

# CHAPTER BYLAWS

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## WARDEN PSE



**Public School Employees of Washington/SEIU Local 1948**

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## P R E A M B L E

### **NAME**

The name of this chapter shall be Public School Employees of Warden and shall be an affiliate of Public School Employees of Washington/SEIU Local 1948 (PSE), a not-for-profit 501(c)5 labor organization operating under the laws of the State of Washington. This organization was chartered by Public School Employees of Washington on September 1, 1967.

### **MISSION - OUR PURPOSE FOR EXISTING**

It is the mission of Public School Employees of Warden to work closely with Public School Employees of Washington/SEIU Local 1948 to support the membership through collective bargaining and the protection of those rights, promote educational enrichment opportunities, encourage membership growth, and provide quality leadership while working closely with the state legislature in an effort to enact laws which will represent the best interest of all classified school employees in the State of Washington.

### **VISION - WHAT WE STRIVE TO ACHIEVE**

We will provide service of superior quality and value that best meets the needs of our chapter members. We will achieve that purpose through an organization and working environment which attracts the finest people, fully develops and challenges individual talents, encourages our free and spirited collaboration to drive the organization ahead, and maintains PSE's historic principles of integrity and commitment to do the right thing.

Through the successful pursuit of our commitment, we expect our services, programs, and activities to achieve a leadership position in representing all classified employees. As a result, PSE, our members, PSE employees, the school district in which we work, and the community in which we live will grow and prosper.

### **VALUES - THAT WHICH GUIDES OUR DECISIONS, PERFORMANCE, AND CONDUCT**

- Recognizing the needs of members and PSE staff, we are committed to:
- Striving for excellence and demonstrating pride in our work.
- Having open, honest communications.
- Providing high-quality service.
- Creating a work environment that is enjoyable, rewarding, and comfortable. We want it to be based on trust and concern for the rights and welfare of others.
- Embodying honesty and integrity in our conduct and relationships with others.
- Treating others fairly, equally and respecting their individual dignity.
- Recognizing individual worth.
- Supporting creativity, innovation, and constructive changes in the organization.
- Demonstrating accountability for our performance, actions, and behavior.
- Doing the professional, technical, organizational, and ethically "right" thing as opposed to the easy, popular, or politically expedient thing.
- Demonstrating an elevated level of social responsibility.

This organization shall continue until a majority of all the members vote to dissolve the organization.

THEREFORE, we, the classified school employees of Warden School District, in meeting, adopt these Bylaws this 14th day of May 1986.

# ARTICLE I

## MEMBERSHIP

### **Section 1.1. Membership.**

Except as otherwise provided in these bylaws, any person, without regard to race, creed, color, national origin, sex, or political belief, who meets the requirements hereinafter listed, shall be eligible for membership.

### **Section 1.2. Active Member.**

Any classified school employee who is regularly employed by or for the Warden School District, and who is a member of Public School Employees of Washington/SEIU Local 1948, is eligible for membership in this chapter. A classified employee is one whose position does not require a teaching certificate. Application for membership shall be made on a standard application form provided by the Board of Trustees.

### **Section 1.3. Non-Membership Rights.**

Any member who opts out of payment of regular dues, shall be characterized as a free rider and shall be entitled only to those rights and privileges as set forth in PSE policy and bylaws. Free-riders shall not be entitled to hold any local or state office, attend local or state meetings, vote for local or state leaders or vote for ratification of the collective bargaining agreements. In addition, free-riders may not attend any PSE sponsored functions. Spouses and families are welcome at social gatherings.

### **Section 1.4. Member in Good Standing.**

To be eligible to vote and to hold office, a member must be in good standing. To be in good standing, the member shall be employed and current in payment of dues as are required by these bylaws. Any member, who is on authorized leave of absence pursuant to the Collective Bargaining Agreement, shall retain the right to vote and hold office. Any member who is terminated from employment shall not be eligible to vote or hold office.

# ARTICLE II

## DUES

### **Section 2.1. State Dues.**

State dues shall be paid monthly to the state office of PSE as outlined in the state bylaws.

#### **Section 2.1.1. Chapter Rebates.**

Dues rebates from the state organization shall be received by the chapter in accordance with the provisions of the state bylaws.

### **Section 2.2. Local Membership Dues.**

Local membership dues shall be three dollars (\$3.00) per month. Any member, who is on an authorized leave of absence pursuant to the Collective Bargaining Agreement, may have local dues collection suspended upon approval by the Chapter Board of Trustees.

**Section 2.2.1. Determination of the cost of Local Dues.**

Local membership dues shall be three dollars (\$3.00) per month because we no longer do fundraisers to fund our scholarships. Local dues shall be paid monthly to the chapter treasurer by the school district.

### **Section 2.3. Refunds.**

Membership dues are not refundable except where an error resulting in an overpayment exists.

## ARTICLE III

## GOVERNANCE

### **Section 3.1. Governance.**

PSE shall be governed by a representative form of government.

### **Section 3.2. Freedom of Speech.**

Members shall suffer no impairment of freedom of speech concerning the operations of this organization. Active discussions of organization affairs shall be encouraged and protected within this organization.

### **Section 3.3. Accounting of Funds.**

Members shall have the right to a full and clear accounting of all organizational funds. At all levels such accounting shall include, but not be limited to, periodical reports to the membership by appropriate fiscal officers or by independent auditors not otherwise connected with the organization, and a financial audit at least once a year which is made available to all members.

### **Section 3.4. Decision Making.**

Members shall have the right to full participation, through discussion and vote, in the decision making processes of the organization and to pertinent information needed for the exercises of this right.

## ARTICLE IV

## MEETINGS

**Section 4.1. General Membership Meetings.**

General membership meetings of this organization shall be held at least three (3) times annually at a time and place to be fixed by the membership or the Board of Trustees.

### **Section 4.2. Special Meetings.**

Special meetings may be called by the President, the Board of Trustees, or by petition filed with the President and signed by twenty percent (20%) of the members of this organization.

### Section 4.3. Meeting Notification.

The President shall provide at least five (5) days notification to all members of any meeting called. However, said five (5) days' notice may be waived by the Board of Trustees provided that every reasonable effort is employed to notify the membership of the meeting.

1 **Section 4.4. Vote Process.**

2 At any meeting of the membership of this organization, each member present shall be entitled to one  
3 (1) vote. A member must be present to vote – no proxy vote will be allowed. A minimum of five (5)  
4 members must be present to constitute a quorum before any organization business may be transacted.  
5  
6

7 **ARTICLE V**

8  
9 **MANAGEMENT**  
10

11 **Section 5.1. Property of the Organization.**

12 The business and property of this organization shall be managed by a Board of Trustees, except when  
13 the meetings of the organization are in session. All matters affecting the purposes, aims and means of  
14 accomplishing the purposes of this organization, not specifically provided for in these Bylaws or by  
15 action of the members at a regular or special meeting shall be decided by the Board of Trustees.  
16

17 **Section 5.2. PSE Field Staff.**

18 PSE field staff shall work closely with the chapter in an advisory position, shall negotiate, administer  
19 and enforce collective bargaining agreements for, and on behalf of, PSE members with school districts,  
20 represent members on job-related issues including grievances, disciplinary matters and other situations  
21 involving wages, hours, benefits and working condition disputes. All decisions governing the business  
22 of the local chapter shall be the sole responsibility of the elected officials and membership of the  
23 chapter.  
24

25 **Section 5.3. Operating Principles.**

26 To provide the chapter with the highest quality direction and management possible, the following  
27 operating principles shall guide the Board of Trustees.  
28

29 **Section 5.3.1. Board/Membership Relationships.**

30 A positive, constructive, cooperative relationship between the Board of Trustees and the  
31 membership is essential to achieving the mission and vision of the organization. Therefore, the  
32 board and membership will conduct themselves in a way that promotes mutual trust,  
33 demonstrates respect for individual dignity, and displays professionalism. The board shall  
34 utilize positive conflict resolution methods and maintain open, honest lines of communication  
35 that respect an appropriate chain of command within the chapter.  
36

37 **Section 5.3.2. Media.**

38 The president, or his/her designee, is the primary spokesperson for the chapter. Media inquiries  
39 to individual board members about matters of chapter concern should be referred to the chapter  
40 president. Inquiries about a position of PSE on any matter of statewide concern or specific  
41 legislation should be referred to the executive director at state headquarters.  
42  
43

44 **ARTICLE VI**

45  
46 **BOARD OF TRUSTEES**  
47

48 **Section 6.1. Officers.**

49 The Board of Trustees shall be composed of the President, Vice President, Secretary, Treasurer, and a  
50 Classification Representative elected by the unit from each classification of employees of the school

1 district if represented by the local Public School Employees/SEIU Local 1948 organization. The unit  
2 classifications are: Custodial, Food Service, Maintenance, Paraeducator, Secretarial, Technology, and  
3 Transportation.

#### 4 5 **Section 6.2. Term of Officers.**

6 The term of office for officers shall be for a period of two (2) years, or until their successor is elected.

7  
8 Even Years: President and Treasurer

9 Odd Years: Vice President, Secretary and Membership Officer

10  
11 (Note: In 2020, the President and Treasurer shall be elected for a two (2) year term and the Vice  
12 President, Secretary, and Membership Officer shall be elected for a one year term to start an alternating  
13 election cycle.)

#### 14 15 **Section 6.2.1. Term of Classification Representatives.**

16 The term of office for Classification Representatives will be for one (1) year, or until their  
17 successor is elected.

#### 18 19 **Section 6.3. Board of Trustee Meetings.**

20 The Board of Trustees shall hold meetings as the President discretion, or the Board shall deem  
21 necessary for the competent management of affairs of the organization.

#### 22 23 **Section 6.4. Board of Trustee Voting.**

24 Each member of the Board of Trustees shall possess one (1) vote in the matters coming before the  
25 Board. All voting at meetings of the Board of Trustees shall be by each member present in person and  
26 voting by proxy shall not be allowed. However, in the event of a need, electronic communication is  
27 permitted for discussion and voting. A majority of the members of the Board of Trustees shall  
28 constitute a quorum.

### 29 30 **DUTIES OF TRUSTEES**

#### 31 32 **Section 6.5. President.**

33 The President shall preside at all meetings of the organization and of the Board of Trustees. The  
34 President shall supervise all activities of the organization; execute all instruments in its behalf; counter-  
35 sign all checks drawn against the fund of the organization; appoint all special committees of the  
36 organization subject to the approval of the Board of Trustees; report periodically to the membership  
37 regarding the progress and standing of the organization in regard to the President's official acts;  
38 perform all other duties as prescribed in the Bylaws and perform such other duties usually inherent in  
39 such office.

#### 40 41 **Section 6.6. Vice President.**

42 The Vice President shall provide such assistance to the President as requested; serve as chairperson of  
43 the Grievance Committee; shall, in the absence of the President, perform duties of that office; and in  
44 the case of permanent disability or resignation of the President, shall succeed to that office for the  
45 unexpired portion of the current term of office. The Vice President may be authorized, by the Board of  
46 Trustees, to act as a co-signer of checks drawn on the funds of the organization in place of or in  
47 addition to either the President or Treasurer.

1 **Section 6.7. Secretary.**

2 The Secretary shall ensure that the minutes of general membership meetings and Board of Trustee  
3 meetings are duly recorded, typed and distributed. It shall be the duty of the secretary to keep all  
4 records of the chapter, the Board of Trustees, and to perform such other official functions as the  
5 president and Board of Trustees may direct. The secretary shall also maintain all membership and  
6 seniority records; greet new members and obtain a signed membership card from same.

7  
8 **Section 6.8. Treasurer.**

9 The Treasurer shall receive and be accountable for all funds and monies belonging to the organization;  
10 pay all obligations incurred by the organization in payment as authorized by the Board of Trustees;  
11 maintain bank accounts and depositories designated by the Board of Trustees; and such money shall be  
12 withdrawn only by checks signed by the President and/or Vice President and the Treasurer; and shall  
13 render periodical financial reports as required by the Board of Trustees or by the membership; and  
14 keep an accurate record of receipts and disbursements; and shall act as custodian of all properties of  
15 the organization.

16  
17 **Section 6.9. Classification Representative.**

18 A Unit Representative shall represent the classification of employees which elected them and express  
19 to the Board of Trustees the needs, desires, and concerns of the members in their classification. They  
20 will be responsible, along with the Grievance Committee, in advising an employee about their  
21 contractual rights.

22  
23  
24 **ARTICLE VII**

25  
26 **NOMINATIONS, ELECTIONS, FILLINGS**  
27 **OF VACANCIES AND RECALL PROCEDURES**

28  
29 **Section 7.1. Fair Elections.**

30 Members in good standing shall have the right to fair and democratic elections at all levels of the  
31 organization. This includes due notice of nominations and elections, equal opportunities for competing  
32 candidates, and proper election procedures which shall be specifically set forth.

33  
34 **Section 7.2. The Right to Hold Office.**

35 Members in good standing shall have an equal right to run and hold office, except those persons set  
36 forth in RCW 41.56.030 Par. 2, a, b and c; and those employees classified either by State statute or  
37 appropriate State regulatory agencies as being a "supervisory employee".

38  
39 **Section 7.3. Nominations.**

40 Nominations may be made by the nominating committee, but whether such nomination committee is  
41 used, nominations shall be permitted from the floor at the meeting held to elect officers. Nominations  
42 will be held in April at a chapter meeting. Members do not need to be present to be nominated but will  
43 be asked if they accept the nomination.

44  
45 **Section 7.4. Eligibility to Vote.**

46 To be eligible for office or vote in an election, a member must be in good standing.



1 **Section 7.5. Vote by Secret Ballot.**

2 Officers shall be elected by secret ballot vote, and the balloting shall be so conducted as to afford all  
3 members a reasonable opportunity to vote. At least ten (10) days advance notice shall be given the  
4 membership prior to the holding of the election.

5  
6 **Section 7.6. Officer Obligation.**

7 Every officer and trustee shall, upon assuming office, subscribe to the obligation of an officer and  
8 trustee contained in these Bylaws.

9  
10 **Section 7.7. June Elections.**

11 Elections will be held in June.

12  
13 **Section 7.8. Board of Trustee Absences.**

14 Unexcused absences from three (3) consecutive meetings of the Board of Trustees shall be due cause  
15 for removal of the member by the Board of Trustees. Removal of a board member because of  
16 excessive absenteeism shall not require the 2/3 vote of the membership.

17  
18 **Section 7.9. Vacancy on the Board of Trustees.**

19 A vacancy in any position, except that of President, shall be filled by a member of the Board of  
20 Trustees in accordance with the procedures set forth below:

21  
22 **Section 7.10. President Stepping Down.**

23 In the event the President cannot serve the remainder of his/her current term, the Vice President shall  
24 serve as President for the completion of the term.

25  
26 **Section 7.11. Vice President, Secretary and Treasurer Stepping Down.**

27 In the event of a vacancy in the office of Vice President, Secretary, or Treasurer, all members shall be  
28 notified of the vacancy and nominations solicited for the position. Nominations shall be accepted for a  
29 period of twenty (20) calendar days following the notification to members. The President, at his/her  
30 discretion, may either call a special meeting of the Board of Trustees, or act upon the vacancy at the  
31 next regularly scheduled board meeting. Each candidate for the position may submit a letter or have  
32 three (3) minutes to address the board prior to the vote to describe their qualifications and reasons they  
33 are seeking the position.

34  
35 **Section 7.12.**

36 When vacancies occur in the office of a Classification Representative, the President shall direct that a  
37 classification meeting be held, and that the classification elect a successor for the remainder of the  
38 vacant term. Election of the successor must be by majority vote. If more than two (2) candidates run  
39 for the office, the candidate with the lowest vote total will be dropped from the ballot after each round  
40 of voting until one (1) candidate receives most of the votes cast.

41  
42  
43 **ARTICLE VIII**

44  
45 **MISCELLANEOUS PROVISIONS**

46  
47 **Section 8.1. Bylaw Changes.**

48 Local chapters shall adopt bylaws that do not conflict with PSE state bylaws. State bylaws shall always  
49 supersede local bylaws where conflict exists.

1 **Section 8.2. Board of Trustee Changes.**

2 This chapter shall send to the PSE state office a list of names and addresses of its Board of Trustees  
3 and members, together with other information required by PSE and shall notify PSE of all changes in  
4 board members, members, and addresses.

5  
6 **Section 8.3. Rights of Employees.**

7 This chapter shall not enter into any collective bargaining agreement, amendment thereto, dispute  
8 settlement agreement, grievance settlement agreement, or any other agreement or waiver which affects  
9 or pertains to wages, hours or working conditions of the employees in the bargaining unit, nor any  
10 agreement which would affect the rights of employees represented by PSE, nor any agreement  
11 affecting the scope of any collective bargaining unit, with the District, Employer, or other entity or  
12 agent, unless such agreement is first reviewed and approved by the Executive Director of Public  
13 School Employees of Washington/SEIU Local 1948 or his/her designee, provided decisions of the  
14 executive director may be appealed to the Board of Directors.

15  
16 **Section 8.3.1. Signing of Documents.**

17 Original signed copies of all documents pertaining to issues outlined in Section 8.3 shall be  
18 submitted to the regional service center, who will then forward the original to state  
19 headquarters after appropriate copies have been made.

20  
21 **Section 8.4. Robert's Rules of Order.**

22 The latest edition of Robert's Rules of Order shall be the guide in all cases in which they are  
23 applicable, and in which they are not inconsistent with the Constitution, Bylaws and special rules of  
24 this organization or of the Public School Employees of Washington/SEIU Local 1948.

25  
26  
27 **ARTICLE IX**

28  
29 **CHAPTER BUDGET**

30  
31 **Section 9.1. Budget.**

32 The Board of Trustees shall annually develop a budget which shall be submitted to the membership for  
33 approval at the September Chapter meeting. The fiscal year shall run from September 1<sup>st</sup> to August 31<sup>st</sup>.

34  
35 **Section 9.2. Annual Convention.**

36 The maximum number of delegates and/or alternates who may attend the Annual Convention shall be  
37 determined by the PSE State Bylaws; the maximum number of delegates the Chapter will send will be  
38 determined by the Board of Trustees based on Chapter finances. Convention delegates shall be voted  
39 upon by the membership at the May general membership meeting. Nominations from the floor shall be  
40 taken at the meeting. Members and alternates shall represent the best interests of the membership by  
41 attending workshops and meetings. After the Convention, they shall make a summary report at the next  
42 Chapter meeting. Members whose expenses are reimbursed by State PSE are not eligible for  
43 reimbursement from the Chapter. Delegates are expected to carpool, with a minimum of two (2) persons  
44 per vehicle.

45  
46 Convention expenses shall be reimbursed as follows:

- 47 A. Mileage Reimbursement. The mileage reimbursement will be paid at the State PSE per mile rate.  
48 Mileage reimbursement will be calculated by the most direct route from home to the destination.  
49 Parking costs shall be reimbursed after an acceptable receipt is received.

- 1 B. Rooms. The President or Treasurer shall select the appropriate accommodations for two (2)  
2 nights for both delegates and alternates, based on single occupancy, or the request of the delegate.  
3  
4 C. Registration. The Chapter will pay the registration fee of the delegates and alternates.  
5  
6 D. Meal Reimbursement. Reimbursements for meals will be determined by the budget and vote of  
7 the general membership each year. The amount for each meal and the meals to be reimbursed will  
8 be determined according to the location of convention. An itemized receipt is needed for  
9 reimbursement. (Alcoholic drinks will not be reimbursed).  
10  
11 E. Chapter Gift and Emergency Relief Donation. The gift and donation amount shall be determined  
12 in the annual budget.  
13

### 14 **Section 9.3. Legislative Conference(s).**

15 Members whose expenses are reimbursed by State PSE are not eligible for reimbursement by the  
16 Chapter. Attendees are expected to carpool, with a minimum of two (2) persons per vehicle.  
17

- 18 A. Mileage Reimbursement. The mileage reimbursement will be paid at the PSE State per mile  
19 rate. Mileage reimbursement will be calculated by the most direct route from home to the  
20 destination.  
21  
22 B. Rooms. The President or Treasurer shall select the accommodations for two (2) nights for those  
23 who attend the conference, based on single occupancy, or the request of the delegate.  
24  
25 C. Registration. The registration fee will be paid by the Chapter.  
26  
27 D. Meal reimbursement. Reimbursements for meals will be determined by the budget and vote of  
28 the general membership each year. Allowable meals include Saturday lunch and dinner, and  
29 Sunday breakfast. An itemized receipt is needed for reimbursement. (Alcoholic drinks will not  
30 be reimbursed.)  
31  
32 E. Chapter and Legislative Auction Gift. The gift and auction donation will be determined in the  
33 annual Chapter budget.  
34

### 35 **Section 9.4. Zone Meetings.**

36 Any member may attend a Zone meeting.  
37

### 38 **Section 9.5. Chapter Meeting Expenses.**

39 To facilitate member involvement in Chapter meetings, monies for food, beverages, and PSE  
40 promotional items and/or cash for door prizes for chapter meetings shall be budgeted annually.  
41

### 42 **Section 9.6. Board of Trustees Meeting Expenses.**

43 To facilitate leaders' involvement in Board of Trustees meetings, the board will annually budget for  
44 snacks for board meetings.  
45

### 46 **Section 9.7. Purchases.**

47 Purchases authorized according to the yearly approved budget will be reimbursed only with an itemized  
48 cash register receipt. Such receipt shall be submitted within sixty (60) days of purchase and include name  
49 of member, purpose of item, and/or activity attended.

1 **Section 9.8. Additional Reimbursement Rules.**

- 2 A. Meal reimbursement will be made to members who must purchase a meal at a function which they  
3 are authorized to attend when such function does not provide the meal. Itemized restaurant receipts  
4 must be submitted for reimbursement. (Alcohol is not reimbursed).  
5  
6 B. Lodging will be paid by the Chapter when attending authorized Chapter functions. Reimbursement  
7 will be for the member's room expense only. Hotel bill will be required for reimbursement.  
8  
9 C. All receipts must include the member's full name, purpose of a purchased item, and/or the activity  
10 attended.  
11  
12 D. Any receipts turned in for reimbursement must be presented within sixty (60) days of the purchase  
13 to the chapter treasurer.  
14

15  
16 **ARTICLE X**

17  
18 **COMMITTEES AND DELEGATES**

19  
20 **Section 10.1. Grievance Committee.**

21 A Grievance Committee shall be composed of the Vice President and at least one Classification  
22 Representative from each classification of employees in the chapter.  
23

24 **Section 10.2. Negotiating Committee.**

25 The Negotiating Committee shall be the Executive Board and the Classification Representatives for  
26 each classification. In the event a new Chapter President is elected prior to contract ratification, the  
27 newly elected President may participate.  
28

29 **Section 10.2.1. Full Open Contract.**

30 Once the negotiations team completes their proposals for negotiations, a special chapter  
31 meeting will be called to discuss the topics of the proposals. This will be a question and  
32 comment meeting. Members will be updated on the progress of negotiations after each  
33 negotiation meeting.  
34

35 **Section 10.2.2. Yearly Openers.**

36 The negotiating committee will be present at the openers negotiation meetings. Prior to  
37 negotiations with administration, a chapter meeting will be held to discuss legislative impact  
38 (wages and benefits) for the next school year.  
39

40 **Section 10.2.3. Ratification Meeting.**

41 Ratification meetings will be held for chapter members in good standing to vote on the changes  
42 that will be made to the contract each year.  
43

44 **Section 10.3. Audit Committee.**

45 An Audit Committee shall be selected by the Board of Trustees to audit the financial records of the  
46 Chapter between September 1 and October 31, to align with the fiscal year and 990N form submission  
47 deadline.  
48



1 **Section 10.4. Other or Special Committees.**

2 The Board of Trustees shall designate such special committees as they determine necessary in the  
3 carrying out of the objectives and purposes of this organization.  
4

5 **Section 10.5. Convention Delegates.**

6 Delegates shall be selected by the Chapter at a regular meeting no later than the June meeting.  
7

8 **Section 10.6. Nominating Committee.**

9 A Nominating Committee may be appointed by the Board of Trustees or elected to make nominations.  
10

11 **Section 10.7. Bylaws Committee.**

12 The Bylaws Committee shall consist of at least three (3) elected members and the Chapter President.  
13 The purpose of the committee will be to review the Bylaws at least every two (2) years and determine  
14 if there needs to be any changes or additions.  
15  
16  
17

18 **ARTICLE XI**

19 **AMENDMENTS**  
20  
21

22 **Section 11.1.**

23 These Bylaws may be amended by a majority vote of the members at any regular or special meeting  
24 thereof; providing, that a notice of the intent to amend any specific provision be given to the members  
25 at least five (5) days prior to the meeting at which said vote is to be taken.  
26  
27  
28  
29

30 BY: Brenda Ibarra  
31 Brenda Ibarra, Chapter Secretary  
32

33 DATE: 8-6-19  
34  
35  
36  
37

38 Adopted by the membership May 14, 1986  
39 Amended by the membership November 19, 1990  
40 Amended by the membership March 1, 1993  
41 Amended by the membership May 18, 2000  
42 Amended by the membership December 12, 2001  
43 Amended by the membership August 30, 2012  
44 Amended by the membership May 19, 2014  
45 Amended by the membership June 3, 2019  
46  
47  
48