**CONSTITUTION AND BY-LAWS**

**NEBRASKA ASSOCIATION OF FSA COUNTY OFFICE EMPLOYEES**

**AS AMENDED APRIL 23, 2016**

ARTICLE I –NAME AND OBJECTIVES

Section I. A. This association shall be known as the Nebraska Association of FSA County Office

 Employees (NEBRASCOE).

Section II. A. The objectives of this association shall be:

1. To strive to maintain and improve the confidence, esteem, and respect of the public for FSA County Office employees.
2. To strive to preserve and improve the present County Committee system.
3. To promote the professional improvement of its membership.
4. To cooperate with the Nebraska FSA State Committee, the State Executive Director, and his/her staff to improve the FSA in Nebraska.
5. To promote the welfare of Nebraska farmers, ranchers, and Nebraska agriculture.
6. To be considered as Federal Employees, and be placed on an equal basis for privileges with other Federal Employees.
7. To cooperate with the National Association of FSA County Office Employees (NASCOE) in their goals and aims.
8. The NEBRASCOE districts shall coincide with the district director districts.

ARTICLE II - MEMBERSHIP

Section I. A. Any Nebraska FSA County Office Employee and any active County Office

 Employee of an adjoining and neighboring State(s) where NASCOE affiliation

 provisions are not met, may become a member of this association by paying the

 annual membership dues of this association.

Section II. A. Any other FSA employee, active or retired, may become an associate member 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 III. A. 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 I. A. The officers of this association shall be a President, a Vice-President, a Secretary, and

 a Treasurer.

Section II. A. The Board of Directors shall consist of the elected directors from each NASCOE

district as per Article IV Section I, and the Past President who shall serve in an advisory capacity.

 In the absence of the district director, the district alternate director shall serve as

 director.

ARTICLE IV – ELECTION OF OFFICERS

Section I. A. The Board of Directors shall consist of two members per district director district.

The members shall be one (1) County Executive Director,and one (1) Program Technician from each district director district. Each director shall have an alternate of the same title.

 B. 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 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 County Office Employees.

C. If the district director districts change, all directors will continue to serve until the

 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 is 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.

Section II. A. All elections shall be decided by a majority vote.

Section III. A. The election shall be in a democratic method as prescribed by the Board of Directors

 prior to election.

ARTICLE V – MEETINGS

Section I. A. 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 II. A. Other meetings may be held at the discretion of the Board of Directors, or called by

 the President of the association.

Section III. A. Meetings of the membership of the association may be called by the President at the

 direction of the Board of Directors.

ARTICLE VI – COMMITTEES

Section I. A. All committees shall be appointed by the President.

Section II. A. 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 work of this

 association.

ARTICLE VII – DUES

Section I. A. The Board of Directors shall determine the membership dues annually.

Section II. A. Dues become payable July 1 each year unless determined otherwise by the

 Board of Directors.

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

ARTICLE VIII – QUORUMS

Section I. A. A quorum of the Board of Directors shall consist of a majority of the said directors.

ARTICLE IX – CONDUCT OF MEETINGS

Section I. A. Robert’s Rules of Order shall cover the discussion and parliamentary procedure in all

 meetings of this association.

ARTICLE X – VACANCIES

Section I. A. In case of disability or resignation of a director, the district alternate-director shall

 serve as a director to fill the unexpired term.

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

Section III. A. In the absence, disability, or removal of either 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.

ARTICLE XI – FINANCIAL MATTERS

Section I. A. 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 II. A. The State Treasurer must approve the withdrawal of any or all funds from the

 association’s bank account.

Section III. A. The President and 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 IV. A. 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 V. A. The President or his/her 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 I. A. 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 II. A. 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 III. A. The state Secretary shall conduct the official correspondence of the association. The

 Secretary shall:

1. Keep an accurate and neat record of regular and special business meetings of the association and Board of Directors.
2. The State Treasurer shall keep an accurate record of all transactions of the association:
3. Collect and disburse all monies subject to the approval of the President
4. Give an accurate financial report of the association annually
5. Perform other duties as the Board of Directors may prescribe.

Section IV. A. The President shall also serve as chairman of the Board of Directors

Section V. A. The minutes of all executive committee meetings shall be sent to all board members

 immediately after their meeting.

ARTICLE XIII – AMENDMENTS

Section I. A. 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 II. A. 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 III. A. All amendments or revisions so made shall go into effect immediately after approval

 of the delegates.

Section IV. A. The constitution and by-laws shall be reviewed periodically by the Board of

 Directors.

**RESOLUTION 1**

**April 23, 2016**

A RESOLUTION IN SUPPORT OF CHANGE TO THE NEBRASCOE BY LAWS

CONCERNING NEBRASCOE MEMBERSHIP TO ADJOINING NEBRASCOE STATE AFFLIATE ASSOCIATIONS WHEN THERE IS NO NASCOE STATE AFFILIATE ASSOCIATION CONSISTING OF ONE OR MORE STATES WHERE THE ELIGIBLE MEMBER WORKS

WHEREAS, there are current eligible members of NASCOE who work in a State or States, which does not or cannot meet the requirement of a State affiliation with NASCOE because the State or States have less than the required 50% of eligible members as members of the State or States Association, and

WHEREAS, there are also potential eligible members of NASCOE who work in a State which does not or cannot meet the requirement of a State or States affiliation with NASCOE because the State or States have less than the required 50% of eligible members as members of the State or States Association, and

WHEREAS these eligible members or potential eligible members of NASCOE work in a State or States that does not meet the requirement of State affiliation with NASCOE and the State is not comprised of one or more States to meet the requirement of 50% of eligible members as members of the State Association, and

WHEREAS, these eligible members or potential eligible members should be afforded membership with the NEBRASCOE State NASCOE Affiliated Association that meets the requirement of 50% of eligible members as members of an adjoining or neighboring State or States Association provided that the NEBRASCOE State Association Constitution and Bylaws afford this type of membership to the State or States Association, therefore,

BE IT RESOLVED, that NEBRASCOE amend the NEBRASCOE Bylaws under article II, Section 1 A from:

1. “Any Nebraska FSA County Office Employee may become a member of this association by

 paying the annual membership dues of this association”.

 To the wording:

1. “Any Nebraska FSA County Office Employee and any active County Office Employee of

 an adjoining and neighboring State(s) where NASCOE affiliation provisions are not met”,

 may become a member of this association by paying the annual membership dues of this

 association.

BE IT FURTHER RESOLVED, that NEBRASCOE, does, by adoption of this resolution, urge each and every NASCOE member and State or States Affiliate Association to show meaningful support for this alternative membership in the individual State Association Organization Constitution and Bylaws.

Summary explanation:

This resolution and proposed amendment to the NEBRASCOE Bylaws is being offered for FSA Employees in the County Office from adjoining State(s) that do not have enough total State(s) membership to meet the 50% or greater requirement for NASCOE affiliation and want to have or maintain full NASCOE Membership. Currently all neighboring States to NEBRASCOE have NASCOE affiliation. Without being a member of a NASCOE Affiliate State Association in the State that they are employed in, potential member employees cannot be full members of NASCOE. The NASCOE Constitution and Bylaws were recently amended to allow for this alternative membership. Prior to the NASOCE amendment, you could only be a member of the NASCOE affiliate State Association in the State where you work. The NASCOE Constitution amendment now allows affiliate State(s) Association(s) to accept as full members to their affiliate State(s) Association(s) FSA County Employees from adjoining or neighboring State(s) that do not meet the 50% membership to be an Affiliate State. This NASCOE amendment also depends upon the neighboring State(s) Association(s) to choose to amend their own State Association Constitution and Bylaws. This would not stop the State(s) that does not have enough membership to meet the 50% requirement for NASCOE Affiliation in the future. If membership levels would increase to the 50% or greater level (this would include those employees in the State(s) that belong to a neighboring State(s) Association). The State(s) would then be able to become affiliated on their own. The FSA County Office employees who were members of the neighboring affiliate State(s) Association would then be required to belong to the affiliated State(s) Association(s) in the State(s) that they work in.

This resolution must be provided to the NEBRASCOE Membership as the official notification to the NEBRASCOE Board of Directors and will be brought up during the regular business session of the 2016 NEBRASCOE Board of Directors (NEBRASCOE Membership) Convention in Norfolk, NE on April 23, 2016. The resolution would need to be brought to the floor as a motion, seconded, discussed, and voted on. If passed, the resolution amendment would need to be brought up in a motion, seconded, discussed, and voted on (a motion to amend the NEBRASCOE Constitution and Bylaws would need to have a 2/3 majority yes vote for passage). The Resolution added as an amendment to the NASCOE Constitution and Bylaws at the 2013 NASCOE Convention in Asheville, NC and NASOCE recommends each State Association to consider adoption of the resolution and amendment to their respective State Association Constitution and Bylaws to allow for this alternative membership.

**RESOLUTION 2**

**April 23, 2016**

A RESOLUTION IN SUPPORT OF APPOINTING THE NEBRASCOE PAST PRESIDENT AS AN OFFICIAL MEMBER OF THE NEBRASCOE BOARD.

WHEREAS, the Past President of the NEBRASCOE State NASCOE Affiliated Association shall be appointed as a non-elected member of the Board of Directors and be considered eligible for all benefits and considerations afforded to elected board members therefore,

BE IT RESOLVED, that NEBRASCOE amend the NEBRASCOE Bylaws under article III, Section II A from:

 A. “The Board of Directors shall consist of the elected director from each NASCOE

 district as per Article IV Section I.”

 To the wording:

 A. “The Board of Directors shall consist of the elected director from each NASCOE

district as per Article IV Section I, and the Past President who shall serve in an advisory capacity.”