New York State Nurses Association

BYLAWS

& EXTRACTS FROM ARTICLES OF INCORPORATION

BYLAWS AS AMENDED OCTOBER 20, 2020
ARTICLES AS AMENDED NOVEMBER 30, 1995
Extracts From Articles of
Incorporation
(as amended November 30, 1995)

1st. The purposes...for which...the corporation shall now exist:

   To further the efficient care of the sick and disabled and others requiring nursing service; to advance the educational and professional standards of nursing; to maintain the honor, character and dignity of the nursing profession; to promote the educational and professional advancement of nurses; to promote and protect the health and welfare of nurses; to promote cordial relations and cooperation among New York state nurses and between such nurses and nurses (individually or in association with one another) throughout the world; to publish and otherwise disseminate information concerning nursing and nurses; and to do all things necessary, proper, incidental, suitable, useful and conducive to the complete accomplishment of the foregoing purposes in their broadest sense.

2nd. That the corporate name by which said Corporation hereby to be formed shall be known and distinguished is and shall be THE NEW YORK STATE NURSES ASSOCIATION.

3rd. That the territory in which the operations of said Corporation are to be principally conducted in the State of New York.

4th. That the principal office of said Corporation shall be located in the County of Albany and State of New York.
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ARTICLE I - NAME, OBJECT AND FUNCTIONS

Section 1.
The name of this association shall be The New York State Nurses Association, hereinafter referred to as this association.

Section 2.
The object of this association is to accomplish the purposes as stated in the Articles of Incorporation.

Section 3.
Functions:
   a) Promote nursing and health services of a nature commensurate with human needs;
   b) Advocate for effective systems of nursing care delivery;
   c) Identify and promote standards of nursing education, practice and services, and research;
   d) Promote ethical standards;
   e) Initiate and conduct legislative activities and provide for political action that will insure and protect the public’s health;
   f) Promote and protect the economic and general welfare of nurses;
   g) Approve, conduct and promote continuing education in nursing;
   h) Act and speak for nurses and nursing;
   i) Represent nurses and nursing to the public, governmental and non-governmental groups;
   j) Provide for communication with consumers concerning nursing and health care;
   k) Promote recruitment for nursing careers.

ARTICLE II - MEMBERS, DUES, AND AFFILIATES

Section 1. Members and Dues
A. Members
   1) A member is one:
      a) who has been granted a license to practice as a registered nurse in at least one state, territory, possession or District of Columbia of the United States or is otherwise lawfully so entitled to practice and who does not have a license under suspension or revocation, and a non-Registered Nurse in a bargaining unit currently represented by the association, and
      b) whose application for membership has been accepted in accordance with association policy, and
      c) who has paid the current dues and any other dues, fees, and financial obligations as required by current policy, and
      d) who has not been suspended or expelled by this association.
B. Dues
1) Annual dues for this association are established by the membership voting by secret ballot.
2) The annual dues provide membership for twelve consecutive months.
3) Members who qualify for the following categories may pay reduced dues as established by the Convention:
   a) Nurses not represented for collective bargaining by this association;
   b) Nurses age 62 and older who are retired and earning not more than what social security allows;
   c) Unemployed nurses;
   d) Nurses who are totally and permanently disabled;
   e) Lifetime members.
4) Upon failure to pay current dues and any other dues, fees, and financial obligations as required by current policy, membership rights and privileges are forfeited.

Section 2. Affiliates
A. Individual Affiliates
An Individual Affiliate is one:
1) who has been granted a license to practice as a registered nurse in at least one state, territory, possession or District of Columbia of the United States, or is otherwise lawfully so entitled to practice and who does not have a license under suspension or revocation, and
2) who is not represented by the association for collective bargaining purposes, and
3) whose application for affiliation has been accepted in accordance with association policy, and
4) who has paid current dues and other dues, fees and financial obligations as required by current policy, and
5) who may not run for elected position in the association, and
6) who may be appointed to committees, councils, coalitions and task forces in accordance with NYSNA policies and procedures, and
7) who may participate in Convention with voice but no vote, and
8) who may receive limited benefits as established by the Board of Directors, and
9) whose annual dues is established by the Board of Directors.

B. Nursing Student Affiliates
A Nursing Student Affiliate is one:
1) who is enrolled in a school of nursing, and
2) who has not been granted a license to practice as a registered nurse, and
3) whose application for student affiliation has been accepted in accordance with association policy, and
4) who has paid current dues and other dues, fees and financial obligations as required by current policy, and
5) who may not run for elected positions in the association, and
6) who may be appointed to a position on such committees, coalitions and task forces as the Board of Directors determines in accordance with NYSNA policies and procedures, and
7) who may participate in Convention with voice but no vote, and
8) who may receive limited benefits as established by the Board of Directors, and
9) whose annual dues is established by the Board of Directors.

C. **Organizational Affiliates**
   1) **Definition**
   An Organizational Affiliate is an organization that:
   a) meets criteria established by the NYSNA Board of Directors;
   b) has been granted organizational affiliate status by the Board of Directors.

2) **Qualifications**
   Each organizational affiliate shall meet the criteria established by the NYSNA Board of Directors.

3) **Responsibilities**
   Each organizational affiliate shall:
   a) maintain a mission and purpose harmonious with the purposes and functions of NYSNA;
   b) pay an affiliation fee to NYSNA.

4) **Rights**
   Each organizational affiliate shall be entitled to:
   a) one representative in the NYSNA Convention who must be a registered nurse who shall be eligible to vote on all matters coming before the Convention except issues related to establishing dues and amendment of bylaws;
   b) make reports or presentations to the Convention within its area of expertise, including presentation of proposed actions;
   c) submit the names of qualified registered nurse members as nominees for appointment to serve in NYSNA appointed structural units.

**ARTICLE III - DISCIPLINARY ACTION**

**Section 1.**
Members shall be subject to reprimand, censure, fine, suspension or expulsion for violation of these bylaws or for conduct detrimental or injurious to the association or its purposes, in accordance with established policy. Conduct considered detrimental or injurious to the association or its purposes shall include working behind a duly authorized picket line established by NYSNA in a primary dispute with an employer, provided the member is a member of a bargaining unit represented by the association.

**Section 2.**
A member may apply for reinstatement in accordance with established policy.

**ARTICLE IV - BOARD OF DIRECTORS**

**Section 1.**
The Board of Directors is the elected body responsible for the corporate management and fiduciary affairs of this association. It is authorized, by provisions of applicable law, to do all things appropriate and necessary for the development and perpetuation of this association.
Section 2. Composition
a) The Board of Directors shall be composed of members who hold non-supervisory, non-managerial positions within the meaning of the National Labor Relations Act.
b) The Board of Directors shall consist of the five officers and sixteen directors, ten of whom shall be directors at-large and six of whom shall be regional directors elected in accordance with Article V below.

Section 3. Functions
a) Advance the mission of the association and all of its programs;
b) Provide an opportunity for mutual assistance to local bargaining units;¹
c) Assist local bargaining unit members and staff of the association to strengthen the collective bargaining program;
d) Transact the business of this association;
e) Establish major corporate policies;
f) Establish the association's fiscal year;
g) Adopt an annual budget;
h) Provide for an annual audit of all financial books by an independent CPA;
i) Provide for maintenance of association headquarters;
j) Appoint an Executive Director and define the responsibilities;
k) Establish special committees as needed;
l) Appoint members of all committees and councils with the exception of the Nominating Committee;
m) Fill any vacancy on the Board of Directors except a vacancy occurring in the office of president or first vice president;
n) Fill any vacancy on the Nominating and Election Committee;
o) Determine the date, place and registration fee for the annual Convention;
p) Ratify action authorized by vote of the Board of Directors between meetings of the Board of Directors;
q) Provide for the establishment and dissolution of practice focus groups;
r) Submit to the New York State Education Department a list of qualified nominees for suggested appointment to the State Board for Nursing;
s) Grant exception to the provisions of these bylaws for projects relating to the membership year or the collection and payment of dues;
t) Recommend to the Convention persons to receive honorary recognition in accordance with established policy;
u) Provide for implementation of association policies and positions approved by the Convention;
v) Report to the Convention at the annual meeting the current status of all resolutions passed by the Convention at the prior annual meeting;
w) Appoint trustees of the NYSNA-PAC, in accordance with the bylaws of the NYSNA-PAC;
x) Affiliate with or disaffiliate from any organization subject to approval by a majority of the members voting either at the Convention and/or by ballot.

¹ The Board of Directors shall adopt the guiding principles of the Delegate Assembly attached hereto as Appendix 1, as Board Policy.
Section 4. Meetings

a) Regular meetings shall be held at such times as shall be determined by the Board of Directors.

b) Special meetings may be called by the president on ten calendar days' notice to each member of the Board of Directors either by written or verbal communications, and shall be called by the president in like manner and on like notice upon the written request of seven or more members of the Board of Directors. Special meetings shall be held at such time and in such manner as may be specified in the notice thereof.

c) In intervals between regular meetings, the president may refer and submit to the members of the Board of Directors definite questions relating to the affairs of the association which in the opinion of the president, require immediate action on the part of the Board of Directors. The result of such a referendum, which shall require a majority vote of the entire Board of Directors, shall control the action of this association and its Board of Directors, officers, organizational units, committees, councils, agents and employees.

Section 5. Executive Committee

There shall be an Executive Committee of the Board of Directors composed of the five officers of this association which shall have all the powers of the Board of Directors to transact business that requires attention between regular meetings, provided that the Executive Committee may not establish new policy or contravene existing policy, and provided further that the Executive Committee must report any business it has transacted to the Board of Directors within seventy-two (72) hours.

ARTICLE V - OFFICERS AND DIRECTORS

Section 1.

a) The five officers of this association shall be a president, a first vice president, a second vice president, a secretary and a treasurer.

b) There shall be sixteen directors, ten of whom shall be at-large directors who are elected by the entire membership and six of whom shall be regional directors elected by the members in each of the following regions:

1. Eastern
2. Central
3. Western
4. Southern
5. Southeastern
6. Lower Hudson and New Jersey

Each region shall be entitled to elect one regional director. A list of the counties in each region, including the method of determining how members and directors are placed in a region, is attached hereto as Appendix 2.
Section 2. Terms
a) The officers and directors shall serve for three-year terms.\(^2\)
b) No officer or director shall serve more than two consecutive terms in the same office nor a total of more than nine consecutive years on the Board of Directors, provided, however, that terms of office held prior to the 2012 election of officers and directors shall not be counted in calculating an officer's or director's term limits.\(^3\)

Section 3.
Officers shall perform the duties usually performed by such officers, duties specified in these bylaws, and duties designated by the Board of Directors.

Section 4. Duties of the President
a) Chair the Board of Directors and the Executive Committee.
b) Preside at all meetings of this association;
c) Serve as an ex officio member of all committees except the Nominating and Election Committees;
d) Serve as the official representative of this association.

Section 5. Duties of the Vice Presidents
a) In the absence of the president, the first vice president shall assume the president’s duties as specified in Article V, Section 5.
b) The first and second vice presidents shall perform such duties as shall be designated by the Board of Directors.

Section 6. Duties of the Secretary
a) The secretary shall be responsible for all minutes, records and notifications.
b) The Executive Director shall assume such duties in connection with the work of the secretary as shall be designated by the Board of Directors.

Section 7. Duties of the Treasurer
a) The treasurer shall be responsible for the fiscal affairs of this association.
b) The Executive Director shall assume such duties in connection with the work of the treasurer as shall be designated by the Board of Directors.

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\(^2\) The term of office for officers and directors who were elected in 2016 shall end in 2018. These officers and directors shall be eligible to run for office in 2018 and serve one additional three-year term in the same office and a total of twelve years on the Board of Directors.

\(^3\) The officers and directors who served a one-year term in 2012 shall be eligible to serve two additional consecutive terms in the same office and a total of ten consecutive years on the Board of Directors.
Section 8. Vacancies
a) In the event of a vacancy occurring in the office of president, the first vice president shall serve as president for the remainder of the president's term.
b) In the event of a vacancy occurring in the office of the first vice president, the second vice president shall serve as the first vice president for the remainder of the first vice president’s term.

ARTICLE VI - STANDING COMMITTEES

Section 1.
There shall be standing committees on finance and bylaws composed of members who shall assume such duties as specified in these bylaws and assigned by the Board of Directors.

Section 2.
Standing committees shall be appointed by the Board of Directors, and shall serve for a three-year term or until their successors are appointed.

Section 3.
A member shall not hold more than one appointed position simultaneously unless the member’s particular expertise is essential to more than one committee or council.

Section 4. Committee on Bylaws
a) The committee shall be composed of five members.
b) The committee shall:
   1) review and evaluate existing bylaws and consider proposals for change submitted by members, prepare in appropriate language proposed amendments for review and approval by the Board of Directors;
   2) review the bylaws of a nurses association wishing to become an organizational affiliate of this association and report its findings to the Board of Directors.

Section 5. Committee on Finance
a) The committee shall be composed of five members including the treasurer and two other members of the Board of Directors. The treasurer shall serve as chairperson.
b) The committee shall:
   1) review the financial status of this association;
   2) advise regarding financial policies;
   3) prepare an annual budget for approval by the Board of Directors.

ARTICLE VII - COUNCILS

Section 1. Names
There shall be the following councils:
a) Council on Legislation
b) Council on Nursing Practice

**Section 2. Purpose**
Councils are responsible for advancing the programs and purposes for which this association exists.

**Section 3. Composition**
Councils are established by the Convention. The Board of Directors shall appoint at least five members to each council and shall designate the chairperson.

**Section 4. Terms of Appointment**
Members of councils shall serve for three years or until their successors are appointed.

**Section 5. Simultaneous Service**
A member shall not hold more than one appointed position simultaneously unless the member's particular expertise is essential to more than one committee or council.

**Section 6. Accountability**
Councils serve in an advisory and consultative capacity to the Board of Directors and report to the Board of Directors.

**Section 7. Functions**
Each council shall:
- a) analyze trends and developments within its area of responsibility;
- b) establish a plan of operation for carrying out its responsibilities in conjunction with the Board of Directors and the Executive Director;
- c) recommend standards, policies, and positions to the Board of Directors and the Convention;
- d) provide for dissemination of information to members and others;
- e) assume other functions as assigned by the Board of Directors.

**Section 8. Council on Nursing Practice**
- a) The responsibilities of the Council on Nursing Practice shall be inclusive of nursing practice, nursing research, nursing education, ethics and human rights.
- b) Each Practice Focus Group will have representation on the Council on Nursing Practice.

**ARTICLE VIII - PRACTICE FOCUS GROUPS**

**Section 1.**
- a) Practice focus groups are established by the Board of Directors or Convention to assist individual members to improve professional practice and development within a specific clinical or functional area.
- b) Practice focus groups may be established by the Board of Directors or Convention in any area of specialty nursing practice for which the Board determines that there is need and sufficient interest of members.
Section 2.
Each group shall:
   a) provide a forum for members for discussion of relevant issues and concern;
   b) serve as a source for consultation and expertise;
   c) develop positions and policies for recommendation to the Board of Directors;
   d) promote adherence to approved standards of nursing practice;
   e) maintain communications with other units and councils.

Section 3.
The composition of practice focus groups shall be limited to members employed in or, in accordance with established group policy, directly concerned with the respective groups.

Section 4.
The activities, policies and pronouncements of each practice focus group shall be in accord with those of this association.

ARTICLE IX - THE NEW YORK STATE NURSES ASSOCIATION POLITICAL ACTION COMMITTEE

Section 1. Purpose
The New York State Nurses Association Political Action Committee (NYSNA-PAC) is the nonpartisan political action committee of NYSNA.

Section 2. Accountability
   a) NYSNA-PAC shall operate under its own bylaws, and shall be in conformity and compliance with the policies and legislative platforms of NYSNA and in compliance with the New York State Election Law.
   b) The board of trustees of NYSNA-PAC shall report to and be accountable to the Board of Directors of NYSNA.

ARTICLE X - NOMINATIONS

Section 1.
The Nominating Committee shall be elected every three years and shall consist of six members representative of the regions specified in Appendix 2. All members of NYSNA shall be assigned to one of these regions. The chairperson of this committee shall be the member receiving the greatest number of votes.

Section 2.
Nominating Committee members may not be candidates for any position, nor may they serve consecutive terms on the committee. NYSNA staff members may not be candidates for, nor may they serve in, any position.

Section 3.
On or before February 1 of each year, the Nominating Committee shall distribute a Notice of Nominations to the members notifying them of the offices
to be filled and the requirement that a candidate be willing to serve if elected. A Notice of Nominations shall also be carried in an official NYSNA publication.

**Section 4.**
The Nominating Committee shall prepare a ballot that lists the eligible candidates for each office to be filled. A member may nominate another member or may submit a self-declaration as a candidate in writing to the executive director of NYSNA provided that the member is not currently: (a) serving on the Nominating Committee, nor (b) a member of the NYSNA staff; nor (c) a supervisor or manager within the meaning of the National Labor Relations Act, within the twenty-four (24) months preceding the nomination.

To be eligible to nominate or run for office, a member may not be in arrears in the payment of dues, fees and financial obligations to NYSNA.

**Section 5.**
Members shall be eligible to serve in only one elective position in NYSNA at any one time. Elective positions of NYSNA are: Board of Directors (officers and directors); nominating committee; election committee, provided that all those members currently sitting in multiple positions would be allowed to complete their terms.

**Section 6.**
A director must reside and/or be employed in the region in which he or she is nominated as set forth in Appendix 2.

**Section 7.**
A member may not seek or accept nomination for more than one position on the Board of Directors.

**ARTICLE XI - ELECTIONS**

**Section 1.**
Election of officers, directors and members of the Nominating and Election Committee shall be by secret mail and/or electronic ballot.

**Section 2.**
The ballot shall be mailed no later than June 1.

**Section 3.**
The procedure for carrying out voting by secret mail ballot shall be determined by the Board of Directors.

**Section 4.**
The Election Committee shall consist of five (5) members, three (3) of whom shall be elected and two (2) of whom shall be appointed by the Board of Directors. Members of the Election Committee shall serve three (3) year terms. Election Committee members may not be candidates while serving on the Election Committee.
Section 5.
A plurality vote of those entitled to vote and voting shall constitute an election. The nominees who receive the highest number of votes shall be declared elected.

Section 6.
In case of any tie the choice shall be decided by lot.

Section 7.
The terms of all officers, directors and the Nominating and Election Committee members shall commence at the conclusion of the ballot count and shall continue for the term specified or until their successors are elected.

Section 8.
All ballots, credentials and other records of the election shall be preserved for one year after the election.

ARTICLE XII - CONVENTION

Section 1. Frequency, Time and Location of Convention
There shall be an annual Convention held at a time and place determined by the Board of Directors.

Section 2. Delegates
A. Delegate Composition
Delegates to the Convention shall consist of:
1) Members of the Board of Directors, including the Officers; and
2) Delegates elected in secret ballot elections.
3) The president or chair of each LBU, or his or her designee.

b) Number of Delegates
In addition to the delegates provided in Section 2 A above;
1) Each Local Bargaining Unit (LBU) shall be entitled to a specific number of delegates, calculated as follows:
   a) One (1) delegate for every 50 members in good standing or portion thereof (“members”) up to the first 200 members provided that each LBU shall be entitled to at least one (1) delegate.
   b) One (1) delegate for every 100 members or portion thereof over 200 members.
2) Retired members shall be entitled to a specific number of delegates, calculated as follows:
   a) One (1) delegate for every 50 retired members from each region or portion thereof up to the first 200 members.
   b) One (1) delegate for every 100 retired members from each region or portion thereof over 200 members.
3) Individual members not part of a Local Bargaining Unit (LBU) shall be entitled to a specific number of delegates, calculated as follows:
a) One (1) delegate for every 50 members up to the first 200 members or portion thereof.
b) One (1) delegate for every 100 members or portion thereof over 200 members.

B. Alternate Delegates
Alternate delegates may be elected in accordance with procedures developed by the Board of Directors. Alternate delegates who attend convention in the place of an elected delegate will have all the rights and responsibilities of elected delegates.

C. Nomination and Election Procedures
Delegates shall be nominated and elected in accordance with procedures developed by the Board of Directors.

D. Delegate Credentialing Procedures
The Board of Directors shall establish policies and procedures governing the credentialing of delegates and alternate delegates.

E. Term of Office for Delegates
The term of office for delegates shall be three (3) years, commencing upon their election and continuing until the election of delegates at the next regularly-scheduled NYSNA election.

Section 3. Authority of Convention
The Convention is the highest governing body of the Association. The Convention will:

A. Recommend annual dues to be submitted for ratification by the entire membership.
B. Establish Association policies and directions.
C. Establish Councils and Practice Focus Groups.
D. Adopt bylaws.
E. Delegate authority not otherwise delegated in these bylaws.

Section 4. Voting
A. Proxy voting shall not be permitted.

B. Subject to the approval of the Convention Credentials Committee, in the event a delegate who is the only member of a delegation attending the Convention must leave the Convention, or if the sole delegate in a LBU is unable to attend Convention, he or she may assign his or her vote to a delegate from another LBU.

Section 5. Procedural Issues
A. The Board of Directors may establish rules and procedures concerning the submission of resolutions, the seating of delegates and other issues that may arise prior to or at the Convention.
B. In order to allow for discussion and debate, Convention resolutions must be submitted in writing to the Secretary of the association at least thirty (30) days prior to the Convention or as otherwise provided in policies and procedures established by the Board of Directors and approved by the Convention.

C. The association shall issue the call to the Convention at least thirty (30) days prior to the commencement of the Convention. Copies of any properly submitted proposed bylaws amendments will be appended to the call to the Convention.

D. Prior to the commencement of the Convention, the Board of Directors may appoint the necessary committees to conduct the Convention activities including the Credentials Committee and such other delegate committees that the Board deems appropriate.

E. Members who are not elected delegates may attend, but not vote at, the Convention.

Section 6. Special Convention

A. The association shall issue the call for a Special Convention within sixty (60) days of receiving a written request to do so from at last one-third (1/3) of Convention delegates or upon 75% of the votes of the Board of Directors present and voting thereon.

ARTICLE XIII - QUORUM

Section 1.
Five members of the Board of Directors, one of whom shall be the president or first vice president, and not less than 200 delegates representative of designated geographic regions shall constitute a quorum for the transaction of business at the annual Convention of this association.

Section 2.
Seven members of the Board of Directors, one of whom shall be the president or first vice president, and not less than 250 delegates representative of designated geographic regions shall constitute a quorum for the transaction of business at any special Convention of this association.

Section 3.
A majority of the Board of Directors, including the president or first vice president, shall constitute a quorum at any meeting of the Board of Directors.

Section 4.
A majority of any standing, special committee or council shall constitute a quorum.
ARTICLE XIV - PARLIAMENTARY AUTHORITY
The rules contained in the current edition of Robert’s Rules of Order Newly Revised shall govern meetings of this association in all cases to which they are applicable and in which they are not inconsistent with these bylaws.

ARTICLE XV - ASSOCIATION COMMUNICATION
The Board of Directors shall establish and maintain vehicle(s) of communication for the association. Information carried therein shall constitute official notification to the membership at all times.

ARTICLE XVI - AMENDMENTS

Section 1.
These bylaws may be amended at any annual Convention by a two-thirds vote of the delegates present and voting.

All proposed amendments shall be in the possession of the secretary of this association at least seventy-five days before the date of the annual Convention and shall be appended to the call for such meeting.

Section 2.
These bylaws may be amended without previous notice at any meeting by 99% of the Convention present and voting.
APPENDIX 1

Guiding Principles of Delegate Assembly Operation

1. The autonomy and integrity of individual local bargaining units must be respected and preserved.

2. Any actions taken by the Assembly must meet the requirements of the National Labor Relations Act, the New York Public Employee’s Fair Employment Act, the New York City Collective Bargaining Law and the Federal Services Labor Management and Employee Relations Law.

3. The Delegate Assembly as an entity must represent the interests of all nurses/professionals represented by the Association for purposes of collective bargaining.

4. The Association and the Assembly are committed to strengthening the collective bargaining program within the context of the professional association with multiple strategies.

5. That the protection, preservation and continual improvement of economic security of the membership be among the highest priorities of the union.

6. That the improvement of quality of the workplace and working conditions for Registered Nurses/Professionals be among the highest priorities of the union.

7. That the union be continually strengthened to be more democratic and more representational of the membership.

8. That E&GW commit to provide the highest level of responsiveness and accountability to the membership.

9. That the union plays a strong role in the broader healthcare movement toward the promotion of access to quality health care and the development of a humane healthcare system.
APPENDIX 2

New York State Nurses Association
Regions

Regions for Election of Directors

How to determine your region:
- If you work and live in NYS, select the county where you work;
- If you are unemployed, or work outside of NYS or NJ, but live in NYS or or NJ, select the county where you live;
- If you work and live outside of NYS or NJ, select Western Region (not represented by NYSNA for collective bargaining [Not CBU]).

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<td>Clinton</td>
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<td>Tioga</td>
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Western — Region #3
Allegany
Cattaraugus
Chautauqua
Chemung
Erie
Genesee
Livingston
Monroe
Niagara
Ontario
Orleans
Schuyler
Seneca
Steuben
Tompkins
Wayne
Wyoming
Yates

Southern — Region #4
Bronx
Kings
New York
Queens
Richmond

Southeastern — Region #5
Nassau
Suffolk

Lower Hudson/New Jersey — Region #6
Dutchess
Putnam
Rockland
Westchester
Atlantic
Bergen
Burlington
Camden
Cape May
Cumberland
Essex
Gloucester
Hudson
Hunterdon
Mercer
Middlesex
Monmouth
Morris
Ocean
Passaic
Salem
Somerset
Sussex
Union
Warren