

**GREENSBORO POLICE OFFICERS ASSOCIATION
CONSTITUTION**

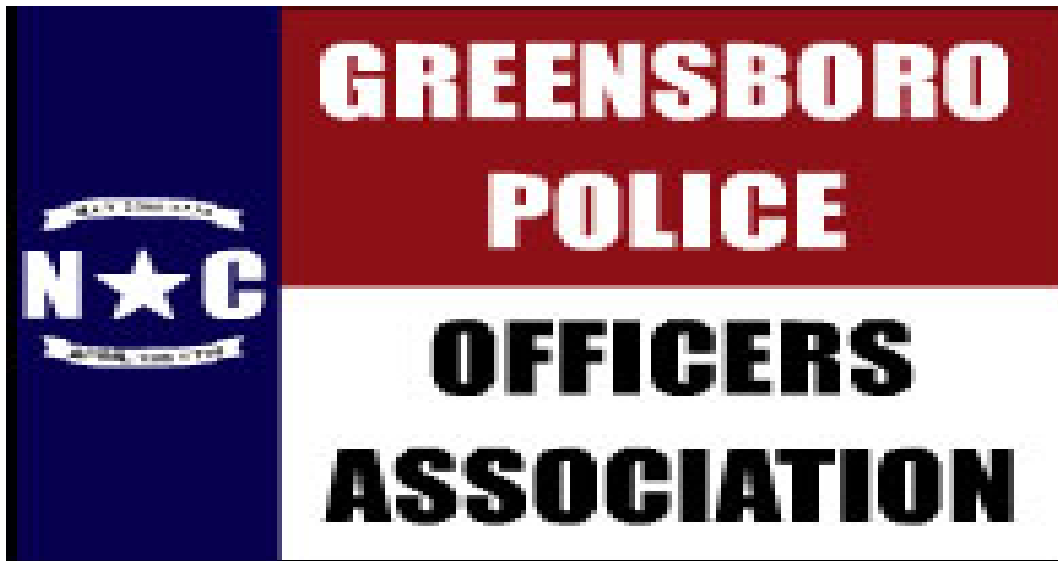


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Article I – Introduction

Section I

This organization shall be known as the Greensboro Police Officers Association (GPOA).

Section II

This local union, its officers, representatives, and members shall observe, and be bound by, the provisions of the Constitution and by-laws of the Greensboro Police Officers Association. Directives of the Executive Board will be made in conformity with the authority granted by the Constitution and by-laws of the Greensboro Police Officers Association.

Section III

As long as five (5) members in good standing continue their desire to remain intact, this local union shall proceed to function above and beyond the majority's vote to dissolve.

Section IV

At the time this union should dissolve, all monies, after debts have been paid, should go to a worthwhile charity, to be named at that time.

Article II – Purpose

Section I

The objective of this local union is to improve the overall working and living conditions of local law enforcement officers and non-sworn support personnel working in conjunction with the Greensboro Police Department by petitioning for better working conditions, better salaries, and job protections. This local union shall promote the general welfare of any police officer and non-sworn support personnel working in conjunction with the Greensboro Police Department.

Article III – Jurisdiction

Section I

Any sworn police officer or non-sworn employee of the Greensboro Police Department below the rank of Captain, or non-sworn equivalent, can petition for regular membership. Should any member be promoted to the rank of Captain, or the equivalent non-sworn rank, their regular membership with the Greensboro Police Officers Association shall cease. The cessation of membership shall become effective upon the effective date of said promotion.

Article IV – Membership

Section I

Any person, within the jurisdiction of this union as set forth in Article III, who completes a membership application and forwards it with the correct fee or required information to the Secretary/Treasurer is eligible for membership. Membership becomes active upon the receipt of the application by any member of the Executive Board or Board of Directors.

Section II

The Secretary/Treasurer of this union will not be obligated to accept any new membership application without the prescribed fee or required information accompanying it. The prescribed fee and required information must be submitted at the same time to the Secretary/Treasurer of this union.

Section III

No member shall interfere with the elected officers, business representatives or agents of this organization in the performance of their duties. Each member shall, when requested, render such assistance and support in the performance of such duties as may be required of him, provided that this does not interfere with their individual rights as a member. Each member shall adhere to the terms and conditions of pertinent agreements made by this union and shall refrain from any conduct that would interfere with the performance by this local union of its legal and contractual obligations.

Section IV

Every member of this union will refrain from any harassment, abuse, intimidation, or coercion of any kind directed towards non-union police officers. Any member who is found guilty of such actions will be subject to disciplinary measures as provided in Article XII of this Constitution. Every member will be expected to render due respect to his fellow officers and superior officers at all times.

Article V – Exemptions Covering Absenteeism

Section I

In the event a member shall leave the Department for military service active duty, their membership will remain active, but their dues will be suspended until they return to full duty status with the Greensboro Police Department. It shall be the responsibility of the member to inform the Secretary/Treasurer of their departure for active military service and their return to full duty status with the Department.

Article VI – Bonds

Section I

The Board of Directors may, by resolution, require any officer to give bond to the Greensboro Police Officers Association with sufficient sureties conditioned on the faithful performance of the duties of his office, and to comply with such other conditions as may be required by the Board of Directors.

Article VII – Initiation Fees, Dues, and Fines

Section I

The revenues of this union shall be derived from initiation fees, dues, assessments, and any other such sources as may be approved by the Executive Board of this union.

Section II

The first six month's dues or bank draft information is to accompany the membership application before any initiation procedure may commence.

Section III

Each member shall pay the required monthly dues to be collected through bank draft, personal check, money order, or cash. It shall be the responsibility of each member to keep his dues payments current and up to date in order to remain in good standing financially with this union. Members paying by check, money order, or cash will be required to pay their dues at least six months in advanced to be billed bi-annually.

Section IV

One month's notice shall be given prior to a motion being discussed concerning a dues increase.

Section V

All dues, fines, and assessments are required to be paid in full as owed, on or before the 15th, or first business day after the 15th, of each month, except where otherwise provided.

Section VI

Any member failing to pay his dues, or any other form of assessment owed to this union, on or before the last day of the month in which they are due, except where otherwise provided, shall stand automatically suspended from membership in this union and shall relinquish all rights and privileges of such membership. Any suspended member may be readmitted to membership within, but not to exceed, ninety (90) days after suspension, provided that all back dues, fines, or assessments owed are paid in full.

Section VII

Any member who is in excess of ninety (90) days delinquent in the payment of dues, fines, or assessments after the date required to pay same and who wishes re-admittance to this union, must pay his back dues plus a one-hundred dollar (\$100.00) fine in order to be readmitted to the union. The President of this union shall have the option to examine each individual's case that wishes readmission, and if upon finding sufficient reason to waive any fine because of legitimate excuse, the President can dismiss all such fines and assessments due. The President's decision to pardon any fine or punishment can be reversed by a 2/3 vote of the combined membership present at the next regular monthly meeting following the President's decision to pardon. A quorum of five (5) voting members in good standing, including members of the Executive Board, must be present at the meeting in order to constitute a valid number for the purpose of calling for a 2/3 reversal motion. If a quorum is not established at the meeting, the President's decision in the matter will carry. Any Greensboro Police Officers Association member in good standing can call for a motion to vote on any issue as prescribed in the by-laws of this union.

Article VIII – Officers and Elections

Section I

The officers of this union shall consist of a President, Vice President/Legislative Director, and Secretary/Treasurer. These officers shall constitute the Executive Board of this union.

Section II

The officers of the Executive Board will be nominated at the regular monthly meeting in June. The election will take place prior to the regular July Meeting. The term of office of the newly elected officers shall be for two (2) years and shall begin with their installation at the regular monthly meeting in July, at which time they will officially take office.

Section III

No member shall be eligible for nomination or election as an officer in this union unless he has been a member continuously and in good standing of this union for at least one year prior to nomination and has attended at least six (6) of the last twelve (12) regular union meetings.

Section IV

All nominations for officers of this union shall be made in the open meeting and elections shall be by secret ballot.

Section V

The President shall appoint a special elections committee of members in good standing to set up, supervise, and count the ballots of the election of officers. The body of the union, during nominations, shall approve these members. The ballot count shall be open to members of this local.

Section VI

The election shall be decided for the candidate receiving the most votes. In the event of a tie vote, the tying candidates will be rebaloted until someone receives a majority.

Section VII

Vacancies in Office

Article A

Should the office of President become vacant for any reason, the Vice President shall fill the spot until a new President is elected. An election shall be held as soon as reasonably possible to elect a new President to fill the office for the remainder of the original term of office.

Article B

Should the office of Vice President become vacant for any reason, the President shall appoint a member in good standing to fill the vacancy for the remainder of the original term of office. This appointment must be approved by the Board of Directors at the next meeting of that body after the selection of the interim Vice President.

Article C

Should the office of Secretary/Treasurer become vacant for any reason, the President shall appoint a member in good standing to fill the vacancy for the remainder of the original term of office. This appointment must be approved by the Board of Directors at the next meeting of that body after the selection of the interim Secretary/Treasurer.

Article D

Should the position of Information Director become vacant for any reason, the President shall appoint a member in good standing to fill the vacancy for the original term of office. This appointment must be approved by the Board of Directors at the next meeting of that body following the selection of the interim Information Director.

Article E

Should any seat on the Board of Directors become vacant for any reason, the President shall appoint a member in good standing to fill the vacancy for the original term of office. This appointment must be approved by the Board of Directors at the next meeting of that body following the selection of the interim Director.

Article IX – Duties of Officers

President

Section I

It shall be the duty of the President, or approved designee, to preside at all meetings of this union and conduct the meetings in accordance with parliamentary rules and in conformity with this Constitution; to execute the laws and orders thereof; to appoint all committees, unless otherwise provided for and serving as an ex-officio member of such committees appointed.

The President shall, when authorized by this union, have the full power and authority to sign all contracts and agreements or any other pertaining to this union.

The President shall be responsible for appointing and assigning all members of the Board of Directors and the Information Director. The President shall call upon other Executive Board members, or others, to advise and counsel him in the choosing of any individual considered for sub-executive office.

Section II

It will be the responsibility of the President to call a meeting of the Board of Directors on the 1st Thursday of each new month at the prescribed location and time so designated and agreed upon by the Executive Board. Regular general membership meetings shall follow the meeting of the Board of Directors. In the absence of members attending the regular meeting, the meeting of the Board of Directors shall stand as the regular meeting for the record.

Section III

It will be expected of the President of this union to preside at all functions of this union when time and schedule permit. If for any reason the President cannot preside at any meeting or function of this union, it will be incumbent upon the President to designate an alternate to preside for him in the capacity of President for the duration of the time the regular and elected President is absent. In the event unforeseen circumstances prohibit the President from presiding at any function, including regular or special meetings, whereas time was not available to appoint an alternate, the next highest ranking officer of this union present at such function shall take charge.

Section IV

The President shall have the right to co-sign all approved checks with either the Vice President or Secretary/Treasurer of this union.

Vice President/Legislative Director

Section I

The Vice President/Legislative Director of this union, whenever necessary because of the vacancy of the office of President for any reason, shall perform the duties of the President until the vacancy of the office of President is filled by an election as provided for by this Constitution. The Vice President/Legislative Director will also preside at this union's regular meetings or any other meeting when called upon by the President to do so. The Vice President/Legislative Director will help in any manner regarding the overall proper functioning of this union in any respect when called upon or when his intervention according to his jurisdiction is necessary. He will also chair all motions relating directly to, or referring to, the President, either complimentary or condemnation of the President, and shall put all such motions to a vote if necessary.

Section II

The Vice President/Legislative Director shall be the member of the Executive Board to oversee and assist in the functions involving the Board of Directors. It will be his responsibility to report on the actions of the members of the Board of Directors at each Executive Board meeting. He shall coordinate his efforts with the Board of Directors to ensure that the members of the Board of Directors are supplied with any and all materials deemed necessary for the performance of their required duty.

Section III

The Vice President/Legislative Director shall be responsible for developing a legislative plan of action on a local level; the objective of said legislative plan of action to accomplish the purposes of this local union as set forth in Article II, Section I, of this Constitution.

Section IV

The Vice President/Legislative Director shall have the right to co-sign all approved checks with either the President or Secretary/Treasurer of this union.

Secretary/Treasurer

Section I

It shall be the duty of the Secretary/Treasurer of this union to keep a correct and impartial account of the proceedings of each meeting of this union.

Section II

It will be the Secretary/Treasurer's duty to see that correct and accurate records are kept on each union member pertaining to that member's attendance and overall status as it relates to that individual's participation in the official affairs of this union.

Section III

It will be the responsibility of the Secretary/Treasurer, or his designee, to read the minutes of the last regular or special meeting when called upon to do so at any regular or special meeting of this union.

Section IV

The Secretary/Treasurer, or his designee, will be responsible for taking the membership role at every regular or special meeting of this union and retaining and filing same for permanent reference.

Section V

The Secretary/Treasurer of this union shall be responsible for all financial records and transactions. He shall be the recipient of all dues and other revenues of this union and issue official receipts for same. He shall notify all members who are delinquent in the payment of dues, fines, or assessments; reminding such members in writing of their financial obligation to this union. The Secretary/Treasurer will notify all suspended members of their status when such members have been suspended for non-payment of dues.

Section VI

The Secretary/Treasurer will be required to give a complete financial report at each regular meeting of this union. If the Secretary/Treasurer cannot be present at any regular meeting, he shall appoint a designee to preside for him.

Section VII

The Secretary/Treasurer shall deposit all monies in a bank; keep an accurate record of all dues payments and all other monies received and expended; submit a year-end financial statement to the Board of Directors and Executive Board; pay all legal debts acquired by this union that require payment.

Section VIII

The Secretary/Treasurer will not hold more than two-hundred fifty dollars (\$250.00) in his possession to meet the immediate demands of the union. The only exception to this rule shall be when members or delegates of this union travel for the purposes of conducting official union business. The Secretary/Treasurer shall submit his books and receipts to the Executive Board for their audit and inspection when called upon to do so, which shall be conducted at least once every year. At the end of his term of office, the Secretary/Treasurer shall turn over to his successor all monies and property of this union that may be in his possession. All funds shall be deposited in a bank in the name of the Greensboro Police Officers Association.

Section IX

The Secretary/Treasurer shall have the right to co-sign all checks with either the President or Vice President of this union.

Section X

The Secretary/Treasurer will be bound to see that all legal debts, taxes, etc., owed by this union are paid promptly without undue delay. The Secretary/Treasurer will ensure that the union is not past due in the legal payment of any debt.

Section XI

Reasonable notice shall be given by the Secretary/Treasurer to the membership, at least fifteen (15) days, when of a meeting at which the membership will consider whether dues, initiation fees, or assessments will be changed or levied. The notice shall indicate that a change in dues or assessment is to be voted on. Such meetings may be regular or special.

Section XII

It will be the responsibility of the Secretary/Treasurer to receive and process all new member applications.

Section XIII

It will be the responsibility of the Secretary/Treasurer to maintain contact with the accounting firm selected and hired by the Board of Directors to prepare all tax documents, payroll, audits, and other functions deemed necessary by the Executive Board.

Information Director

Section I

The Information Director will be a member in good standing appointed by the President with the majority consent of the Board of Directors. The Information Director will be under the supervision of the President. The term of Information Director shall coincide with the terms of the Executive Board.

Section II

It shall be the responsibility of the Information Director to keep a roster of all active members of this union to include; addresses, phone numbers, and email addresses. This roster shall be updated at least every three (3) months. An accurate roster shall be issued to each member of the Executive Board upon request.

Section III

Upon the completion of processing a newly accepted member of this union, the Information Director shall add the new member's information to the official roster. The Information Director, or his designee, will immediately issue the new member the appropriate identification cards and any other items or materials due.

Section IV

Upon the retirement, death, suspension, or removal of any member from the union for any reason, the Information Director shall remove that member from the official roster and file their application card in the inactive file.

Section V

It shall be the responsibility of the Information Director to maintain and keep updated the union's website.

Section VI

It shall be the responsibility of the Information Director to issue a monthly newsletter to all members.

Section VII

It shall be the responsibility of the Information Director to send communications, updates, and all other messages to any member(s) of this union by mail, email, or by any other means deemed appropriate.

Members of the Board of Directors

Section I

All members of the Board of Directors will be under the supervision of the President and will render him all just respect and cooperation. Failure to do so will result in disciplinary action taken by the Executive Board of this union.

Section II

No member of the Board of Directors, when corresponding with any Executive Officer of this union or member, will place unsealed envelopes containing matters of union business in any mailbox. All envelopes or containers of any kind containing union material or business information will be sealed and delivered appropriately. Failure to abide by this section will constitute immediate removal of any member of the Board of Directors from their office.

Section III

It shall be the duty of every member of the Board of Directors to abide by and carry out as precisely as possible any and all legal and reasonable directives issued from the Executive Board of this union for the purpose of maintaining a sound and well coordinated union administration. These duties may include, but are not limited to, assisting the Secretary/Treasurer in the collection of dues, representing the union at various meetings, and organizing member attendance to union sponsored events.

Sergeant at Arms

Section I

The office of Sergeant at Arms will be filled by a member of the President's choosing. The Sergeant at Arms shall attend the door of the meetings of this union, assist the President when called upon in preserving order and perform such duties as may pertain to his office.

Article X – Union Property

Section I

The title of all property, funds, and other assets of this union shall at all times be vested in the Executive Board for the joint use of the membership of this union, but no member shall have any severable proprietary right, title, or interest therein.

Section II

Membership in this union shall not vest any member with any right, title, or interest in or to the funds, property, or other assets of this union now owned or possessed, or that may hereafter be acquired, and each member hereby expressly waives any right, title, or interest in or to the property of this union, including the funds of this union.

Section III

Upon ending the tenure of office by any officer of this union, all property, files, papers, awards, seals, or any other property owned by this union within the custody of the retiring officer, shall immediately be turned over to the Executive Board or approved representative of this union.

Article XI – Mediation and Arbitration

Section I

The authority to mediate for this union shall be vested in a negotiating committee, which shall consist of one Executive Officer, and two other members in good standing appointed by the President.

Section II

The results of any mediation negotiations shall be subject to ratification by the membership of this union.

Article XII – Executive Board General Duties and Responsibilities

Section I

The Executive Board of this union as defined in Article VII, Section I of this Constitution will be required to hold an Executive Board meeting at least once a month as provided for in Article VII, Section II under the duties of the President.

Section II

There must be at least three (3) officers present at any Executive Board meeting in order to conduct business.

Section III

Each member of the Executive Board shall be present at each regular or special meeting of this union if conditions permit. In the event an Executive Officer cannot be present at any regular or special meeting, it will be that officer's duty to see that an appropriate alternate presides in his place.

Section IV

It will be the collective duty of the entire Executive Board of this union to see that each regular or special meeting of this union is equipped with an approved member to direct meeting procedure and a member to act as secretary if no Executive Board member is able to attend any given regular or special meeting.

Section V

The Executive Board of this union will act as the overall business agents of this union between regular meetings, carrying out the normal course of business functions required to maintain the orderly processes necessary for the general welfare of this union.

Section VI

The President, or any other officer of the Executive Board, of this union will not, acting on his own accord, alter or reverse any measure already voted on and decided by the membership of this union.

Article XIII – Chaplain

Section I

A Chaplain may be appointed by the President with the majority consent of the Executive Board. The Chaplain will open and close all meetings with a prayer. The Chaplain may be appointed from the membership or the general public and does not necessarily have to be a member of the union.

Article XIV – Trials and Appeals

Section I

This union, their officers, or members may be charged with:

- Violation of any specific provision of this Constitution
- Violation of any specific provision of this union's by-laws
- Violation of the oath of loyalty to the union
- Violation of an oath of office
- Gross disloyalty or specified conduct unbecoming a member
- Gross inefficiency that might hinder and impair the interests of this union on the part of any Executive Officer
- Financial malpractice
- Engaging in corrupt or unethical practices or racketeering
- Advocating or engaging in dual unionism or succession
- Abuse, libel, or slander of members or officers of this union
- Abuse, libel, or slander of non-union police officers or employees
- Activities which tend to bring the union into disrepute
- Disobedience to the regulations, rules, mandates, and decrees of the union
- The wrongful taking or retaining of any money, books, papers, or other property belonging to the union
- The destruction, mutilation, or erasure of any books, records, bills, receipts, vouchers, or other property of this union
- The bringing of false charges against a member or officer without good faith or with malicious intent
- Holding membership in the Communist Party or any organization or group so identified as such by the Attorney General's Office.

Section II

All charges must be specific and in writing.

Section III

Charges against any member or officer of this union shall be filed in duplicate with the Secretary/Treasurer of this union, who shall serve a copy thereof on the accused either personally or by registered mail, directed to the last known

address of the accused, at least ten (10) days before the hearing upon the charges.

Section IV

The Executive Board of the union shall act as the trial body. The accused may appear in person and with witnesses to answer the charges against him and shall be afforded a full and fair hearing. He may select a member of this union to represent him in the presentation of his defense.

Section V

If the charges, or any portion thereof, are sustained, then the trial body shall render judgment and impose disciplinary action as provided for in this Constitution. If the charges are not sustained, the same shall be dismissed and the accused restored to full rights of membership or office in the union.

Section VI

If the President believes that the charges filed against an officer of this union involve a situation that may seriously jeopardize the interests of this union, he may suspend such an officer from his office in this union until a decision has been reached.

Section VII

In all hearings or trials provided herein, if the member filing charges is a member of the trial body, he may appear and be heard in support of the charges, but shall be ineligible to participate in the consideration of, or the decision of, such charges. If the accused is unable or unwilling to be present at any hearing provided for herein, his defense may be presented in writing. In default of appearance or defense, the trial body shall proceed with the hearing regardless of the absence of the accused.

Section VIII

At no time will the trial board of this union consist of less than three (3) Executive Board members. In the event that one or more of the Executive Board are those actually bringing the charges against a certain party or parties, the President may appoint any member in good standing to sit as an alternate in the decision making and rendering of a verdict.

Section IX

Appeals arising from any decision of the Executive Board with respect to charges may be taken before a six (6) man board of representatives elected by the general membership when the need arises. The six (6) man board of representatives shall be known as the appeals committee and the action of this committee on all appeals shall be final and binding. All six (6) man appeal committees will be elected in open meetings and may serve permanently in that capacity if the membership so desires, or a new six (6) man appeal committee may be elected for each new appeal heard per individual.

Article XIII – Amendments

Section I

This Constitution and by-laws may be amended by 2/3 of the general membership vote in any bi-annual election. Any amendment that any member wishes to submit must be submitted to the Secretary/Treasurer of this union on, or before, May 1st of the election year. The Secretary/Treasurer for this union will then submit that amendment to the Executive Board. The proposed constitutional amendment will then be placed on the official ballot for the union, which will be distributed in June of election year. A 2/3 vote of all votes cast is required to amend the Constitution and by-laws of this union.