

ENGINEERS AND ARCHITECTS ASSOCIATION

CONSTITUTION

Article I. Name and Location

1. This organization shall be known as the Engineers and Architects Association / Los Angeles, hereinafter called the "Union".
2. The principal business office of the Union shall be within the County of Los Angeles as determined by the Board of Governors, hereinafter called the "Board".

Article II. Constitution and By-Laws

This Constitution and attached By-Laws shall regulate the operation of the Union and shall supersede any and all previous such documents.

Article III. Objectives

1. To advance the economic, professional and community status of its members.
2. To promote and achieve improved conditions of employment, benefits and compensation for its members through lawful and ethical applications of collective bargaining and other recognized means of social redress.
3. To encourage all workers, without regard to race, religion, creed, color, sex, sexual orientation, age, physical handicap, national origin, or ancestry to share equally in the full benefits of union membership

Article IV. Membership

1. Membership in the Union shall be limited to : Persons employed in the Municipal, county, State and Federal governments, like political governmental divisions whose principal places of employment are located in the State of California, and other such entities as the Board deems appropriate.
2. A member shall be a person whose voluntary dues are not in arrears more than one calendar month.
3. A member in good standing is a member, defined in Article IV Sec. 2, who has had none of his or her privileges of union membership revoked or suspended by disciplinary action of the Board.
4. The Board may establish special membership categories as deemed appropriate. These associate members shall have no voting privileges (By-Law II, Sec. 2)

Article V. Administration

1. The Union's business and fiscal affairs shall be governed by the Board, which shall have complete financial and policy setting authority.
2. The Board shall elect from its members a President and a Vice-President, each from a different jurisdiction, if applicable, and a Secretary-Treasurer or a Secretary and a Treasurer. For purposes of this Constitution and By-Laws, the term "jurisdiction" shall

mean the employing entity with the authority to bargain. The distinct jurisdictions include, but are not limited to, the City of Los Angeles. An Executive Committee composed of at least three Board members including aforementioned officers, shall be constituted to be responsible for monitoring the operations of the Union (By-Law I, Sec. 5)

3. The By-Laws shall set forth all provisions concerning the number of Governors to sit on the Board and the manner of their selection. (By-Law VIII)
4. In order to be eligible to run for, and to hold, any elected office in the Union, a member must be a member in good standing (Article IV, Sec. 3)

Article VI. Representation

1. The members of the Union shall be members of a bargaining unit defined by the City of Los Angeles Employee Relations Board or other appropriate Governmental Agency with the responsibility of administering collective bargaining laws. The term "unit" for purposes of this Constitution and By-Laws shall be synonymous with the bargaining units defined by the City of Los Angeles or other Governmental Agency with the responsibility for administering collective bargaining laws.
2. Each Unit shall have its own Unit Council, hereinafter called the "Council(s)". (By-Law VI)
3. It shall be the responsibility of the Board to maintain the integrity and strength of the Union and to encourage maximum membership in each Unit. The minimum membership objective shall be a majority of all eligible employees in each Unit.
4. Representation may be extended to Units as approved by the Board. Each Unit must be comprised of a minimum of one hundred (100) employees to be entitled to a governor's position on the Board.

Article VII. Meetings

1. The Board shall meet at least once a month. A majority of the Board shall constitute a quorum.
2. The Board shall call at least one general membership meeting per year at such time and place as the Board shall direct. A minimum of ten (10) days written notice shall be given to the membership.
3. Special meeting notices will state the business to be transacted. No other business will be considered. Special meetings of the Union :
 - a. May be called by the Board on a minimum of ten (10) days written notice to the membership.
 - b. Shall be called by the Secretary on the written request of one hundred (100) members on a minimum of ten (10) days written notice to the membership.
 - c. For individual Units, shall be called by the secretary on the request of one hundred (100) Unit members on a minimum of ten (10) days written notice. For Units comprised of fewer than two hundred (200) members, a meeting shall be called on the written request of fifty percent (50%) of the members on a minimum of ten (10) days written notice.
 - d. May be called by the President only in case of emergency and when time is too limited to obtain the consent of the Board.

4. The membership of each Unit may meet as determined necessary by the respective Unit Council and approved by the Board.

Article VIII. Amendments

Proposed amendments to the Constitution may be submitted to the membership in writing by:

1. Board action requiring three-fourths vote of those Board members qualified to vote; or
2. Petition presented to the Board and signed by at least fifteen percent (15%) of the voluntary dues paying members of the Union requesting ratification

The adoption of said amendment shall require an affirmative vote of two-thirds of the votes cast. The voting shall be by mail ballot and shall be supervised by the Board's Election Committee. Voting shall be at the next regularly scheduled election, or at a special election authorized by a three fourths (3/4) affirmative vote of all Board members.