

**Constitution and By-Laws
Of the
Wisconsin Association of FSA County Office Employees**

ARTICLE I - NAME AND OBJECT

Section 1- This association shall be known as the Wisconsin Association of FSA County Office Employees. This association shall be commonly called WASCOE.

Section 2- The objective of this Association shall be: 1- To strive to maintain and improve the confidence, esteem and respect of the public for the FSA County Office Employees and the Farm Service Agency. 2- To cooperate with the Wisconsin State FSA Committee and State Executive Director and respective staff to improve FSA in Wisconsin. 3- To become members of and 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 Committee Employees. 6- Not to permit discrimination because of race, color, national origin, gender, religion, age, disability, political beliefs, sexual orientation, and marital or family status. Per 18-AO.

ARTICLE II - MEMBERSHIP

Section 1- Any Wisconsin FSA County Office Permanent Appointment Employee is eligible for membership in this Association regardless of race, color, national origin, gender, religion, age, disability, political beliefs, sexual orientation, and marital or family status. This includes GS staff at the County level (FLM, FLO, and FLPTs). Eligible employees will become members upon payment of annual dues, or the signing of the authorization for a dues check-off.

Section 2- 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 this Association must not become a member of an organization of Government Employees who asserts the right to 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 Wisconsin Association of FSA County Office Employees shall use his/her office or membership for the purpose of engaging in activities other than the stated purpose of this organization.

Section 3- Associate membership may be accepted from FSA/ASC County retirees who were members in good standing at the time of retirement and other FSA/ASC connected employees. Such members may have no voice in the government of WASCOE nor shall they be eligible to hold any office. Associate membership dues are to be established under Article VII.

ARTICLE III - OFFICERS AND DIRECTORS

Section 1- The officers of this association shall be President, Vice-President, Secretary and Treasurer.

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Section 2- WASCOE areas shall be posted to the website and each area will have three directors. The immediate past president shall act as ex-officio President and call the first Director's meeting to order and will act as President until the new President is elected and installed.

ARTICLE IV- ELECTIONS

Section 1- Three Directors shall be elected from each area. Directors shall be elected for a three year term, with one Director being elected each year. Directors may be any member who are members in good standing. No Director shall be elected for more than two consecutive terms unless there is a one year break between terms. Director elections shall be conducted by mail or electronic balloting and be completed not later than May 31 of each year. Election is to be determined by plurality vote. Ties are to be settled by lot.

Section 2 - Members in good standing may be an officer. Nominations of officers shall be made from the convention floor. Election of the President and Vice-President shall be held in the even number years and for the Secretary and Treasurer on the odd numbered years. Election of officers shall be conducted by mail. Each member in good standing will receive a ballot with the names of the nominees for the position that is up for election within 10 days of the annual convention. These ballots are to be returned to the WASCOE Secretary for tabulation postmarked no later than 10 days from the date mailed or posted electronically. Election is to be made by plurality vote. Election of officers shall be for two years. No officer shall serve more than three consecutive terms in the same office. Transition one year elections would not count towards three consecutive term limit.

ARTICLE V - MEETINGS

Section 1 - There shall be one annual meeting and two other meetings 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 a majority of the Board of Directors.

Section 3 - There shall be one annual meeting of the membership. Meetings of the membership of the Association shall be called by the President at the direction of the Board of Directors.

ARTICLE VI- COMMITTEES

Section 1 - The Board of Directors shall decide upon the standing committees deemed necessary and proper to fulfill the objectives and purposes of the Association. Standing committee or Special Committee Chairpersons may be directors or other members in good standing.

Section 2 - The President shall appoint each Committee Chairperson. Each Committee Chairperson should select persons of their choice, preferably one director, and one or more non-directors, but members in good standing, to serve on their committee to assist in the duties of the

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committee. The committees should be in place by the first Director's meeting for approval by the Board of Directors.

Section 3 - The President shall be an ex-officio member of all committees.

Section 4 - The Executive Committee shall consist of the four duly elected officers, the immediate past President and current NASCOE delegates to handle urgent matters.

ARTICLE VII - DUES

Section 1 - The Board of Directors shall determine the annual membership dues.

Section 2 - Dues become payable July 1, each year unless check-off is authorized.

Section 3 - Associate membership dues are established to be the same as the NASCOE dues rate.

ARTICLE VIII - QUORUMS

Section 1 - A quorum of the Board of Directors shall consist of a majority of all Directors and Officers.

Section 2 - A quorum of the membership for the annual meeting shall consist of no less than 10% of the total membership.

ARTICLE IX - CONDUCT OF MEETINGS

Section 1 - Conduct of meetings shall be governed by the Roberts Rules of Order.

ARTICLE X - VACANCIES

Section 1 - The Vice-President shall serve in the absence and inability of the President.

Section 2 - In case of ineligibility or resignation of a Director, the successor is to be the candidate who received the second highest number of votes at the last election. Should a tie vote have resulted, determine the successor by lot with the consent of the tied members.

Section 3 - In absence, ineligibility or removal for cause of the Vice-President, Secretary or Treasurer, that office, in any case, shall be filled by appointment by the President to serve until the next meeting of the Board of Directors. The Directors will then fill the position by election to the vacant office.

ARTICLE XI - FINANCIAL MATTERS

Section 1 - In case of disbandment any monies remaining in the WASCOE treasury, after all debts are paid, would be forwarded to the NASCOE treasury.

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ARTICLE XII - DUTIES OF OFFICERS AND DIRECTORS

Section 1- The duties of the President, Vice-President, Secretary and Treasurer shall be those designated to such officers according to Roberts Rules of Order except as otherwise stipulated in this document.

Section 2 - The Board of Directors shall have power to transact all business of this Association. Delegations of Authority for this purpose may be made at the discretion of the Board of Directors.

Section 3 - The President shall also serve as Chairperson of the Board of Directors.

Section 4 - The Directors are to determine by July 1 of each year the per diem and mileage rates for the subsequent year for-

- 1- Delegates attending the Midwest Area Rally and National Convention
- 2- Directors attending meeting and/or director authorized meetings

Section 5 - Director's Responsibilities

- 1- Attend meetings
- 2- Communicate with the counties in their Area.
- 3- Establish two-way contact with county office employees to request their concerns.

ARTICLE XIII - AMENDMENTS

Section 1- The Constitution and Bylaw amendments, revisions, and changes may be proposed at any meeting of the Board of Directors. Any amendments, revisions, or changes must be approved by an affirmative vote of 2/3 (two-thirds) of the members attending the annual meeting. Proposed constitution changes to be decided upon the convention floor must be submitted in writing to the Secretary at least 30 days prior to the annual meeting. All Constitutional and Bylaw changes shall be provided to the membership at least seven (7) days prior to the annual meeting.

Section 2- All amendments or revisions approved shall go into effect the July 1st immediately following the annual meeting.

Section 3- The ~~By-Laws~~ Standing Rules and Board Policies shall be reviewed by Vice President and appointed Committee annually and their recommendations shall be made to the Board of Directors.

Revised April 2019