

ARTICLE VII

Meetings

- A. An Annual membership meeting shall be held, which will be held in conjunction with the MASWCD Training Conference.
- B. The representatives will meet quarterly.
- C. An annual area meeting shall be held. This meeting can be in conjunction with the Annual membership meeting at the MASWCD Training Conference.

ARTICLE VIII

Committees

- A. Committees shall be appointed by the representatives for any purpose and shall serve only as long as they are needed.

ARTICLE IX

Amendments

- A. Amendments to these Bylaws may be proposed by a majority vote of the representatives at any regular meeting or by any member of the Association.
- B. Proposed amendments or additions to the Bylaws shall be sent to all MSWCDEA members thirty (30) days prior to the Annual Training Conference.
- C. Proposed amendments are subject to ratification by a two thirds (2/3) vote of MSWCDEA members present at the Annual Training Conference.

ARTICLE X

These Bylaws were approved and officially recognized as the Bylaws of the Missouri Soil and Water Conservation District Employees Association (MSWCDEA) on May 5, 1986. Revised on November 29, 1994, December 3, 1996, December 2, 2003 and November 27, 2012.

✂ BYLAWS ✂

MISSOURI SOIL AND WATER CONSERVATION DISTRICTS EMPLOYEES ASSOCIATION

ARTICLE I

Name and Affiliation

The name of this organization shall be the Missouri Soil and Water Conservation Districts Employees Association (MSWCDEA), and it shall be affiliated with the Missouri Association of Soil and Water Conservation Districts (MASWCD).

ARTICLE II

Purpose

- A. This organization shall be nonpartisan, nonpolitical, and non-profit.
- B. The purpose of this organization is:
 - 1. To promote resource conservation in Missouri and in local conservation districts.
 - 2. To more adequately assist in the implementation of district programs and activities.
 - 3. To establish and maintain a standard of quality for conservation district employees.
 - 4. To carry on an education and improvement program for conservation district employees.
 - 5. To provide a means of communication between district employees to exchange information and ideas. This will encourage unification and coordination of our district programs; and
 - 6. To instill in conservation district employees the same pride and dedication as is displayed by district supervisors.

ARTICLE III

Basic Policies

- A. To uphold the National Association of Conservation Districts (NACD) and the MASWCD Bylaws.
- B. To encourage excellence in fulfillment of duties of District employees in their job capacities.
- C. To provide to district employees the opportunity and tools necessary for education and maintaining an adequate education program.
- D. To maintain a better understanding and working relationship between District employees, districts, and cooperating agencies such as the Natural Resources Conservation Service (NRCS) the state Soil and Water Districts Commission, the Department of Natural Resources (DNR), the Missouri Department of Conservation (MDC) and the MASWCD.
- E. To uphold the ideas of the items listed in Section II of these Bylaws and to discourage the use of this organization as a means for forming a conservation district employees union.

ARTICLE IV

Activities

- A. To conduct an employees' session at the MASWCD Training Conference.
- B. To conduct at least one area meeting per year. The areas shall coincide with MASWCD area delineation.
- C. To establish a liaison between MASWCD, The State Soil and Water Districts Commission, NRCS, DNR, MDC and district employees.
- D. To encourage attendance of district employees at the MASWCD and NACD conventions.

ARTICLE V

Membership

- A. Any district employee who is supportive of the aims and purposes of this organization, and who shall pay the dues, shall be eligible for membership in the MSWCDEA.

- B. Membership dues shall be established by a majority vote of the members attending the annual meeting and are payable at or before the MASWCD annual convention of the forthcoming year. (Membership year follows the fiscal year July 1 – June 30.)
- C. Any interested individual shall be eligible to be an associate member with the same dues as regular members. Associate members shall be nonvoting members.
- D. Honorary memberships will be offered by nomination and majority vote at MASWCD Training Conference. Honorary members will not pay dues and shall be nonvoting members.
- E. Each dues paying member (except associate members) shall have one (1) vote. Members may vote by being present at a meeting, mail ballot, or electronic mail. Vote must be received five (5) days prior to vote if voting electronic or by mail.

ARTICLE VI

Representatives

- A. The organization shall be managed by a board of sixteen (16) representatives, with two (2) representatives from each MASWCD Area. An Area may choose one (1) alternative, if the area desires. The alternate will fill in for a representative in their absence.
- B. The representatives shall be elected, by majority vote of members present, in their respective areas by members, mailing or emailing, nominations to one of the two existing representatives. Nominations shall be received two (2) weeks prior to the designated annual MSWCDEA area meeting. Ballots will be presented to each member at the meeting with names of nominated candidates. Votes will be tallied by a committee of three members appointed by existing area representatives. This committee may not consist of a nominated candidate. The committee will announce the results of the election at the meeting. Should no nominations be received two weeks prior to the meeting, the floor will be opened for nominations at the meeting. Each nominee shall be a MSWCDEA member. Each representative shall serve for a two (2) year term with each representative having been elected in alternate years.
- C. Representative vacancies occurring will be filled by appointment by the President, and shall serve until the next scheduled election.
- D. The officers shall be President, Vice-President, Secretary, Treasurer, and Parliamentarian and shall be elected by the representatives.