

CONSTITUTION AND BY-LAWS
FOR THE
NEBRASKA ASSOCIATION OF FSA
COMMITTEE EMPLOYEES
AS AMENDED JULY 1997

ARTICLE I. - NAME AND OBJECTIVES

Section 1. This association shall be known as the Nebraska Association of FSA County Committee Employees.

Section 2. The objectives of this association shall be:

- A. To strive to maintain and improve the confidence, esteem and respect of the public for FSA Committee Employees.
- B. To strive to preserve and improve the present County and Community Committee system.
- C. To promote the professional improvement of its membership.
- D. To cooperate with the Nebraska FSA State Committee, the State Executive Director, and his staff to improve the FSA in Nebraska.
- E. To promote the welfare of Nebraska farmers, ranchers, and Nebraska Agriculture.
- F. To be considered as Federal Employees, and be placed on an equal basis for privileges with other Federal Employees.
- G. To cooperate with the National Association of FSA County Committee Employees in their goals and aims.
- H. The NASCOE Districts shall coincide with the District Director Districts. If the District Director Districts change all Directors will continue to serve until next election. If a director is moved into a new District in which an election is being held during the year of the change, and their term will last for another year, they will be allowed to run in the new District. If the Director's elected in the new District the alternate in the old District shall serve the remaining term. If not elected the Director shall continue to serve until their term expires and would be ineligible to run for reelection in the old District.

ARTICLE II. - MEMBERSHIP

Section 1. Any Nebraska FSA County office permanent employee may become a member of this association by paying the annual membership dues of the association.

Section 2. Any other FSA employee, active or retired, may become associate members of this association. Their membership is limited to applicable benefits and privileges of the organization without eligibility to vote or hold office in the association.

Section 3. Life Membership - Recommended Honorary Life Memberships must be approved by the board of directors and will be subject to the National eligibility requirements.

ARTICLE III. - OFFICERS AND DIRECTORS

Section 1. The officers of this association shall be a President, a Vice-President, a Secretary, and a Treasurer.

Section 2. The board of Directors shall consist of the elected director from each NASCOE district as per (Article IV Section I). In the absence of the district director, the district alternate-director shall serve as director.

ARTICLE IV - ELECTION OF OFFICERS

Section 1. The Board of Directors shall consist of two members per District Director district. The members shall be one (1) County Executive Director, Automation Coordinator or County Office Reviewer and one (1) Program Assistant from each

District Director district. Each Director shall have an alternate of the same title.

All directors shall be elected not later than May 1. Each director shall be elected for a term of two years. The election will be held in each district once every other year. The districts to have the election each year will be designated by the board. Delegates to the annual meeting will elect a President, a Vice-President, a Secretary, and a Treasurer from the district directors to serve as officers of the Nebraska Association of FSA Committee Employees.

Section 2. All elections shall be decided by majority vote.

Section 3. The election shall be in a democratic method as prescribed by the board of directors prior to the election

ARTICLE V. - MEETINGS

Section 1. There shall be one annual meeting of this board of directors, held at the time and place designated by the board of directors. At the annual meeting each county office is entitled to two (2)-voting delegates for purposes of election, constitution and by-law changes and any resolutions presented at the meeting.

Section 2. Other meetings may be held at the discretion of the board of directors, or called by the president of the association.

Section 3. Meetings of the membership of the association may be called by the president at the direction of the board of directors.

ARTICLES VI. - COMMITTEES

Section 1. All committees shall be appointed by the president.

Section 2. The number of committees, and the nature and extent of their duties shall be such, as the board of directors believes will best execute the program of work of this association.

ARTICLE VII. - DUES

Section 1. The board of directors shall determine the membership dues annually.

Section 2. Dues become payable May 1st each year, unless determined otherwise by the board of directors.

Section 3. In the case of new employees, dues may be prorated on a monthly basis.

ARTICLE VIII. - QUORUMS

Section 1. A quorum of the board of directors shall consist of a majority of the said directors.

ARTICLE IX. - CONDUCT OF MEETINGS

Section 1. Robert's Rules of Order shall cover the discussion and parliamentary procedure in all meetings of this association.

ARTICLE X. - VACANCIES

Section 1. In case of disability or resignation of a director, the district alternate-director shall serve as a director to fill the unexpired term.

Section 2. The Vice-President shall serve in the absence or disability of the President.

Section 3. In the absence, disability, or removal of the Vice-President, the Secretary, or the Treasurer, the office vacated shall be filled by appointment by the President until the next meeting of the Board of Directors when such office shall be filled by

election.

Section 4 In the case of a vacancy of an alternate director, the board may fill the vacancy by appointing an eligible member. The term of the appointment will coincide with the director's term.

ARTICLE XI. - FINANCIAL MATTERS

Section 1. The State Treasurer shall deposit all funds of this association in an accredited bank or banks and keep adequate records of collections and withdrawals. The funds shall be deposited in the name of the Association.

Section 2. The State Treasurer must approve the withdrawal of any or all funds from the Association's bank account.

Section 3. The President, State Treasurer shall refuse to pay any expense incurred by any person or committee until all required expense accounts are properly presented to and filed with the State Treasurer.

Section 4. The association shall reimburse each member of the board of directors for attendance at association meetings called by the board of directors or the president at the rates as established by the board of directors.

Section 5. The president or his designee with the approval of the board of directors shall have the power to purchase any equipment or material to be used for the benefit of the association.

ARTICLE XII. - DUTIES OF OFFICERS AND DIRECTORS

Section 1. The duties of the President, Vice-President, State Secretary, and Treasurer shall be those usually devolved upon such officers, except as otherwise stipulated in this document.

Section 2. The Board of Directors shall have the power to transact all business of this Association. Delegations of authority for this purpose may be made at the discretion of the board of directors.

Section 3. The State Secretary shall conduct the official correspondence of the association. The Secretary shall keep an accurate and neat record of regular and special business meetings of the association and board of directors. The State Treasurer shall keep an accurate record of all transactions of the association: collect and disburse all monies subject to the approval of the president; give an accurate financial report of the association annually; and perform such other duties as the board of directors may prescribe.

Section 4. The President shall also serve as chairman of the board of directors.

Section 5. The minutes of all executive committee meetings shall be sent to all board members immediately after their meeting.

ARTICLE XIII. - AMENDMENTS

Section 1. Proposed amendments to the constitution and by-laws must be announced to all members at least 30 days prior to the action by the delegates at the annual meeting.

Section 2. The constitution and by-laws may be amended, revised, or repealed at any annual meeting by an affirmative vote of a majority of Delegates present.

Section 3. All amendments or revisions so made shall go into effect immediately after approval of the Delegates.

Section 4. The constitution and by-laws shall be reviewed periodically by the board of directors.