

Constitution of AFT Nevada

ARTICLE I. NAME AND PURPOSE

Section 1. Name

The name of this organization shall be AFT Nevada (AFT-NV).

AFT Nevada is a state federation chartered by the American Federation of Teachers (AFT) and shall operate in accordance with its charter, the Constitution of the American Federation of Teachers, and this Constitution.

Section 2. Purpose

The purposes of AFT Nevada are to:

1. Unite affiliated local unions within the State of Nevada for mutual assistance and coordination;
2. Support the collective bargaining, representational, professional, and workplace rights of members of affiliated locals in education, higher education, healthcare, public service, and other AFT-eligible sectors;
3. Promote high-quality public education, healthcare, and public services and advance fairness, democracy, and economic opportunity;
4. Advocate for improved working conditions, compensation, benefits, and professional standards;
5. Advance democratic governance within the labor movement; and
6. Cooperate with affiliated organizations consistent with this Constitution.

Section 3. Anti-Discrimination

Discrimination in the conduct of AFT Nevada's affairs is prohibited. No discrimination shall ever be shown toward individual members or applicants for membership because of race, creed, color, national origin, age, disability, sex, sexual orientation, gender identity or expression, and social, political or economic status. Locals' procedures for admission of new members must be consistent with this prohibition.

ARTICLE II. AFFILIATIONS

Section 1. Chartering by the American Federation of Teachers

AFT Nevada shall maintain good standing with the American Federation of Teachers and shall conduct its affairs in a manner consistent with the Constitution of the American Federation of Teachers and this Constitution.

Section 2. Affiliated Organizations

AFT Nevada is affiliated with the American Association of University Professors (AAUP) and with the American Federation of Labor and Congress of Industrial Organizations (“AFL-CIO”) and its Nevada affiliate, NV AFL-CIO by virtue of national-level affiliation agreements and charters.

These affiliations do not alter or diminish the status of AFT Nevada as an AFT-chartered state federation, nor do they confer governance authority over AFT Nevada or its affiliated locals except as expressly provided in applicable national constitutions or affiliation agreements.

Section 3. AFT–AAUP Affiliation Agreement

The national affiliation agreement between the American Federation of Teachers and the American Association of University Professors governs coordination, mutual recognition, and areas of shared purpose between those organizations and their affiliates.

AFT Nevada shall implement that agreement in a manner that:

1. Preserves the autonomy and democratic governance of AFT Nevada and its affiliated locals;
2. Respects the independent authority of locals over collective bargaining, internal governance, and membership matters; and
3. Avoids any expansion of control over locals beyond what is required by the AFT Constitution or expressly stated in the national AFT–AAUP affiliation agreement.

Faculty members of higher education institutions shall continue to be affiliated with AAUP, unless a local independently pursues disaffiliation.

Section 4. Limitation on Additional Affiliations

AFT Nevada shall not affiliate with any additional national or state labor organizations except by amendment to this Constitution, adopted in accordance with its amendment provisions.

Each local of AFT Nevada shall maintain affiliation with the AFT, its AFL-CIO state labor council and its local AFL-CIO labor council(s) if such council(s) exist. Any other affiliations are matters of local determination.

Section 5. Organizational Scope of Affiliations

The affiliations described in this Article define organizational relationships only. Nothing in this Constitution shall be construed to require individual members of affiliated locals

to join any organization other than their local union and its parent organizations as provided under applicable national constitutions and agreements.

ARTICLE III. MEMBERSHIP AND AFFILIATED LOCALS

Section 1. Composition of the State Federation

AFT Nevada shall be composed of affiliated local unions chartered by the American Federation of Teachers and operating within the State of Nevada.

Affiliated locals are the fundamental units of membership in AFT Nevada.

Section 2. Composition of a Local

A local:

- (a) is chartered by the American Federation of Teachers and operates in good standing under the Constitution of the American Federation of Teachers;
- (b) Represents employees or members within the State of Nevada in any AFT-eligible sector, including but not limited to education, higher education, healthcare, public service, or related professions;
- (c) Maintains democratic governance, including:
 - elected leadership,
 - regular membership meetings,
 - fair and open election procedures, and governing documents consistent with the AFT Constitution and applicable law;
- (d) Exercises autonomy over its internal affairs, including:
 - membership,
 - collective bargaining,
 - representation,
 - finances, and
 - local governance, except where limited by this Constitution and the American Federation of Teachers Constitution;
- (e) Affiliates with AFT Nevada in accordance with this Constitution and applicable AFT chartering procedures.

An Organizing Unit may apply for recognition as a local once membership in good standing reaches a 15% threshold of a potential bargaining unit, as determined by reasonable documentation submitted to the State Board. The composition of a potential bargaining unit shall be determined by the Organizing Unit, provided such composition is consistent with applicable laws & regulations.

Section 3. Legacy Locals

The following Locals shall be recognized upon ratification of this constitution: CSN-NFA, NSU-NFA, TMCC-NFA, UNLV-NFA, UNR-NFA, and WNC-NFA.

Section 4. Relationship Between AFT Nevada and Affiliated Locals

Affiliated locals are autonomous organizations that retain full authority over their internal governance, membership, collective bargaining, representation, and local affairs, except as otherwise provided by this Constitution and the Constitution of the American Federation of Teachers.

Nothing in this Section shall be construed to authorize the State Board to interfere with the internal governance, collective bargaining authority, or representational rights of affiliated locals.

AFT Nevada exists to coordinate, support, and represent the collective interests of its affiliated locals and shall not exercise control over locals beyond the authority granted by this Constitution.

Section 5. Eligibility for Affiliation

Any local union chartered by the American Federation of Teachers and operating within the State of Nevada shall be eligible to affiliate with AFT Nevada, regardless of sector, profession, or industry, provided such affiliation is consistent with the Constitution of the American Federation of Teachers and this Constitution.

No provision of this Constitution shall be interpreted to limit affiliation to any particular employment sector or occupational group.

Section 6. Recognition of New Affiliated Locals

Affiliation of a new local with AFT Nevada shall occur in accordance with procedures established by policy and consistent with the Constitution of the American Federation of Teachers.

Affiliation shall not be unreasonably delayed or conditioned upon requirements not set forth in this Constitution.

Section 7. Constitutional Review Upon Affiliation of New Sectors

When a newly affiliating local represents a sector or workforce not previously represented within AFT Nevada, the governing body of AFT Nevada shall initiate a review of this Constitution to determine whether amendments are necessary to ensure continued consistency with:

1. The Constitution of the American Federation of Teachers;
2. Democratic governance principles; and
3. The autonomy and equitable representation of affiliated locals.

Such review shall not, by itself, delay or invalidate the affiliation of the local unless otherwise required by the AFT Constitution.

Section 8. Individual Membership

Individual members hold membership in AFT Nevada through their affiliated local unions.

Nothing in this Constitution shall be construed to create direct individual membership in AFT Nevada separate from membership in an affiliated local, except as may be required by the Constitution of the American Federation of Teachers.

Section 9. At-Large Members

The Executive Board of the AFT Nevada may admit any worker to at-large membership if such a person is not employed within the jurisdiction of a local union of the AFT.

ARTICLE IV. CONVENTION AND DELEGATE AUTHORITY

Section 1. Authority of the Convention

The Convention of AFT Nevada shall be the highest governing authority of the state federation, except as otherwise provided in this Constitution or the Constitution of the American Federation of Teachers. The Convention shall establish the policies, priorities, and direction of AFT Nevada and shall exercise such powers as are expressly granted by this Constitution.

Section 2. Composition of the Convention

The Convention shall be composed of:

1. Delegates elected by secret ballot among members of the affiliated local unions they represent; and
2. Statewide officers serving as delegates by virtue of office, as provided in this Article.

Delegate numbers and voting strength shall be determined exclusively in accordance with Article XIV of this Constitution.

Each affiliated local in good standing shall be entitled to representation at the Convention.

Section 3. Delegate Allocation

Delegate representation at the Convention shall be allocated in accordance with Article XIV (Delegate Representation and Voting Strength) of this Constitution. Delegate allocation shall not be determined by policy except as expressly authorized by that Article.

No affiliated local in good standing shall be denied representation.

Section 4. Selection and Credentials of Delegates

Delegates to the Convention shall be elected by secret ballot by their respective affiliated locals in a democratic manner consistent with local governing documents, this Constitution, the AFT Constitution, and applicable law.

The Convention shall have the authority to determine the credentials of delegates in accordance with procedures established by policy, provided that credentialing authority shall not be used to adjudicate internal disputes within affiliated locals. Questions concerning delegate eligibility shall be resolved solely on the basis of compliance with this Constitution and established credentialing procedures.

The Secretary-Treasurer shall verify the credentials of all delegates prior to any election of officers, confirming that each delegate has been duly elected by secret ballot among the members in good standing of the local they represent.

Section 5. Powers of the Convention

The Convention shall have the authority to:

1. Amend this Constitution in accordance with Article X herein;
2. Establish statewide policies and priorities consistent with this Constitution via majority vote;
3. Elect or ratify the election of statewide officers as provided in this Constitution; and
4. Take such other actions as are necessary to carry out the purposes of AFT Nevada.
5. Amend the Distribution Agreement via unanimous decision among the delegates associated with institutions of higher education.

Section 6. Regular and Special Conventions

AFT Nevada shall hold a regular Convention at least once every two years, in odd-numbered years. The regular Convention shall be held no later than June 30th of each election year, unless circumstances require a brief extension approved by a two-thirds vote of the State Board. The State Board shall establish the specific date, time, and location of each Convention by policy, with notice provided to all affiliated locals not less than sixty (60) days prior to the Convention.

Special Conventions may be called under conditions and procedures established by policy, provided that thirty (30) days notice is given to affiliated locals.

Section 7. Convention Procedures

The rules of procedure for the Convention shall be established by policy and shall ensure:

- Fair notice and participation;
- Equal participation of delegates;
- Transparency in deliberation; and
- Protection of minority viewpoints.

Section 8. Delegates by Virtue of Office

Statewide officers of AFT Nevada elected in accordance with this Constitution shall, by virtue of their election, serve as delegates to the Convention of AFT Nevada for the duration of their terms of office, except that such delegate shall not be entitled to nominate any candidate for office or vote in the election of officers unless such delegate has been elected to that position by secret ballot vote of the members in good standing of

the affiliated local he or she is to represent. That officer may however participate in all Convention proceedings — including presiding over sessions, being nominated as a candidate for office, speaking on matters before the body, and performing any other functions permitted under this Constitution.

Section 9. Delegates to the AFT Convention

Delegates to the Convention of the American Federation of Teachers representing AFT Nevada shall be elected or designated in a manner consistent with this Constitution and the Constitution of the American Federation of Teachers.

Individuals elected to statewide office or other positions that confer delegate status by virtue of election under this Constitution may serve as delegates to the AFT Convention without the need for a separate election, provided that any such individual's right to vote in the election of officers at the AFT Convention shall be governed by the requirements of the AFT Constitution and the Labor-Management Reporting and Disclosure Act. No individual shall vote in the election of officers at the AFT Convention unless he or she has been elected by secret ballot among the members in good standing of the labor organization he or she represents, or otherwise satisfies the requirements of applicable law.

ARTICLE V. OFFICERS

Section 1. Statewide Officers

The statewide officers of AFT Nevada shall be:

1. President
2. Executive Vice President
3. Vice President(s)
4. Secretary-Treasurer

Vice President positions are not required unless and until a local representing a workforce sector other than higher education faculty affiliates with AFT Nevada. Upon the affiliation of such a local, the State Board shall, by policy and no later than the next regular election cycle, establish at least one Vice President position for the new sector. At that time, the State Board shall also determine whether to establish a Vice President position for higher education faculty representation. Thereafter, the number of Vice Presidents, their sectoral or geographic assignments, and any eligibility requirements specific to those positions shall be maintained and adjusted by the State Board by policy, consistent with this Constitution, to ensure equitable representation of each affiliated sector. For purposes of this Section, 'higher education faculty' includes both instructional and administrative faculty employed within the Nevada System of Higher Education unless they are represented by a separate affiliated local, in which case each such local's sector shall be treated independently for purposes of Vice President representation.

Upon transition from the Nevada Faculty Alliance to AFT Nevada, current officers will finish their term under the AFT Nevada name. Upon the first election under the name AFT Nevada, the new officer structure will be enacted.

Section 2. Eligibility

No more than two (2) statewide officers, or one-third of the total number of statewide officers then in existence, whichever is greater, may be members of the same affiliated local at the time of their election. For purposes of this Section, the officer positions subject to this limitation are those currently in existence; Vice President positions shall be counted toward this limit upon their establishment under Section 1 of this Article.

If, at the close of the nomination period, any office would have no nominee who is a member of a different affiliated local, this limitation shall not apply to that office for that election cycle. The Elections Committee shall make this determination and shall notify all affiliated locals before nominations close, allowing additional time for nominations from other locals if practicable. The Elections Committee's determination under this Section shall be final.

Nothing in this Section shall be construed to remove a candidate from the ballot or to invalidate the election of any officer who was eligible at the time of nomination.

This Section shall take effect beginning with the first regular election conducted under this Constitution and shall not apply to officers serving by virtue of transition under Article XII."

Section 3. Terms of Office

Statewide officers shall be elected for two-year terms and shall serve until their successors are elected and installed.

Section 4. Election of Officers

Statewide officers shall be elected by the duly credentialed Convention delegates who have themselves been elected by secret ballot among the members in good standing of the affiliated locals they represent in a democratic manner consistent with this Constitution, the Constitution of the American Federation of Teachers, and applicable law. Election procedures shall be established by policy.

Section 5. Duties and Authority

(a) President. The President shall be the chief executive officer of AFT Nevada and shall:

- Preside over all Conventions and meetings of the State Board; Serve as the principal spokesperson for AFT Nevada;
- Execute and administer the policies and directives established by the Convention and the State Board;

- Attend the regular and special conventions of AFT Nevada, the American Federation of Teachers (AFT), and the Nevada AFL-CIO;
- Appoint committees and task forces as authorized by the State Board;
- Have authority to act on behalf of AFT Nevada between meetings of the State Board on matters requiring immediate attention, subject to ratification by the State Board at its next regular meeting;
- Direct the work of the administrative staff and other AFT Nevada employees, outside professionals, and consultants in consultation with the State Board.

(b) Executive Vice President. The Executive Vice President shall:

- Assume the duties of the President in the event of the President's absence, incapacity, or vacancy in the office of President, until such time as the President returns or a vacancy is filled in accordance with this Constitution.

(c) Vice President(s). Vice President positions shall exist only when established by the State Board pursuant to Section 1 of this Article. When no Vice President positions have been established, this subsection shall be held in reserve and shall take effect upon the first establishment of such a position. Each Vice President shall:

- Represent the interests of the members and affiliated locals within any sectoral or representational area to which that Vice President is assigned;
- Serve as a liaison between affiliated locals and the statewide leadership of AFT Nevada;
- Participate in the deliberations and decisions of the State Board;
- Assist the President in carrying out the policies and directives of the Convention and the State Board.

(d) Secretary-Treasurer. The Secretary-Treasurer shall:

- Serve as the custodian of all records, documents, and official correspondence of AFT Nevada;
- Maintain accurate minutes of all Conventions and meetings of the State Board;
- Receive, safeguard, and disburse the funds of AFT Nevada in accordance with this Constitution and applicable policy, and maintain accurate financial records;
- Prepare and file all reports required by the Constitution of the American Federation of Teachers and any other applicable law;
- Verify the credentials of delegates in accordance with Article IV, Section 4 of this Constitution;
- Preserve all credentials, minutes, and records pertaining to the election of officers for a period of not less than one year following the election, as required by applicable law.

(e) General Provisions. Officers shall be responsible for the day-to-day leadership and administration of AFT Nevada, subject to this Constitution. Each officer shall perform such additional duties as may be assigned by the Convention, the State Board, or by policy.

Additional duties and responsibilities beyond those enumerated in this Section may be assigned by the Convention or the State Board.

Section 6. Vacancies

Vacancies in any elective office shall be filled by the State Board in a manner established by policy, provided that such procedures are democratic, provide notice, and preserve member representation. Any officer appointed to fill a vacancy shall not be entitled to vote in the election of officers at any Convention by virtue of holding that office. Such appointed officers may otherwise participate in the Convention as provided in Article IV of this Constitution

Section 7. Removal from Office

An officer may be removed from office for cause only after notice, a fair hearing, and the opportunity for appeal, in accordance with procedures established by policy and consistent with principles of due process.

The removal of a local's representative from the State Board shall not affect that individual's standing within their local, nor shall it limit the local's exclusive authority to designate or replace its representative at any time in accordance with its own governing documents.

Nothing in this Constitution shall be construed to grant AFT Nevada authority to remove an individual from local office or to interfere with a local's internal governance.

Section 8. Term Limits

A statewide officer may not serve more than two (2) consecutive terms in any statewide officer position, regardless of positions held in consecutive terms.

ARTICLE VI. STATE BOARD

Section 1. Governing Authority Between Conventions

Between meetings of the Convention, the State Board shall be the governing body of AFT Nevada and shall exercise such authority as is necessary to carry out the policies, priorities, and directives established by the Convention and this Constitution.

The State Board's authority is derivative of and subordinate to the Convention, and shall be exercised in a manner consistent with the autonomy of affiliated locals and the Constitution of the American Federation of Teachers.

Section 2. Composition of the State Board

The voting membership of the State Board shall consist of:

1. The elected statewide officers of AFT Nevada; and
2. One representative designated by each affiliated local in good standing, who holds a position within that local to which they were elected by secret ballot among the

members in good standing of that local, or who has been separately elected as the local's State Board representative by secret ballot among the members in good standing of that local in accordance with the election standards set forth in this Constitution and the AFT Constitution.

The Constitution may permit nonvoting participants on the State Board as provided by policy, but voting authority shall be limited to elected officers and local representatives. Nonvoting participants shall not be counted for purposes of establishing a quorum.

Section 3. Terms of Service

Members of the State Board shall serve two-year terms, concurrent with the terms of the statewide officers, unless otherwise determined by this Constitution.

Local representatives may be replaced by their respective locals at any time in accordance with local governing documents.

Section 4. Powers and Duties of the State Board

The State Board shall have the authority to:

1. Implement and administer the policies and priorities established by the Convention;
2. Adopt policies consistent with this Constitution to govern the operations of AFT Nevada;
3. Oversee the financial affairs of AFT Nevada, including approval of budgets and expenditures;
4. Employ, supervise, and evaluate staff and independent contractors as necessary to carry out the work of AFT Nevada;
5. Establish standing and ad hoc committees and define their scope and authority by policy;
6. Represent AFT Nevada in dealings with affiliated organizations, coalitions, and external entities; and
7. Exercise such other powers as are necessary to carry out the purposes of AFT Nevada, provided that such powers are not reserved to the Convention or the membership by this Constitution.

Section 5. Meetings

The State Board shall meet regularly at intervals sufficient to conduct the business of AFT Nevada and shall meet at least once per academic term or its equivalent, as determined by policy.

Special meetings of the State Board may be called in a manner established by policy, provided that reasonable notice is given to all members of the Board.

Section 6. Voting

Each voting member of the State Board shall be entitled to one (1) vote. Weighted or proportional voting shall not be used at the State Board.

Section 7. Removal and Accountability

A member of the State Board may be removed from participation on the State Board for cause by action of the State Board, following notice, a fair hearing, and the opportunity for appeal, in accordance with procedures established by policy and consistent with principles of due process.

The removal of a local's representative from the State Board shall not affect that individual's standing within their local, nor shall it limit the local's exclusive authority to designate or replace its representative at any time in accordance with its own governing documents.

Nothing in this Constitution shall be construed to grant AFT Nevada authority to remove an individual from local office or to interfere with a local's internal governance.

Section 8. Ethical and Fiduciary Responsibilities

Officers and members of the State Board of AFT Nevada shall act in an ethical manner and in the best interests of the organization, consistent with their fiduciary duties.

AFT Nevada shall adopt policies to identify, disclose, and appropriately manage conflicts of interest and to uphold standards of ethical conduct.

Alleged violations of such policies shall be addressed in accordance with the due-process protections set forth in this Constitution.

Section 9. Quorum

A two-thirds ($\frac{2}{3}$) majority, rounded down, of the voting members of the State Board shall constitute a quorum for the transaction of business. No official action of the State Board shall be valid unless a quorum is present at the time of the vote.

In the absence of a quorum, members present may adjourn the meeting or take such informal action as they deem appropriate, but no binding decisions shall be made until a quorum is established.

ARTICLE VII. ELECTIONS AND DEMOCRATIC PARTICIPATION

Section 1. Governing Principles

All elections and referenda of AFT Nevada shall be conducted in a democratic manner consistent with:

- the principles of the Labor-Management Reporting and Disclosure Act (LMRDA),

- the Constitution of the American Federation of Teachers, and
- this Constitution.

All members in good standing shall have equal rights to nominate candidates, to vote in elections and referenda, and to participate in the democratic governance of AFT Nevada, subject only to reasonable and uniformly applied rules.

Section 2. Elections for Statewide Office

Statewide officers of AFT Nevada shall be elected by secret ballot of duly credentialed Convention delegates who have themselves been elected by secret ballot among the members in good standing of the affiliated locals they represent, as provided in Article V, Section 4 of this Constitution. Elections shall be held at least every two years.

Elections shall be conducted in a manner that ensures:

- ballot secrecy,
- voter eligibility verification,
- election integrity, and
- meaningful participation by eligible voters.

Voting may be conducted in person, by mail, or by secure electronic means, as established by policy.

Section 3. Nominations

Nominations for elective office shall be open, fair, and accessible.

All members in good standing shall have a meaningful opportunity to nominate candidates and to accept nomination.

Nomination procedures, including timelines and methods, shall be established by policy consistent with this Constitution.

Section 4. Election Administration

Elections shall be administered by an impartial Elections Committee established by policy.

No candidate for office shall serve on the Elections Committee or participate in the administration of the election in which they are a candidate.

The Elections Committee shall ensure:

- fair notice of elections,
- equal treatment of candidates, and
- secure handling and tabulation of ballots.

Section 5. Campaign Rights and Limitations

All candidates shall have a reasonable and equal opportunity to campaign.

The use of AFT Nevada funds, staff time, or official resources to support or oppose any candidate is prohibited, except as permitted by uniformly applied policy for neutral election communications.

Reasonable rules governing campaign conduct may be adopted by policy to protect fairness, transparency, and organizational integrity.

Section 6. Election Challenges and Appeals

Any member in good standing shall have the right to challenge the conduct or results of an election on the grounds of a substantial violation of this Constitution or Elections Policy.

Challenges shall be heard under procedures that provide:

- timely notice,
- an impartial decision-maker,
- an opportunity to be heard, and
- the right to appeal.

Final appeal rights shall be exercised in a manner consistent with the Constitution of the American Federation of Teachers.

Section 7. Referenda

Statewide referenda, when required or authorized by this Constitution, shall be conducted by secret ballot and under procedures that ensure democratic participation, fairness, and integrity.

The subject matter, timing, and procedures for referenda shall be established by this Constitution or by policy consistent with this Constitution.

A referendum may be initiated by a vote of the Convention, by a vote of the State Board, or by petition of not less than ten percent (10%) of the members in good standing of AFT Nevada, submitted to the Secretary-Treasurer. The State Board shall establish by policy the procedures for verifying and processing referendum petitions.

Article VIII. FINANCE AND DUES AUTHORITY

Section 1. Fiscal Responsibility

AFT Nevada shall conduct its financial affairs in a responsible, transparent, and accountable manner consistent with this Constitution, applicable law, and the Constitution of the American Federation of Teachers.

All funds of AFT Nevada shall be used solely to advance the purposes of the state federation as set forth in this Constitution.

Section 2. Fiscal Year

The fiscal year of AFT Nevada shall be established by policy.

Section 3. Budget Authority

AFT Nevada shall operate pursuant to an annual budget.

The State Board shall be responsible for the preparation and approval of the budget, subject to any review or approval authority reserved to the Convention by this Constitution or by policy.

The proposed budget shall be presented to the State Board in writing and shall be adopted before the start of the fiscal year or within sixty (60) days thereafter. No expenditures outside the approved budget shall be made without prior authorization of the State Board, except for emergency expenditures necessary to protect the interests of AFT Nevada, which shall be reported to the State Board at its next regular meeting.

The budget shall be administered in accordance with policies adopted by the State Board consistent with this Constitution.

Section 4. Dues and Assessments

AFT Nevada is authorized to establish state federation dues or assessments payable by affiliated locals. Any new dues obligations or increase in existing dues or assessments shall take effect only upon approval by one of the following methods:

- a majority vote of the delegates voting at a regular or special Convention of AFT Nevada; or
- a majority vote of the members in good standing of affiliated locals, voting in a referendum conducted by secret ballot in accordance with procedures adopted by the State Board.
- The State Board may, by majority vote, impose a temporary emergency assessment, provided that any such assessment shall be submitted for ratification at the next regular Convention. If not ratified, the assessment shall cease and any amounts collected in excess of the ratified amount shall be credited to the affected locals.

Nothing in this Constitution shall be construed to authorize AFT Nevada to:

- collect dues directly from individual members of affiliated locals, or
- interfere with the dues structures, assessments, or financial autonomy of affiliated locals, except as required by the Constitution of the American Federation of Teachers.

Section 5. Expenditures and Financial Controls

The expenditure of AFT Nevada funds shall be authorized and controlled in a manner established by policy and consistent with this Constitution.

Such policies shall provide for:

- appropriate authorization of expenditures,
- internal financial controls,
- regular financial reporting to the State Board and Convention, and
- safeguards against misuse of funds.

Section 6. Audits and Financial Review

The financial records of AFT Nevada shall be subject to regular independent audit or financial review at intervals established by policy.

The results of such audits or reviews shall be reported to the State Board and made available to affiliated locals and to any member in good standing upon reasonable request, in a manner consistent with principles of transparency and accountability.

Section 7. Audits and Financial Review of Local Unions

Each affiliated Local Union may, through a majority vote of its executive board, elect to conduct an independent audit or financial review. If no decision to audit is made within any 5 calendar year period, AFT Nevada reserves the right to demand an audit of a Local Unions' finances.

Section 8. Financial Accountability of Officers

Officers and others entrusted with the receipt, custody, or disbursement of AFT Nevada funds shall be bonded or otherwise insured as required by law or by policy.

Every officer, agent, and employee of AFT Nevada who handles funds or other property of the organization occupies a position of trust. Such individuals shall hold the funds and property of AFT Nevada in trust for its members and affiliated locals, shall manage, invest, and expend the same only in accordance with this Constitution and applicable law, and shall account to the organization for all funds and property in their custody or under their control. No officer, agent, or employee shall use the funds or property of AFT Nevada for personal benefit or for the benefit of any other person, except in payment of legitimate obligations of the organization.

Such individuals shall be personally responsible for carrying out their financial duties in accordance with this Constitution and applicable policies.

Section 9. No Local Financial Control

Nothing in this Constitution shall be construed to grant AFT Nevada authority to control, seize, or direct the funds of affiliated locals, except as expressly required by the Constitution of the American Federation of Teachers by lawful order, or any and all Distribution Agreements executed between the Local Unions and AFT-NV..

Article IX. Discipline, Due Process, and Appeals

Section 1. Fundamental Principles

AFT Nevada shall afford **due process** in all disciplinary actions taken under this Constitution.

No member, officer, local representative, or affiliated local shall be disciplined except for **cause**, and only in accordance with the requirements of notice, a fair hearing, and the right to appeal as guaranteed by this Constitution.

Section 2. Scope of Disciplinary Authority

Disciplinary authority under this Constitution shall be exercised solely to protect the integrity, democratic governance, and lawful operation of AFT Nevada.

Nothing in this Article shall be construed to authorize AFT Nevada to:

- discipline an affiliated local for the lawful exercise of its autonomy, or
- intervene in the internal disciplinary processes of an affiliated local, except as expressly required by the Constitution of the American Federation of Teachers.

Section 3. Notice

Any person or body subject to disciplinary action shall be provided timely written notice of:

1. The specific allegations or charges;
2. The provisions of this Constitution or policy alleged to have been violated; and
3. The potential consequences of the disciplinary action.

Section 4. Fair Hearing

Before any disciplinary action is imposed, the individual or body charged shall be entitled to a **fair and impartial hearing**, which shall include:

- the opportunity to respond to the charges,
- the opportunity to present evidence and argument, and
- decision-making by an impartial body.

Hearing procedures shall be established by policy and shall be applied uniformly.

Section 5. Appeals

Any individual or body disciplined under this Constitution shall have the right to appeal an adverse decision to a higher or separate body designated by policy.

Appeal procedures shall provide for:

- review of the record,

- consideration of whether this Constitution and applicable policies were followed, and
- issuance of a written decision.

Final appeal rights shall be exercised in a manner consistent with the Constitution of the American Federation of Teachers.

Section 6. Interim Measures

Interim measures, if any, may be imposed only where necessary to protect the integrity or operations of AFT Nevada and shall be:

- temporary in nature,
- proportionate to the circumstances, and
- accompanied by prompt notice and an expedited opportunity to be heard, as provided by policy.

Section 7. Non-Retaliation

No member or affiliated local shall be subjected to retaliation for:

- exercising rights guaranteed by this Constitution,
- participating in disciplinary or appeal proceedings, or
- engaging in protected democratic activity within AFT Nevada.

Article X. Amendments

Section 1. Authority to Amend

This Constitution may be amended by the Convention of AFT Nevada, which shall have primary authority to adopt constitutional amendments, except as provided in Section 6 of this Article.

Amendments adopted under this Article shall be consistent with the Constitution of the American Federation of Teachers.

Section 2. Proposal of Amendments

Proposed amendments to this Constitution may be submitted by:

1. The State Board;
2. An affiliated local acting through its governing body; or
3. A petition of members from not fewer than two (2) affiliated locals representing at least twenty percent (20%) of the total membership of AFT Nevada..

The method, form, and deadlines for submitting proposed amendments shall be established by policy.

Section 3. Notice and Consideration

All proposed constitutional amendments shall be provided to affiliated locals in writing, including the full text of each proposed amendment, not less than thirty (30) days prior to the Convention at which such amendments will be considered.

The Convention shall provide a fair opportunity for debate and consideration of proposed amendments in accordance with procedures established by policy.

Section 4. Adoption by Convention

Unless otherwise required by this Constitution or by the Constitution of the American Federation of Teachers, a proposed amendment shall be adopted upon approval by a two-thirds of delegates present and voting at the Convention, provided that a quorum is present at the time of the vote. A quorum for the purpose of acting on constitutional amendments shall consist of a majority of all credentialed delegates.

The Convention may be a regular or special Convention duly called in accordance with this Constitution.

Section 5. Special Convention for Constitutional Purposes

A Special Convention may be called for the purpose of considering constitutional amendments:

1. By action of the Convention;
2. By action of the State Board, where authorized by this Constitution or by policy;
or
3. Upon a petition of a majority of affiliated locals in good standing, or of affiliated locals representing a majority of the total membership of AFT Nevada, submitted in writing to the Secretary-Treasurer.

A Special Convention called under this Section shall be convened within sixty (60) days of the action or petition giving rise to it, and notice shall be provided to all affiliated locals not less than thirty (30) days before the date of the Special Convention.

Nothing in this Section shall be construed to limit the authority of the Convention as the highest governing body of AFT Nevada.

Section 6. Referenda

Where required by this Constitution or authorized by the Convention, proposed constitutional amendments may be submitted to a statewide referendum of the membership, conducted by secret ballot and in accordance with democratic procedures established by policy.

Any referendum conducted under this Section shall be consistent with this Constitution, applicable law, and the Constitution of the American Federation of Teachers.

Section 7. Effective Date

Unless otherwise specified, amendments adopted under this Article shall take effect immediately upon adoption.

Article XI. Parliamentary Authority

Section 1. Rules of Order

The rules contained in the most recent edition of Robert's Rules of Order Newly Revised shall govern the proceedings of AFT Nevada, its Convention, State Board, and committees, in all cases to which they are applicable and in which they are not inconsistent with this Constitution, the Constitution of the American Federation of Teachers, or duly adopted policies of AFT Nevada.

Section 2. Supremacy of Governing Documents

In the event of a conflict among governing authorities, the following order of precedence shall apply:

1. The Constitution of the American Federation of Teachers;
2. This Constitution;
3. Policies duly adopted by AFT Nevada;
4. Applicable Local Union Constitutions
5. Applicable Local Union Policy; and
6. Robert's Rules of Order Newly Revised.

Article XII. Ratification and Transition

Section 1. Ratification

This Constitution shall become effective upon its adoption by the duly convened Convention of AFT Nevada and approval by the American Federation of Teachers, as required for state federation chartering.

Upon ratification, this Constitution shall supersede and replace all prior bylaws, constitutions, rules, or governing documents of the Nevada Faculty Alliance or any predecessor state-level organization, to the extent of any inconsistency.

Section 2. Continuity of Organization

The adoption of this Constitution shall not be construed to:

1. Dissolve the existing state-level organization or interrupt its legal or organizational continuity;
2. Terminate the terms of duly elected officers or representatives serving at the time of ratification; or
3. Invalidate any lawful actions, policies, contracts, or obligations entered into prior to ratification.

All officers, representatives, and bodies shall continue to serve for the remainder of their existing terms unless otherwise provided by this Constitution or by action of the Convention.

Section 3. Transition to AFT Nevada

Upon ratification:

1. The organization shall operate under the name AFT Nevada;
 2. All references in existing policies, resolutions, or agreements to the Nevada Faculty Alliance or any predecessor name shall be deemed to refer to AFT Nevada; and
 3. Existing policies shall remain in effect unless and until amended, repealed, or replaced in a manner consistent with this Constitution.
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Section 4. Conforming Actions

The State Board is authorized and directed to take such actions as are necessary to:

- implement this Constitution,
- seek and maintain charter recognition as an AFT state federation, and
- conform existing policies and practices to this Constitution.

Such actions shall not be construed to expand the authority of AFT Nevada beyond that granted by this Constitution.

Section 5. Preservation of Local Autonomy

Nothing in this Article shall be construed to alter the status, autonomy, or governing authority of affiliated local unions, except as required by the Constitution of the American Federation of Teachers.

Article XIII. Committees

Section 1. Authorization

The State Board may establish standing and ad hoc committees as necessary to carry out the work of AFT Nevada, consistent with this Constitution.

Section 2. Appointment and Removal

AFT-NV committee members shall consist of the President or President's designee of each Local Union, as determined by each Local Union's Constitution, subject to confirmation by the State Board, and may be removed by the AFT-NV President with the concurrence of the State Board, in accordance with procedures established by policy.

Committee chairs are appointed by the President of AFT-NV from the committee members, and may be removed from the chair role by the President of AFT-NV.

Section 3. Advisory Nature

Committees whose duties are not listed in this Article shall be advisory in nature unless expressly authorized by this Constitution or by action of the State Board.

No committee shall exercise governing authority reserved to the Convention, the State Board, or elected officers.

Section 4. Voting Rights

Service on a committee shall not confer voting rights on the State Board or at the Convention unless such voting rights arise independently through election or delegate selection under this Constitution.

Section 5. Elections Committee

There shall be a standing Elections Committee, which shall be responsible for the administration of all elections and referenda conducted under this Constitution, in accordance with Article VII. Members of the Elections Committee shall be appointed in the manner provided in Section 2 of this Article. No candidate for statewide office, and no individual who has declared an intention to seek statewide office, shall serve on the Elections Committee during any election cycle in which he or she is or may be a candidate.

Section 6. Legal Defense Committee

There shall be a standing Legal Defense Committee responsible for administering the AFT Nevada Legal Defense Fund, reviewing and approving requests for legal defense assistance from affiliated locals and eligible members, and maintaining and updating the Legal Defense Policy of AFT Nevada.

The Legal Defense Committee shall operate in accordance with the Legal Defense Policy adopted by the State Board. The Committee shall have authority to approve, deny, or condition funding requests within limits established by that policy, subject to final approval authority of the State Board for expenditures exceeding thresholds set by policy.

To be eligible to request funding from the Legal Defense Fund, an affiliated local must be in good standing and must maintain active involvement with the Legal Defense Committee as defined by the Legal Defense Policy. Active involvement shall include, at minimum, designating a chapter legal defense representative and maintaining regular communication with the state Legal Defense Coordinator.

Members of the Legal Defense Committee shall be appointed in the manner provided in Section 2 of this Article. The Legal Defense Coordinator shall serve as chair of the committee and shall be appointed by the President subject to confirmation by the State Board.

The Legal Defense Committee shall report to the State Board at least annually and shall report to the Convention when requested.

Section 7. Political Action Committee.

There shall be a standing Political Action Committee responsible for administering the AFT Nevada Higher Education Political Action Committee ("AFT Nevada Higher Ed PAC"), a connected political action committee registered under the laws of the State of Nevada.

The Political Action Committee board shall consist of the presidents, or President's designees of all affiliated locals of institutions of higher education in good standing. The Secretary-Treasurer of AFT Nevada shall serve as treasurer of the AFT Nevada Higher Ed PAC and shall be responsible for all required filings with the Nevada Secretary of State.

The Political Action Committee shall have authority to recommend candidate endorsements and direct campaign contributions from the AFT Nevada Higher Ed PAC, subject to approval by a majority of local presidents. All endorsement decisions shall be made by vote of the Local Presidents or Local President's Designees.

PAC funds shall be maintained in an account separate from all other AFT Nevada funds. Administrative assistance and nominal office expenses of the AFT Nevada Higher Ed PAC may be provided by AFT Nevada consistent with its status as a connected political action committee under Nevada law.

Contributions to the AFT Nevada Higher Ed PAC are completely voluntary and are not a requirement for membership in any affiliated local. Contributors must be U.S. citizens or permanent legal residents. The AFT Nevada Higher Ed PAC is not registered as a federal political action committee and shall not make contributions to campaigns for federal office.

The Political Action Committee shall report to the State Board at least annually and to the Convention when requested.

Section 8. Reporting

Each standing committee shall report to the State Board at regular intervals established by policy, and shall report to the Convention when requested by the State Board or the Convention. Ad hoc committees shall report upon the completion of their assigned tasks or at such other times as directed by the State Board.

ARTICLE XIV. DELEGATE REPRESENTATION AND VOTING STRENGTH

Section 1. Classification of Locals

Affiliated locals shall be classified for purposes of delegate allocation as follows:

(a) Large Locals: Locals with 200 or more potential members, total (regardless of current membership).

(b) Small Locals: Locals with 200 or fewer potential members, total (regardless of current membership).

(c) At Large Local #6741

AFT-NV will have one At-Large Local Union whose focus is advocacy, Local #6741.

The classification of each affiliated local shall be determined as of the membership count date established under Section 7 of this Article and shall remain in effect for that Convention cycle. Any change in a local's classification occurring after the membership count date shall take effect at the next regular Convention cycle.

Section 2. Base Delegate Allocation

Each affiliated local shall receive base delegates as follows:

- (a) Small Local: three (3) base delegates.
- (b) Large Local: two (2) base delegates.
- (c) At Large Local #6741: one (1) base delegate

To be eligible for delegate allocation under this Article, an affiliated local must have at least ten (10) members in good standing as of the membership count date.

Section 3. Proportional Allocation

Each affiliated local shall receive one (1) additional delegate for every seventy-five (75) members in good standing as of the official membership count date. All fractional delegate allocations under this Article shall be rounded down to the nearest whole number. At Large Local #6741 will not be subject to proportional allocation.

Section 4. Collective Bargaining Allocation

Each Collective Bargaining Local shall receive one (1) additional delegate.

Section 5. Safeguard of Representation

No single local shall exceed forty percent (40%) of the total voting delegate strength of the Convention.

Adjustments necessary to comply with this Section shall be implemented by uniform policy adopted prior to credentialing. Such adjustments shall be limited solely to proportional reduction of Local delegate strength and shall not increase the delegate allocation of any other local beyond the formula set forth in this Article.

Section 6. Election of Delegates

Delegates shall be elected by secret ballot by the members of each affiliated local in good standing, consistent with:

- This Constitution,
- The Constitution of the American Federation of Teachers,
- The Labor-Management Reporting and Disclosure Act.

Delegates shall be elected prior to the Convention in accordance with timelines established by policy.

Each affiliated local may elect alternate delegates by secret ballot in the same manner as regular delegates. Alternate delegates may be seated at the Convention in place of any regular delegate from the same local who is unable to attend, in the order determined by the local's election results or governing documents.

Section 7. Membership Count Date

The State Board shall establish a uniform membership count date for purposes of delegate allocation. Only members in good standing for whom required dues and per capita payments have been remitted shall be counted.

The Secretary-Treasurer shall notify each affiliated local of its delegate allocation, including its classification, membership count, and the number of delegates to which it is entitled, not less than sixty (60) days prior to the Convention. Such notification shall include a description of the formula used to calculate the allocation.

Section 8. Allocation of Delegate Strength

Locals may send fewer than the allotted delegates to the constitutional convention. When a local sends fewer than their allotted delegates, the voting strength of the local shall be divided equally amongst the local's registered delegates.

Section 9. Appeals of Delegate Allocation

Any affiliated local that believes its delegate allocation, classification, or membership count to be in error may appeal to the Elections Committee within fifteen (15) days of receiving its allocation notice under Section 7. The Elections Committee shall review the appeal and issue a written decision within fifteen (15) days of receipt. If the local is not satisfied with the decision of the Elections Committee, it may appeal to the State Board, whose decision shall be final for that Convention cycle.

ARTICLE XV. Requirements of Local Union Officers

Section 1. Required Local Union Officers

Each Local Union affiliated with AFT-NV must have at least two officers with fiduciary duties to the Local Union, e.g., a President and a Treasurer.

Section 2. Term Limits for Local Union Officers

Each Local Union affiliated with AFT-NV must establish term limits for local union officers, not to exceed three (3) consecutive terms.

ARTICLE XVI. Changes to Distribution Agreement

Any changes to the Distribution Agreement ratified in conjunction with this Constitution requires a vote at Convention as described in Article IV.

ARTICLE XVII. DEFINITIONS

Member in Good Standing: A “member in good standing” is a member of a Local Union affiliate of NV-AFT who are those whose required dues and per capita payments for the past 3 months have been remitted to the Local and, where applicable, to AFT Nevada and the American Federation of Teachers, and who are not under suspension.

Only members in good standing shall be eligible to vote, hold office, or otherwise participate in the governance of the Local.