

The Constitution Revision/Changes

Article I – Name and Affiliation

This was separated into two like the NJ AFT constitution

Section 1: The name of the organization shall be Perth Amboy Federation/AFT local 857

Section 2: The organization shall affiliate with American Federation of Teachers, AFT-NJ, NJSFT and AFL-CIO

Article II – Objectives

We just condensed the objectives from 4 to 3

Section 1 – to unite in one organization all eligible employees of the Perth Amboy Board of Education

Section 2 – to promote and improve a school environment that fosters mutual respect, responsibility and rigor and ensures the right to physical, emotional and intellectual safety for every student and employee

Section 3 – to promote on-going support and training of its members to assist them to deliver high-quality instruction that meets the unique needs of all learners

Article III – Membership

Removed the statement about retired members and condensed it.

Section 4 – Any member or retired member of the organization may become a member of the local retirees' chapter with all the right and privileges as the local members in good standing with the exception of the right to vote on Federation business. Dues rates for the retirees' chapter shall be submitted to and approved by the Executive Council on an annual basis, and shall be set at an amount sufficient to conduct retiree chapter operations.

Section 5- Is removed and replaced with what is below. This was in Section 7 in Meetings. Section 6 was Section 13 in Officers and Executive Council and was moved because it deals with membership. Section 7 here was part of Section 7 in Meetings and moved because it explains membership. What was

previously labeled Section 6 in this section is being moved into Article V – Officers and Executive Council

Section 5 - Members in good standing are defined as:

- a. employees who in writing have authorized dues payment to the Federation and/or members of the Retiree's Chapter.
- b. employees are current in their dues obligation.
- c. not paying dues to a revival organization.

Section 6 - Employees who maintain membership in any other labor organization whose interests are determined by the Executive Council to be in conflict with those of Local857, National AFT, AFT-NJ, NJSFT or any other National, State or Local affiliates, shall not be considered as members in good standing.

Section 7 – Employees who pay a representation fee (Agency Shop) to the Federation are not entitled to membership benefits and are not permitted to attend, speak at, or vote upon business transacted at general or special meetings. Non-members paying a representation fee are entitled to services and benefits as required under the law.

Article V – Officers and Executive Council

Section 1:

Under Elected Officers – we are removing VP Adult/Accelerated Education since it is under the high school

We are eliminating – Eligible voters shall be members in good standing who are certificated and currently assigned at the grade level because it says in the Constitution you can't run unless a good member in standing and you can't vote if a good member in standing. Therefore, it is not needed.

After the * it shall read – Persons to hold these positions shall be certificated employees and currently assigned at the grade level/department

We are eliminating in ** Eligible voters shall be members in good standing in each of the affiliates who shall elect the representative (President) for their respective group. Same reason as above removal.

We are changing *Person holding this position must be trained by AFT National in the ER & D program because that doesn't exist anymore.**

The *** Goes next to Web Master. It shall now read – Person holding this position must demonstrate knowledge of computer technology and communication skills

We just removed the specific date in May reference.

Section 5 shall now read – The forenamed officers and members of the Executive Council shall be elected for a term of 2 years at the annual election to be held in the month of May. Voting hours and location shall be established by the Executive Council and shall consider the work schedules and convenience of the membership.

We just revised for clarification purposes.

Section 8 shall now read – In case the President cannot assume his/her duties or is removed from his/her office, the Executive Vice President will assume the duties of the President following a majority vote of the Executive Council. The person so elected by the Executive Council shall hold the Office of the President until such time as the next regular election is held or a special election is held.

We are just eliminating the actual date.

Section 9 shall now read – Should the Executive Vice President fail to receive a majority of the vote by the Executive Council, a meeting for nominations for the Office of President must be called within seven calendar days, during the time schools are in session. The subsequent election by the general membership shall be held within seven calendar days of the nominating meeting for the sole purpose of filling the Office of the President. This special election shall be conducted in accordance with Sections 5 and 7 of this article, excepting the provision identifying May as the month of the annual election.

We just clarified the language.

Section 10 shall now read – If the President is temporally unable to fulfill his/her duties of the office, the President must submit a letter to the Executive Council stating such. Then, the Executive Vice President will assume the President's duties and responsibilities until the President informs the Executive Council, in writing, he/she is ready to resume the Office.

We just clarified what was said.

Section 11 shall now read– When, through any cause, a vacancy occurs among the officers of the Federation (Except that of the President) such vacancy shall be filled for the unexpired term through the nomination made by the President and the majority vote of the Executive Council.

In Section 12 – we are eliminating only the statement that says “All certificated members in good standing who do not maintain membership....” because this statement is moved to its own section

We are eliminating the conflict part because it is already stated that if you have a conflict or membership in another organization you are not a member in good standing (Art. III section 6)

Section 13 shall now read – All certificated members in good standing shall be eligible to vote only for the Vice President in their assigned grade level.

This is new

Section 14 shall now read – Members in good standing who are staff members in the various groups shall be eligible to vote for the election of their representative on the Executive Council (affiliate President) as well as the remaining officer positions for their affiliate.

Section 15 was added here because it was in duties of officers and belongs in elections

Section 15 shall now read– To be appointed President Emeritus, a person must have served as the Federation President for at least 1 year. If the person appointed as President Emeritus is retired from active employment, he/she may also represent the needs and interests of the retired members in his/her capacity as an Executive Council member. At the President’s option, the President Emeritus shall be appointed by the President after the annual election.

This is new. Since there are appointed positions, we add in what to do to remove someone who is an appointed officer and not doing their job. It was in “Recall” however since the person is not elected, he/she does not need to be recalled.

Section 16 shall read – Any Appointed Officer who fails to fulfill the responsibilities of his/her office may be removed from the position. The President may choose to inquire as to why the officer is not performing his/her duties prior to making the recommendation to the Executive Council for his/her removal. Upon the President’s recommendation for removal of the Appointed Office to the Executive Council, the Council will vote on the recommendation. The President will inform the individual, in writing or electronically, of the result of the vote within five working days.

The new Section 17 is what Section 14 was in the old Constitution with no change.

Article VI- Duties of Officers

All Duties of Officers will now include a statement about attendance at Executive Council Meetings with the exception of the President Emeritus.

Changing the format.

Section 1 – The President’s responsibilities will include:

- a. presiding at all meetings of the organization and the Executive Council
- b. representing the local Federation in its relations with other organizations or shall appoint a designee.
- c. appointing chairpersons and members of such committees to fill vacancies not otherwise provided for with the consent of the Executive Council
- d. serving as the ranking delegate representing the membership at the AFT Convention. If the President cannot attend the AFT Convention, he/she shall designate the ranking delegate from within those elected as delegates
- e. evaluating the staffing needs of the organization and making recommendations to the Executive Council on an annual basis
- f. recommending to the Executive Council on an annual basis regarding the working conditions, hours and compensation for all Federation employees with input from the District Representative, Deputy District Representative and Treasurer
- g. attending meetings of the Negotiating Teams as a non-voting member

Section 2 – The Executive Vice President will be responsible for:

- a. duties that are usual to the office
- b. preside at membership and Executive Council meetings in the absence of the President
- c. consistently attend all Executive Council Meetings

Section 3- The President Emeritus will be responsible for:

- a. offering guidance and counsel to the Executive Council

Section 4 – The District Representative responsibilities include:

- a. serving as the Chief Executive Officer for the daily operations of the Federation, in accordance with the President’s objectives and the policy mandates of the Executive Council
- b. the direction and conduct of all staff employed by the local Federation and for proper maintenance of personnel records.
- c. evaluating local Federations employees in conjunction with the President, Treasurer and Deputy District Representative
- d. serving as the principal daily contact person between the Federation and the Board of Education and its administrative agents.

e. investigating and pursuing grievances, to direct the Federation's communication program, to authorize preliminary legal services to act in the interest of the Federation and its membership.

f. working a normal business day during the school year but shall be available and accessible to the membership in emergency situations

g. consistently attending all Executive Council Meetings

h. attending meetings of the Negotiating Teams as a non-voting member

Section 5 – The Deputy District Representative responsibilities include:

a. assisting the District Representative in the daily operations of the Federation, in accordance with the President's objectives and the policy mandates of the Executive Council

b. maintaining regular and frequent contact and communications with Building Representatives

c. informing the Executive Council of all matters concerning the organization that may come to his/her attention

d. consistently attending all Executive Council Meetings

Section 6 – The Treasurers duties and responsibilities include:

a. serving as Chief Financial Officer of the Federation

b. receiving all monies and collecting all funds due to the Federation and make ordinary and special disbursements subject to the approval of the Executive Council

c. providing financial guidance and specific recommendations to the Executive Council concerning the fiscal operations of the Federation

d. submitting a financial report, including all transactions, at all Executive Council meetings

e. developing and disseminating the annual budget statement to the membership and the Hudson/Agency Fee Report to the non-members in accordance with Federal law

f. consistently attending all Executive Council Meetings

Section 7 – The Co-Secretaries responsibilities are:

a. to keep accurate minutes at all General Membership, special meetings and Executive Council meetings

b. to serve as an official signatory on convention credential materials

c. to consistently attend all Executive Council Meetings

Section 8 – The Director of Organization responsibilities are:

a. to assist in the coordination and implementation of all organized activities

b. to organize efforts to recruit new membership

c. to consistently attend all Executive Council Meetings

Section 9 – The Grade Level/Building Vice Presidents responsibilities are:

a. to represent the constituents of the grade levels he/she are elected to serve

b. to inform council of all matters concerning the organization that may occur within his/her grade level jurisdiction as well as other matters that may affect the organization as a whole

c. to consistently attend all Executive Council Meetings

Section 10 – The Vice Presidents of Component Groups responsibilities include:

a. representing the needs and interests of those component employees in matters that come before the Executive Council

b. serving as the duly-elected President of that component group

c. informing Executive Council of all matters concerning the organization that may occur within his/her component jurisdiction as well as other matters that may affect the organization as a whole.

d. designating an officer of the component group if he/she can't attend an Executive Council meeting. This individual has the authority to vote on all matters at the meeting.

e. consistently attending all Executive Council Meetings

Section 11 – The Vice President for Retired Personnel responsibilities are:

a. to represent the needs and interests of retired employees in matters that become before the Executive Council

b. to serve as the President of the Federation's Retired Employees Chapter

c. to inform the Council of all matters concerning the organization that may occur within the Chapter's jurisdiction as well as matters concerning the organization that may affect the organization as a whole.

d. to consistently attend all Executive Council Meetings

Section 12 – The Director of Professional and Vocational Development responsibilities are:

a. to promote the National AFT and local's educational agenda for all component groups

b. to assist in disseminating educational materials

c. to inform the Council of all matters concerning the organization that may affect the organization as a whole

d. to consistently attend all Executive Council Meetings

Section 13 – The Special Assistants to the President responsibilities include:

a. disseminating educational materials

b. to inform the Council of all matters concerning the organization that may affect the organization as a whole

c. to consistently attend all Executive Council Meetings

Section 14 in the old constitution was removed since there is no ER & D Local Site Coordinator. Also, there was no position ever listed as that in the officers section. So Section 15 becomes 14 and Section 16 becomes 15

Section 14 – The Web Master responsibilities include:

- a. developing and maintaining the local's website under the direction of the President
- b. communicating the goals and objectives of the organization,
- c. promoting all Federation's initiatives and activities
- d. consistently attending all Executive Council Meetings

Section 15 – The Parliamentarian responsibilities include:

- a. offering guidance and direction when interpretation of the constitution or procedure is required
- b. insuring Robert's Rules of Order or other accepted rules of parliamentary procedures are being followed during meetings
- c. consistently attending all Executive Council Meetings

Section 16 was created because it was under the responsibilities of each office. It is not the officers responsibilities it is the Ex Council so a section was created.

Section 16 shall now read – Executive Council shall annually approve the summer hours of the President, District Representative, Deputy District Representative and Treasurer.

Article VII- Committees

Section 1 – Eliminate Personnel/Staff Relation as a committee. What was said in this section was moved under the President's responsibilities and addressed in Article XIII

We felt if the President was appointing a person, the President should not have to pick the highest vote getter so we removed that part.

Section 3 g. shall now read – The Negotiations Committee Chairperson(s) shall be appointed by the President, subject to the approval of the Executive Council and upon consideration of the recommendations from the committee itself and must be a certificated member.

This was changed because the number of people being on the Negotiations Committee changed due to membership numbers in the areas.

Section 4 a. shall now read: The Bargaining Council (committee-at-large) shall consist of elected representatives from each of the five components of the unit. This Council shall be comprised of a minimum of twenty-nine (29) representatives from the certificated component and a minimum of four representatives from each of the remaining affiliate components, representing the custodial, school related, secretarial and paraprofessional employees. The

charge of the bargaining council is to formulate the proposal package for presentation to the Board of Education, based on the expressed suggestions received from the membership.

This was changed because there was more need of fair representation and voice on the council. We eliminated master teachers, literacy coaches, reading specialist, math coaches and tech coordinators because they are teachers.

Section 4b shall now read:

Election to the certificated component of the Bargaining Council shall attempt to provide representation for the various constituencies of the component. The twenty-nine(29) available slots on the bargaining council shall be designated as follows:

1. Two(2) representatives for Pre K
2. Five(5) representatives for K-4
3. Two(2) representatives for 5-6
4. Two(2) representatives for 7-8
5. Four(4) representative for 9-12
6. One(1) representative for Adult Education Center
7. Two(2) representatives for Special Education
8. Three(3) representatives for Bilingual Education – one representing Pre K-4, one representing 5-8 and one representing 9-12
9. Three(3) representatives for Child Study Teams – one representing Pre K-4, one representing 5-8 and one representing 9-12
10. One(1) representative for performing/fine arts
11. One (1)representative for physical education and health
12. One(1) representative for media specialists and technological education
13. One(1)representative for nurses
14. One(1) representative for counselors

This was changed because of staffing changes. Custodial Aides D are not in existence and A and B will all be together.

Section 4c shall now read: Election to the custodial component of the Bargaining Council shall attempt to provide representation for the various constituencies of the component. The four(4) available custodial slots on the bargaining council shall be designated as follows:

1. Four(4) representatives for Custodians “A” and “B”

This was change because the Parent Coordinator and Home School Liaisons are merged.

Section 4d shall now read: Election to the School- Related component of the Bargaining Council shall attempt to provide representation for the various constituencies of the component. The five(5) available school related slots on the bargaining council shall be designated as follows:

1. One(1) representative for Food Services
2. One (1) representative for Transportation
3. One (1) representative for Law Enforcement Officers
4. One (1) representative for Home-School Liaisons/Parent Coordinator
5. One representative for District Technology Staff

This was changed because the Adult Education Center doesn't have a need for a para since it is under the umbrella of the high school.

Section 4f shall now read:

Election to the Paraprofessional component of the Bargaining Council shall attempt to provide representation for the various constituencies of the component. The five (5) available paraprofessional slots on the bargaining council shall be designated as follows:

1. One (1) representative for Pre K
2. One (1) representative for K-4
3. One (1) representative for 5-6
4. One (1) representative for 7-8
5. One (1) representative for 9-12

This needs a slight change pertaining to the affiliated groups part.

Section 4g shall read: The results of the affiliated component groups will determine which four (4) representatives from each (custodial, school-related, secretarial and paraprofessional) affiliate components will represent the interests of the component in actual negotiations with the Board.

This needed to change because the numbers were increased.

4i shall now read: When negotiations are to take place concerning Section 1 (Common provision applicable to all component groups) of the Agreement, the negotiating team shall consist of six (6) members from the certificated component and four (4) members from the affiliate components (one (1)for custodial, school-related, secretarial, and paraprofessionals). The specific identity of the person(s) to represent the component shall be determined by the Bargaining Council members for each component.

Section 4j – The word “limitation” should be changes to “limitations”

This needed to change to reflect the fair amount of representation these groups wanted.

Section 4k shall now read - When negotiations are to take place concerning Sections 3-6 of the Agreement, the negotiating team shall consist of four (4) members (one (1) representative from each of the following components: custodial, school-related, secretarial and paraprofessional). The top vote getter from each of the following component groups (custodial, school-related, secretarial and paraprofessional) determined by the general election, will serve on the negotiating team, subject to prevailing contractual provisions and limitations

The Educational Issues Committee's charge had language change so it was more clear and concise. It shall now read:

Section 6 shall now read – The Educational Issues Committee's charge will be to keep abreast of local, state and national educational policies and practices affecting the education of students in Perth Amboy. Furthermore, the committee will formulate and advance ideas for inclusion within the district's Professional Development Program

Section 7 was moved to President's responsibilities.

Article VIII - Recall

This section was totally revised because we don't have enough general memberships meetings to proposal a recall and vote. Therefore, the revised recall procedures are as followed:

Section 1 – Any elected officer may be recalled from office at any time.

Section 2- When recalling an elected officer in which the position represents the general membership, a petition with 51% of the general membership's signatures must be submitted to the Executive Council. When recalling an elected officer in which the position represents a component group, specific grade level or a specific group, a petition with 51% of that specific component group, specific grade level or a specific group's signatures must be submitted to the Executive Council.

Section 3 – Once the Executive Council receives the petition, the President and/or designee from the Executive Council will verify the signatures. If the petition is deemed valid, the President will call a special meeting and must inform the membership in writing or electronically of the meeting.

Section 4 – The President and/or Secretary will inform the individual(s) being recalled in writing within 5 working days from the validation of the petition.

Section 5 – If the special meeting does not have 51% of the general membership in attendance to vote on the recall of an elected officer in the position representing the general membership, then the vote is deferred back to the Executive Council for a vote. If the special meeting does not have 51% of the specific component group, specific grade level or a specific group in attendance to vote on the recalled officer(s), then the vote is deferred back to the Executive Council for a vote.

Section 6 – The Executive Council will vote on the recall at its next scheduled meeting or at a Special Executive Council meeting called by the President and/or designee of the Executive Council. The vote must be done via secret ballot.

Section 7 – The President or designee of the Executive Council will inform, in writing, the individual(s) involved in the recall with the outcome of the vote within 5 working days of the vote.

Section 8 – The President or designee of the Executive Council will inform the general membership, in writing and/or electronically, the outcome of the recall within 5 days from which the recalled individual(s) has been notified.

Article IX – Meetings

Section 5 was reworded to say: Only members in good standing may attend and vote at general and/or special meetings.

We changed the writing of section 6 because we have low turnout at general membership meetings and we don't want a decision that impacts the whole to be made by a small group.

Section 6 shall now read– A quorum of the general membership must be in attendance at the general membership and/or special meeting to vote on business presented within the meeting. If a quorum is not present, then the matter is voted on by the Executive Council at the next Executive Council meeting.

Section 7 is eliminated because it was already stated what a member is good standing is in the Membership section.

The new Section 7 shall read – A quorum at an Executive Council meeting is defined as greater than 50% of the Council members.

Section 8 is eliminated. We only allow members in good standing to attend and meetings.

Old Section 9 becomes Section 8

Old Section 10 becomes Section 9

Article X – Revenues, Dues and Arrearages

Section 3 was too wordy so we shrunk it.

Section 3 shall now read – Federation dues shall be recommended by the President to the Executive Council by May’s Executive Council meeting. The Executive Council will vote on the dues recommendation. The dues rate should be sufficient to meet operating expenses for the coming year.

Section 5 has some minor revisions. Section 5 had three letters. We eliminated letter “b” because it is the same as letter “c”. We made letter “a” Section 5 and letter “c”, Section 6

Section 5 shall now read - Any member who shall become in arrears in the payment of Federation dues shall be automatically expelled from membership and may only become a member again by reapplying in writing and payment of arrearage.

Section 6 shall now read– Any member who has entered the Armed Forces or is on a Board of Education approved leave of absence shall be exempt from paying dues during the period of service or leave until such member’s return to active employment.

Section 6 is now Section 7 and Editors of the Educator’s Quarterly is eliminated because the publication does not exist.

Section 7 shall now read: The Federation’s Web Master shall be dues exempt during service in the position.

The original section 7 is eliminated because in Membership Section 5b, it states that a member in good standing must be current in dues

Article XI – Audit and Audit Report

Section 3 was changed. In the old Constitution under the Treasurer’s job description was about the audit done by an independent auditing firm. It is not the treasurer’s job so it is moved here as Section 3.

Section 3 shall now read – The Federation’s financial records shall be audited annually and/or at the expiration of the Treasurer’s term by an independent auditing firm approved by the Executive Council upon the recommendation of the Treasurer.

The old Section 3 will become Section 4

The old Section 4 will become Section 5

Article XII – Affiliations and Conventions

This section kept the majority of the information the same. We just changed section and lettering.

Section 1 shall now read: The Federation shall maintain a good standing affiliation and be active in the affairs with the following organizations: The American Federation of Teachers (AFT), AFT New Jersey State Federation, Middlesex County Central Labor Council and NJ AFL-CIO.

Section 2 shall now read: Whenever possible, the Federation shall name, sponsor, and send delegates to the various functions of the above organizations with the prior approval from of the Executive Council.

a. The American Federation of Teachers Convention: The President, after receiving the allowed number of delegates, shall seek input from the Treasurer and determine the actual number of delegates that will represent the local. All delegates and alternates to the AFT National Convention shall be elected at the Federation election in May. The President will forward the credentials of all elected delegates and alternates to the national AFT office as soon as possible but not later than 10 days before the convening of the Convention. The President shall be the ranking delegate representing the membership at the National AFT Convention by virtue of the Presidency. If the President opts not to attend the Convention, he/she may designate the ranking delegate from the elected delegates. The Treasurer shall have the responsibility for the payment of the AFT per capita dues through June being forwarded to the AFT National Office no more than fifteen days prior to the convening of the Convention.

b. The AFT New Jersey State Federation: The President after receiving the allowed number of delegates, shall seek input from the Treasurer and determine the actual number of delegates that will represent the local at the Convention. The President shall post the AFTNJ Convention Call within five days of receiving it in the Union office. Members interested in attending the Convention must inform the President in writing. Delegates shall be appointed by the President and approved by the Executive Council.

c. The Middlesex County Central Labor Council: Delegates shall be appointed by the President, with the advice and consent of the Executive Council.

d. The New Jersey AFL-CIO: Delegates shall be appointed by the President with advice and consent of the Executive Council prior to the State AFL-CIO Convention.

**Eliminate Old Section 2 because it is not needed
Section 3 added the word “approved”**

Section 3 shall read: The Federation will reimburse expenses of approved delegates/representatives to meetings and conventions of affiliated organizations in accordance with the prevailing local Policy of Conference/Convention reimbursement.

Section 4 was edited. The first sentence was moved to Section 1 because having a good affiliation and active is appropriate there. The second sentence was removed because it is redundant. It is already said in Section 2a-d.

Section 4 now reads: The local’s name shall not be used, in spoken or written form, concerning the activities of any affiliated organizations without the approval of the President and/or Executive Council.

Section 5 is eliminated

Article XIII – Federation Staff

We revised wording in this section to be more concise. Plus, we eliminated the Personnel Committee and put it in the President’s responsibilities considering the President, District Rep, Deputy District Rep and the Treasurer were on the committee as well as written in this section as the committee.

Section 1 will now read: The Federation may employ full and/or part-time staff members to conduct its on-going operations as determined by local needs, resources and finances. The Federation shall seek to be fair and responsible in its dealings with all of its employees.

Section 2a and b shall now read

Section 2a: The President, District Rep, Deputy District Rep and Treasurer will interview all potential candidates. Their recommendation shall go before the Executive Council for approval. Negotiated terms and conditions of employment shall not go into effect until Executive Council approval.

Section 2b: Terms and Conditions of Employees for all Federation employees shall be duly negotiated between the individual(s) and the Executive Council. The agreed-upon terms and conditions shall be placed in writing and shall be formally executed between the parties.

Article XIV – Civic and Political Involvement

The only change in this part is when it says Local Political Education Committee(LOPEC), it should now say Committee on Political Education (COPE) and anywhere it says LOPEC, it should read COPE.

Article XV – Retired Employee Chapter

Revisions were made for clarification purposes.

Section 2 shall read: The Federation, pending the continued availability of appropriate funding, shall employ a Retired Employee Coordinator on a part-time basis. The negotiated term and conditions must be approved by the Executive Council

Section 3 shall read: The Coordinator shall be available to the active and retired employees for retirement counseling as well as offer assistance to the Federation and its staff in the operations of the organization.

Section 4 shall read: Members of the Retired Employee Chapter shall be entitled to attend and speak at general membership meetings but shall not have the right to vote. Retired Employee Chapter members shall be able to attend all Federation social functions.

Section 5 shall read: Dues for members of the Retired Employee Chapter shall be recommended by the Coordinator and/or Treasurer and approved by the Executive Council

Article XVI – Amendments

This section was modified to meet the needs of the Federation and its members.

Section 1: This Constitution may be amended as follows:

a. Any member or members may submit a proposed Constitutional Amendment to the Executive Council through the President.

b. Any Executive Council Member may make a motion to Amend the Constitution at an Executive Council meeting.

- c. The Executive Council, serving as representatives of the general membership, will vote on approving any amendment(s) to the Constitution.
- d. After the amendment has been approved by the majority vote in the Executive Council, notice of the amendment shall be distributed to the membership in writing and/or electronically.
- e. The amendment, once formally adopted, shall take effect immediately.

Article XVII – Availability of Constitution

Section 4 shall now read – Any member in good standing of the Federation may receive a written copy of the Constitution by requesting a copy in writing to the President.

Section 5 had a grammatical mistake.

Section 5 shall now read – A copy of the Constitution shall be posted on the Federation’s web site.