

CONSTITUTION OF THE NATIONAL WEATHER SERVICE EMPLOYEES ORGANIZATION

Amendments as proposed for consideration at the 2020 Convention

New language underlined

Deleted language ~~struck through~~

ARTICLE V. NATIONAL ORGANIZATION

SECTION 1. NATIONAL ORGANIZATION

- a. The NWSEO shall be organized by Regions and these in turn by Branches. Branches shall be organized where there are Active Members within each facility of the National Weather Service; the National Environmental Satellite, Data, Information Service; NOAA Office of General Counsel; and other agencies of the Federal government and of Federal government contractors or other private sector employees who engage in atmospheric and environmental science services to the American public.
- b. The number and composition of Regions and establishment of Branches will be determined by the National Council. The primary consideration for establishment or change of a Region(s) or Branch(es) shall be effectiveness of service to the membership.

SECTION 2. GOVERNING BODY The governing body of the NWSEO shall be the National Convention, and, except as otherwise provided in this Constitution, decisions of the convention shall be by majority vote.

The National Convention of the NWSEO shall be held every year at a time and place fixed by the preceding year's Convention. In cases where an emergency circumstance arises that requires a change in the time and/or place of the next convention, the National Council may decide the time and place of the convention. The time or place of more than one Convention may be fixed if agreed to by the convention. No less than three months' notice of the place and time shall be given to the membership prior to each convention. Meetings shall be conducted by the Revised Robert's Rules of Order.

SECTION 3. NATIONAL OFFICERS

- a. The National Officers of the NWSEO shall be the National President, Executive Vice President, and the National Secretary-Treasurer. The Regional Chairpersons (or a Regional Vice Chairperson when acting in lieu of a Regional Chairperson) are National Officers when acting in the National Council.
- b. The National Convention of the NWSEO shall elect, every four years from Base Year 2007, the National President, Executive Vice President, and National Secretary-Treasurer. The National President and Executive Vice President shall hold no other elective position in the NWSEO

during their term of office. Any Active Member in good standing for one year immediately prior to the election is eligible for office.

c. Regional Chairpersons and Regional Vice Chairpersons shall be elected in Regional Conferences at the National Convention every two years starting from Base Year 2006. Any Active Member in good standing for one year immediately prior to the election is eligible for office.

d. A National and Regional officer who retires from the Federal government before their term of office expires may complete that term at the pleasure of the National Council.

National and Regional officers who resign from the Federal government before their term expires shall relinquish such office, effective with their resignation.

e. No officer of the NWSEO may continue in office if his/her dues are delinquent.

SECTION 4. NATIONAL COUNCIL

a. The National Council shall be composed of the National President, Executive Vice President, National Secretary-Treasurer, and the Chairperson of each Region. The National Council shall serve as the governing body of the NWSEO when the National Convention is not in session. Each member of the National Council shall have one vote. The National President shall ordinarily chair the meetings and shall vote only in the event of a tie. Decisions of the National Council shall be by majority vote.

b. The National Council shall meet annually and at other times deemed appropriate by the President, or upon application of four or more members of the National Council. It is the responsibility of the Regional Chairperson to personally attend all National Council meetings. If he/she is unable to attend because of a bona fide emergency or crisis, he/she shall designate his/her Vice Chairperson to attend in his/her stead. ~~If the Vice Chairperson is unable to attend, due to a bona fide emergency or crisis, a Regional Council member who is available may be designated to attend. The~~ A Regional Vice Chairperson ~~or Regional Council member~~ so designated shall have the full rights and responsibilities in Council to which the Chairperson would have been entitled. Except during executive sessions, observers may be present at the pleasure of the National Council and if no costs to the NWSEO are incurred.

ARTICLE VI. REGIONAL ORGANIZATION

SECTION 1. GOVERNING BODY The governing body of each Region shall be the Regional Conference and, except as provided in this Constitution, the decisions of the Conference shall be by majority vote. The Regional ~~Council shall govern~~ ~~be the governing body of~~ the Region when the Regional Conference is not in session. Regions may, if they so desire, combine with other Regions in the holding of a Conference, whether at the National Convention or at a specially called meeting, but must separate into Regional groups for business particular to each individual Region, including the election of officers.

SECTION 2. REGIONAL OFFICERS Each Region shall meet in Conference held during the National Convention to elect a Regional Chairperson, ~~and a Vice Chairperson, a Secretary and Regional Council members.~~ ~~Each Regional Council shall be composed of approximately six members. Any Active Member of that Region in good standing for one year immediately prior to the election is eligible for office.~~

~~SECTION 3. REGIONAL COUNCIL The Regional Council shall meet at least annually, and at such other times as the National President shall deem necessary. The Chairperson of the Region shall ordinarily chair the meetings and shall have a vote only in the event of a tie.~~

ARTICLE VII. BRANCH ORGANIZATION

SECTION 1. GOVERNING BODY The governing body shall be the Branch, and decisions of the Branch shall be made by a majority vote of those present at an announced meeting. The Branch shall meet as necessary. Only Active Members in good standing can be members of a Branch.

SECTION 2. BRANCH OFFICERS The Branch Steward, and Vice Steward shall be elected annually in the manner prescribed in Article VIII, SECTION 1, provided only that no Treasurer be elected. If the Branch consists of only one member, the Regional Chair Council may designate elect this member as Branch Steward.

ARTICLE VIII. NOMINATION AND ELECTION PROCEDURES

SECTION 1. BRANCH PROCEDURES Once each year, no later than 90 days prior to the annual National Convention, the President's Office shall mail a nomination letter to each member in good standing at his or her home address requesting nominations for the offices of Branch Steward and Vice Steward, Delegate and Alternate Delegate. Members shall have 21 days to return nominations. Any member in good standing of the Branch may nominate himself/herself or any other member of the Branch for Branch Steward or Vice Steward, and Delegate and Alternate Delegate. Any Active Member in good standing of the Region may nominate himself/herself for the position of Delegate and/or Alternate Delegate by letter to the Branch Steward or designee. Nominations must be in writing, dated and signed by the member making the nomination and presented to the Steward or designee by the deadline. In the alternative email nominations are acceptable. Delegates and Alternate Delegates shall represent the Branch(es) that elected them at the National Convention and the Regional Conference and will have the right to vote for the Branch in any business arising at the National Convention or Regional Conference. If more than one member is nominated for any Branch office, Delegate and/or Alternate Delegate, the Branch Steward shall prepare a secret ballot for each member and mail it to his or her home address. Ballots shall be returned to a sealed box until the time for counting the ballots. Each nominee has the right to have an observer at the polls and the tallying of the votes. The nominee who receives a majority of votes cast shall be certified elected. If there are more than two nominees for any office, or for Delegate or Alternate Delegate, members will be instructed to vote preferentially, and the ballots shall so indicate. The nominee who receives a majority of votes cast for first preference shall be certified elected. If no person receives a majority of the votes cast for first preference, the nominee receiving the largest number of first and second preference votes shall be certified elected. Notification of the results of the election will be sent to the Regional Chairperson. The successful candidates for Delegate and Alternate Delegate will be sent a completed Delegate form signed by the Branch Steward. Election results shall be available to all members.

SECTION 2. NATIONAL AND REGIONAL PROCEDURES

a. Notice of the opportunity for members to submit nominations for any NWSEO office and the nomination procedure must be provided to each Branch at least sixty (60) days prior to the scheduled time of the conference or convention. This information shall be published in the Notice of Conference or Convention.

b. Any Active Member in good standing for one year may submit his/her name or the name of any other Active Member in good standing for one year for nomination for any national office. Nomination may be made in writing by delivering it in person or by registered or certified mail to the National President at the address of the National Headquarters of NWSEO. All written nominations shall be received at National Headquarters not less than fourteen (14) calendar days before the convention begins.

c. Any Active Member in that Region in good standing for one year may nominate himself/herself or another Active Member of that Region in good standing for one year for any Regional Office. Nomination must be made within 21 days of the notice of nomination in such a manner as specified in the notice of nomination.

d. A Delegate or Alternate Delegate representing a Branch at a conference or convention must submit an instrument signed by the Branch Steward to the Credentials Committee, certifying him/her as the Delegate or Alternate Delegate of the Branch and affirming that the proper notice of the election was furnished to Branch members and that the election was by secret ballot.

e. The Credentials Committee shall certify the Delegate or Alternate Delegate and assign to him/her the proper number of votes for each Branch, one vote for each Branch member. The name of the Delegate or Alternate Delegate shall be recorded along with the number of votes he/she is entitled to cast for each Branch he/she represents. A summary of this record shall be furnished to the Chairperson of the conference or convention and to the conference or convention Secretary. Notification of results will be sent to the Regional Chairperson and the Credentials Committee, who shall forward the results to the National Office. Notification of the results by e-mail is acceptable. If an election was held, the ballots shall be sent to the Credentials Committee for certification of the results.

SECTION 3. DELEGATES AND ALTERNATE DELEGATES A Delegate shall have the authority to vote and otherwise represent the members of the Branch(es) who elected him/her. If a Delegate is unable to represent the Branch who elected him/her, his/her authority will revert to the properly elected Alternate Delegate.

SECTION 4. Notwithstanding any other provision of this Constitution, if all of the branches of any region are at the same geographic location, then the election of the Regional Chair and other regional officers will be conducted directly by the members locally rather than by delegates at the Convention. In such a case, any member of a region who wishes to nominate any other member of the region as a regional officer shall do so by notifying the current regional chair in writing by the deadline established for nominations for local steward. The regional chair shall ensure that all such nominations are placed on the same ballots of each branch within the region as are used for electing stewards and delegates to the convention. The election of the regional officers will be conducted at the same time and in the same manner as

the election of stewards and delegates, and will be by secret ballot. The votes for the regional officers will be tallied at the same time as the votes for stewards and delegates. The newly elected regional officers will take office immediately. The branches will still elect delegates and alternates to the National Convention to vote for National Officers or any other issues which arise at the Convention.

SECTION 5. Notwithstanding any other provision of this Constitution or Bylaws, elections for Regional Office held between January 1, 2022 and December 31, 2022 shall be conducted by direct election secret ballot vote, in accordance with procedures adopted by the National Council and specified in the Notice of Elections, with officers elected under this section taking office at the end of the Convention at which the election result was announced. This section shall expire on January 1, 2023; however, this section may be extended by a two-thirds affirmative vote of the 2022 NWSEO Convention to also cover elections for National Office held between January 1, 2023 and December 31, 2023. If this section is extended by the 2022 NWSEO Convention, it shall expire on January 1, 2024.

ARTICLE IX. NATIONAL OFFICERS

SECTION 1. NATIONAL PRESIDENT

The National President shall be the Chief Executive Officer of the NWSEO and shall be responsible for the implementation of policy as created by the National Convention and the National Council. When these bodies are not in session, he/she may create and implement policies at his/her discretion, subject to the general guidelines established by these bodies, and, except in urgent situations, in consultation with the National Council. He/she may employ any person or organization whose services, in his/her judgement, are needed in order to enable him/her to discharge his/her responsibilities, subject to confirmation/approval of the National Council. He/she shall timely inform the Executive Vice President of major activities, decisions, and commitments he/she has engaged in. The National Council shall also be informed of these activities, decisions, and commitments. He/she shall preside over the regular and special meetings of the National Council. He/she shall act as Chairperson of the National Convention and shall appoint such committees as are necessary in the conduct of the business of the convention, provided that he/she shall not appoint any candidate or nominee for office to any Credentials Committee. He/she shall, with the advice and consent of the National Council, appoint members to and cause to be maintained at all times a Constitution Committee, a Legislative and Public Affairs Committee, and a Finance Committee. He/she shall, with the advice and consent of the National Council, appoint members to such other committees as may be necessary.

SECTION 2. EXECUTIVE VICE PRESIDENT The Executive Vice President shall advise and assist the National President. He/she shall act as the Executive Officer of the NWSEO in the absence of the National President or if the National President should become incapacitated or otherwise unable to perform the duties of his/her office, as determined by the National Council. He/she shall perform such other duties as are incident to the office.

SECTION 3. NATIONAL SECRETARY-TREASURER The National Secretary-Treasurer shall cause to be recorded minutes of all meetings of the National Council and of the National Convention. He/she shall cause these minutes, amendments to the Constitution, resolutions, and other appropriate material to be prepared for publication and distribution. He/she shall have custody of and maintain the records, documents, and other effects of the NWSEO. He/she shall be custodian of the funds of the NWSEO and shall disburse monies in payment of obligations incurred on behalf of the NWSEO. He/she shall arrange to furnish each member in good standing a membership card which shall bear the name of member, the Branch name and/or number and such other information as the National Council may specify. He/she will assist the Regional Chairpersons in LMR matters. He/she will collect LMR reports from the Regional Chairpersons and submit a monthly summary to the National Council.

SECTION 4. The National President shall serve for a maximum of two (2) consecutive four-year terms in that office, and the Executive Vice President shall serve for a maximum of three (3) consecutive four-year terms in that office. The current terms of the incumbent National President and Executive Vice President at the time of adoption of this section shall count toward the maximum number of allowed consecutive terms. Any partial term served as National President or Executive Vice President under the succession provisions of Article XI of this Constitution shall not count toward the maximum number of allowed consecutive terms. The Secretary-Treasurer and all Regional Officers may serve an unlimited number of terms in the same office.

ARTICLE X. REGIONAL OFFICERS

SECTION 1. REGIONAL CHAIRPERSON The Chairperson of a Region shall be the Chief Executive Officer of that Region. He/she shall chair ~~the Regional Council and~~ the Regional Conference and shall be a member of the National Council. ~~He/she shall assign to each Regional Council member responsibility for serving a group of branches.~~

SECTION 2. REGIONAL VICE CHAIRPERSON The Vice Chairperson shall assist the Regional Chairperson. He/she shall act as Chairperson in the absence of the Chairperson, or in the event of the Chairperson's incapacitation.

ARTICLE XI. SUCCESSION OF OFFICERS

SECTION 1. NATIONAL OFFICERS A vacancy in the office of the National President that occurs between national elections shall be filled by officers in the line of succession: the Executive Vice President first. All other vacancies in national offices that occur between national elections shall be filled by the National Council. Each officer succeeding shall serve in his/her new office until the next regular election.

SECTION 2. REGIONAL OFFICERS A vacancy in the office of the Regional Chairperson which occurs between regional conferences shall be filled by the Regional Vice Chairperson. When a vacancy in the Regional Vice Chair occurs between regional conferences the Regional Chair, in

consultation with the President, will nominate a Vice Chair to serve until the next election. The nomination must be approved by a majority of the National Council.

If both the position of Regional Chairperson and Regional Vice Chairperson fall vacant, an interim Chairperson shall be appointed by the National President until the next National Council meeting, when the National Council shall elect a Regional Chairperson to serve until the next election. ~~Vacancies on the Regional Council shall be filled by the Regional Chairperson in consultation with the Regional Vice Chairperson. Each succeeding officer shall serve in that office until the next scheduled election.~~

SECTION 3. BRANCH OFFICERS A vacancy in the office of Branch Steward shall be filled by the Branch Vice Steward who shall be eligible to serve in that office until the next scheduled election.

ARTICLE XVI. CONSTITUTIONAL AMENDMENTS

SECTION 1. PROPOSALS Proposed amendments to the Constitution shall be forwarded to the National Secretary-Treasurer not later than ninety (90) days prior to the National Convention. He/she shall collect all the proposals and provide a copy of the collection to each Branch, to each National Council member and to each Constitution Committee member at least sixty (60) days prior to the National Convention.

SECTION 2. COMMITTEE ACTION The Constitution Committee will review all proposed amendments to this Constitution to determine whether they will improve the capabilities of the NWSEO in attaining its objectives. The Committee will report its recommendations, and any dissenting report, to the Convention. A two-thirds majority of the Convention Delegates' votes shall be required to approve the amendment(s). Alternative proposals from committee members which are approved by a majority of the Committee may be presented to the Convention and may be adopted by a two-thirds majority vote.

SECTION 3. REFERENDUM AMENDMENT Amendments may be submitted by any member or Branch when the convention is not in session. If it is within one hundred (100) days of the Convention, the process for consideration of the proposed amendment(s) shall be as described in SECTIONS 1 and 2 above. At other times, after notifying the National President, any member or Branch must submit his/her/its petition for a referendum vote to all members and receive a supporting vote of at least fifteen (15) percent of the number of certified delegate votes at the most recent Convention ~~one hundred (100) members~~ before a referendum vote may be held. The petition must include the amendment(s) for the members' consideration. Any member may present an argument for or against the proposed amendment. Balloting procedures shall be detailed in the NWSEO's Bylaws. Referendum amendments shall require a two-thirds majority of responding members' votes to pass.

SECTION 4. INTERPRETATION All questions of interpretation of the Constitution shall be directed to the Constitution Committee, which will decide the question.

BYLAWS OF THE NATIONAL WEATHER SERVICE EMPLOYEES ORGANIZATION

Amendments as proposed for consideration at the 2020 Convention

New language underlined

Deleted language ~~struck through~~

ARTICLE XI. CONSTITUTIONAL REFERENDUM

SECTION 1. When a member or a Branch proposes an amendment for referendum, a copy of the proposed amendment shall be sent by registered or certified mail to the National President, along with notification of intent to begin the referendum process. Copies will also be sent to the Chairperson of the Constitution Committee, who shall have the Committee determine if the proposed amendment contravenes any other section of the Constitution.

The Chairperson of the Committee shall so inform the proposing member or Branch within forty (40) days of receipt of the proposed amendment(s).

SECTION 2. The member or Branch proposing the amendment(s) shall then circulate a petition to each Branch, with a copy of the amendment(s) and any arguments for or against attached.

SECTION 3. If the member or Branch receives a number of signatures equaling at least fifteen (15) percent of the number of certified delegate votes at the most recent Convention ~~one hundred (100) signatures~~, the signed petition(s) shall be forwarded by registered or certified mail to the National President who shall direct that the signatures be verified.

SECTION 4. If the National President finds that the petition is correct, he/she shall order a referendum election.

SECTION 5. If a referendum is necessary, the vote will be by mail ballot. Ballots will be sent by first class mail to each active member at his/her last known address. The ballots will be accompanied by a copy of the proposed amendment(s), one essay of five hundred (500) words or less in favor, one essay of five hundred (500) words or less against, a ballot, and a stamped envelope addressed to the National Office.

SECTION 6. The ballots will be placed in the stamped envelope addressed to the National Office on which the member enters his/her signature, printed name, and address in the upper left hand corner.

SECTION 7. The ballots will be verified and counted at the National Office. The membership shall have six weeks to return the ballots to the National Office. Ballots returned to the National Office will be placed in a suitable container until they are counted. Ballots received after six weeks shall not be counted and shall be marked by the Director of Membership Services as received after the six week return period. The official count shall occur as soon as practicable after the six week return period.

SECTION 8. The results of the balloting shall be published to the membership as soon as practicable.

SECTION 9. The ballots shall be retained at the National Office for two (2) years after the vote.