at all times, unless the Unit Board votes to allow the member to stay in office for the remainder of their term with a three-quarter's (3/4) vote and with the approval of the Board of Directors. The Board of Directors vote must take place within sixty (60) days of the change of unit membership. For the purposes of this section, a Unit Officer shall be deemed to be a member of the unit for the duration of their term.

Proposed by: Marisa DeHaven, CSEB Unit

Duly motioned and seconded, proposal adopted as amended with a greater than 2/3's majority.

Proposal #6) CONSTITUTION & BYLAWS ARTICLE XI – GENERAL MEMBERSHIP MEETINGS

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

Duly motioned and seconded, proposal adopted with a greater than 2/3's majority.

Proposal #7) CONSTITUTION & BYLAWS ARTICLE XI – GENERAL MEMBERSHIP MEETINGS

Proposed by: Santina Fawes, Police Civilian Unit

Proposal withdrawn by proposer

Proposal #8) CONSTITUTION & BYLAWS- ARTICLE XII – INDEPENDENT DISCIPLINARY COUNSEL ARTICLE XIII – INDEPENDENT DISCIPLINARY COUNSEL (IDC) – FILING OF CHARGES ARTICLE XII –JUDICIAL REVIEW PANEL

Section 1. Judicial Review Panel(JRP)/ Composition of Board Seven (7)
members 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.

Section 2. Responsibilities. The JRP shall:

- a. receive and review charges of violations of the Governing Documents of the Association, and to keep records of same;
- b. notify the Board of Directors upon receipt of charges citing day, date, time, and nature of charges received;
- c. Interview the charged and charging parties;
- d. Provide for hearings;
- e. Make evaluations concerning the charges brought against an officer or member of the Association;
- f. Notify the Board of Directors of their evaluation on all charges filed, with written justification for their evaluation;
- g. Bring their recommendations for penalties, if any, to the Board of Directors, including recommendations for trusteeship of Units of the Association.
- h. 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.

The 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.

Section 3. Term of Office

- a. The term of office for Judicial Review Panel members shall be eight (8) years
- 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.
- 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.

Section 4. Chairperson. A 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.

Section 5. Vacancies. A 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 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.

Section 6. Temporary Terms. 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.

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.*

ARTICLE XIII – JUDICIAL REVIEW PANEL (JRP)– FILING OF CHARGES

Section 1. Filing of Charges.

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 JRP or the JRP's designee shall check the Post Office Box a minimum of once a week.

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.

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.

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.

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.

Section 2. Specification of Charges. A charge may be brought against any member of the Association for:

- a. a violation of the Governing Documents of the Association;
- b. any conduct which aids or supports a competing labor organization;
- c. using the name of this Association for any unauthorized purpose;
- d. misappropriation, embezzlement, improper or illegal use of Association funds;
- e. refusal or failure to carry out legally authorized directives of the President, Board of Directors, JRP or Delegate body of the Association;
- f. knowingly submitting a false financial statement or audit to the Association;
- 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;
- 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;
- i. interfering with any elected official of the Association in the discharge of that official's lawful duties;
- j. a gross disregard of official duties;
- k. any action that brings discredit to the Association.

Section 3. Charges Against Members. 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 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.

Section 4. Amending of Charges. 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.

Section 5. Process for Evaluation.

a. 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.

b. If the JRP 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.

c. The JRP, 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.

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:

1. Assume that all charges are deemed admitted; and
2. conduct the hearing without the participation of the Charged Party; and
3. make a recommendation based upon the evidence presented.

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.

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.

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.

h. After the evaluation is made by the 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.

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.

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.

k. Nothing herein shall preclude settlement of the charges at any stage of this procedure.

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 JRP.

Section 6. Penalties Imposed. 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:

a. a formal reprimand;

b. removal from any elected or appointed position or office;

c. full or partial reimbursement of 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;

g. monetary fines as determined by the Board of Directors.

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.

Section 7. Charges Not Sustained. 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.

Section 8. Appeal. 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.

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.*

Proposed by: Constitution & Bylaws Committee

Duly motioned and seconded, proposal adopted with a greater than 2/3's majority.

#9) CONSTITUTION & BYLAWS- ARTICLE XV – CONVENTIONS

Section 2. Delegates

Proposed by: Constitution & Bylaws Committee

Proposal Rejected

#10) CONSTITUTION & BYLAWS- ARTICLE XVI – FINANCES

Section 7. Required Signatures. 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

Duly motioned and seconded, proposal adopted with a greater than 2/3's majority.

#11) CONSTITUTION & BYLAWS- ARTICLE XX – COMMITTEES

Section 7. Auditing Committee. 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.

Proposed by: Constitution & Bylaws Committee

Duly motioned and seconded, proposal adopted with a greater than 2/3's majority.

#12) CONSTITUTION & BYLAWS- ARTICLE XXI – ELECTION PROCEDURES

Section 1. Election of Executive Officers.

Proposed by: Santina Fawes, Police Civilian Unit

Proposal withdrawn by proposer

#13) CONSTITUTION & BYLAWS- ARTICLE XXI – ELECTION PROCEDURES

Proposed by: Santina Fawes, Police Civilian Unit

Proposal withdrawn by proposer

#14) CONSTITUTION & BYLAWS- ARTICLE XXI – ELECTION PROCEDURES

Proposed by: Santina Fawes, Police Civilian Unit

Proposal withdrawn by proposer

#15) CONSTITUTION & BYLAWS- ARTICLE XXI – ELECTION PROCEDURES

Section 5. Eligibility for Candidacy

c. To be eligible to seek a Judicial Review Panel Position, a member must be:

1. at least eighteen (18) years of age; and
2. free of a current disciplinary penalty imposed by the Board of Directors, and;
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.

d. To be eligible to seek a Delegate Position, a member must be:

1. at least eighteen (18) years of age; and
2. free of a current disciplinary penalty imposed by the Board of Directors, and;
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;
4. be a member of the unit for which they are seeking office.

Proposed by: Constitution & Bylaws Committee

Duly motioned and seconded, proposal adopted with a greater than 2/3's majority.

#16) CONSTITUTION & BYLAWS- ARTICLE XXI – ELECTION PROCEDURES

Section 5. Eligibility for Candidacy

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There will be no write in candidates for any Association election.

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Section 8. Miscellaneous Election Information *(Formerly Section 5. Eligibility for candidacy)* No member shall be a candidate for more than one (1) Executive Office position.

Proposed by: Constitution & Bylaws Committee

Duly motioned and seconded, proposal adopted with a greater than 2/3's majority.

#17) CONSTITUTION & BYLAWS- ARTICLE XXI – ELECTION PROCEDURES

Section 5. Eligibility for Candidacy

...~~There will be no write in candidates for any Association election.~~

Proposed by: Constitution & Bylaws Committee

Duly motioned and seconded, proposal adopted with a greater than 2/3's majority.

#18) CONSTITUTION & BYLAWS- ARTICLE XXI – ELECTION PROCEDURES

Section 8. ~~Time Frame of Elections.~~ Miscellaneous Election Information

Section 8. Miscellaneous Election Information

Proposed by: Constitution & Bylaws Committee

Duly motioned and seconded, proposal adopted with a greater than 2/3's majority.

#19) CONSTITUTION & BYLAWS- ARTICLE XXI – ELECTION PROCEDURES

Section 8. Miscellaneous Election Information Proposed by: Constitution & Bylaws Committee

Proposal Referred Back to Committee

#20) CONSTITUTION & BYLAWS- ARTICLE XXII – LEGAL ASSISTANCE, GRIEVANCES

Section 2. Disciplinary Representation. 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

Duly motioned and seconded, proposal adopted with a greater than 2/3's majority.