

ACCESS CONSTITUTION AND BYLAWS

CONSTITUTION

ARTICLE 1- NAME

- A. The name of this organization shall be the Association of Cuyahoga County Employees for Special Students (ACCESS).
- B. ACCESS, henceforth referred to as the Association, shall maintain active affiliation with the Ohio Association of Developmental Disabilities Professionals, the North Eastern Ohio Education Association, the Ohio Education Association, and the National Education Association.

ARTICLE 2 - PURPOSE

- A. The purpose of the Association shall be to protect the welfare and advance the professional interests of its members; and,
- B. Support and empower consumers of the Cuyahoga County Board of Developmental Disabilities to live, learn, work, and play in the community.

ARTICLE 3 - MEMBERSHIP

- A. Persons employed by the Cuyahoga County Board of Developmental Disabilities, except those classified as administration, shall be eligible for active membership of the Association by paying annual dues. The Association shall not deny membership to individuals on the basis of race, creed, national origin or sex.
- B. Active members shall be members of ACCESS, the North Eastern Ohio Education Association, the Ohio Education Association, Ohio Association of Developmental Disabilities Professionals, and the National Education Association.
- C. Any person who has retired under one of the state retirement systems from an ACCESS-CCBDD bargaining unit position and is not otherwise eligible for active membership shall be considered a "retired" member. Retired members are not eligible to vote or hold office, but may serve on Association committees and may attend Association events as provided in the bylaws.
- D. Throughout this Constitution and Bylaws, the words "member" or "members" shall mean "active" member(s), unless otherwise indicated.
- E. All members, including retired members, shall abide by the Code of Ethics of the Education Profession.

ARTICLE 4 - OFFICERS

- A. The Officers of the Association shall be President, Vice-President, Treasurer, Secretary, and Immediate Past President.
- B. Officer candidates shall be members in good standing.
- C. The President, Vice-President, and Treasurer shall hold office for two-year terms. The Secretary shall hold office for a one-year term.
- D. The President, Vice-President, and Treasurer shall be elected bi-annually (in even numbered years). The Secretary shall be elected annually. Officers shall be installed at the June Executive Committee meeting of the year elected.
- E. Officers shall not hold the same office for more than two consecutive terms.
- F. Any Officer may be removed for misfeasance, malfeasance or nonfeasance in office.

ARTICLE 5 - ASSOCIATION REPRESENTATIVES

- A. There shall be one Association Representative and one Alternate Representative for each group of members holding the same position title for every ten Association members or fraction thereof.
- B. There shall be three At-Large Association Representatives to the Executive Committee.
- C. At-Large Representatives shall hold office for one-year terms.
- D. Association Representatives and At-Large Representatives shall have one vote on the Executive Committee.
- E. Association Representatives and At-Large Representatives shall be members in good standing.
- F. Association Representatives shall be elected annually by the Association members.
- G. Any Association Representative may be removed for misfeasance, malfeasance or nonfeasance in office.

ARTICLE 6 - EXECUTIVE COMMITTEE

- A. The Executive Committee shall be composed of the elected Officers, At-Large Representatives and Association Representatives.
- B. It shall be the policy of this Association, and it shall take all legally permissible steps, to achieve governance and delegate representation of ethnic minorities at least proportionate to the ethnic minority membership in the Association.

- C. No business or financial transaction involving a member of the Executive Committee or agent of the Association, or their spouse, children, or parents, or otherwise as described in this Section, shall conflict with the fiduciary responsibility of such person to the Association. Such relationships with the members of the Executive Committee include relationships with any person that would reasonably be expected to affect the person's judgment with respect to the transaction or conduct in question in a manner adverse to the Association.
- D. The Executive Committee shall conduct the business of the Association.

ARTICLE 7 - ASSOCIATION ASSEMBLY

- A. The Association Assembly is composed of all members in good standing.
- B. The Association Assembly shall make final determinations in matters of Association business. These determinations include, but shall not be limited to:
 - 1. Guiding the policies of the Association,
 - 2. Ratifying the Master Agreement,
 - 3. Hearing impeachment appeals,
 - 4. Electing Officers and Representatives,
 - 5. Hearing appeals of expelled members.

ARTICLE 8 - DELEGATES

- A. Delegates to the North Eastern Ohio Education Association, the Ohio Education Association and the National Education Association Representative Assemblies shall be members in good standing.
- B. Delegates to the North Eastern Ohio Education Association, the Ohio Education Association and the National Education Association Representative Assemblies shall be elected by the membership.
- C. The function of the Delegate is to represent the interests and views of the local Association and its members.
- D. Any Delegate may be removed for misfeasance, malfeasance or nonfeasance in office.

ARTICLE 9 - COMMITTEES

- A. The Association shall have such standing committees as are necessary to carry out the responsibilities and programs of the Association.

- B. Ad hoc (temporary) committees may be formed as necessary to achieve the Association program.
- C. All committees and chairpersons shall be appointed by the President with the approval of the Executive Committee.
- D. All members and chairpersons of Association committees shall be members in good standing.
- E. Committee chairpersons may be removed for misfeasance, malfeasance or nonfeasance.

ARTICLE 10 - DUES

The Association shall have a dues structure adequate to fund an active program.

ARTICLE 11 - AMENDMENTS

- A. This Constitution may be amended by a two-thirds vote of the members casting ballots on the voting day(s) designated by the Elections Committee, provided that the amendments have been introduced at a previous Executive Committee meeting, and copies have been made available to members of the Association at least twenty days prior to voting.
- B. Amendments may be proposed by one of the following:
 - 1. Majority vote of the Constitution and Bylaws Committee,
 - 2. Petition signed by at least twenty percent of the Association members,
 - 3. Hearing impeachment appeals.
- C. A proposed Amendment may be debated, refined, or amended at a special meeting of the Association Assembly prior to voting by the membership.

BYLAWS

ARTICLE 1 - DUES, MEMBERSHIP AND EXPULSION

- A. The fiscal and the membership year of the Association shall be September 1 to August 31.
- B. The dues rate of the local for the succeeding year shall be determined by the April meeting of the Executive Committee.
- C. Every member shall pay the dues required by the district (NEOEA), state (OEA), national (NEA), and the Ohio Association of Developmental Disabilities Professionals (OADDP) associations with which ACCESS is affiliated.

- D. The Association shall annually enter into a dues transmittal contract with the Ohio Education Association.
- E. Retired members may attend Association events; and upon paying annual local dues of one-third the local active dues, may serve on Association committees.
- F. The Executive Committee may, by a two-thirds majority vote, censure, suspend from membership or expel any member for one or more of the following reasons:
 - 1. Violation of the Code of Ethics of the Education Profession,
 - 2. Conviction of a felony,
 - 3. Actively engaging in, or actively supporting, activities directed against the constitutional purposes of the Association to bring about changes in the Association by means other than those that are consistent with the Association's Constitution.
- G. The Executive Committee may, by a simple majority vote (50% + 1), reinstate members previously suspended or expelled.
- H. The Association guarantees that no member may be censured, suspended or expelled without a due process hearing (including adequate notice of the charges, right to a hearing, and right to representation), which shall include an appropriate appellate procedure.
- I. If not reinstated by the Executive Committee, the member may appeal the decision to a special meeting of the Association Assembly, which may, by a simple majority vote (50% + 1) of the members present, overturn the Executive Committee decision.

ARTICLE 2 - ELECTIONS

- A. Officer and At-Large Representative candidates may be nominated by the Nominating Committee, by submitting their name to the Nominating Committee, or by nomination from any member. The Nomination Committee shall present a slate of candidates for each office to be elected that year and for the three At-Large Association Representative positions no later than May 1st. Biographical information on the candidates shall be presented to the membership prior to voting.
- B. No member shall be nominated for office or At-Large Representative without the knowledge and consent of the individual.
- C. The Elections Committee shall conduct elections in accordance with the OEA Elections Manual and resolve all challenges or protests to an election. No nominee for office shall serve concurrently on the Elections Committee.
- D. Election of Officers and At-Large Representatives shall be conducted by secret ballot at the Spring Association Assembly meeting.
- E. Unopposed candidates for office shall be declared elected by acclamation at the close of the open nomination meeting.

- F. Newly-elected Officers and At-Large Representatives shall be installed and assume their office at the June Executive Committee meeting as the last item of business on the meeting agenda.
- G. Nomination and election of Association Representatives and Alternates shall be held by each group of members holding the same position title prior to the September Executive Committee meeting.
- H. Newly-elected Association Representatives and Alternates shall be installed and assume their office at the September Executive Committee meeting as the first item of business on the meeting agenda.
- I. Candidates for Delegate to the NEA Representative Assembly may be nominated by the Nominating Committee, by submitting their name to the Nomination Committee or by nomination from any member. The Nomination Committee shall present a slate of candidates by the February Executive Committee meeting. Voting for NEA delegates shall occur by March 31st, either in the buildings or by mail, as determined by the Executive Committee. The Executive Committee shall make this determination before or during the February Executive Committee meeting.
- J. Delegates shall be elected by secret ballot at the Fall Association Assembly meeting.
- K. The results of all elections shall be reported to the membership by the Elections Chairperson within five days and to the Executive Committee at the Executive Committee meeting following the election.
- L. All ballots, marked, unmarked and voided, and all other records pertaining to the election of Officers and At-Large Representatives of this Association and of NEOEA, OEA, and NEA Delegates and Alternates, shall be preserved for one year from the date the election was held. Such ballots and other records shall be made available to OEA officers upon request for inspection and examination.
- M. Non-members of the Association, including fee payers, shall not have the right to vote, hold office, or otherwise have privilege of Association membership.

ARTICLE 3 - BARGAINING AND RATIFICATION OF THE MASTER AGREEMENT

- A. The Association shall be represented in collective bargaining by an authorized Team of Association representatives appointed by the President and approved by the Executive Committee.
 - 1. If the President is not an active member of the Bargaining Team, then the President will be an ex-officio member of the Bargaining Team.
 - 2. Members of the Bargaining Team need not necessarily be members of the Negotiations Committee.
 - 3. Necessary sub-committees may be appointed, as needed, by the committee chairperson.

4. The Bargaining Team shall have the authority to bargain in good faith, make proposals, counterproposals, make concessions, and make tentative agreement on a contract with representatives of the Board of DD.
 5. While negotiations are in progress, the Bargaining Team may make periodic reports to the membership.
- B. In preparation for bargaining, the Negotiations Committee shall make reports and recommendations to the Executive Committee.
 - C. The Ohio Education Association represents the Association on all matters concerning the Association before the State Employment Relations Board (SERB).
 - D. The OEA/NEA UniServ Consultant shall be the Association's designated bargaining representative.
 - E. Following tentative approval of the Master Agreement, an Association Assembly meeting will be set by the Negotiations Team. The meeting will be held as soon as practical after tentative agreement is reached. Notification of the meeting will be distributed to each member. If the Association is on strike or has given a strike notice, then notification may be by written memo, telephone or mail, or any other reasonable notification method.
 - F. Summaries of the tentative changes to the Master Agreement will be distributed to each Association member at least five days prior to the Association Assembly meeting. If the Association is on strike or has given a strike notice, then the summaries will be distributed as much in advance as possible before the Association Assembly meeting. Complete copies of the tentative changes will be available upon request. Association members will be afforded the opportunity to ask questions of the Negotiation Team concerning the Agreement.
 - G. The Elections Committee shall conduct all ratifications of collective bargaining agreements in accordance with the guidelines for ratification of collective bargaining agreements and fact finder reports as set forth in the OEA Elections Manual (page 26, section 5 6).
 - H. The ratification vote at the Association Assembly meeting will be by printed secret ballot. Only those persons whose names appear on a current Association membership list will be given a ballot. Non-members of the Association are not eligible to vote on a fact finder's report or contract ratification. Identification may be requested.
 1. No absentee ballots or proxy votes will be allowed on contract ratification votes or fact-finding reports.
 2. The first vote on contract ratification of a fact-finding report will be to accept or reject the contract/report as presented.
 2. All ballots used in a vote regarding a contract ratification or fact-finding report, after tabulation, will be sealed and retained by the Treasurer for three years or the duration of the contract.

3. The President will communicate the required details of the ratification to the Board's designated representative.
- I. A minimum of three members of the Elections Committee shall count the ballots in the presence of the Association Assembly.
- J. The Chairperson of the Elections Committee shall report the results of the voting to the Association Assembly at the meeting. The requirement for ratification of the tentative contract agreement shall be a majority (50% + 1) of the votes cast.
- K. The designated representative for the Association is authorized to give timely notice of intent to strike to the Board of DD and the SERB, upon approval of the membership and in keeping with the provisions of ORC 4117.14 (D) (2).

ARTICLE 4 - POWERS AND DUTIES OF ELECTED LEADERS

- A. All elected Officers and Representatives shall:
 1. Attend all Executive Committee and Association Assembly meetings,
 2. Report necessary absences to the President or designee prior to the meeting,
 3. Serve as voting members of the Executive Committee,
 4. Complete their duties in a timely fashion.
- B. The President shall:
 1. Represent the Association as spokesperson on all matters of Association policy or, at his/her discretion, assign responsibility for such representation,
 2. Preside over all Association meetings,
 3. Prepare, or cause to be prepared, the agenda of Association business for each Executive Committee and Association Assembly meeting,
 4. Assign designated groups(s) to At-Large Representatives to serve as a liaison,
 5. Appoint all chairpersons and members of sub-committees of the Executive Committee with the approval of the Executive Committee,
 6. Appoint the Chief Negotiator and the members of the Negotiations Team with the approval of the Executive Committee,
 7. Appoint Association representatives to all outside committees, organizations, governing boards or councils that are not Association sponsored,
 8. Appoint all ad hoc committees with the approval of the Executive Committee,

9. Serve as member ex officio without vote on all committees,
10. Serve on the Labor-Management Committee,
11. Prepare or cause to be prepared a report of each CCBDD Board meeting for the following Executive Committee meeting,
12. Maintain official files of the Association,
13. Review Association policies and recommend priorities to be considered by the Executive Committee,
14. Meet at least ten times annually with the Executive Committee and at such times as determined by the Executive Committee,
15. Preside over sessions of the Executive Committee and shall vote only in case of a tie,
16. Call all special meetings,
17. Be a Delegate to the NEOEA and OEA Representative Assemblies,
18. Serve on the negotiating team,
19. Make all negotiations reports to the membership or appoint a designee for such purposes,
20. Attend a minimum of one Association Leadership Training program for Association Presidents prior to or at the initiation of his/her term of office.

C. The Vice-President shall:

1. Act for the President when the President is unable to perform the duties of that office,
2. Serve on the Labor-Management Committee,
3. Have the right to vote on all items of business transacted by the Executive Committee,
4. Attend a minimum of one Association Leadership Training prior to or at the initiation of his/her term of office,
5. Perform other duties as designated by the President.

D. The Treasurer shall:

1. Hold the funds of the Association and disburse them upon authorization of the Executive Committee,
2. Maintain records of receipts and disbursements,

3. Prepare financial reports for meetings of the Executive Committee and an annual financial statement to be distributed to the membership,
 4. Prepare all tax forms required by state and federal government or work with those who assist the Association.
 5. Be bonded,
 6. Chair the Budget Committee,
 7. Prepare for an independent audit as authorized by the Executive Committee,
 8. Attend a minimum of one Association Leadership Training program for Association Treasurers during his/her term of office,
 9. Perform other duties as delegated by the President.
- E. The Secretary shall:
1. Record and maintain accurate minutes of all official meetings of the Association Assembly and the Executive Committee,
 2. Distribute written copies of said minutes to Executive Committee at the next Executive Committee meeting,
 3. Attend a minimum of one Association Leadership Training program during his/her term of office,
 4. Perform other duties as delegated by the President.
- F. The Association Representatives shall:
1. Report recommended policies and other actions of the Executive Committee to members in his/her unit of representation through regularly scheduled meetings and/or written correspondence,
 2. Transmit proposals and recommendations from members in his/her unit of representation to the Executive Committee for its consideration,
 3. Assist the Elections Committee in the distribution and collection of ballots,
 4. Attend all official meetings of the Association or provide an Alternate in his/her absence,
 5. Act as a consultant to the individual member who has a professional problem and, when necessary, seek needed assistance from the Association Officers and/or Chairperson(s),
 6. Attend a minimum of one Association Leadership Training program during his/her term of office,

7. Perform other duties as delegated by the President.
- G. The Association Representative Alternates shall:
1. Perform the duties of the Association Representative in their absence,
 2. Assist the Association Representative.
- H. The At-Large Association Representatives shall:
1. Transmit proposals and recommendations from members to the Executive Committee for its consideration,
 2. Act as a consultant to the individual member who has a professional problem and, when necessary, seek needed assistance from the Association Officers and/or Chairperson(s),
 3. Serve as the liaison to members in position groups as delegated by the President.
 4. Assist the Elections Committee in the distribution and collection of ballots,
 5. Serve as Chairperson of at least one standing or ad hoc committee during his/her term of office,
 6. Attend a minimum of one Association Leadership Training program during his/her term of office,
 7. Perform other duties as delegated by the President.
- I. The Immediate Past President shall:
1. Preside over Association meetings in the absence of the President and Vice-President,
 2. Serve as a consultant to the Executive Committee,
 3. Be a non-voting member of the Executive Committee,
 4. Perform other duties as designated by the President.

ARTICLE 5 - ELECTED DELEGATES AND APPOINTEES

- A. All elected Delegates to the NEOEA, OEA and NEA Representative Assemblies shall:
1. Attend and represent the interests of the Association at the Assembly(ies) to which elected,
 2. Report on and provide materials from the Assemblies to the Executive Committee.

- B. All appointees to committees, councils, organizations, governing boards, meetings or workshops outside the Association shall:
 - 1. Attend and represent the interests of the Association at the event to which they were appointed,
 - 2. Report on and provide materials from the event to the Executive Committee.

ARTICLE 6 - IMPEACHMENT OF ELECTED LEADERS

- A. The Association guarantees that no elected leader shall be censured, suspended, expelled or removed from office without a due process hearing which shall include an appropriate appellate procedure.
- B. Elected leaders of the Association may be impeached for violation of the Code of Ethics of the Education Profession or for misfeasance, malfeasance or nonfeasance in office.
- C. Impeachment proceedings against an Officer, Delegate, or At-Large Representative may be initiated by written petition submitted to the Executive Committee by at least twenty-five percent of the membership.
- D. Impeachment of Association Representatives may be initiated by written petition submitted to the Executive Committee by at least twenty-five percent of the membership in the Representative's unit of representation.
- E. If, after a due process hearing, a two-thirds vote of the Executive Committee sustains the charge, the office shall become vacant.
- F. The elected leader may appeal the decision to a special meeting of the Association Assembly, which may, by a simple majority vote (50% + 1), overturn the Executive Committee decision.

ARTICLE 7 - VACANCIES

- A. Whenever the office of President becomes vacant due to death, incapacity, termination, resignation, retirement or recall, the Vice-President shall automatically assume the Presidency for the remainder of the term.
- B. All vacancies occurring in the offices of the Vice-President, Treasurer, Secretary, or At-Large Representative, shall be filled by appointment by a simple majority vote (50% + 1) of the Executive Committee for the unexpired term of office.
- C. Vacancies occurring in any unit of representation shall be filled by the elected Alternate. If there is more than one group Representative, or if the Alternate is unable to serve, a new election shall be held by the affected group.

ARTICLE 8 - EXECUTIVE COMMITTEE

A. Powers and Duties

The Executive Committee shall:

1. Develop the policies and implement the programs of the Association,
2. Review and adopt the annual Association budget and provide for an independent audit at least every two years,
3. Advise the President regarding the activities and programs of the Association,
4. Approve committee appointments by a simple majority (50% + 1) vote,
5. Suspend, expel and reinstate members per Bylaws Article 1,
6. Impeach and appoint elected leaders per Bylaws Article 6,
7. Approve or disapprove any grievances to be advanced to arbitration.
8. Ensure the Association acts on an annual financial report presented by the Association Treasurer.

B. Meetings and Quorum

1. The Executive Committee shall meet at least 10 times annually and at times called by the President. Special meetings may be called by not less than one-third of the regular members of the Executive Committee upon notification to the Secretary.
2. A quorum for voting purposes at Executive Committee meetings shall be comprised of thirty percent of the Executive Committee.
3. If a meeting is called and a quorum is not present, a second meeting shall be called not sooner than one week after notice of such meeting. Those present at the second meeting shall constitute a quorum.

ARTICLE 9 - ASSOCIATION ASSEMBLY

A. Powers and Duties

The Association Assembly shall:

1. Provide a forum for the exchange of ideas of members,
2. Guide the Executive Committee in its policy making duties,
3. Elect Officers and Delegates of the Association,

4. Ratify by a simple majority vote (50% + 1) all Master Labor Agreements with the CCBDD,
 5. Vote on any amendments to this Constitution and Bylaws.
- B. Meetings and Quorum
1. The Association Assembly shall meet at least twice per year, once in the Fall and once in the Spring. One week notice shall be required for the meeting.
 2. Association Assembly meetings may be called by the President, a simple majority vote of the Executive Committee, or by written request to the President by a petition signed by twenty percent of the general membership. Business to come before a meeting called by a membership petition must be indicated on that petition.
 3. The quorum at Association Assemblies shall be the members in attendance.

ARTICLE 10 - ASSOCIATION COMMITTEES

There shall be the following standing committees:

- A. Audit Committee – checks accuracy of accounting procedures.
- B. Budget Committee - prepares the annual Association budget for Executive Committee approval, giving estimates of income and expenditures (including a separate estimate for each committee) for the future fiscal year.
- C. Communications Committee - manage website, press releases, and public relations.
- D. Constitution and Bylaws Committee - suggests revisions to the Association Constitution and Bylaws; monitors compliance with same; submits to OEA the ACCESS C&B when amended or every five years.
- E. Contract/Negotiations Committee – assesses membership concerns prior to bargaining, prepares initial proposals of the Association, and provides additional advice and input, upon the request of the bargaining team during active negotiations; aids members in enforcing the Master Agreement.
- F. Grievance Committee - Investigates complaints and represents members, non-members and the interests of the Association according to the Grievance Procedure in the Master Agreement.
- G. Labor-Management Committee - discusses Association or CCBDD concerns with CCBDD administration.
- H. Leadership Development Committee - develops strategies to enhance leadership.
- I. Legislative Committee – candidate endorsement/campaigning, FCPE fund collections, levy/bond campaigning, seeks membership involvement in relevant local, state, and national political affairs.

- J. Membership Committee - conducts an ongoing membership campaign; maintains membership rolls, works in conjunction with the Treasurer.
- K. Mentoring Committee - works on issues involving mentoring.
- L. Nominations & Elections Committee - seeks out, collects and presents a slate of nominees for each Association office; conducts Association elections and reports results; charged with the responsibility to protect the integrity of an election or vote and ensure that an election is conducted in accordance with the guidelines set forth in the OEA Election manual and with local, state, and national constitutions.
- M. Retired Organizing Committee – plans and conducts fundraising and other events for ACCESS retirees, guests, and other ACCESS members and maintains communication with ACCESS retirees. Retired members of the retired organizing committee may vote on committee business and hold office within the committee. The chairperson of the Retired Organizing Committee will be a non-voting member of the Executive Committee.

ARTICLE 11 - AUTHORITY, PARLIAMENTARY PROCEDURE

Robert's Rules of Order, Newly Revised, shall be the authority governing all matters of procedure not otherwise provided in this Constitution and Bylaws.

ARTICLE 12 - DISSOLUTION OF THE ASSOCIATION

- A. A petition for dissolution of the Association may be presented in writing to the Association Assembly by any member in good standing and must contain the signatures of three-fourths of the total membership of the Association.
- B. Upon receipt of the petition for dissolution by the total membership, the Association shall act upon the petition at an Association Assembly meeting.
- C. The Association shall be considered dissolved if three-fourths of the total membership votes by secret ballot in favor of dissolution.
- D. The effective date of dissolution shall be thirty days from the date of the vote, thus allowing for the disposal of assets and liabilities.
- E. In the event of dissolution of this Association, all assets of this organization remaining after payment of all obligations shall be distributed to an organization to be determined by the Association Assembly at the time of dissolution, provided that it is an entity recognized as exempt from federal taxation. In the event that the chosen organization is not then recognized as tax exempt, such assets shall then pass to another organization to be determined by the Association Assembly, provided that it is recognized as exempt from federal taxation.

ARTICLE 13 - AMENDMENTS

- A. These Bylaws may be amended by a simple majority (50% + 1) vote of the members casting ballots on the voting day(s) designated by the Elections Committee, provided that the

amendments have been introduced at a previous Executive Committee meeting, and copies have been made available to member(s) of the Association at least twenty days prior to voting.

- B. Amendments may be proposed by one of the following:
 - 1. Majority vote of the Constitution and Bylaws Committee,
 - 2. Petition signed by at least twenty percent of the Association members,
 - 3. Each proposed change to the Bylaws made by petition shall require a separate petition.

- C. A proposed Amendment may be debated, refined, or amended at a special meeting of the Association Assembly prior to voting by the membership.

ARTICLE 14 - ENABLING PROVISION

This Constitution and these Bylaws shall become effective May 8, 2013, following their adoption and shall remain in effect until amended according to the provisions therein.

Voted and Effective: October 9, 2013
 May 8, 2013
 June 9, 2011
 May 5, 2010