



## **CONSTITUTION**

Revised November 10, 2021

### **Article I. Name, Location and Jurisdiction**

1. This organization shall be known as the Engineers and Architects Association (EAA), hereinafter called the “Union”.
2. The principal business office of the Union shall be within the City of Los Angeles as determined by the Board of Governors, hereinafter called the “Board”.
3. For purposes of this Constitution and By-Laws, the term “jurisdiction” shall mean the employing entity of represented members with the authority to bargain.

### **Article II. Constitution and By-Laws**

1. This Constitution and attached By-Laws shall regulate the operation of the Union and shall supersede any and all previous such documents.
2. EAA Policies are the specific instructions that define and carry the intent of the Constitution and By-Laws. Policies, or provisions therein, found to be in contradiction to the Constitution and/or By-Laws will be considered null and void.

### **Article III. Objectives of the Union**

1. To advance the economic, professional, and community status of its members.
2. To promote and achieve improved conditions of employment, benefits, and compensation for its members through lawful and ethical applications of collective bargaining and other recognized means of social redress.
3. To encourage all workers, without regard to race, ethnicity, religion, creed, color, gender, gender identity, gender expression, sexual orientation, age, marital status, disability, national origin, or ancestry to share equally in the full benefits of Union membership



## CONSTITUTION

Revised November 10, 2021

### Article IV. Membership Requirements

1. Membership in the Union shall be limited to:
  - a. Persons employed in the Municipal, County, State, and Federal governments, such as political governmental divisions whose principal places of employment are located in the State of California, and other such entities as the Board deems appropriate.
  - b. Retired members, for whom the Board shall determine an appropriate dues rate. Retired members shall have no voting privileges.
2. A member in good standing shall be a person who has paid dues for each month they are owed and they are not in arrears more than one calendar month.
3. In order to be eligible to run for, and to hold any elected office in the Union, a member must be a member in good standing and must not be subject to discipline under By-Law XIV, which would prevent a member from running for office at the time of nomination.

### Article V. Administration

1. The Union's business and fiscal affairs shall be governed by the Board, which shall have complete financial and policy setting authority.
2. The Board shall elect from its members a President, a Secretary and a Treasurer. The Board shall only elect from its members a Vice-President if it does not render the Executive Committee a quorum (majority) of the Board.
3. An Executive Committee composed of the aforementioned officers, shall be constituted to be responsible for monitoring the operations of the Union (By-Law I, Sec. 5).
4. The By-Laws shall set forth all provisions concerning the number of Governors to sit on the Board and the manner of their selection. (By-Law VII).

### Article VI. Representation

1. The members of the Union shall be members of a bargaining unit defined by the City of Los Angeles Employee Relations Board or other appropriate Governmental Agency with the responsibility of administering collective bargaining laws. The term "Unit" for



## CONSTITUTION

Revised November 10, 2021

purposes of this Constitution and By-Laws shall be synonymous with the bargaining units defined by the City of Los Angeles or other Governmental Agency with the responsibility for administering collective bargaining laws.

2. Each Unit shall have its own Unit Council, hereinafter called the "Unit Council(s)". (By-Law V). Representation may be extended to Units as approved by the Board. Each Unit must have a minimum of one hundred (100) employees to be entitled to a governor's position on the Board.
3. It shall be the responsibility of the Board to maintain the integrity and strength of the Union and to encourage maximum membership in each Unit. The minimum membership objective shall be a majority of all eligible employees in each Unit.

### Article VII. Meetings

1. The Board shall meet at least once a month. A majority of the Board shall constitute a quorum.
2. Special Board meeting Agendas will state the business to be transacted. No other business will be considered.
3. The Board shall call at least one general membership meeting per year at such time and place as the Board shall direct. A minimum of ten (10) calendar days written notice shall be given to the membership.
4. Special membership meeting notices will state the business to be transacted. No other business will be considered. Special membership meetings of the Union:
  - a. May be called by a majority Board; or on a minimum of ten (10) days written notice to the membership.
  - b. Shall be called by the Secretary on the written request of one hundred (100) members on a minimum of ten (10) days written notice to the membership.
  - c. For individual Units, shall be called by the Secretary on the request of one hundred (100) Unit members on a minimum of ten (10) days written notice. For Units comprised of fewer than two hundred (200) members, a meeting shall be called on the written request of fifty percent (50%) of the members on a minimum of ten (10) days written notice.
  - d. May be called by the President only in case of emergency when time is too limited to obtain the consent of the Board.
  - e. The membership of each Unit may meet as determined necessary by the respective Unit Council and approved by the Board.



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### Article VIII. Amendments

1. Proposed amendments to the Constitution may be submitted to the membership in writing by:
  - a. Board action requiring three-fourths vote of Board members qualified to vote; or
  - b. Petition presented to the Board and signed by at least fifteen percent (15%) of the dues-paying members of the Union requesting ratification.
2. The adoption of said amendment(s) shall require an affirmative vote of two-thirds of the votes cast. The voting shall be supervised by the Board's Election Committee. Voting shall be at the next regularly scheduled election, or at a special election authorized by a three fourths (3/4) affirmative vote of all Board members.