

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.

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 and December 2, 2003.

§ 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 purposes of this organization are:
 - 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, and the MASWCD.
- E. To uphold the ideals 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 liaison between MASWCD, the State Soil and Water Districts Commission, NRCS, and district employees.
- D. To conduct an orientation program for new district employees.
- E. To encourage attendance of district employees at the MASWCD and NACD conventions.
- F. An Annual Plan of Action and Budget will be developed to inform members of the goals and activities for the upcoming fiscal year.

*** 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 for the forthcoming year.
- 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 of 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 or by mail ballot.

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 thereof by mailing written 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 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 election at 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.
- 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.