

CONSTITUTION

ARTICLE 1 – NAME

Section A. The name of this organization shall be: CARSON CITY FIRE FIGHTERS ASSOCIATION, LOCAL 2251 OF THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, INC.

Section B. References in the Constitution and By-Laws to "local", "local union" or "Association" shall refer to the local association as set forth in Section A above. References to "Federated" or "F.F.F.N." shall refer to the Federated Fire Fighters of Nevada, Inc. References to "International" or "I.A.F.F." shall refer to the International Association of Fire Fighters.

Section C. This Association and all of its members shall be bound by the provisions of this Constitution and By-Laws, and that of the International; interpretations rendered by the International President; resolutions and decisions of the International's Constitution and By-Laws shall be recognized as providing the basic rules governing this Association.

ARTICLE 2 – JURISDICTION

Section A. Jurisdiction shall be as follows: All full time employees of Carson City engaged in professional fire fighting, rescue, support or related services.

ARTICLE 3 – MEMBERSHIP

Section A. "Active" Any person, who at the time of making application is engaged in service within the jurisdiction of this Association, as given in Article 2, and being in conformance with Nevada Revised Statute 288, shall be eligible for active membership.

Section B. "Honorary" Any person, for service to this Association or for distinguished service to the public, may be elected honorary members by a majority vote. Honorary members shall pay no dues or fees and shall not have any voice or vote in this Association. Honorary membership may be revoked by a majority vote for cause.

Section C. "Maintenance of Good Standing" Membership in good standing includes any person who has fulfilled the requirements for membership in this association and who has not voluntarily withdrawn, become ineligible for membership, been suspended or expelled as provided by the Constitutions and By-Laws of the I.A.F.F. or this local.

Section D. "Retired" Upon separation from the fire service, it is the policy of this Association to allow members to continue their active membership as provided in Section A.

Section E. "Separation" Any retired member who is duly elected as an officer of the International or who is elected or appointed as a representative of the International may retain his active membership in this Association.

Section F. "Delinquent Members" who fail to pay their monthly dues and/or assessments by the fifteenth day following the month such dues are payable, or who fail to follow the guidelines for payroll deduction of dues as set forth by the Carson City Finance Department, shall be notified by the local Secretary – Treasurer or President, that they are delinquent. They will be automatically suspended and lose their good standing if payment is not made within sixty (60) days following such notification. Delinquent and suspended members shall have no privileges.

ARTICLE 4 – MEETINGS

Section A. Regular meetings of this Association shall be held from time to time as necessary to conduct the affairs of the Association. The President and the Executive Board shall set the date and time for meetings. This will normally be the last Wednesday of each month.

Section B. Any five (5) active members of this Association may request of the President and Executive Board a meeting of the membership. Said request shall not be denied except for just cause.

Section C. All members shall be notified of meetings in writing at least 48 hours prior to the same. Said written notice shall be placed on the bulletin boards of all fire stations. As a reminder, meetings will be announced over the fire department paging system prior to the meeting.

Section D. The quorum for any meeting of this Association shall be ten (10) active members in good standing.

Section E. Every member in good standing shall have the right to attend any meeting and to participate in accordance with the recognized rules adopted by this local. Members shall conduct themselves in such a manner as to not interfere with the legal or contractual obligations of the International or this local.

ARTICLE 5 – OFFICERS and ELECTIONS

Section A. (§1) The officers of this Association shall consist of: a President; a Vice President; a Secretary – Treasurer; and four (4) Members of the Executive Board. The President, Vice President, Secretary – Treasurer, and Four Members shall comprise the "Executive Board" and are the only "Officers" of this Association.

(§2) There shall be a "Negotiating Committee" consisting of four (4) members. There shall be a "Grievance Committee" consisting of two (2) members plus a first alternate and second alternate. There shall be an "Association Grievance Representative" with one alternate. There shall be a "Health and Safety Committee" consisting of two (2) members plus a first alternate and a second alternate. The President shall be the "Chairman of the Grievance and Negotiating Committees and also may serve as an additional member of all other committees.

(§3) Beginning in 1987, elections shall be held every year. These officers and committee members shall hold their positions until the election and installation of their

successors or until removed as provided by this Constitution and By-Laws or that of the International.

(§4) Nominations shall be held during the month of November and elections during the month of December. Officers shall take their positions immediately following the election process.

Section B. Any member in good standing shall be eligible to hold office in this Association.

Section C. Every candidate for office shall have the right to campaign as he sees fit at his own expense as long as he does not interfere with the integrity of this Association. Candidates may use the records of the Association in their campaign.

Section D. Funds of this Association or controlled by this Association may not be used to promote the candidacy of any person. Association funds may however be used for the necessary expenses to conduct the election.

Section E. (§1) Members shall be given at least fifteen (15) days advanced written notice of the date, time and place of nominations and at least fifteen (15) days advanced written notice of the date, time and place of elections.

(§2) Elections shall be by secret ballot. All ballots and records of the elections shall be preserved for one year following the election.

(§3) Members who are on duty at a station or area removed from the place of the elections shall be given the opportunity to report to the place of the election and cast their votes.

(§4) The candidate receiving a majority of the votes cast shall be declared elected.

(§5) Elections shall be held in accordance with the United States Department of Labor rules and regulations.

Section F. Any member in good standing may nominate himself or any other member in good standing for any position in this Association.

Section G. If a position becomes vacant, the Executive Board shall elect a successor by majority vote, no later than thirty (30) days from the day the time the position becomes vacant.

ARTICLE 6 – DUTIES OF OFFICERS

Section A. (§1) It shall be the duty of the President to preside at all meetings of the Association and the Executive Board. He shall be the Chairman of the Negotiating and Grievance Committees.

(§2) The President shall appoint all "Special Committees" as may from time to time be necessary and authorized by this local.

(§3) He shall enforce strict observance of this Constitution and By-Laws, and have general supervision of the activities of the other Officers and Committees.

(§4) By virtue of his election, the President shall be a delegate of this Association to the Federated and International conventions.

Section B. (§1) The Vice President shall assist the President in such matters as the President may determine.

(§2) In the absence of the President, he shall preside over all meetings of the Association and the Executive Board.

(§3) If the office of the President becomes vacant, the Vice President shall act as the President of the Association until the vacancy is filled by the Executive Board.

Section C. (§1) The Secretary – Treasurer shall discharge on behalf of the Association all duties imposed upon the Association by law including the execution and filing of any reports or documents. He shall act as the General Manager concerning all of the day to day business affairs of the Association.

(§2) He shall maintain banking accounts, as required, with the signatures of himself, the President and the Vice President. He shall pay the said accounts all claims against the Association as authorized. The Secretary – Treasurer shall receive all money for the Association as authorized. The Secretary – Treasurer shall receive all money for the Association and deposit said money as required.

(§3) He shall have custody and maintain all books and records required by law and by the Association. He shall keep an accurate record of the proceedings of all Association and Executive Board meetings and attest to the same.

(§4) The Secretary – Treasurer shall submit a financial report (audit) annually to the Association and to the International as required by the I.A.F.F. He shall be prepared to exhibit any books, records and receipts upon request by the local audit committee.

(§5) He shall be reimbursed monthly for non-receipted expenses in the amount as set by the membership.

Section D. (§1) The Executive Board shall consist of : the President; the Vice President; the Secretary – Treasurer; and four members.

(§2) The board shall meet at the call of the President or a majority (4+) of the members. A majority shall constitute a quorum.

(§3) It shall be their duty to exercise general supervision and control over the affairs of the Association. They shall supervise all funds, property and assets of the Association.

(§4) The Executive Board may act in the name of the Association between meetings when it is not timely or practical to call a regular or special meeting. Any action of the board is subject to confirmation by the membership at the next meeting of the Association.

Section E. All officers and members of the Association who handle funds or property of the Association shall be bonded as provided by the International. The expense of such bonds shall be borne by the International.

ARTICLE 7 – CONVENTIONS

Section A. All delegates and alternates to the conventions of the Federated Fire Fighters of Nevada and of the International Association of Fire Fighters shall be elected as prescribed by their respective Constitution and By-Laws.

Section B. The President of the Association by virtue of his election, shall be a delegate to these conventions.

Section C. Any member in good standing is eligible to be a convention delegate or alternate.

BYLAWS

ARTICLE 1 – RULES

Section A. The rules contained in Atwood's Rules for Meetings shall govern the meetings of this Association in all cases not in conflict with the Constitutions and By-Laws of this Association and the I.A.F.F., or their interpretations.

Section B. Any rule may be overridden for the duration of a meeting only by a majority vote at said meeting.

ARTICLE 2 – DUES, FEES, & ASSESSMENTS

Section A. Initiation fees shall be borne by the local.

Section B. Dues shall be as set forth by the membership at any regular meeting and approved by a majority vote.

Section C. Any increases in fees shall require the approval of the membership at a meeting after thirty (30) days written notice. Increases shall become effective at the start of the next pay period following a successful vote of the membership.

Section D. Assessments may from time to time be necessary to cover extraneous expenses of the Association and /or Department Members at large. Assessments shall require the approval of the membership at a meeting after thirty (30) days prior written notice. Assessments shall become effective immediately upon a successful vote of the membership.

Section E. Reinstatement fees shall be in the amount set forth by the I.A.F.F. plus all back dues to the local, F.F.F.N. and the I.A.F.F.

ARTICLE 3 – ORDER OF BUSINESS

Section A. The following shall be the general order of business for all Association meetings:

1. Call to order & Pledge of Allegiance.
2. Sergeant at Arms.
3. Roll.
4. Reading and approval of previous minutes.
5. Financial statement.
6. Communications & bills.
7. New business.
8. Reports from officers & committees.
9. Unfinished business.
10. Good and Welfare.

ARTICLE 4 – TRIALS and APPEALS

Section A. Any member charged with misconduct as defined by the International Constitution and By-Laws shall be served with specific written charges as required. He shall be afforded a hearing as provided for in the International Constitution.

Section B. Appeals may be made in accordance with the International Constitution and By-Laws. Appeals must be submitted to the President of the Association within thirty (30) days of the action to be appealed.

ARTICLE 5 – AMENDMENTS

Section A. This Constitution and By-Laws may be amended by a two thirds (2/3) vote of the membership at a meeting provided that the proposed amendment has been posted in writing at least fifteen (15) days prior to the meeting at which the vote will be taken.

ARTICLE 6 – ADOPTION

This Constitution and By-Laws is formally adopted by the Carson City Fire Fighters Association, Local 2251 of the International Association of Fire Fighters, Inc. at their meeting held in Carson City, Nevada on this 30th day of September 1987.

ATTEST,

ORIGINAL SIGNED BY:

ROBERT GIOMI, President

LAWRENCE BERG, Vice President

KANI SHANNON, Secretary – Treasurer

PHILLIP HERNANDEZ, Board Member

JAMES POWELL, Board Member

JAMES ASA, Board Member

JAMES HARDISON, Board Member