

AFGE



AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES, AFL-CIO

J. David Cox, Sr.
National President

Eugene Hudson, Jr.
National Secretary-Treasurer

Augusta Y. Thomas
National Vice President
for Women and Fair Practices

7Q/ C-100/352893

December 1, 2015

Hydrick Thomas, President
Council of TSA Locals (C-100)
8410 Rockaway Beach Blvd Apt 2D
Rockaway Beach, NY 11693-1728

Dear Mr. Thomas:

This responds to your request for National Executive Council (NEC) approval of recent changes to the Constitution and Bylaws of the Council of Transportation Security Administration Locals (C-100).

Please find enclosed a copy of the NEC-approved Constitution and Bylaws for the C-100. The National Office keeps a copy.

Sincerely and in solidarity,

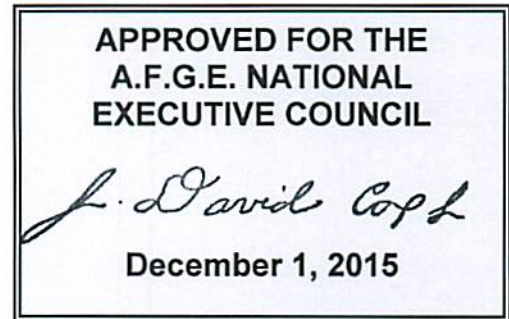
J. David Cox, Sr.

J. David Cox, Sr.
National President

Enc.

cc: NEC (with enc.)
Norma Gonzalez, Secretary-Treasurer C-100





Council of Transportation Security Administration Locals Constitution and Bylaws

PREAMBLE

For the purpose of promoting unity of action in all matters affecting the mutual interests of the membership of affiliated Locals, we, as members of the American Federation of Government Employees (AFGE), AFL-CIO, hereby adopt this Constitution and Bylaws.

ARTICLE I. NAME

Section 1. This Council shall be known as the Council of Transportation Security Administration Locals (COTSAL or Council 100).

Section 2. The headquarters of this Council shall be the worksite of the Council President.

ARTICLE II. OBJECTIVES AND METHODS

Section 1. This Council shall promote the interests and improve the effectiveness of affiliated locals by providing a concerted voice and strength of unity, achieved by the combined efforts of those affiliated locals in order to provide service to our membership.

Section 2. This Council does not advocate the overthrow of the Constitutional form of government in the United States; does not discriminate with regard to the terms or conditions of membership because of race, creed, religion, color, national origin, sex, age, political affiliation, disability, marital status, sexual orientation, or preferential or nonpreferential civil service status; and is not subject to corrupt influences or influences opposed to basic democratic principles.

Section 3. This Council subscribes to the provisions of Public Law 95-454, where applicable.

ARTICLE III. CONTROLLING PROVISIONS

Section 1. This Constitution shall not be inconsistent with the AFGE National Constitution. Should any provision of this Constitution conflict with the AFGE National Constitution, the AFGE National Constitution shall prevail.

Section 2. Consistent with the AFGE National Constitution, the Council President and the AFGE National President shall insure that all provisions of this Constitution are met and shall take necessary action to do so.

ARTICLE IV. MEMBERSHIP

Section 1. All locals in good standing with AFGE whose membership includes TSA employees that are part of the consolidated unit shall be eligible for membership in this Council. All locals whose membership includes TSA employees covered by the AFGE/TSA Master Labor Agreement shall be required to become members of the Council.

Section 2. Representation in this Council shall be by delegates selected in accordance with the constituent local's constitution and duly certified to the Council Secretary-Treasurer. Any delegate to this Council must be a member and an employee or retiree of the Transportation Security Administration.

- (a) 100 or less shall be entitled to one delegate; 101-200 members, two delegates; 201-300 members, three delegates; 301-400 members, four delegates; 401-500 members, five delegates; 501-750 members, six delegates; 751-1,000 members, seven delegates; 1,001-2,000 members, eight delegates; and 2,001-3,000, ten delegates. Locals having a membership over 3,000 members are entitled to an additional delegate for every additional 1,000 members. Membership strength shall be based upon the average number of active members in the calendar year prior to the council meeting or convention.
- (b) For the election of Council officers, each eligible member local in good standing shall be entitled to one vote per local member. Membership strength will be computed as the average number of paid members for the 12-month period ending three months before the Convention or meeting; in the case of a special meeting, the same procedures will apply based on the date of the President's call for the special meeting. However, newly organized locals' membership strength will be computed as the number of paid members for the months since the new local was chartered.
- (c) Except for elections, in which each local is entitled to vote its membership strength, each delegate shall be entitled to cast one vote on any matter before this Council, provided, however, that if a roll call vote is taken on any matter before this Council, each delegate shall be entitled to cast a proportionate share of the votes of his/her respective local, based on the most recent calculation of membership strength in accordance with Section 2(b) of this Article.

- (d) Official AFGE Credential Form C-3 will be issued to delegates, alternate delegates, and proxy delegates elected by secret ballot plurality vote, for attendance at Council meetings. Credentials will be properly executed by constituent locals. Delegates, alternate delegates, and proxy delegates will be furnished the blue copy; the pink copy will be retained by the local; and the original and yellow copy will be forwarded to the Council.
- (e) Delegates and alternate delegates to the Council will be elected to serve for a period consistent with local Constitutions.
- (f) Unless otherwise specified by law (e.g., secret ballot election or per capita tax referendum) or by Constitution, all questions before the Executive Board will be decided by vote of the board members present, first by voice vote, then by a show of hands and then by roll call vote, if requested.

ARTICLE V. REPORTING AND FINANCIAL REQUIREMENTS

Section 1. This Council will comply with the reporting requirements of Public Law 95-454 and all applicable regulations (submission of LM Report and Constitution and Bylaws to the Department of Labor), and will comply with internal Revenue Service regulations (submission of Form 990 for the preceding year). A copy of the above forms will be provided to the AFGE National Office.

Section 2. An annual audit report on AFGE Form 41 will be submitted to the National Office, within 90 days of the close of the fiscal year, which shall be the calendar year.

Section 3. The officers, agents, or other representatives or employees of this Council who handle funds or property thereof, shall be bonded in accordance with subsection (c) of Section 7120, Public Law 95-454, and regulations issued by the Assistant Secretary of Labor pursuant thereto. The Council must be bonded for at least ten percent of all the monies that are handled by the Council in the year. In accordance with Article XXIV, Section 8(c) of the AFGE National Constitution, the National President negotiates on behalf of the Council a blanket position bond in the amount of \$5,000 to cover up to five people who handle the Council's funds for the protection of the Council. In the event that the Council needs, desires or is required by the Labor-Management Reporting and Disclosure Act of 1959, as amended, to be bonded for additional amounts or for additional people who handle the Council's funds, it shall be incumbent upon the Council to bear the additional expense of such additional bond. The Council will be responsible for payment of all charges for all bonding of the Council, including the initial \$5,000 blanket position bond negotiated by the National President, and the Council shall own all bonding paid for by the Council. In order for the bond to be effective, the Council must file within 90 days after the close of its fiscal year a copy of the AFGE Form 41 for the annual audit and a copy of the Department of Labor required form.

Section 4. Copies of all official Council publications will be submitted to the National Office at the time of publication.

ARTICLE VI. REVENUE

Section 1. Per capita tax to this Council shall be \$4.00 per month per active TSA member, payable by the 20th day after the end of the month, effective December 1, 2014.

Section 2. Any local containing constituent TSA members failing to pay the monthly per capita tax, special assessment, or other indebtedness to this Council shall be notified promptly by the Secretary-Treasurer of its arrearages. If at the end of three months the local is still in arrears, it will be subject to the same penalties as failure to pay per capita tax to the Federation as set forth in the AFGE National Constitution. Constituent locals must be current in per capita tax to the Federation to be eligible to participate in Council meetings.

Section 3. Special assessments may be levied by order of the Executive Board of this Council when, in its judgment, it becomes necessary to carry on the work of this Council. In no circumstances shall such assessments exceed the sum of \$1.00 per member in one month, nor shall there be more than four such assessments in any one year. Such action on the part of the Executive Board shall be effective only until the next annual meeting of the Council. The Council may impose a one time, initial assessment of up to \$10.00 per member. However such initial assessment shall not occur until after September 1, 2012.

Section 4. A suspended local may be reinstated to full membership in this Council upon payment of all arrearages.

Section 5. All receipts, checks, and cash disbursements shall be properly recorded and accounted for in the financial records of this Council. The Secretary-Treasurer shall sign and the President shall countersign checks covering proper expenditures for the Council. In the absence of either officer, the Executive Vice President shall sign.

Section 6. Any constituent local in arrears for per capita tax in the calendar month immediately prior to any regular or special Council meeting shall be suspended from voting participation in Council business until per capita tax is made current. No local will be eligible to vote in council conventions or any council matters unless National per capita tax is paid in full 60 days prior to convening.

Section 7. Dues withholding of member locals shall be sent directly to the American Federation of Government Employees. It will be the responsibility of AFGE to collect the per capita tax, disburse the proper amounts to the Council, and refund the differences to the respective locals in a timely manner.

ARTICLE VII. OFFICERS, QUALIFICATIONS, DUTIES

Section 1. The Executive Board of the Council shall consist of:

(a) Officers elected by all Locals:

President

Executive Vice President

Secretary-Treasurer

(b) Officers elected by locals within a Region

Region 1 Vice President —New England, New York, New Jersey, and Delaware.

Region 2 Vice President —South Carolina, Georgia, Florida, Alabama, Mississippi, Puerto Rico and the Virgin Islands.

Region 3 Vice President—Ohio, Indiana, Michigan, Illinois, Wisconsin, Minnesota, North Dakota, South Dakota, Iowa, Nebraska, Kansas, Missouri.

Region 4 Vice President—Arkansas, Oklahoma, Louisiana, Texas, New Mexico.

Region 5 Vice President—Alaska, Washington, Oregon, Idaho, Montana, Wyoming, Colorado.

Region 6 Vice President—Utah, Guam, Saipan, Samoa, California, Hawaii, Nevada, Arizona.

Region 7 Vice President—District of Columbia, Kentucky, Maryland, North Carolina, Pennsylvania, Tennessee, Virginia, and West Virginia.

Section 2. The officers elected by all Locals and the officers elected by Locals within a region shall be elected for three-year terms concurrent with the years between AFGE National Conventions, and shall be elected by secret ballot by majority vote of the delegates from all Locals, or by the locals within that region, as appropriate, at a meeting held in conjunction with the time and place of the AFGE National Convention. In electing Council Executive Board officers, each eligible member local in good standing shall be entitled to one vote per local member. For the purposes of conducting business at Council meetings, voting shall be done by voice vote, then by show of hands if called for and deemed necessary by the Chair, and then by a recorded vote according to membership strength as apportioned among the delegates, if requested by 25% of the delegates present.

(a) For the Regional Vice President elections, delegates from the locals in good standing within each of the regions shall meet in a regional caucus held at the site of the Council meeting. Each delegate at the regional caucus shall be entitled to cast a proportionate share of the vote of his/her local. With the written concurrence of the entire delegation from a local, a single delegate may cast all of the votes to which that local is entitled. Locals who represent members in more than one Region are entitled to cast a proportional vote in the election of the Regional Vice President for each Region in which they represent.

(b) In the case of a vacancy of six months or less in the office of a Regional Vice President, the Council President shall fill the vacancy by appointment. Where more than six months remain in the term, the Council President will conduct a special election to fill the vacancy. In the case of a special election, the Council President will notify Locals of the vacancy and request nominations. Local Presidents will have ten calendar days from the date of the notice to send in their nominee for Regional Vice President to the President. If more than one person is nominated to fill the vacancy, the President will issue a mail ballot to all Local Presidents of

locals in good standing within the region. All qualified nominees who indicate interest to the President will be listed on the ballot and Local Presidents will vote their membership strength in the Region per Article IV Section 2(b) of this Constitution. The vote will occur within 30 calendar days of the vacancy in the office. The person elected will be notified by the President within three calendar days of the election, and will serve the remainder of the unexpired term of office.

Section 3. To be qualified for an office or as a candidate for office, an individual must meet the following qualifications:

- (a) Be a member for one year of a constituent AFGE local, immediately preceding the closing of the nomination process. This requirement does not apply to newly created locals;
- (b) Must not be a member of any labor organization not affiliated with the AFL-CIO;
- (c) All candidates must be a member in good standing and be active or retired TSA employees.
- (d) Specific qualifications for Regional Vice Presidents: in addition to the general qualifications, to be qualified as a candidate for Regional Vice President, an individual must be actively employed or retired within the same Region for the term of office; and
- (e) No individual may hold concurrently more than one office on the Council Executive Board.

Section 4. The President shall function as the presiding officer of the Council and shall exercise general supervision of the affairs of the Council. It shall be the duty of the President, in accordance with the mandates of the Council, to plan and pursue policies that will promote the welfare of the Council member locals; serve as the duly elected Council delegate to all conventions, meetings, or conferences to which the Council is entitled to be present; keep the membership fully advised of his/her activities, including Council office location and contact information; preside at the Council meetings and at meetings of the Executive Board; travel under budget and general policies of the Council Constitution and/or the Council Executive Board; and sign all official documents pertaining to his/her office. The President shall be an *ex officio* member of all committees except the Election and Audit Committees or a committee of investigation. The President shall meet with the TSA management on TSA-wide issues affecting policies, regulations, and conditions of employment, and shall chair the Negotiations Committee. The President may hire employee(s), if the Council Executive Board has given prior approval, either by adoption of an annual budget that provides for employee(s), or by authorizing the expenditure of funds for employee(s).

Section 5. The Executive Vice President shall assist the President in performing his/her duties; preside at any meeting of the Council at which the President is absent, or assume the duties of the President if and when the President so delegates; is responsible for legislative activities, and Chairs the Legislative Committee, assists locals with resolving representational issues; and in the event of a vacancy in the office of President, automatically assumes the office of President for the remainder of the unexpired term. In the absence of the President and the Executive Vice President at a regular meeting of the Council, the delegates may elect a temporary chairperson for that meeting from the Council officers in attendance.

Section 6. The Secretary-Treasurer shall keep a record of the minutes of all meetings, keep all official records of the Council except those that are specifically assigned to others, and notify the membership of all regular or special meetings. The Secretary-Treasurer shall serve as a member of the Constitution Committee, keep the Constitution and Bylaws up-to-date, and is responsible for communications related to the Constitution and Bylaws. Upon request from an affiliated local in good standing, the Secretary-Treasurer will furnish a copy of the Council Constitution and Bylaws. The Secretary-Treasurer will furnish copies of the following documents to the delegates at all regular meetings and provide copies to the locals who do not attend the meetings: financial reports, Executive Board meeting minutes; an up-to-date list of affiliated locals and their last known address/telephone number; and an up-to-date Communications Log that records all notifications from TSA concerning proposed TSA-wide issues affecting changes to policies, regulations, and conditions of employment. The Secretary-Treasurer will furnish official credentials to affiliated locals no later than three months prior to a Council meeting when an election will be conducted at the meeting. If the Secretary-Treasurer is absent from a meeting, the presiding officer may appoint a temporary Secretary, who will keep a record of the minutes and furnish them to the Secretary-Treasurer.

The Secretary-Treasurer also shall receive, receipt for, disburse, and keep account of all monies received or disbursed for the Council; deposit all revenue in banks to the credit of the Council; and provide a financial report at all meetings and whenever otherwise requested to do so by the President. At the end of his/her term of office and each year, the Secretary-Treasurer shall submit the Council's books to an Audit Committee, selected by the Executive Board, for an audit and report to be completed as soon as possible. Upon taking office, the Secretary-Treasurer shall complete financial officers training provided by AFGE as soon as practicable, unless completed within the previous three years.

Section 7. The Fair Practices Coordinator shall be appointed by the President and shall serve as the primary assistant and advisor to the President on matters of equal employment opportunity and affirmative employment in the workplace within DHS and TSA, and shall perform other duties to assist the President, Executive Vice President and Regional Vice Presidents, as directed in writing by the President.

Section 8. The Women's Coordinator shall be appointed by the President and shall serve as the primary assistant and advisor to the President on matters that have an adverse impact on women in the workplace within DHS and TSA, and shall perform other duties to assist the President, Executive Vice President, and Regional Vice Presidents, as directed in writing by the President.

Section 9. The duties of the Regional Vice Presidents shall be as assigned in writing by the President, with the approval of the Executive Board. Each Regional Vice President shall be charged with the responsibility of coordinating Council affairs within their respective regions. Except for the usual monthly and annual reports, or as otherwise directed by the President, all official matters of concern existing between the Council and its member locals shall be forwarded upward and downward through the respective Regional Vice President. He/she shall communicate as necessary with his/her Local Presidents or other local officers. He/she shall attend, or cause a representative to attend, all labor-management meetings and committees at the regional and national level of his/her responsibility. The Regional Vice Presidents will participate in communications with the Council President or Secretary-Treasurer.

Section 10. No officer shall engage in any business or financial activities on behalf of this Council, which conflict with his/her fiduciary Council duties.

Section 11. For negotiations subsequent to the first Master Labor Agreement, the Council Executive Board and/or its designee shall be the Council Negotiating Committee.

ARTICLE VIII. ELECTIONS

Section 1. Officers of this Council shall be nominated and elected in accordance with applicable provisions of this Article and Appendix A of the AFGE National Constitution. The Council Secretary-Treasurer shall send a notice of nomination and election to all known Local Presidents, Local Treasurers, and delegates in good standing at least three months prior to the meeting. At the meeting preceding the scheduled election, the local delegates shall select an Election Committee that will conduct the election of Council officers.

Section 2. The Election Committee will comply with all reasonable requests of any candidate to distribute by mail or otherwise at the candidate's expense, campaign literature in aid of such person's candidacy to all known Local Presidents and delegates in good standing. The Election Committee shall refrain from discrimination in favor of or against any candidate with respect to the use of lists of delegates. Whenever the Council Election Committee authorizes the distribution of campaign literature, by mail or otherwise, to known Local Presidents and delegates on behalf of any candidate or of the Council itself with reference to such election, similar distribution at the request of any other *bona fide* candidate shall be made by the Council Election Committee with equal treatment as to the expense of such distribution. Adequate safeguards to insure a fair election shall be provided. Each candidate shall be afforded an opportunity to have a reasonable number of observers, who are members, present throughout the election procedure, including the tally of ballots.

A reasonable opportunity shall be given for the nomination of candidates, and every member in good standing of each constituent local of this Council, and otherwise qualified, shall be eligible to be a candidate, to hold office, or to support the candidate or candidates of his/her choice without being subject to penalty, discipline, or improper interference or reprisal of any kind by the Council or any member thereof. Delegates shall be entitled to nominate and vote in accordance with this Constitution. The votes cast by delegates and proxy delegates to the Council shall be counted for each office, and the results published separately. All election-related documents (including those pertaining to nominations and the minutes of any meetings) must be sealed and preserved by the Election Committee (who has authority to reopen the records) through the protest period and then forwarded to the National Secretary-Treasurer at the National Office for one year after the election, unless the records are requested by higher authority in the appeal process or are still relevant.

No monetary or other resources of AFGE or any employer shall be used to promote the candidacy of any person in an election. Union resources may be utilized for notices, factual statements, or issues not involving candidates, and other expenses necessary for the holding of an election.

Section 3. The membership strength used in determining the number of delegates shall be calculated in accordance with Article IV, Section 2(b) of this Constitution. To be eligible to vote, a local must pay all per capita tax and other accounts due to the Council and Federation from such locals two months prior to the Convention in the election year.

Section 4. Timely election protests must be received by the Election Committee prior to, during, or within five days of adjournment of the Council meeting.

ARTICLE IX. EXECUTIVE BOARD AND COUNCIL COMMITTEES

Section 1. The elected Council officers shall comprise the Executive Board and will meet at least two times per year, at the call of the President, or by request of a majority of the members of the Executive Board. A majority of the members of the Board shall constitute a quorum; the meeting may be conducted by telephone conference call or other electronic means.

Section 2. It shall be the duty of the Executive Board to devise and initiate such actions as may be necessary in the interim between Council meetings, not inconsistent with the objectives of the Council, this Constitution, or the AFGE National Constitution. Minutes of the Executive Board meetings, resolutions, and other actions shall be duly recorded and regularly reported to the Council's locals.

Section 3. Expenditures by the Council President in excess of \$500 per month must have prior approval: (a) by the Council's Executive Board, (b) as authorized by the budget approved by the Council's executive board, or (c) by separate vote of the Council's delegates. All expenditures authorized by the Executive Board will be reported in writing at the next regular meeting of the Council. Upon request a copy of such report will be made available to any officer in good standing of the Council or constituent local president.

Section 4. Committees may be established as the Council Executive Board may direct, and the membership of such committees shall be appointed by the President, after consultation with the Council Executive Board, except where this Constitution specifically assigns or designates the Chair of a committee. Standing committees shall be appointed during the last meeting of the year and shall be: Agency-wide Negotiations/Consultations, Legislative, Constitution, Litigation, and Organizing.

Section 5. In the case of a vacancy in the office of Executive Vice President or Secretary Treasurer, the Executive Board shall appoint an individual to fill the vacancy. A special election will be held if the unexpired term is more than 12 months.

ARTICLE X. DELEGATES

Section 1. This Council is entitled to two delegates for representation at the AFGE National Convention.

Section 2. The President and Executive Vice President of this Council, by virtue of their election to those offices, are entitled to serve as *ex officio* delegates. The Secretary-Treasurer and Regional Vice Presidents will serve as alternate *ex officio* delegates. If the President or Executive Vice President are unable to serve as delegates the Council will determine which alternate(s) will serve.

ARTICLE XI. COMPLAINTS AND APPEALS

Section 1. Complaints against any of the Council officers arising out of or resulting from an individual's conduct or status as a Council officer on matters concerning the operation of the Council shall be processed in accordance with the procedures set forth in the AFGE National Constitution.

ARTICLE XII. AMENDMENTS

Section 1. This Constitution and any amendments thereof shall become effective and remain so when it is approved by a two-thirds (with the exception of per capita tax) vote of the delegates of this Council present and voting at a convention or regular or special meeting, or by mail vote, and subsequently approved by the AFGE National Executive Council.

Section 2. Any proposed amendment to this Constitution shall be submitted to the Secretary-Treasurer in writing no less than 30 days prior to a TSA Council Convention or other meeting.

Section 3. Amendments may be adopted between Conventions through mail ballot by two-thirds vote of the votes cast by delegates from constituent locals. The Secretary-Treasurer shall notify all delegates of the proposed amendment not less than 15 days prior to the date on which action will be taken to amend. Any proposed amendment shall be submitted to the Secretary-Treasurer from locals representing at least ten percent of the Council.

Section 4. Amendments concerning a change in per capita tax structure may be adopted by a majority vote of the delegates in good standing, voting at a general or special meeting of this Council, after reasonable notice of the intention to vote upon such question, or by majority vote of the TSA members of the constituent locals in good standing, voting in a membership referendum conducted by secret ballot.

ARTICLE XIII. LOCALS' RIGHTS

Section 1. All constituent locals shall have the right to conduct their internal local business without interference, coercion, or restraint by this Council, insofar as such matters are not in conflict with this Constitution, the AFGE National Constitution, and the master labor agreement executed between the agency and the Council.

Section 2. Each constituent local in good standing shall be entitled to full participation on all matters before this council through the medium of its delegate(s).

Section 3. The constituent locals will be kept informed of union and management proposals affecting their bargaining unit members. Constituent locals input will be solicited concerning union and management proposals and they will be kept informed of progress concerning negotiations on

matters affecting bargaining unit members by the appropriate Council officer (i.e. Council President for national level bargaining).

BYLAWS

Section 1. The Council shall meet at least semi-annually in regularly scheduled meetings, except that in the year of an AFGE National Convention, one of the Council meetings shall be held in conjunction with the AFGE National Convention. Delegates must register 60 days in advance of the meetings and Convention to be seated.

Section 2. Special meetings may be called at any time by the President, by request of a majority vote of Council officers, or upon written request from a majority of affected locals. The specific purpose of the meeting shall be provided, and only those items listed in the notice will be discussed or voted on at such a special meeting.

Section 3. The order of business at regular Council meetings will be:

- (a) Roll call of officers
- (b) Reading of the minutes of the previous meeting
- (c) Report of financial condition by the Council Secretary-Treasurer
- (d) President's report and reports of officers /reports of committees
- (e) Unfinished business
- (f) New Business
- (g) Comments for the good of the Council
- (h) Adjournment

Section 4. A quorum of this Council shall consist of not less than one delegate from each of fifteen constituent locals.

Section 5. Unless otherwise specified by law (e.g., secret ballot election or per capita tax referendum) or by Constitution, all questions before the Council will be decided by vote of the delegates present, first by voice vote, then by a show of hands and then by roll call vote, upon determination of the Chair, or if requested by 25% of the delegates present.

Section 6. The time allowed for debate on any particular issue before the Council and the time allowed for speeches will be governed by circumstances and by majority vote of those delegates present. Any limitations as to time allowed for debate may be extended by a majority of those present and voting.

Section 7. The AFGE National President will appoint interim Council Officers, for a term to expire one day prior to the opening of the 2012 AFGE National Convention. However these officers shall be duly elected Local officers. Election of Council officers for a full three year term shall be held at a Council meeting in 2012 held at a time and place concurrent with the AFGE National Convention. Thereafter the term of office shall be three years, with elections to be held at the triennial convention. Installation of officers will take place as soon as practicable after the report of results by the Election Committee.

Section 8. *Robert's Rules of Order Newly Revised* shall govern the proceedings of all meetings of this Council, when not inconsistent with the provisions of this Constitution and Bylaws.

Section 9. These Bylaws may be amended by a two-thirds vote of the delegates, as provided in Article XII of this Constitution, to be effective upon NEC approval.