

Placer Public Employees Organization

CONSTITUTION and BYLAWS

Article I-Name

SECTION 1

The name of this Organization is and shall be the PLACER PUBLIC EMPLOYEES ORGANIZATION (PPEO). Unless otherwise indicated, the term "Organization" as used in these Bylaws, shall mean the Placer Public Employees Organization.

Article II - Objectives

SECTION 1

The objectives of the Organization shall be the betterment of employment conditions for the public employees of all public agencies within the County of Placer, State of California; and to support the advancement of the social and economic welfare of all public employees; to promote the fundamental principles of good Government in accordance with the laws of the County and the State of California. In order to accomplish the betterment of employment conditions for public employees of all public agencies within the County of Placer, the Organization shall have the option of affiliation with other labor organizations and designating other labor organizations for the purpose of meeting and conferring with employers. (3/57)

Article III-Offices

SECTION 1

The principal office for the transaction of business of the Organization shall be located at a site selected by the Board of Directors in the County of Placer, State of California.

Article IV-Membership and Qualifications

SECTION 1

The membership of the Organization shall be composed of Regular, Associate and Life Members.

SECTION 2

- a) Regular membership is limited to non-elected officers and permanent employees who are non-management or non-confidential employees of any public agency, assessment district, or other Government entity situated within the County of Placer, State of California. Regular members shall be entitled to all the rights and privileges of the Organization, including the right to vote and hold office. The Board of Directors, by a two-thirds (2/3) vote, may extend Regular membership to employees of public entities situated within Placer County. To be eligible, a minimum of fifty-one percent (51%) of eligible employees must apply for PPEO membership and representation. (11/86)
- b) The Board of Directors, by a two-thirds (2/3) vote, may extend Regular membership to include employees of public entities not situated in Placer County. To be eligible, the public entity employing the applicants must provide a service to Placer County residents, and a minimum of thirty percent (30%) of the eligible employees must apply for PPEO membership and representation. (2/84)
- c) Paragraph (b) above notwithstanding, employees of any public entity with a potential membership of twenty (20) or less, desiring to affiliate with PPEO, must have an initial membership of one hundred percent (100) and maintain a membership of not less than sixty percent (60%) thereafter for continued PPEO representation.

Employees of any public entity with a potential membership of more than twenty (20), desiring to affiliate with the PPEO must have an initial membership of fifty-one percent (51%) and maintain a membership of not less than forty percent (40%) thereafter for continued PPEO representation. Failure of said employees of said public entities to maintain the required membership may cause the entity to be terminated as a PP-EO represented agency -by the Board of Directors. Public entities thus terminated may be readmitted to membership by following the procedures in Article IV. (11/86)

SECTION 3

Associate membership is limited to non-permanent employees of any public agency, assessment district or other Governmental entity situated within the County of Placer, management, confidential, elective and appointive officials not eligible for Regular membership: and employees of the Organization. An Associate member shall be limited to participation in group insurance, recreation and social programs, receipt of Organization publications and such other limited serves as the Board of Directors may designate. Associate members shall not have the right to vote or hold office.

SECTION 4

Life membership in the Organization may be conferred upon any regular member of the Organization who shall become a retired employee, provided that such employee shall have been a member of the Organization for at least five (5) years prior to retirement. Life members shall not be subject to payment of

dues. Life members shall be entitled to all the rights and privileges of the Organization, excluding the right to vote or hold office in the Organization.

SECTION 5

In the event the Placer Public Employees Organization affiliates with another labor organization pursuant to the provisions of the constitution and Bylaws, members of the PPEO shall hold simultaneous membership in that other organization (or otherwise comply with the provisions of Government Code section 3507.5) in order that the other organization may represent such individuals before the governing body of the public entity which employs that individual. Except as herein provided, dual membership, where the purpose of membership is to provide representation before an employer with the PPEO or anybody with which it affiliates shall not be permitted. (3/87)

SECTION 6

No individual while a member of this Organization may authorize another organization to represent such individual before the governing body of the public entity which employs that individual, or any department head, division head or any supervisory employee. The PPEO may designate or authorize another organization to represent any individual member before the governing body of the public entity which employs that individual or any department head, division head or supervisory employee. (3/87)

SECTION 7

Each Regular member shall have the right to cast one vote at all General Membership meetings or elections. Such vote may be by voice or written ballot.

SECTION 8

Any member shall have the right to appear before the Board of Directors to present recommendations or discuss any subject within the jurisdiction of the Board of Directors.

SECTION 9

- a) Membership in the Organization shall terminate as follows:
- b) Upon the death of a member.
- c) Upon the withdrawal of a member.
- d) Upon non-payment of dues as provided in Article V of these Bylaws.
- e) Upon leaving the employ of a public agency within the County of Placer, except as to those Regular members who retire for service or disability.
- f) Upon dismissal from the Organization (per Article XV).

SECTION 10

A person whose membership was terminated under Sections 9 (c) and 9 (e) may be readmitted as a new member by a two-thirds (2/3) vote of the entire Board of Directors.

SECTION 11

A non-member will be entitled to a one-hour consultation without charge. PPEO paid legal assistance is not available to non-members. (3/87)

Article V–Dues

SECTION 1

The dues of the Regular members of the Organization shall be set at an amount determined by the Board of Directors to be necessary, to include the dues of the PPEO and the dues of any organization with which the PPEO affiliates. The amount of dues to the affiliated organization shall be remitted to the affiliated organization on a monthly basis. (3/87)

SECTION 2

The Board of Directors shall set the dues for Associate members of the Organization. Associate members will not be required to pay dues to the organization with which the PPEO affiliates. The dues of all members, regular and associate, shall be paid at a time and in the manner prescribed by the Board of Directors of PPEO. (3/87)

SECTION 3

Life members shall pay no dues.

SECTION 4

Dues shall be payable by payroll deduction where this facility is available, or may be paid quarterly in advance to the Organization's office.

SECTION 5

Members on authorized leaves of absence from their employment may be excused from paying dues. Such persons excused from paying dues shall not be entitled to any benefits of this Organization during such leave.

SECTION 6

Members who fail to pay dues for thirty (30) days after such become due shall be considered to be delinquent and not entitled to the rights and privileges of membership. (11/86)

SECTION 7

Dues are not refundable.

SECTION 8

Members who are temporarily disabled and in a no-pay status will not be required to pay dues until they return to work. The member shall be responsible for remittance of insurance premiums, for PPEO-sponsored plans, to PPEO. (11/83)

Article VI-General Organization

SECTION 1

The governing body of this Organization shall be a Board of Directors, consisting of the elected officers and Directors.

SECTION 2

The Boards shall have the powers, duties, responsibilities and limitations provided herein and general authority not inconsistent therewith, to formulate the policies and programs of the Organization.

SECTION 3

The Board may establish committees to assist in the planning and development of the Organization policies, programs and operations. (11/82)

SECTION 4

The President, with the approval of the Board of Directors, shall call meetings of the members of each bargaining unit prior to the commencement of negotiations. The President, in consultation with the business representatives, shall select a bargaining committee comprised of those members of each bargaining unit who have shown an interest in serving on the committee. The bargaining committee shall be selected so as to provide the broadest possible representation of the membership. The negotiating committee shall select a chairman and prepare a wage and benefits proposal for negotiation purposes. The chairperson of the negotiating committee shall call meetings and appoint such sub-committees as necessary to conduct the business of the negotiating committee. The negotiating committee shall report to the Board of Directors from time to time as the committee or the Board may feel is necessary. (11/83) (11/90) (11/08)

SECTION 5

The Board of Directors may appoint a Sergeant-at-Arms who shall serve at the pleasure of the Board. The Sergeant-at-Arms shall assist the Organization Secretary and General Manager in the conduct of all meetings. The Sergeant-at-Arms shall be responsible for Roll Call and Signing In of all members present at each meeting. The Sergeant-at-Arms shall keep order and cause all persons not authorized to be present to leave the meeting. The Sergeant-at-Arms shall perform such other duties as may be designated from time to time by the Board of Directors. (11/87) (11/00)

Article VII - Officers

SECTION 1

The Officers of the Organization shall be a President, a Vice-President, a Secretary, and a Treasurer. The Officers shall be elected at large in the manner prescribed in Article XIV. (11/85) (11/00)

- a) No person shall be elected an Officer if his or her spouse is an Officer of the Organization. (11/ 02)
- b) No person shall be elected an Officer if they have a relative who is within the second degree of consanguinity who is an Officer of the Organization. (11/02)

SECTION 2

The duties of the Officers shall be as follows:

- a) The President shall preside at all meetings of the Board of Directors and the Membership; shall have general supervision and direction of the Organization's affairs in accordance with the Bylaws, subject to the approval of the Board of Directors; shall have authority to administer all matters not otherwise expressly delegated; shall appoint all committees, as set forth in Article X; and call special meetings of the Organization.
- b) The Vice-President shall assist the President in the discharge of his or her official duties. In the absence of the President or in his or her inability to serve, the Vice-President shall preside at all meetings and perform all the duties of the President. In the absence of the President and Vice-President, a Chairperson may be chosen for the meeting from among the Directors present.
- c) The Secretary shall keep the minutes of the meetings of the Board of Directors and of the membership. The Secretary shall give notice of all meetings, and maintain a record and directory of all members. (11/85) (11/00)
- d) The Treasurer shall be responsible for the timely preparation and submission of all financial and tax reports required by the State and U.S. Governments. (11/00)

Article VIII - Board of Directors

SECTION 1

There shall be a Board of Directors, which shall consist of the elected Officers and Directors elected in accordance with the following allocation:

- a) Directors shall not exceed fifteen (15) from any one entity. (11/83) (11/00)
- b) Directors shall not exceed three (3) from any department within the entity.
- c) Each entity is entitled to one (1) Director for each twenty-five (25) Regular members, or major portion, thereof.
- d) Officers of the Organization shall be excluded in determining representation allocations under subsection (a), (b) or (c) of this section.
- e) One of the Directors representing Placer County members must be employed by Placer County at Serene Lakes or easterly thereof. (11/85)

SECTION 2

The duties of the Board of Directors shall be to consider all matters affecting the Organization; shall make recommendations to the membership of the Organization as the occasion arises; shall manage the affairs of the Organization; and shall take such executive action and exercise such powers as are deemed desirable or necessary within the limitation of the Articles of Incorporation and the Bylaws. The Board of Directors shall hold meetings in accordance with Article XI. (11/90)

SECTION 3

The Directors of the Organization shall be elected in the manner prescribed in Article XIV.

Article IX - Executive Committee

SECTION 1

The Board may appoint an executive committee and, Article X notwithstanding, may delegate to the executive committee any of the power and authority of the Board in the management of the business and affairs of the organization, except the power to set policy, adopt, amend, or repeal the Bylaws, and remove officers or directors from office.

SECTION 2

The executive committee shall be composed of the PPEO President, the Vice President as Chairperson, the PPEO Secretary, the Treasurer, one (1) Director elected by the Board, and the General Manager. (11/86) (11/00)

SECTION 3

The executive committee shall meet for the purpose of forming a Consent Agenda each month, one week prior to the regularly scheduled meeting. In the event the regularly scheduled Board meeting fails to convene due to lack of quorum, the executive committee will meet again to take action on the business of the Organization. (11/88)

Article X - Committee

SECTION 1

The standing committees of the organization shall be the Ways and Means Committee, the Laws and Legislation Committee the Communications Committee, the Political Action Committee, and the Social Activities Committee. (4/85) (11/08)

SECTION 2

- a) The Ways and Means Committee shall prepare and submit to the Board of Directors, not later than the November meeting of each year, the proposed annual budget of the Organization for the succeeding year, shall provide for oversight of the Organization's fiscal status.
- b) The Communications Committee shall have responsibility for the recruitment and retention of members as well as internal and external public relations programs.
- c) The Laws and Legislation committee shall study and make recommendations for amendments to the Constitution and Bylaws of the Organization.
- d) The Political Action Committee shall make recommendations to the Board of Directors on all matters pertaining to the Organization's participation in any special, primary or general election. The committee shall also contribute such sums as it deems appropriate to support the campaign of any person or organization the Board of Directors may choose to endorse.
- e) The Social Activities shall be responsible for planning, promotion, and arrangement of social activities and programs for the membership of the Organization. (11/08)

SECTION 3

The President shall, at the first regularly scheduled meeting of the Board of Directors after having taken office, make appointment to each of the standing committees; each standing committee shall consist of a chairperson and at least one (1) additional member. At least one (1) member of each standing committee shall be a director. Persons appointed to committees must be members in good standing. The President shall be a member of all committees. (11/86) (11/08)

SECTION 4

Except as otherwise provided in this Article, no committee may act on its own accord or commit the Organization to a course of action without prior approval of the Board of Directors. (11/08)

SECTION 5

No committee, other than the Political Action Committee, shall spend any money without the prior approval of the Board of Directors. The Political Action Committee shall only spend such money or portion thereof that has been authorized to be placed in its account by vote of the Board of Directors. (11/08)

SECTION 6

Each Committee Chairperson shall call an organizational meeting of his or her committee within thirty (30) days after appointment and make monthly reports of committee activities to the Board of Directors.

SECTION 7

The President, with the approval of the Board of Directors, may appoint such special committees as are necessary to accomplish the objectives of the Organization. The duties of such special committees shall be clearly defined.

SECTION 8

The President shall have the power to remove and replace committee members. (11/08)

Article XI-Meetings

SECTION 1

The Board of Directors shall meet in regular session as often as is necessary to conduct the affairs of the Organization, but not less than once each January, April, July, September, October, and November at a place, time and date specified by the Board in advance of each meeting. A majority of Board members shall be required to transact business at any regular or special meeting of the Board of Directors. If at any regular meeting no quorum is present within twenty (20) minutes of the announced opening time, the meeting shall be adjourned until the next regularly scheduled board meeting. (11/83)

SECTION 2

Special meetings of the Board of Directors may be called on emergency matters by the President, or upon written request to the Secretary, by six (6) members of the Board, specifying the matters to be considered at such special meetings, and no other business shall be transacted.

SECTION 3

There shall be quarterly general membership meetings, which may be held in conjunction with and at the same time and place as the regularly scheduled Directors' quarterly meeting. (11/90)

SECTION 4

Twenty (20) Regular members in good standing shall constitute a quorum for the transaction of business at any regular or special meeting of the Membership. If at any regular or special meeting no quorum is present, the meeting shall revert to an informational meeting only.

SECTION 5

The President or a majority of the Board of Directors, or twenty (20) members in good standing in the Organization, may call a special meeting of the Membership at any time by making written demand upon the Secretary for the call of such meeting. The demand shall set forth the purpose for which said meeting is desired. The meeting shall be called to be held on a date not more than twenty (20) days after receipt of written demand by the Secretary and notice thereof shall be given to each entity at least seven (7) days before set date of meeting. Said notices shall be sent to each Director, posted on bulletin boards, and shall set forth the purpose of the meeting, the date, time and place of such meeting. (11/00)

SECTION 6

All meetings of this Organization shall be open only to the membership except by invitation or prior approval of the President. No person shall take part in any meeting or election of the Organization unless that person is a member in good standing.

SECTION 7

The order of business at any Regular Meeting of the Board of Directors or the Membership shall be as follows:

- a) Call to Order
- b) Minutes of Previous Meeting
- c) Treasurer's Report
- d) Correspondence
- e) Consent Agenda
- f) Unfinished Business
- g) New Business
- h) Unit Business
- i) Welfare of the Organization
- j) Date of Next Meeting
- k) Adjournment (4/85)

SECTION 8

Roberts Rules of Order shall govern the conduct of business not covered herein. There shall be no voting by proxy.

Article XII-Finance

SECTION 1

The Finance Committee shall submit to the Board of Directors not later than the November meeting the proposed annual budget of the Organization for the succeeding calendar year beginning January 1, including the estimated revenues as well as operating expenses and capital expenditures. The Board of Directors, by a two-thirds vote of all members thereof, shall adopt an annual budget.

SECTION 2

The fiscal year shall terminate on the 31st day of December in each year, and the books of the Organization shall be closed as of midnight on that day.

SECTION 3

Officers, employees and members of the Organization shall receive such reimbursement and remuneration as may be provided by the Board of Directors.

SECTION 4

Each officer, employee and member of the Organization who handles funds for the Organization shall be covered by a surety bond in such amount as shall be determined by the Board of Directors. The premium on such bonds shall be paid by the Organization.

SECTION 5

A public accountant shall audit the accounts of the Organization annually or when otherwise ordered by the Board of Directors. (11/85)

SECTION 6

The primary business account shall be the General Fund, except that the Board of Directors may establish Special Fund Accounts.

SECTION 7

Two (2) officers or one (1) officer and the General Manager of the Organization shall sign all checks drawn against the General Fund, or other established fund, of the Organization.

Article XIII - General Manager

SECTION 1

The Organization may employ a General Manager to carry out the business of the Organization. The General Manager shall be the chief administrative officer of the Organization. The Board of Directors may employ such other paid staff members as necessary.

SECTION 2

The General Manager shall execute the policies and programs of the Organization as directed by the Board of Directors and administer the business affairs of the Organization for the Board of Directors. The General Manager shall handle correspondence, keep membership, fiscal, and other records of the Organization, and receive, care for, deposit and invest all monies as designated by the Board of Directors. The General Manager shall have the authority to employ and direct such personnel and services as are budgeted for by the Board of Directors. The General Manager shall provide Organization representation before boards, commissions, department and other groups and bodies as the need arises. The General Manager shall provide representation for members within the policies of the Organization, the purview of these Bylaws and generally accepted good personnel practices.

SECTION 3

The General Manager shall maintain a financial account of all monies of the Organization, collect all dues from the members, and disburse the monies of the Organization only on written orders or warrants. A monthly report of all receipts and disbursements shall be presented to the Board of Directors at each regular meeting. The General Manager may pay all regular periodic bills and obligations without specific approval of the Board of Directors. (11/85)

SECTION 4

During such time that the PPEO is affiliated with another Labor Organization the Board of Directors may appoint the Business Representative of that other organization as Executive Director to fulfill the duties of PPEO General Manager.

Article XIV - Elections

SECTION 1

Officers shall be elected to serve for a term of two (2) years. Directors shall be elected to serve for a term of three (3) years. No person shall be eligible to serve as an officer or director of the Organization until they have been a member in good standing for twelve (12) consecutive months prior to nomination. (11/85)

SECTION 2

Effective with the term beginning January 1, 1986, the term of officers shall be staggered so that no more than two officers shall stand for election at one time. (11/00)

SECTION 3

The nominations and elections of Officers and Directors shall be conducted in the following manner:

- a) At the September meeting of the Board of Directors, the Board shall appoint a Nominating Committee of not less than three (3) members in good standing in the Organization. This committee shall nominate at least one (1) candidate for each position on the Board of Directors and Offices occupied by persons whose terms are expiring.
- b) Additional candidates for each office may be nominated from the floor at the October meeting of the Board of Directors. Nominations shall be closed at the adjournment of this meeting. The Secretary, immediately following this meeting, shall deliver to the Nominating Committee all nominations from the floor as well as those nominated by the Nominating Committee. For these nominees, the Committee shall prepare ballots. It shall be the duty of the Nominating Committee to submit a brief resume for each candidate with the ballot. (11/00)
- c) The Committee shall mail a ballot to each eligible member of the Organization on or before the 10th day of November, together with a return stamped envelope addressed to such canvassing board as may be named by the Board of Directors. The canvassing board shall count no ballot postmarked after midnight of The 20th of November. The canvassing board shall count such ballots and certify the results thereof to the Secretary not later than the 30th of November. (11/00)
- d) Successful candidates will take office on the first day of January following election. (11/82)
- e) Where any candidate duly nominated or any candidate who is an incumbent is unopposed for the election, the ballot vote shall be dispensed with and the Secretary shall cast one (1) ballot for such nominee/incumbent, who shall then be declared duly elected to their respective seats. (11/93)

SECTION 4

Under conditions requiring expeditious action on the part of the membership that affect economic conditions of employment, most specifically a proposed Memorandum of Understanding (MOU), five (5) working days beginning the Monday following receipt of such proposal will be provided for the purpose of distributing notification of meeting times, necessary information materials, conducting meetings as deemed necessary by the Bargaining Team, and conducting a vote of the membership in the appropriate bargaining unit. The vote shall be conducted with sufficient time to vote the three (3) primary locations Roseville, Auburn and Lake Tahoe. All voting shall be by ballot. Two (2) PPEO members appointed by the President, preferably PPEO Job Representatives, shall serve as Deputy Sergeant-at-Arms and conduct the election at each location. Ballots will be distributed only to persons identified on a current membership list as members in good standing of PPEO. Each member voting shall sign a voter register before receiving a ballot. The appointed persons conducting the election in each location shall report the results of the election to the PPEO President, either by telephone or in person, not later than two (2)

hours after the polls close. Results must be substantiated by the actual ballots cast, which must be delivered to PPEO as soon as possible following the vote. Affiliated associations and employee groups not employed by Placer County may conduct MOU ratification elections in a manner, time and place as best suits their particular situation. (11/82)

XV–Expulsion and Suspension of Officers, Directors and Members

SECTION 1

Any member, Officer or Director of the Organization may be expelled or suspended from membership of the Organization, or of the Board, or of his or her office, or more than one of these, for conduct detrimental to the name and welfare of the Organization.

SECTION 2

Written charges shall be filed with the Board of Directors and signed by a member of the Organization. A date for hearing by the Board of Directors shall be set, at which the accused person shall have opportunity to be heard in person, or by representative. Notice of the hearing must be delivered personally to the accused and must contain a written copy of the charges. The Board of Directors must vote in favor of the expulsion by a two-thirds (2/3) vote of all members thereof to make such an election effective.

SECTION 3

The expelled or suspended member or Officer or Director shall have the right of appeal from such a decision of the Organization as a whole and upon demand of such member, made within ten (10) days after notice of the person named, then the Vice President shall refer the matter to a special meeting of the Organization membership. It shall take a vote of two-thirds (2/3) of those present to affirm the action of the Board of Directors; if not sustained, the member shall be restored to all rights and privileges of membership or office, or both. The accused shall have no vote on any action relative thereto, but shall be given the opportunity to be heard in his or her own defense in person or by representative, and the Board of Directors may present such evidence as it sees fit in support of its action.

SECTION 4

If any Director or Officer is absent for three (3) consecutive regular meetings, without notification of the President or Vice President, the Board of Directors may, by the affirmative vote of the majority of the Board, declare the office vacant. (11/08)

SECTION 5

The office of any Officer, Director or Committee Member shall be declared vacant when that person ceases to be a Regular member of the Organization.

Article XVI – Recall of Officers or Directors

SECTION 1

By a written petition signed by ten percent (10%) of the membership, recall may be initiated against any Officer or Director of the Organization.

SECTION 2

Said petition shall clearly set forth the reason for the recall action at the top of each page on which signatures are affixed. The sponsor or sponsors of the recall action shall sign their name(s) beneath the reasons for the recall and identify themselves as the sponsors of the action.

SECTION 3

The Organization office shall certify the number of signatures required based on the most recent membership report submitted to the Board of Directors.

SECTION 4

Upon receipt of the completed petition, the Secretary shall cause each signature to be verified as a member in good standing of the Organization. All illegible signatures and those of non-members not in good standing will be rejected. Once certified, the Secretary will immediately inform the Board of Directors of the recall and the Director or Officer recalled will be immediately suspended from the Office, (11/86) (11/00)

SECTION 5

The Board of Directors shall immediately call a special election to determine whether or not the recall is affirmed by the Membership. A majority vote of the membership is required to affirm a recall. If the recall is not sustained, the Officer or Director subject of the recall action shall be immediately restored to office. If the recall is sustained, the vacancy shall be filled in the manner prescribed in Article XVII of these Bylaws.

Article XVII – Vacancies

SECTION 1

The remaining members of the Board of Directors may fill vacancies on the Board of Directors through election for the unexpired term.

SECTION 2

Vacancies on committees may be filled by appointment by the President.

SECTION 3

The remaining members of the Board of Directors shall fill vacancies in the office of the President, Vice President, Secretary or Treasurer through an election for the unexpired term of the Officer. (11/86) (11/00)

Article XVIII - Limitations

SECTION 1

No Officer Director, member or employee shall take any action on behalf of or in the name of the Organization that is incompatible with its objectives, policies or programs.

SECTION 2

No member of this Organization shall be discriminated against because of race, national origin, sex, or political or religious opinions or affiliations. Nothing in this section shall be construed to protect any member who advocates the overthrow of the United States Government by force or violence.

SECTION 3

No member shall be denied the right of appeal to the Board of Directors.

SECTION 4

The total budgetary allotment of any activity shall not be exceeded except by approval of the Board and upon transfer from other allotments. The General Manager may authorize temporary advance pending approval by the Board at its next regularly scheduled meeting. (11/86)

SECTION 5

No solicitations or contracts shall be made in the name of this Organization without the approval of the Board of Directors.

SECTION 6

No assessments shall be levied without the approval of the membership. Proposed assessments shall be presented to the membership for approval in the same manner as prescribed for Bylaws amendments in Article XIX, Section 1.

Article XIX -Amendments

SECTION 1

These Bylaws may be amended, revised or repealed by two-thirds (2/3) vote of the Board of Directors and presented to the membership for approval. Proposals for amendment, revision or repeal of these Bylaws will be presented to the membership by ballot, mailed during the regularly scheduled annual election or special election called by the Board of Directors, to each member. If a majority of the members responding vote in favor of the proposed amendment, revision or repeal of these Bylaws, it shall be adopted. (11/86)

SECTION 2

Any proposed amendment to the Bylaws shall be presented to the Secretary or General Manager in writing not less than thirty-five (35) days before the regularly scheduled annual election or a special election called by the Board of Directors. The Secretary shall supply copies of the proposed amendments to the Board of Directors, and shall, within five (5) working days after the receipt of such proposed amendment, publicize the proposed amendment through bulletin boards and other channels of communications. (11/86) (11/00)

These By-Laws revised November 2008.