

AMERICAN POSTAL WORKERS UNION
ALBUQUERQUE LOCAL 380

UNION AFL-CIO

CONSTITUTION AND BY LAWS

REVISED September 2015

PREAMBLE

We, the postal workers of America, in order to form a more perfect union, establish this Constitution.

We, who come from the diverse crafts and divisions, believe that in unity there is strength.

We believe that all members of labor have the right to economic, political and social justice.

That all men and women have the inherent right to earn a living and to be justly paid for the services they perform.

That all workers have the right to expect to have decent shelter, food and clothing.

That they have the right to see that their children have the best education. The investment of the worker's lifeblood in giving service gives him that right.

We further believe that all men and women are created equal with the right to determine their own destiny and to participate in the forces and events that affect them.

We believe that all workers have the right, regardless of race, color, creed, sex, sexual orientation, nationality, handicap, political affiliation, age, or religion to hold their heads high and to have respect for themselves as individuals.

We believe, therefore, that in the spirit of the Declaration of Independence and the U. S. Constitution, all men and women are free and have the right to come together to promote the common cause of all.

We also believe that all members have certain basic rights within our Union and shall be secure in those rights. In order to give life to the Preamble to this Constitution, and to the Constitution itself, the Members' Bill of Rights has been established.

MEMBERS' BILL OF RIGHTS

1. Every member has the right to be respected as a human being.
2. Every member has the right to be respected as a brother or sister of this Union.
3. Every member has the right to freedom of speech and the right to be heard.
4. Every member has the right to the freedom to listen.
5. Every member has the right to the freedom of the press.
6. Every member has the right to participate in the activities of this Union.
7. Members shall not be denied the right to seek any office or the right to vote in this Union because of race, color, creed, sex, sexual orientation, nationality, handicap, political affiliation, age or religion.
8. Every member has the right to support the candidate of his/ her choice and to participate in that right with others.
9. Every member has the right to a fair trial, to be represented by an individual of his or her choice and to proper appeal procedures.
10. Every member has the right to be secure in his or her basic rights without fear of political, economic, physical or psychological intimidation.

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ARTICLE I- (TITLE)

This body, by virtue of a charter granted by the American Postal Workers Union, AFL-CIO, shall be known as the Albuquerque Local 380, American Postal Workers Union, AFL- CIO.

ARTICLE II- (OBJECTIVES)

Section 1.

It will be the objective of Albuquerque Local 380 to unite the postal employees into one union regardless of race, color, creed, sex, sexual orientation, nationality, handicap, political affiliation, age or religion for the purpose of social and economic advancement.

Section 2.

This Local shall be affiliated with the autonomous units or organizations recognized as such in the National Constitution of the APWU, AFL-CIO.

Section 3.

It will be the intent of Local 380 to engage in the legislative, political, education and civic activities to further directly or indirectly, the joint interest of all members.

Section 4.

The Albuquerque Local 380 shall conform to the National Constitution and By-Laws of the APWU, AFL-CIO, and that instrument shall apply in all matters not expressly covered by this Constitution and By-Laws of Local 380.

Section 5.

The intent of this organization is to prosper and __grow and never be dissolved, engaging in activities to organize the unorganized in all postal facilities in the Greater Albuquerque Metropolitan Area and the State of New Mexico.

ARTICLE III— (MEMBERSHIP)

Section 1

Any non-supervisory employee regardless of level or grade, within the jurisdictional claim of this local is eligible for regular membership. No ineligibility shall be imposed because of race, sex, creed, color; sexual orientation, nationality, handicap, political affiliation, age or religion.

Section 2.

Members of this local who retire from employment in an APWU bargaining unit may maintain full membership with all right of such membership by continuing to pay full per capita taxes to the APWU plus local dues as required. He/She shall retain the same rights to vote in local matters that he/she had immediately before he/she retired from service.

Section 3.

Candidates for membership shall be proposed in writing on forms furnished for that purpose. Each application must be dated and signed by the applicant and processed accordingly by the office of the Secretary-Treasurer.

Section 4.

The dues of new members shall begin the first day of the next month after member attained.

Section 5.

The local may issue honorary memberships, provided that such memberships be limited to persons actually being or having been employed by the Postal Service, and that no discrimination on account of race, sex, creed, color, sexual orientation, nationality, handicap, political affiliation, age or religion shall be imposed. Honorary members shall have no vote in the proceedings of the local, nor shall they hold office or be seated as a delegate at a convention.

Section 6.

The local may issue associate memberships to those who desire to retain the APWU's National Health Plan. Associate members shall have no vote in the proceeding of the local nor shall they hold office or be seated as a delegate at a convention.

ARTICLE IV- (DUES/ASSESSMENTS)

Section 1.

The dues of the local shall automatically be increased by an amount equal to one and one-half percent of each negotiated pay raise, one percent to go to the local and one-half percent to go to the National.

Section 2.

Any member, who fails to pay their dues for three (3) consecutive calendar months, shall be suspended from the local. Notice of such suspension shall be given him/her; in writing by the Secretary Treasurer.

Section 3.

- (a) Written application for reinstatement of a suspended member must be presented to the Secretary- Treasurer and voted on.
- (b) A member suspended for non-payment of dues can only be reinstated to membership by two-thirds (2/3) vote of members present in a regular meeting and by paying in full all back dues and the current month dues and claims against him/her to the Secretary-Treasurer.

Section 4.

A member suspended for nonpayment of dues may be subject to disciplinary action as set forth in Article XV of the National Constitution and By-Laws.

Section 5.

Any special dues/assessments, excepting those levied by organizations with whom we are in full affiliation and therefore obligatory, shall be levied by a two-thirds (2/3) vote at a special meeting.

ARTICLE V- (MEETINGS)

Section 1.

Regular monthly meetings of the Local Union shall be held every second Tuesday of the month. Beginning October 2015; meetings will be called to order promptly at 10:00 AM and 7:00 PM on a consecutive monthly basis. (**Amended September 2015**). In the event the meeting fall on a holiday, the meeting shall be held the following day at the aforementioned times.

Section 2.

A quorum shall consist of fifteen (15) members in good standing.

Section 3.

Special membership meetings shall be called as follows:

(a) By the President at his/her discretion with a majority consent of the Executive Board.

(b) Upon written notification to the President by fifteen (15) Voting members in good standing. To be valid, such request must only state the reason for the meeting, and the following statement: "all members who affix their names to this request must guarantee their presence at said meeting or authorize, in writing, another member to take his/her place." A notice stating the time, place and subject of the special meeting shall be placed on all APWU bulletin boards at the P & DC, ASF, AMF, and a copy of same received at all stations at least three (3) days (excluding Saturday, Sunday and holidays) prior to the date such meeting is to be held. No other business shall be transacted other than that for which the meeting is called. The Chair shall declare the meeting out of order if three (3) members whose names appear on the meeting request are not present and have not authorized other members, (in writing). Removal proceedings from the union may be implemented against members continually presenting invalid requests or against members who continually place their names on request and do not honor their obligations.

(c) By a proper motion seconded with two-thirds (2/3) vote at a regular meeting.

No other business shall be transacted at the special meeting except that business for which the meeting was called. Written notice of any special meeting must be posted on the APWU bulletin board at the P&DC, ASF, AMF and all stations at least seventy-two hours prior to the meeting.

Section 4.

No criticism, reflection, argument or debate touching on any member's creed, color, nationality, craft, gender, handicap, sexual orientation, or political affiliation, age or religion shall be allowed at any meeting of this local. In addition, neither offensive personal remarks, nor foul, crude language shall be tolerated.

Section 5.

The following shall be the order of business at a regular meeting:

1. Meeting called to order
2. Pledge of allegiance
3. Roll call of officers
4. Reading of minutes
5. Reading of financial report
6. Proposition of membership
7. Reports of Officers and Committees
8. Executive Board Report
9. Guest Speaker (if applicable)
10. Unfinished Business
11. New Business
12. Adjournment

Section 6.

The order of business may be transposed at any time by a majority vote of the members present at such meeting.

Section 7.

It shall be noted that no meeting of the Albuquerque Local 380 shall exceed two (2) hours unless it is voted on and agreed to by two-thirds (2/3) of the members present to extend the time limit for that particular meeting.

ARTICLE VI- (OFFICERS)

Section 1.

The officers of this local shall consist of: General President; Executive Vice President; Recording Secretary; Secretary- Treasurer; Health Plan Director; Director of Education and Organization; Director Clerk Craft; Director Maintenance Craft; Director of MVS; Director of Support Services.

ARTICLE VII - (DUTIES OF OFFICERS)

Section 1.

GENERAL PRESIDENT - The General President shall preside at all meetings of this local, preserve order and enforce the locals Constitution and By-Laws. He /she shall appoint standing committees not otherwise provided for. He/She shall serve as a member of the Labor-Management Committee, the Local Memorandum of Understanding Committee, Grievance Committee and shall serve as alternate for all other local committees. He/She shall serve as Chief Steward for all crafts. He/She shall cast the deciding vote when a tie occurs, sign all checks, contracts or other documents authorized by the local. Administer the work and coordinate the actions among each of the crafts, and perform other duties that the local may require. He/She shall, by virtue of his/her office, be a delegate to the APWU, AFL-CIO, National, Regional, State and Local Conventions.

Section 2.

EXECUTIVE VICE PRESIDENT — The Executive Vice President shall perform the duties of the General President in case of his absence or inability to attend to the duties of his office. He/She shall be Chairman of the Local Constitution and ByLaws Committee. He/she shall perform other duties as may lbe assigned to him/her by the General President. He/she shall, by virtue of his/her office, be a delegate to the APWU, AFL- CIO, National, Regional, State and Local Conventions.

Section 3.

RECORDING SECRETARY- The Recording Secretary shall keep a correct and impartial record of the proceedings of the Local, read all communications, and attend to the correspondence of the Local. He/she shall have charge of all papers, documents, and records not assigned to other officers. He/she shall have an up to date register of membership, and have a current copy of the Local Constitution and By-Laws. He/she shall notify members of all regular and special meetings. He/she shall perform such other duties as may be assigned by the General President.

ARTICLE VII-(DUTIES OF OFFICERS) CONTINUED

Section 4.

SECRETARY-TREASURER- The Secretary-Treasurer shall receive and deposit all monies for the local He/she shall disperse alimonies by, countersigned by the General President. He/she shall keep a regular and systematic book account and make a written report at each regular meeting of the monies received, paid out, and balance on hand, and shall be ready to submit same for examination. All securities and papers representing investment and funds of this local shall be in the possession of the Secretary-Treasurer and he/she shall be responsible for their safekeeping. He/she shall, by virtue of his/her office, be a delegate to the APWU, AFL-CIO, National, Regional, Stat and Local Conventions.

Section 5.

HEALTH PLAN DIRECTOR — Shall be responsible for the administration of the APWU Health Plan for the local. He/she shall coordinate and administer the "Health Fair" during the FEHB open season.

Section 6.

DIRECTOR OF EDUCATION AND ORGANIZATION - He/she shall be responsible for maintaining and/or increasing the membership of the Local and keeping the membership informed of all legislative, union and postal policies effecting members. He/she shall provide all membership documents to the Secretary Treasurer and Recording Secretary for record keeping purposes.(Amended December 2014) He/she shall also be a member of the Grievance Committee and the Executive Board.

Section 7.

CRAFT DIRECTORS - The Director of each craft shall keep the local President informed of all activities within his/her respective craft. He/she shall train and recommend members for stewards and committees to represent the craft. He/she will be responsible for handling of all Step 11 grievances and appeals to Step ID in his/her craft.

Section 7.A

ASSISTANT CRAFT DIRECTORS - He/she shall not be a member of the Executive Board. He/she shall process grievances and perform those duties as assigned by the Craft Director. He/she shall be appointed under the same provisions as craft stewards. He/she shall receive dues reimbursements provided he/she processes grievances and/or attends one (1) meeting per quarter.

Section 8.

It shall be the duty of every officer and appointee, within two (2) weeks, at the expiration of his/her term of office by resignation or otherwise, turn in ALL books, papers, records, monies, and ALL-properties belonging to this local to his/her successor and/or the General President.

ARTICLE VIII - (EXECUTIVE BOARD)

Section 1.

The Executive Board shall consist of the following officers: General President, Executive Vice President, Recording Secretary, Secretary-Treasurer, Health Plan Director; Director of Education and Organization and four Craft Directors.

Section 2.

The Executive Board shall meet prior to the regular monthly meeting of the Local. Special Executive Board meetings shall be called at the discretion of the General President, or at the request of a majority of the Executive Board members. Five (5) Executive Board Officers shall constitute a quorum of the Executive Board.

Section 3.

The Executive Board shall be the highest authority of the Local between membership meetings, and shall be empowered to conduct any business entrusted to them by the membership, or as provided in this Constitution. To pursue the purposes of this Constitution, the Executive Board is required to conduct its business in a manner that will further the general interest and welfare of the membership of this local.

Section 4.

The following shall be the line of succession in the event of the temporary absence of the General President: Executive Vice President, secretary-Treasurer, Recording Secretary. If the Recording Secretary is to be the presiding official, he/she shall call the meeting to order and preside until the election of a Chairman Pro-Tern, which shall be the first order of business.

ARTICLE IX- (COMPENSATION AND EIMBURSEMENTS)

Section 1.

- A. The salary of the General President shall be \$1,000.00 per month. The General President shall be paid all necessary expenses authorized by the local.

B. COMPENSATION OF EXECUTIVE BOARD

Executive Vice President-----	\$ 500.00
Recording Secretary-----	\$ 100.00
Secretary- Treasurer-----	\$ 300.00
Health Plan Representative	\$ 100.00
Director of Education & Organiz ion---	100.00
Craft Directors-----	\$ 100.00

***All officers and stewards of Local 380 shall be issued reimbursements provided they attend two meetings in said quarter in order to fulfill their said duties under Article VII(Duties of Officers).**

In the event of an absence in order to be excused he/she must provide documentation, 3971 or other sufficient documentation unless otherwise excused by the General president.

(Amended Dec 2014)

- C. STEWARDS All certified Stewards shall be reimbursed their monthly dues on a quarterly basis, provided stewards attend two (amended Dec 2014) meetings in said quarter.

- D. NEWSLETTER EDITOR-The Editor of the newsletter shall be appointed by the General President. The Editor of the newsletter shall be compensated \$50.00 per issue not to exceed twelve (12) issues per calendar year.

Section 2.

84 leave taken by officers/stewards in the performance of necessary union business shall be compensated by the Local. Payment to be made only if and when the officer/steward takes 84 leave from the Postal Service.

Exception: The National Convention should be the only time any officer of the local may be paid by both USPS and the Local. The individual's regular hourly rate will be the method of payment; and will include night differential and/or Sunday Premium if applicable.

ARTICLE X - (ELECTIONS)

Section 1.

Delegates to the National Convention shall be nominated and elected by secret ballot at the March general membership meeting of the convention year. If a member has been in good standing for six (6) consecutive months, he/she shall then be eligible. Delegates to Local, State and Regional Conventions shall be nominated and elected by secret ballot at a general membership meeting no less than three (3) months prior to the holding of the convention.

Section 2.

Nomination process. Nominations will take place at the September regular general membership meeting. A member may take the following actions to become a candidate for only one (1) elected position:

- A. Members present at the Nominations Meeting may nominate a member of their choice, or self nominate, during the time of nominations for a specific position.
- B. Members may provide a self-nominating letter to the Executive Board, to be received by the Friday before the Nominations Meeting.
- C. Members may choose to have another member bring the self-nominating letter to present at the Nominations Meeting. This letter must be presented to the Chair at the time of nominations for the particular position and before the close of nominations for that specific position.

Section 3.

The General President shall select at the September meeting, an Election Board to consist of a Chairman and four (4) members, with one (1) member from each craft. No member of the Election Board may be a candidate for any position in the local.

Section 4.

Write-in votes shall not be valid, counted or considered. Any qualified, unopposed candidate, after nominations have been closed for that position, shall be declared elected, and his/her name shall not appear on the ballot.

Section 5.

The election committee shall insure that each member who is eligible to vote receives a "voting kit" by mail at the members' last known address not less than fifteen (15) days prior to November 30th. The voting kit shall consist only of a ballot(s), printed voting instructions, and two (2) envelopes. The larger envelope shall have first class postage and have printed upon its dosing flap, for purposes of identification, the words: Ballot of (voters name and social security number must be in blank space), craft (craft designation of voter), and shall have printed in the lower left hand corner on the front of the envelope the word (BALLOT), and the address shall read: ELECTION COMMITTEE, Local 380 APWU, AFL-CIO, PO BOX (box number to be established by election committee) Albuquerque, New Mexico". The smaller envelope shall have the words: "BALLOT ONLY" printed upon it.

Section 6.

Vacancies - In the event a vacancy occurs in the office of General President for whatever reason the Executive Vice President will assume the office and duties of the General President. In the event an officer or delegated position becomes vacant the General President shall appoint a member to fill the vacancy, with approval of the Executive Board. These officers shall not hold office if working as a part of management.

Section 7.

Officers shall be elected by referendum ballot of members for a term of three (3) years. Officers elected under normal circumstances shall assume office no later than two (2) weeks after the election at a special meeting of the Executive Board or at the scheduled December meeting of the Executive Board whichever occurs first. The meeting shall have as its sole purpose the swearing in of said officers. No other business shall be conducted at this meeting. Officers elected under special circumstances shall assume office immediately and be sworn in at the next general meeting.

Section 8.

The addressee only shall indicate his/her choice for each of the candidates named by making a X opposite the name of the candidate for whom he/she wishes to vote. The voter shall then seal his/her ballot in the small envelope, marked "BALLOT ONLY", without any writing, or other means of identification upon it, and enclose this envelope in the larger one in accordance with the instructions enclosed in the voting kit.

Section 9.

Returned ballots to be valid must be in the designated PO Box by 8:30 am on November 30th. In the event that November 30th falls on a Saturday, Sunday or holiday, the time shall be extended to the next weekday.

Section 10.

The ballot shall be taken from the designated PO Box a 8:30 am on November 30^h by three (3) or more members of the election committee. The Chairman of the Election Committee shall be responsible for preparing tally sheets showing votes by each craft. Official election results must be posted on APWU Bulletin Boards within twenty-four hours after the results are known. The ballots must be counted with all five (5) members or their appropriate alternates present, and the results shall be declared official upon completion of the counting by the .committee. The candidate or candidates receiving the highest number of votes for each office shall be declared elected. In the case of a tie affecting the final selection of one or more candidates, only the names of the tied candidates shall be selected by the high-draw of an unopened deck of playing cards.

Section 11.

It shall be the duty of the Secretary-Treasurer to provide the election committee with a current mailing list and list of social security numbers prior to the first meeting of the election committee. The election committee shall hold its first meeting no later that seven (7) days from the date they were selected.

Section 12.

The Editor of the local newsletter shall print in the October issue articles contributed by candidates for contested positions, not to exceed fifty (50) words and all such articles shall be submitted and :received by the Secretary-Treasurer not later than the first Monday in October.

Section 13.

To be eligible to vote, a member must be in good standing according to the official records of the National Union on June 15 of the election year.

ARTICLE XI - (COMMITTEES)

Section 1.

All committees shall perform the duties assigned to them within a reasonable time and report back to this local, at its next regular meeting.

Section- 2.

The standing committees of this local are:

Labor-Management; Schemes; Financial/Budget; Constitution and By-Laws; Grievances; and APWU POWER.

Section 3.

Committees are authorized to appoint one of their members as Chairperson unless otherwise appointed.

Section 4.

No regular member shall be excused from committee work unless he can give reason, but no member shall be compelled to serve on two (2) committees at any one time.

Section 5.

the action of a committee under the jurisdiction of this local will be decided by a majority vote of the committee.

Section 6.

It shall be the duty of the Grievance Committee to appoint stewards and Assistant Craft Directors and make a final determination on Step 3 appeals. The Grievance Committee shall consist of the General President, the affected Craft President, and Director of Education and Organization.

ARTICLE XII - (FINANCIAL POLICY)

Section 1.

The Financial Policy of this local shall be to keep expenditures within the income derived from the dues of this local. Extra assessments should be discouraged, unless imposed by an organization with whom we are in full affiliation and are therefore obligatory.

Section 2.

If in the opinion of the Executive Board, the action of any meeting of the local in appropriate funds endangers the above policy, the Executive Board shall withhold such funds until the matter can be settled by a secret referendum vote.

Section 3.

This local's books are to be audited at least twice each year. The first audit is to be in February, the second in August (**Amended Dec 2014**). The books under no circumstances will be handed to the newly elected Secretary-Treasurer until after the audit.

ARTICLE XIII - (RECALL AND REMOVAL)

Section 1.

This declaration may be appealed under the provisions of Article XV of the APWU National Constitution and Bylaws. Administrative assistance, or advise for this appeal, shall be provided by the local if requested by the appellant.

ARTICLE XIV - (AMENDMENTS)

Section 1.

The local's Executive Board shall have the authority between meetings to amend this Constitution and By-Laws as necessary to remove any conflict between the provisions and those of any applicable federal or state law, or the APWU National Constitution and By-Laws.

Section 2.

Other amendments to this Constitution and By-Laws are to be handled in the following manner.

- A. A petition is to be submitted to the Secretary-Treasurer and must be signed by at least fifteen (15) members in good standing. The petition must specify the present Article, Section and language, and the amending language.
- B. The first reading of the proposed constitutional amendment will be given by the Secretary-Treasurer at the next regular general membership meeting without debate. The petition will be submitted to the Constitution and By-Laws Committee. This information will also be placed on the next membership meetings notice.
- C. The final reading will occur at the following regular general membership meeting. Debate shall be opened at this time followed by the vote.
- D. A two-thirds (2/3) majority of those present and voting at that meeting shall be required to amend the Local's Constitution and By-Laws, except for amendments relating to increasing the dues which must be conducted by secret ballot.
- E. Amendments approved at a general membership meeting become effective immediately following adjournment of the meeting unless otherwise specified. Amendments by referendum become effective immediately following announcement of the official vote unless otherwise specified.
- F. The issue of amending the Local's Constitution and By-Laws may not be raised for a period of one (1) year from the date adopted or rejected.

ARTICLE XV - (BY-LAWS)

Section 1.

Nothing in the Constitution and By-laws shall conflict with the National Constitution and bylaws.

Section 2.

Members must notify the Recording Secretary of any changes of residence as soon as possible.

Section 3.

Any member desiring to speak on a subject under consideration, must arise and address the Chair; such members cannot proceed until recognized by the Chair.

Section 4.

All motions must first be stated by the Chair before they can be debated.

Section 5. A motion to lay on the table is not debatable.

Section 6.

A two-thirds (2/3) majority of the members present at the meeting shall decide in case the Chair's decision is appealed.

Section 7.

When an appeal is called for, the Executive Vice President shall take the Chair and shall put the question in the following manner: "Shall the decision of the Chair be sustained?" The General President will be given an opportunity to state upon what grounds and authority his/her decision was based, after which a vote must be taken without further debate upon the question, as stated by the Executive Vice President.

Section 8.

A Member in Good Standing shall refer to a member whose membership rights are not in suspension, either as a consequence of disciplinary proceedings.

Section 9.

Robert's Rules of Order shall be the authority for all questions not covered by the Constitution and by-laws.

ARTICLE XVI - (RIGHT TO PETITION)

Section 1.

The general membership shall be entitled to overrule a decision by the Executive Board by presenting a petition to the Executive Vice President of the local. Said petition shall be considered as a mandate, but cannot be used to pass or defeat a motion voted on by a quorum at a general membership meeting

Section 2.

The petition shall clearly state the objection to the Executive Boards decision and an alternative course of action that the membership endorses. The body of the petition shall be visible to the area where signatures and social security numbers for purposes of verification are to be affixed. The petition shall be signed by two-thirds (2/3) of the locals members in good standing to be valid.

Section 3. Upon receipt of said petition by the Executive Vice President, he/she shall submit the petition to the Secretary-Treasurer for verification. Upon verification that at least two-thirds (2/3) of the signatures are members in good standing, the General President shall call a special meeting of the Executive Board for the purpose of enforcing the petition.

Should for any reason the petition be declared invalid by the Executive Vice President or Secretary-Treasurer, the sponsor of said petition shall be notified in writing as to the petition's defects by the General President. In either event, a decision shall be rendered within fifteen (15) days of receipt by the Executive Vice President.

This is a true and correct copy of the Constitution and By-Laws, as revised at a regular meeting by a quorum of the membership and the Constitution and By-Laws Committee.

Adopted by Albuquerque Local380, APWU, October 15, 1973.

Revised and brought up to date as per Article VII of the Constitution and By-Laws Committee, September, 1977.

Revised and brought up to date as per Article IV, V and X of the Constitution and By-laws Committee.

Revised and brought up to date as per Article XIV of the Constitution and By-Laws Committee, December, 1981.

Revised and brought up to date as per Article XIV of the Constitution and By-Laws Committee, June, 995.

Revised and brought up to date as per Article XIV of the Constitution and By-Laws Committee, December 2003.

Constitution and By-Laws Committee's Recommendation that: Amendments to Article IX shall take effect immediately upon the Swearing in of the next administration.

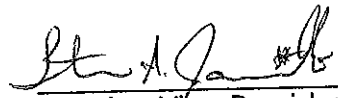
Revised and brought up to date as per Article XIV of the Constitution and By-Laws Committee, January 13, 2009.

Revised and brought up to date Article XII; Article VII, and Article IX of the Constitution and By Laws Committee December 2014.

Revised and brought to date Article V change
in meeting times of the Constitution and By
Laws Committee September 2015.



General President
Charles Trujillo



Executive Vice President
Steve Jaramillo