

CONSTITUTION

INDIANA ASSOCIATION OF FSA COUNTY OFFICE EMPLOYEES

ARTICLE I NAME AND OBJECT

This association shall be known as the Indiana Association of FSA County Office Employees. This association shall be commonly called IASCOE.

Section 2.

The objective of the association shall be:

1. To strive to maintain and improve the confidence, esteem and respect of the public for FSA County Office Employees and the Farm Service Agency Committees;
2. To cooperate with the Indiana FSA State Committee;
3. To strengthen the National Association of FSA County Office Employees;
4. To be considered as, and placed on an equal basis with other federal employees;
5. To promote the status of its membership, and the professional improvement of all FSA County Employees.

ARTICLE II MEMBERSHIP

Section 1. Regular Members

Any leave-earning Indiana FSA county office employee is eligible for membership in the association. Eligible employees will become members upon payment of annual dues.

Section 2. Associate Members

Associate membership shall be open to any interested person upon payment of annual dues. This does not entitle the associate member to voting privileges.

Section 3.

Each individual member must show in good faith that he or she is interested in the purpose of this association. He or she must not be a member of an organization of government employees who asserts the right to strike against the government of the United States; and during such time as he or she is a member of the association must not become a member of an organization of government employees who asserts the right to strike against the United States, nor may a member engage in a strike against the government of the United States. Any person who belongs to an organization which advocates the overthrow of our constitutional form of government shall not be allowed membership in the association. No officer or member of the Indiana Association of FSA County Office Employees shall use his office or membership for the purpose of engaging in activities other than the states purpose of the organization.

ARTICLE III

OFFICERS AND DIRECTORS

Section 1.

The officers of this association shall be a president, vice-president, and secretary/treasurer. DIRECTORS ELECTED TO THESE POSITIONS SHALL GIVE UP THEIR DIRECTORS POSITION AND THE FIRST ALTERNATE FROM THEIR DISTRICT SHALL ASSUME THE DIRECTORS POSITION FOR THAT DISTRICT.

Section 2.

The board of directors shall consist of three (3) directors from each FSA district in the state. EACH DISTRICT WILL BE REPRESENTED BY AT LEAST ONE CED AND ONE PT. The immediate past president shall serve as ex-officio member.

ARTICLE IV

ELECTIONS

Section 1. Election of Directors

Three directors and two alternates shall be elected from each district. THE CED AND PT RECEIVING THE MOST VOTES WILL BE DIRECTORS. THE THIRD DIRECTOR WILL BE EITHER A CED OR PT RECEIVING THE HIGHEST REMAINING VOTE TOTAL. THE TWO ALTERNATES WILL BE EITHER CED'S OR PT'S RECEIVING THE HIGHEST REMAINING VOTE TOTALS.

Directors shall be elected for a term of two years from the time they are elected until the following election. Election will be held in October of the odd numbered year for the even numbered districts whose term will begin January 1 of the even numbered year. Election will be held in October of the even numbered year for the odd numbered districts whose term will begin January 1 of the odd numbered year.

Section 2. Election of Officers

The board of directors shall meet annually, no later than January 31, to elect officers for the succeeding year, from the membership of the board of directors. Term of office for officers shall be January 1 through December 31.

ARTICLE V

MEETINGS

Section 1.

There shall be one annual meeting of the board of directors held at the call of the president.

Section 2.

Other meetings may be held at the call of the president or at the discretion of the majority of the board of directors, at one place to be designated by the board of directors.

Section 3.

Meetings of the membership of the association may be called by the president at the direction of the board of directors.

Section 4.

All meetings and official business of this association shall be at the expense of the association and not at any cost to the government.

ARTICLE VI COMMITTEES

Section 1.

All committees shall be appointed by the president.

Section 2.

The number of committees, the nature and extent of their duties, shall be such as the board of directors believe will best execute the program of work of this association.

ARTICLE VII DUES

Section 1.

The annual membership dues shall be \$156.00 FOR COUNTY EXECUTIVE DIRECTORS and \$78.00 FOR PROGRAM TECHNICIANS. Associate membership dues shall be \$30 per year.

Section 2.

Dues become payable July 1 each year and shall be paid in full by October 1 to be eligible to vote in the election for IASCOE directors.

Associate membership shall be open to any interested person upon payment of annual dues. This does not entitle associate members voting privileges.

ARTICLE VIII QUORUMS

Section 1.

A quorum of the board of directors shall consist of a majority of said directors or alternates.

ARTICLE IX CONDUCT OF MEETINGS

Section 1.

Roberts Rules of Order shall cover the discussions and parliamentary procedure in all meetings of the association and its board of directors.

ARTICLE X VACANCIES

Section 1.

The vice-president shall serve in the absence or inability of the president.

Section 2.

In the case of ineligibility or resignation of a director and alternate, a successor shall be elected by the district membership to fill the unexpired term.

Section 3.

In the absence, ineligibility or removal for cause of the vice-president or the secretary/treasurer, that office, in either case shall be filled by the appointment of the president to serve until the next meeting of the board of directors.

ARTICLE XI FINANCIAL MATTERS

Section 1.

The secretary/treasurer shall deposit all funds of this association in an accredited bank or banks, and keep adequate records of collections and withdrawals. The funds shall be deposited in the name of the association, and the secretary/treasurer shall be bonded by an accredited bonding firm.

Section 2.

The president and secretary/treasurer must approve the withdrawal of any or all funds from the association's account.

Section 3.

The president and treasurer shall NOT pay any expense incurred by any person or committee until all required expense accounts are properly presented and filed with the secretary/treasurer.

ARTICLE XII DUTIES OF THE OFFICER AND DIRECTORS

Section 1.

The duties of the president, vice-president, and secretary/treasurer shall be those usually devolved upon such officers, except as otherwise stipulated in this document.

Section 2.

The board of directors shall have the power to transact all business of the association. Delegations of authority for this purpose may be made at the discretion of the board of directors.

Section 3.

The secretary/treasurer shall conduct the official correspondence of the organization. He shall keep an accurate record of all transactions of the organization. He shall give an accurate financial report of the organization annually. He shall perform such other duties as the board of directors may prescribe.

Section 4.

The president shall also serve as chairman of the board of directors and shall be a member of all standing committees.

ARTICLE XIII AMENDMENTS

Section 1.

This constitution and By-Laws may be amended, revised or repealed at any meeting of the board of directors by an affirmative vote of 2/3 (two-thirds) of the members present.

Section 2.

All amendments or revisions so made shall go into effect immediately.

The above Constitution and By-Laws adopted by unanimous vote of the board of directors in a meeting held at Indianapolis, Indiana on January 16, 1960 was amended by the board of directors by a unanimous vote on August 26, 1997 to reflect the name change of IASCOE to Indiana Association of FSA County Office Employees.

/s/ Linus A Burger
PRESIDENT

/s/ J Inez Markely
SECRETARY/TREASURER

AMENDED

/s/ Steven J. Rodenberg
PRESIDENT

/s/ Krista Hadley
SECRETARY/TREASURER

November 4, 1997
Date

AMENDED

/s/ Tom Shepherd
PRESIDENT

/s/ Amy Allen
SECRETARY/TREASURER

May 6, 2005
Date

AMENDED

/S/ Jacob Maxwell
PRESIDENT

/S/ Amy Allen
SECRETARY/TREASURER

April 18, 2008
Date