

**In Accordance with ARTICLE X (B) Of the Phoenix Metro Areal Local Constitution**  
**Proposed Local Constitutional Changes**

*To amend this Constitution, the proposed amendment will be read and submitted in writing at the general meeting without discussion and will be published in the next edition of the official Local Union paper of the organization. This will serve as notification to all members of a proposal designed to change the Constitution.*

**Article 5 Section 4(As Amended)**

Upon vacancy on the Executive Board the General President will post an **official notice soliciting letters of interest within 28 days for such vacancy** to the general membership. All vacant Executive Board positions will be filled in the following manner:

- Letter of interest to be submitted to the General President.
- The General President submits a **minimum of two (2) nominations** to the Executive Board. The candidates will be presented to the Executive Board for approval.
  - o The Approval process is a Yes/No vote pertaining to if the candidate is qualified for the position they are being nominated for. Each candidate nominated shall have their own separate vote in this manner. **If rejected by the Executive Board, the person shall not be able to be nominated for the same position within a 6-month time or until the next general election, whichever comes first.**
  - o In the Event there is only one letter of interest submitted, the nomination is subject to the majority approval by the Executive Board. **If rejected by the Executive Board, the person shall not be able to be nominated for the same position within a 6-month time or until the next general election, whichever comes first.**
- Submission of the Executive Board approved nomination(s) will then be presented at the next General Meeting for a majority vote of members present. **During this presentation, the General President will give his/her recommendation and also discuss the merits to his/her decision. The Body will have an opportunity to ask questions about each of the candidates selected before a call to vote is established.**
  - o **During the general meeting vote, the E-Board shall not be able to cast a vote, the General President can in the event of a tie.**

## **Article XIV Order of Succession**

In the event that the General President is unable to perform his/her duties, resigns from Office, or vacates the position of General President for any reason, the executive Vice President will assume the position. In the event that the Executive Vice President is Unable to accept the assignment for any reason the Executive Board will solicit letters of Interest and will nominate an individual for the position of General President, subject to Approval by the membership and the next general meeting. In the event of a temporary absence of an Officer the order of succession shall be:

### **1. Executive Vice President**

### **2. Secretary-Treasurer**

### **3. Director of Industrial Relations**

**(Removed Business Agent as it has been removed)**

## **ARTICLE X: AMENDMENTS**

### **Section 1:**

A. This Constitution and provisions contained herein may be amended by a two thirds vote of those members present and voting at the first general meeting after notification is given to the entire membership.

B. To amend this Constitution, the proposed amendment will be read and submitted in writing at the general meeting without discussion and will be published on all bulletin boards, The PMAL Website AND on the Local Facebook Page , in addition to the next edition of the official Local Union paper of the organization. This will serve as notification to all members of a proposal designed to change the Constitution.

Adopted From NMPWU

**ARTICLE XI – RECALL**

Section 1.

Upon having sufficient proof that an officer(s) has acted dishonestly or otherwise detrimental to the best interest of the membership, twenty-five percent (25%) of all the members eligible to vote for the officer(s) can file a petition for recall with the Executive Board. The petition shall include the Employee Identification number and Local of each signer.

Section 2.

A copy of the charges, which shall be made in duplicate form, must be submitted with petitions for recall. The executive Board shall send one (1) copy of the charges to the officer(s) against whom the charges have been preferred. The officer(s) who has had recall proceedings filed against him/her shall be given an opportunity for defense at an official hearing by the Executive Board. Fifteen (15) days shall be allowed for him/her to reply to the charges, same to be in writing. If, after fifteen (15) days the Executive Board has failed to receive a reply, it shall proceed with the recall election. Copies of the charges and the reply, each of which shall contain no more than one thousand (1,000) words, and a statement from the Executive Board shall be sent out with each ballot. It shall require two thirds (2/3) of the votes cast to recall an officer(s).

*Scheduled To be printed in the February 2021 Heatwave. Voting will commence at the first general meeting after notification is given to the membership.*