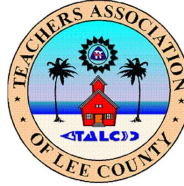


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TEACHERS ASSOCIATION OF LEE COUNTY (TALC)

BYLAWS

~~Revised January 2018~~ **Proposed Revisions**

ARTICLE I
Membership

Section 1. Membership in the Association shall be open to all those eligible in accordance with national affiliate guidelines.

Section 2. Membership in the Association shall be divided into the following classes.

- A. Active Membership: (qualifications) Any certified Bargaining unit employee as defined in the TALC/District Contract of the School District of Lee County, who is not empowered to employ, terminate, or evaluate instructional personnel and who abides by the Code of Ethics of the Education Profession.

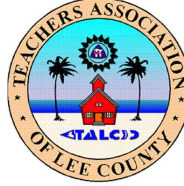
Section 3. Suspension, Revocation and Reinstatement

- A. The Executive Board shall make recommendations to the Representative Assembly in cases of suspension, revocation, or reinstatements of membership rights and privileges.
- B. The Executive Board may revoke/suspend membership for any cause enumerated in Section 1012.795 of the Florida Statutes.
- C. The Executive Board may reinstate any member whose rights and privileges had previously been suspended or expelled from the Association.
- D. The Executive Board shall prescribe the procedure by which a member may be suspended, revoked, or reinstated provided however that such procedure shall require that no membership may be suspended or revoked without affording to the member:
 - 1. A specification of the charges against him/her.
 - 2. A notice of hearing with the right to present evidence and to interrogate all witnesses by him/herself or through counsel.
 - 3. A right to appear before the Executive Board before its final determination of suspension or revocation and make argument before such Board individually *or* through counsel.
 - 4. A reasonable time between the service of any notice of hearing and the date of such hearing.
- E. The Association may request the return of a membership card upon resignation, expulsion, revocation, or suspension.

Approved by the TALC E-Board January 8, 2003.

Approved by the RA January 15, 2003 Revised March 2013, March 2015, and January 2018.

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ARTICLE II
Dues and Financial Affairs

Section 1. Dues

- A. The annual NEA, *AFT*, *FEA*, and *TALC* dues are to be paid by each member of the Association. The annual dues of NEA, AFT and FEA shall be determined by the respective Representative Assemblies. The annual Association (TALC) dues shall be determined by the Representative Assembly before the beginning of the fiscal year and shall be sufficient to fund the annual budget.
- B. Membership dues in the Local, State and National Associations will be offered through payroll deductions. Members can elect to pay dues in cash equal to 1/3 yearly dues each during the first three quarters of the school year.
- C. In addition to the dues amounts specified for active members, \$2.00 shall be collected for the ICE-PAC political action program and shall be transferred by FEA to ICE-PAC and administered pursuant to ICE-PAC policies and guidelines approved by the TALC Executive Board.
- D. Members who are 60 days in arrears shall be dropped from membership upon written notice. Members who have been dropped for ~~non-payment~~nonpayment of dues shall not be eligible for membership until all unpaid amounts have been paid.

Commented [FK1]: Grammar/spelling change.

Section 2. Financial Affairs

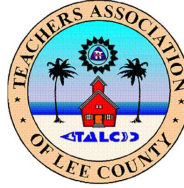
- A. The fiscal year for the Association shall match the FEA fiscal year.
- B. The recommended budget shall be prepared by the budget committee, comprised of the Treasurer (Chairperson), President, Vice President, 2nd Vice President, and a member in good standing appointed by the President with the approval of the Executive board. The recommended Budget shall be submitted to the Executive Board for recommendation and approval. Thereafter the Executive Board shall submit, for approval, a recommended annual budget to the Representative Assembly prior to the start of the fiscal year.
- C. All non-budgetary expenditure recommendations are subject to the approval of the Representative Assembly and/or Executive Board.

ARTICLE III
OFFICERS

Section 1. Candidates

- A. All candidates for office shall be members in good standing of the Association. All candidates for Executive Officer positions (President, 1st Vice President, 2nd Vice President – Membership,

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Secretary, and Treasurer) must have been members in good standing for twenty-four (24) months prior to their nomination being accepted.

- B. ~~The President shall serve for a three year term and may succeed him/herself. Other officers shall serve for a two year term and may succeed themselves.~~
- C. ~~The term of office for President shall be from July 1 through June 30. The term of office for all other officers and area coordinators shall be from July 1 through June 30 of each year.~~

Commented [FK2]: Moved to Term of Office

Section 2. Powers and Duties of Officers

A. President: The office of Association President shall be a full-time release position.

1. Salary: the salary of the President shall be the individual's teacher salary schedule for the school year in which they are President, prorated based on a ~~12 month year~~ 255-day ~~contract~~ or the same salary days and benefits as the District ~~12 month 255-day~~ personnel schedule.
2. Hours of Work: The President's work day/week shall be the same as provided for ~~12 month~~ 255-day District Personnel. The President may schedule his/her hours in the manner he/she considers most appropriate to the proper function of his/her office; subject to review by the Executive Board.
3. Expenses: The Association shall budget an amount, for actual expenses incurred by the President in the fulfillment of his/her duties. Reimbursement of expenses shall be made upon receipt of a voucher.

Commented [FK3]: Standardize language.

Commented [FK4]: Standardize language.

Commented [FK5]: Standardize language.

Section 3. Installation

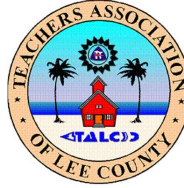
1. ~~New officers shall be sworn in at the May Representative Assembly to begin term in office at the June Executive Board meeting.~~
4. Job Description – The President shall:
 - a. Preside of all meetings of the Association.
 - b. Appoint the Chairperson and members of all committees, with the approval of the Executive Board.
 - c. ~~Appoint the Director of Communications, with the approval of the Executive Board.~~
 - d. ~~Appoint the FYRE Chair, with the approval of the Executive Board.~~
 - b-e. ~~Appoint other non-voting caucus chairs as needed, with the approval of the Executive Board.~~
 - e-f. Be an Ex-Officio member of all committees.
 - d-g. Authorize expenditure of budgeted funds upon conferring with appropriate committee ~~chairs~~ chairs.
 - e-h. Appoint an Association Parliamentarian.

Commented [FK6]: Moved below Powers and Duties

Commented [FK7]: New language.

Commented [FK8]: Spelling error.

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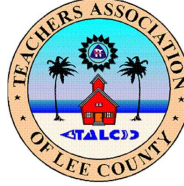
- ~~f.i.~~ Act with other persons approved by the Executive Board, as legal signatory of the Association.
- ~~g.j.~~ Represent the Association as spokesperson on matters of policy or assign the responsibility for such representation.
- ~~h.k.~~ Prepare and distribute, ~~in advance the officers and faculty representative respectively,~~ agendas for Executive Board and Representative Assembly ~~meetingmeetings.~~
- ~~i.l.~~ Assume an advocacy role on behalf of the interest of the Association and its members at all levels of the national Education family
- ~~j.m.~~ Enforce observance of the Constitution and Bylaws, and all Association policy: reporting violations of such to the Executive Board.
- ~~k.n.~~ Represent the Association at State and National meetings, workshops, training sessions and conventions within the scope of expense funding.
- ~~l.o.~~ Present, represent and interpret the Association, its programs and policies, to the membership through school visitations: soliciting membership in the Association and membership input.
- ~~m.p.~~ Serve, or designate a representative to serve on all study committees that are made available by the Administration or School Board.
- ~~n.q.~~ Attend or designate a representative to attend all meetings of the Lee County School Board.
- ~~o.r.~~ Consult regularly with the Executive Director to ensure the efficient implementation of the Association program, policies and personnel assignments.
- ~~p.s.~~ Assume an advocacy role on behalf of the Association and its members when participating in community and/or media relations.
- ~~q.t.~~ Perform such duties as stipulated in the Constitution and Bylaws, Association policy, as deemed appropriate by the Executive Board, and as otherwise usually attributed to the office of President.

Commented [FK9]: Standardize language.

- B. Vice President: The Vice President shall perform the functions of the President in the absence of that officer and other duties as determined by the organization. He/she shall serve on one or more standing committees as directed by the President.
- C. Second Vice President: The Second Vice President shall be Chairperson of the Membership Committee. He/she shall have the responsibility of coordinating all membership activities. The Second Vice President shall not ascend to the Presidency if a vacancy occurs.
- D. Immediate Past President: The Immediate Past President shall be a ~~nonvoting~~ member of the Executive Board.
- E. Secretary: The Secretary shall keep accurate minutes of all meetings of the Executive Board and Representative Assembly. He/she shall prepare and release these minutes prior to each meeting of these respective bodies.

Commented [FK10]: New language.

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F. Treasurer: The Treasurer shall be a consigner of checks and other financial documents of the Association and disburse funds upon approval of the President or the Executive Board. He/she shall keep accurate accounts of receipts and disbursements and prepare a monthly statement to the Executive Board and the Representative Assembly. He/she shall prepare a mid-year financial statement to the Executive Board and the Representative Assembly at the February meeting of these bodies. The above duties shall be performed in conjunction with the Executive Director for the purpose of office management. The Treasurer shall be bonded by the Association.

G. Director of Communications: The Director of Communications shall be a non-voting member of the Executive Board.

H. FYRE Chair: The FYRE Chair shall be a non-voting member of the Executive Board.

Commented [FK11]: New language.

Section 3. Installation

1. New officers shall be sworn in at the May Representative Assembly to begin term in office on July 1st.

Commented [FK12]: Moved language from above.

Section 4. Vacancies in an Office

- A. The Executive Board shall immediately notify Faculty Association Representatives of vacancies in any office. The Representative Assembly may fill the vacancy, except the office of President, at any regular or special meeting and such officers shall hold office until the end of that term.
- B. In the event of a vacancy in the office of President, the Vice President shall assume the duties of President; the Vice President shall assume the duties of President until a special election is held. If 75% or more of the President's term has been served, the Vice President shall assume the duties of President until a new President is elected and assumes office.

Commented [FK13]: Standardize language.

ARTICLE IV Executive Board

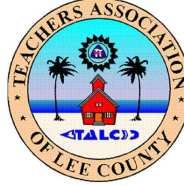
Section 1. Membership

The Executive Board shall consist of the officers of the Association, Area Coordinators, TALC Director of Communications, FYRE Chair, and FEA Board members.

Commented [FK14]: New language.

Section 2. Geographic Areas

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The Executive Board shall create areas for the purpose of seating Area Coordinators. Areas shall as nearly as possible, guarantee the one-person/one-vote concept. Areas shall, as nearly as possible, consist of natural geographic grouping.

Section 3. Term of Office~~Area Coordinators~~

Commented [FK15]: Standardize language.

~~Area Coordinators shall serve for a one-year term and may succeed themselves. The FEA Board member shall serve for a two-year term and may succeed themselves. Area Coordinators shall serve for a two-year term and may succeed themselves.~~

Commented [FK16]: Moved language below.

A. The President shall serve a three-year term and may succeed him/herself. The term of office for President shall be from July 1 through June 30.

B. Other officers shall serve a two-year term and may succeed themselves. The term of office for all other officers shall be from July 1 through June 30.

Commented [FK17]: Language moved from Article III, B. and C.

C. Area Coordinators shall serve for a two-year term and may succeed themselves. The term of office for area coordinators shall be from July 1 through June 30.

D. The FEA Board member shall serve for a two-year term and may succeed themselves.

Commented [FK18]: Language moved from Article IV, Section 3

E. The 1st Vice President, Secretary, and Area Coordinators for areas 1, 3, 5, 7, and 9 (hereafter referred to as "Odd Areas") shall be elected in odd numbered years.

F. The 2nd Vice President, Treasurer, and Area Coordinators for areas 2, 4, 6, 8, and 10 (hereafter referred to as "Even Areas") shall be elected in even numbered years.

G. To assist in moving TALC Officer elections to an alternating schedule, the following provisions shall be in effect for elections held in Spring 2021 (for terms that begin July 1, 2021) and shall expire on July 1, 2021.

a. The 1st Vice President, Secretary, and Area Coordinators elected from Odd Areas shall serve a two-year term.

a-b. The 2nd Vice President, Treasurer, and Area Coordinators elected from Even Areas shall serve a three-year term.

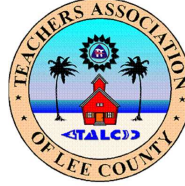
Commented [FK19]: New language to address situation where all offices are up for election at the same time.

Section 4. Powers

The Executive Board shall be responsible for the management of the Association within the policies established by the Representative Assembly.

Section 5. Duties

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The Executive Board shall review all expenditures monthly, report its transactions and those of the Assembly to the members, and make recommendations for consideration by the Assembly. The Executive Board may hold property and funds and employ staff.

Section 6. Duties of Area Coordinators

As members of the Executive Board the Area Coordinators shall serve as the liaison between the Association and the ~~Faculty Association~~ Representatives. Area Coordinators shall be responsible for the distribution of written and verbal communications between the Association, ~~Faculty Association~~ Representatives and members.

Commented [FK20]: Standardize language.

Commented [FK21]: Standardize language.

Section 7. Duties of Director of Communications shall be to coordinate communications of the Association, including TALC TALK newsletter, Social Media sites and other relevant forms of communication.

Section 8. Duties of FYRE Chair: Duties of the FYRE Chair shall be to coordinate events that support early career educators (in years 0-5).

Commented [FK22]: New language.

Section ~~89~~. Workshops

The Executive Board shall develop workshops and plan conferences for all representatives.

Section ~~910~~. Authority to Negotiate

The Executive Board shall operate within the framework of the Public Employees Relations Commission to establish the Association as the bargaining agent to negotiate with the designated representatives of the School Board.

Section ~~4011~~. Meetings

The Executive Board shall have at least one regular monthly meeting. Special meetings may be called by the President or at the request of three members of the Executive Board.

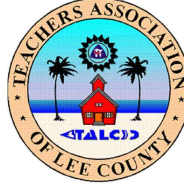
ARTICLE V Representative Assembly

Section 1. Powers

The Representative Assembly shall be the Legislative and Policy making body of the Association.

Section 2. Membership and Term of Office

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~~Each building shall elect for a term of one year a Faculty Representative who is a member in good standing of the Association. In buildings with more than ten (10) members, an additional Faculty Representative may be elected for each additional 10 members or major fraction thereof by the end of each school year.~~

Commented [FK23]: Moved language to A. and B. below.

A. ~~Each building shall elect for the current year an Association Representative (also referred to as Building Representative) who is a member in good standing of the Association. If the number of people nominated is less than the number of Association Representative positions allotted, those delegates shall be elected by acclamation.~~

B. ~~In buildings with more than ten (10) members, as additional Association Representative may be elected for each additional ten (10) members or major fraction thereof.~~

Commented [FK24]: Itemized language above.

C. ~~Association Representative elections shall be held by secret ballot at the beginning of each school year and no later than the regularly scheduled August Representative Assembly meeting.~~

D. ~~The candidate who receives the most votes shall be designated the Lead Association Representative. Additional Association Representative positions are filled by highest votes received until no further Association Representative positions exist.~~

Commented [FK25]: New language addressing rep election procedures.

Section 3. Duties of Representative Assembly Members

~~Faculty Association~~ Representatives shall attend the regular monthly meeting of the Representative Assembly. He/she shall call faculty meetings that the Association may require, and shall organize and oversee subsequent elections of ~~Faculty Association~~ Representatives. He/she shall be responsible for enrollment of membership, ~~two-way~~ Association communications within the building, the polling of membership, and carrying the services of the Association to the members directly within their building.

Commented [FK26]: Standardize language.

Commented [FK27]: Standardize language.

Commented [FK28]: Spelling/grammar change.

Section 4. Meetings

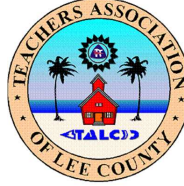
Special meetings of each school, the Representative Assembly shall adopt a schedule of meeting dates. This schedule shall include meetings to be held during at least eight months of the school year.

Section 5. Special Meetings

Special meetings of the Representative Assembly may be held at the request of the President or five (5) ~~Faculty Association~~ Representatives upon approval of the Executive Board. Business to come before special meetings shall be stated in the request, which shall be sent to each representative in writing.

Commented [FK29]: Standardize language.

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ARTICLE VI Quorum

The ~~Faculty Representative Association Representatives~~ present shall be a quorum for the Representative Assembly. The Executive Board and committees shall be defined as found in Robert's Rules of Order, most recently revised.

Commented [FK30]: Standardize language.

ARTICLE VII TALC Elections

Commented [FK31]: Added for clarity.

Section 1. Nominations

- A. Prior to the February meeting of the Representative Assembly, the active members of the Association in each building may nominate candidates for President, Vice President, Second Vice President, Secretary, Treasurer, Area Coordinator (nominated and elected within the Area), and shall deliver all nominations in writing to the Election Committee.
- B. The Election Committee shall report all nominations to the Representative Assembly at the February meeting. Members of the Assembly may nominate other candidates from the floor.
- C. Once nominations for elected positions have been formally closed any position for which a candidate is running unopposed, he/she shall win that position by acclamation and shall not have his/her name appear on the ballot. For delegate positions to any State or National Assemblies, if the number of people nominated is less than the number of delegate positions allotted, those delegates shall be elected by acclamation.
- D. The Election Committee shall publish to the members' brief information on each candidate.
- E. The President of the Association shall appoint an Election Committee, consisting of an odd number of members, in July/August of each year. No candidate on any ballot shall serve on the Committee.

Commented [FK32]: Added for clarity.

Commented [FK33]: Added for clarity.

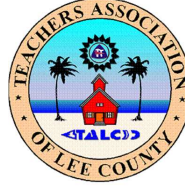
Section 2. Balloting

After the February Representative Assembly meeting and prior to March 15th, the membership shall vote for officers and Area Coordinators by secret ballot, in accordance with procedures set by the Election Committee.

If a candidate receives a majority (over 50%) of the vote, then that candidate is elected.

In the event that no candidate receives a majority (over 50%) of the vote, then the two candidates that received the most votes shall be the nominees for the runoff election.

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Section 3. Endorsements

~~In no event shall TALC committees, officers, or caucuses be permitted to endorse a candidate running for an elected TALC position.~~

Commented [FK34]: New Language

Section 34. Installation

New officers shall be sworn in at the May Representative Assembly to begin term in office ~~at the June Executive Board meeting on July 1st~~

Commented [FK35]: Edited for clarity.

ARTICLE VIII General Membership Meetings

The Executive Board and/or President shall arrange at their discretion meetings of the membership.

ARTICLE IX Committees

Section 1. Structure

There shall be standing committees. All standing committees shall attempt to have at least one (1) member from each geographical area and one (1) member from the Executive Board. Each committee may, with the approval of the Executive Board, organize specific activities for the membership of the Association. Ad Hoc Committees may be appointed by the President with the approval of the Executive Board. The chairperson of each standing committee shall be announced at the September Representative Assembly meeting and the list published in the next issue of the official publication of the Association.

Section 2. Meetings

Each committee shall meet at the call of the chairperson, the President, or the executive Board. Each committee shall establish a schedule of meetings to be submitted to the President. All meetings shall be posted on the master calendar and published in next issue of the official publication of the Association.

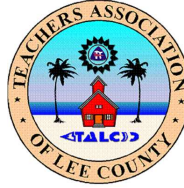
Section 3. Reporting

Chairpersons shall report as necessary to the Representative Assembly and shall submit in writing to the Executive Board an Annual report summarizing objectives, action programs, gains, and unreachable goals which shall become part of the continuing committee record in the Association files. All Committees will report to the Executive Board at the request of the President, Board, or that committee.

Section 4. Standing Committees

- A. Provisions shall be made for the following standing committees along with their respective duties.

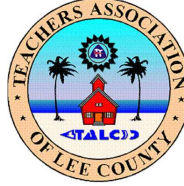
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1. Human and Civil Rights Committee – the duties of the Human and Civil Rights Committee shall be to develop and implement programs and activities that will guarantee protection of human and civil rights in and through education, and coordinate such programs and activities with those at the state and national levels.
2. Government Relations Committee – the duties of the Government Relations Committee will be to develop and implement programs and activities which will lead to improvement and advancement of education in the teaching profession as a whole, and to coordinate these programs and activities with those at the state and national levels.
3. Legislative – the duties of the Legislative committee shall be to study appropriate legislative activities as all levels of government, to report to membership the status of these legislative activities, to provide input to state and national legislators concerning educational legislation, to, where appropriate, conduct lobbying activities in support for educational legislation, and to coordinate these activities with those at the state and national levels.
4. Contract Maintenance – duties of the Contract Maintenance Committee shall be to develop and implement program activities which still educate the membership concerning the master contract through the grievance procedure, encourage all members to utilize the grievance procedure to protect their individual and collective rights under the master contract, insure the efficient processing of all members grievances, and to coordinated there programs and activities with those at the state and national levels.
5. Public relations – the duties of the Public Relations committee shall be to develop and implement programs and activities to insure the regular distribution of Association publications, to annually assess the effectiveness of the public relations program, to activity engage in an external public relations program through the media and the press, and to coordinate these programs and activities with those at the state and national levels.
6. Collective Bargaining - the duties of the Collective Bargaining Committee shall be to develop and implement programs and activities to include research of collective bargaining proposals, statistical and data gathering, budget analysis, salary schedule analysis, assessment of the needs and interest of the membership, and to support the efforts of the collective bargaining team during the process of negotiations: coordinate these programs and activities with those of the state and national levels.
7. Membership - the duties of the Membership Committee shall be to develop and implement programs and activities to encourage all eligible personnel to become members of, TALC, FEA, NEA and AFT to provide special services resulting in economic benefits to members, to certify in writing the number of ~~Faculty Association~~ Representatives to which each school is entitled, and to recommend to the Executive Board and President on an

Commented [FK36]: Standardize language.

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annual basis the redistricting of geographical areas which are used for the purpose of electing Area Coordinators, and to coordinate these programs and activities with those of the state and national levels.

Section 5. Special Committees

- A. Special Committees shall be established when a specific need arises which needs to be addressed by the Association for the benefit of its members. Such special committees shall consist of but not be limited to:

1. ~~Budget~~ Committee – the duties of the Budget Committee shall be to recommend to the Executive Board prior to the end of the fiscal year an annual operation budget of the Association for the subsequent fiscal year.

Commented [FK37]: Added numbering.

1.2. Elections Committee – the duties of the Election Committee shall be to count ballots and coordinate the nominations for an election of Association officers, delegates to state and national conventions, and all other appropriated elected officials. The Committee shall conduct ratification elections and publish the results in the next issue after the election in the official publication of the Association. The Committee shall notify all candidates for office the results of the election and publish the results in the next issue of the official publication of the Association following the election.

ARTICLE X Recall

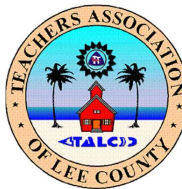
Officers and members of the Executive Board of the Association may be removed from office by a recall election initiated either by a petition signed by ten (10%) percent of the active membership or by two-thirds (2/3) vote of the Executive Board.

The recall election shall be carried out in a manner prescribed by the Elections Committee.

Should an Executive Board member be recalled by such an election, the Representative Assembly shall proceed immediately to fill the vacancy created by the recall election (See Article III, Section 3 Bylaws)

ARTICLE XI Coalitions

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The Association shall seek to promote cooperative coalitions with any related group or association whose primary purposes are within the goals of the Florida Education Association, the National Education Association and the American Federation of Teachers.

ARTICLE XII
Compliance with NEA/AFT Bylaws

All articles of these bylaws shall be in compliance with current NEA/AFT Bylaws.

ARTICLE XIII
Amendments

Section 1. Proposed Amendments

- A. All proposed amendments to the Bylaws may be proposed by a majority vote of the Executive Board or by a petition signed by at least ~~twenty-five~~ **twenty-five** (25) active members of the Association.
- B. All proposed amendments to the Bylaws shall be presented in writing to the Constitution/Bylaws Committee postmarked no later than January 15, except that amendments voted on by majority of the Executive Board shall be recommended by the Constitution/Bylaws Committee by February 1 and adopted by the Executive Board by the deadline of Publication in Section 2 below.

Commented [FK38]: Spelling/grammar change.

Section 2. Publication and Voting

These Bylaws may be amended by a majority of members voting in a membership referendum provided these proposed amendments have been published in the next issue of the official publication of the Association two calendar weeks prior to the referendum.

ARTICLE XIV
Parliamentary Authority

Robert's Rules of Order, most recently revised, shall be the parliamentary authority for the Association on all questions not covered by the Constitution and Bylaws and such standing rules of the Representative Assembly as adopted.

ARTICLE XV
Ratification

Upon ratification of the Constitution by the membership, this document shall become effective.