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January 24, 2022

Tony T. Burkhalter, President
AFSCME Local 251
7058 Girard Street
Omaha, NE 68152-2012

Dear Brother Burkhalter:

We have completed our review of the amendments to the Local 251 Constitution, which were submitted by Area Field Services Director Lisa Martin on your behalf. The amendments have been approved with the following revision to Article IV, Section 1: We have revised this section to reflect the local's official charter jurisdiction. However, we are investigating the proposed jurisdiction change and, should it be approved, we will forward you a notice and a revised constitution reflecting the local's new charter language.

Attached is a copy of the local constitution, as amended, with my signature of approval on the final page. Should the local amend this constitution in the future, please submit the amendments for approval after they have been adopted by the membership.

In solidarity,

LEE SAUNDERS
President

LS/KC:nw

Enclosures

cc: Mike Sukal, Director, Organizing and Field Services
Erin Young, Central Regional Director
Lisa Martin, Area Field Services Director
Albert F. Davis Jr., Recording Secretary, AFSCME Local 251

American Federation of State, County and Municipal Employees, AFL-CIO

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Constitution
for
Nebraska Public Employees

Local 251

Article I
Name

The name of this organization shall be Nebraska Public Employees Local Number 251 of the American Federation of State, County and Municipal Employees, AFL-CIO.

Article II
Affiliations

This local union shall be affiliated with the American Federation of State, County and Municipal Employees; the Nebraska State AFL-CIO; and the Omaha Federation of Labor, AFL-CIO.

Article III
Objectives

The objectives of this local union shall be to carry out on a local basis the objectives of the American Federation of State, County and Municipal Employees.

Article IV
Membership and Dues

Section 1. All county and municipal employees in the following Nebraska counties: Burt, Cass, Dakota, Dodge, Douglas, Hall, Harlan, Johnson, Nemaha, Otoe, Pawnee, Richardson, Sarpy, Thurston and Washington, excluding employees of the Richardson County Roads Department and the City of Bellevue, are eligible for membership in this local union, subject to the requirements of the constitution of the International Union.

Section 2. Application for membership shall be made on a standard application form. Unless such form includes a valid authorization for payroll deduction of dues, the application shall be accompanied by the current month's dues.

Section 3. The monthly membership dues of the local shall be \$55.00 per member. All following dues increases except for the minimum dues provisions of the International Constitution shall be put forth to the membership for vote by the general membership under the guidelines set forth in Article IX concerning amendments.

Section 4. Membership dues shall be payable monthly in advance to the local secretary-treasurer and in any event shall be paid not later than the 15th day of the month in which they become due. Any member who fails to pay dues by the 15th day of the month in which they become due shall be considered delinquent, and upon failure to pay dues for two successive months shall lose their good standing status and stand suspended. Provided, however, that any person who is paying dues through a system of regular payroll deduction, bank draft, or similar system shall for so long as such person continues to pay through such deduction method, be considered in good standing.

Section 5. A member suspended under the above section may be reinstated to membership in the local on payment of all arrearages.

Article V Meetings

Section 1. Regular meetings of this local shall be held once each month, at a time and place to be fixed by the membership or the local executive board.

Section 2. Special meetings may be called by the local president, the local executive board, or by petition filed with the president and signed by 10% of the members of the local. Special meetings may also be called by the International President or by an authorized representative of the International President.

Section 3. The quorum for the transaction of all the local's regular or special meetings shall consist of fifteen members in good standing.

Article VI Officers, Nominations, and Elections

Section 1. The officers of this local shall be a president, a vice-president, a recording secretary, a secretary-treasurer, and five executive board members elected at-large, and these nine shall constitute the local union executive board. In addition, there shall be elected at-large three members who shall serve as trustees. The trustees shall be elected to overlapping three-year terms of office. Beginning in 2007, all trustees shall be elected to concurrent three-year terms. All other officers shall be elected for three-year terms beginning in 1985.

Section 2. Nominations shall be made at a regular or special meeting of the local. At least fifteen days' advance notice shall be given the membership prior to the nomination meeting. A nominating committee may be appointed or elected to make nominations, but whether or not such nominating committee is used, nominations shall be permitted from the floor at the nomination meeting. All regular elections shall be held in the month of September.

Section 3. To be eligible for office, a member must be in good standing for one year immediately preceding the election, except in the initial election held in this local; provided, however, that no retired member shall be a candidate for office. For a member who is transferred or promoted into this local from another AFSCME local, this requirement shall be satisfied if such member's combined membership in good standing in both locals is one year at the time of election.

Section 4. Officers shall be elected by secret ballot vote, and the balloting shall be conducted so as to afford to all members a reasonable opportunity to vote. At least fifteen days' advance notice shall be given the membership prior to the holding of the election.

Section 5. All matters concerning nominations and elections in this local union shall be subject to the provisions of Appendix D, entitled Elections Code, of the International Union Constitution.

Section 6. Vacancies in office shall be filled for the remainder of the unexpired term by vote of the executive board.

Section 7. Every officer shall, upon assuming office, subscribe to the Obligation of an Officer contained in Appendix B of the International Union Constitution.

Section 8. All members must vote and then leave the polling place, except for the election workers and official observers.

Section 9. Once the balloting is over and the ballots are to be counted, the only people who will be permitted in the polling place shall be the election workers and official observers.

Section 10. The hours of the election shall be set by the election chairperson with the approval of the election committee.

Article VII Duties of Officers and Executive Board

Section 1. The president shall preside at all meetings of the local union and of the executive board. He/she shall be a member of all committees except election committees. He/she shall appoint all standing committees and all special committees of the local, subject to the approval of the executive board. He/she shall report periodically to the membership regarding the progress and standing of the local and regarding his/her official acts.

Section 2. The vice-president shall assist the president in the work of his/her office. In the absence of the president or in his/her inability to serve, the vice-president shall preside at all meetings and perform all duties otherwise performed by the president. He/she may, with the approval of the local executive board, be authorized to act as co-signer of checks drawn on the local funds in place of either the president or the secretary-treasurer.

Section 3. The recording secretary shall keep a record of the proceedings of all membership and all executive board meetings. He/she shall carry on the official correspondence of the local, except as the executive board may direct otherwise. He/she shall perform such other duties as the executive board may require.

Section 4. The secretary-treasurer shall receive and receipt for all monies of the local union. He/she shall deposit all money so received in the name of the local union in a bank or banks selected by the executive board, and money so deposited shall be withdrawn only by checks signed by the president and the secretary-treasurer. He/she shall prepare and sign checks for such purposes as are required by the constitution or are authorized by the membership or the executive board. He/she shall prepare and submit the monthly membership report to the International Union office and see that a check is drawn in payment of the local's per capita tax each month and sent to the International Secretary-Treasurer. He/she shall keep an accurate record of receipts and disbursements and shall, once each month, submit to the membership a monthly operating statement of the financial transactions of the local for the previous month. He/she shall act as custodian of all properties of the local union. He/she shall, at the expense of the local union and through the International Union, give a surety bond for an amount to be fixed by the executive board of the local union. He/she shall see that any financial reports required by the International Union Constitution to be submitted to the International Union are submitted in accordance with the International Union Constitution.

Section 5. The trustees shall make or cause to be made at least semi-annually an audit of the finances of the local, including the finances concerning any health and welfare, pension, insurance or other benefit programs covering members of such local, and shall report to the membership on the results of such audit.

Section 6. The executive board shall be the governing body of the local union except when meetings of the local union are in session. All matters affecting the policies, aims and means of accomplishing the purposes of the local not specifically provided for in this constitution or by action of the membership at a regular or special meeting shall be decided by the executive board. The board shall meet at the call of the president or of a majority of the members of the board. A report on all actions taken by the executive board shall be made to the membership at the next following meeting. A majority of the members of the executive board shall be required for a quorum.

**Article VIII
Miscellaneous Provisions**

Section 1. This local union shall at all times be subject to the provisions of the constitution of the American Federation of State, County and Municipal Employees.

Section 2. Except to the extent specified in this constitution, no officer of the local union shall have the power to act as agent for or otherwise bind the local union in any way whatsoever. No member or group of members or other person or persons shall have the power to act on behalf of or otherwise bind the local union except to the extent specifically authorized in writing by the president of the local union or by the executive board of the local union.

Section 3. The rules contained in the current edition of Robert's Rules of Order Newly Revised shall govern this local union in all cases to which they are applicable and in which they are not inconsistent with this constitution and special rules of this local union or of the American Federation of State, County and Municipal Employees.

**Article IX
Amendments**

This constitution may be amended, revised, or otherwise changed by a simple majority vote of the members voting on such proposed change and such change shall take effect only upon written approval of the International President. Proposed amendments to this constitution must be read at a regular or special meeting of the local union held during the month of November and any such proposed amendments must be submitted in writing to the executive board not less than 45 days prior to the regular or special meeting in the month of November in which such proposed amendments are submitted. After the proposed amendments have been submitted in accordance with the above conditions and requirements, they must be read and voted on at the subsequent meeting of the local union after the November meeting in which they were presented with adequate and proper notice having been given to the membership prior to the date on which the vote is taken. A written copy of the proposed amendment shall be furnished to every eligible voter at the meeting at which the vote is taken.

Approved by:

A handwritten signature in black ink that reads "Lee Saunders". The signature is written in a cursive, flowing style.

LEE SAUNDERS
President

Approval date: January 24, 2023