

**BYLAWS OF THE
COUNTY OF LOS ANGELES INDIAN AMERICAN PROFESSIONAL ASSOCIATION**

PREAMBLE

We, employees who are presently employed in the government of Los Angeles County, bond ourselves together to form a strong, loyal, and dedicated non-profit group who shall embody the aims of this organization, do establish, execute, and respect this Constitution and Bylaws.

ARTICLE I - NAME

Section 1: The name of this organization shall be known as COUNTY OF LOS ANGELES INDIAN AMERICAN PROFESSIONAL ASSOCIATION

Section 2: Hereafter, in this constitution, the organization shall be referred to as "COLAIAPA" or "Association."

ARTICLE II - GOALS AND PURPOSES

The Association shall be dedicated primarily to:

Section 1: Improve the employment status of its members.

Section 2: Encourage the recruitment, appointment and promotion of its members in County Service.

Section 3: Disseminate information on employment and promotional opportunities to its members.

Section 4: Counsel and assist its members in matters relating to grievance procedures, affirmative action, race and sex discrimination.

Section 5: Participate in employment related activities conducted by Asian-American communities.

Section 6: Participate in Community Events.

Section 7: Work with the county management and other parties towards achievement of the above goals.

Section 8: Assist family members of the Association through academic scholarships.

ARTICLE III - MEMBERSHIP AND DUES

Section 1: Membership Criteria:

Any County employee 18 years of age or older, of good character and dedicated to the purposes of this organization, may become a member.

Section 2: Classes of membership:

A) Regular Active Members

- Any County Employee who is employed by the County of Los Angeles is eligible for active membership.

B) Associate Members

- Any immediate family of a regular Active Member that is not a County employee, retired County employee and their immediate family, and/or Sponsors and Partners may become Associate Members. An Associate Member must be sponsored by a regular Active Member in good standing; however, whenever a Regular Active Member becomes a retired member, he/she need not be sponsored.
- An Associate Member will have no voting rights or appear as a nomination to the Executive Board ballot.

Section 3: Acceptance to Membership

- Upon submission of a signed membership application to this Association, an eligible applicant may be accepted to membership as defined in Section 2 above. The Executive Board shall reserve the right to approve or deny any application(s) for membership.

Section 4: Voting

- Any Regular Active Member of the Association in good standing shall be eligible to vote at any Association meeting. Good standing shall mean a Regular Active Member current with dues, and membership has not been terminated by the Executive Board.

Section 5: Period of Membership

- The period of membership shall commence on acceptance of membership application and shall continue until the member does not qualify for eligibility as defined in Article III, Section 2.
- Membership shall continue so long as the member is current with his or her dues.
- Annual dues shall be determined by the Executive Board.

Section 6: Termination of Membership

- Any member may terminate his or her membership by submittal of documents to the Auditor-Controller's office as required by County policy and giving the effective date of such resignation.
- Termination may also occur subject to the requirements of the County, Auditor-Controller and/or Human Resources Departments.
- Termination for cause may also occur upon majority vote by the Executive Board.

ARTICLE IV - NOMINATION AND ELECTION OF OFFICERS

Section 1: Nominations

- Nominations for the Executive Board shall be made in writing to the Election officer two months prior election date. Election officer is to be appointed by current Executive Board.
- Any Regular Active Member in good standing may be nominated by any other active member in good standing, providing he or she consents to run. Elected Executive Board valid for three years term.

Section 2: Elections

- The appointed Election officer after determining the eligibility of those nominated shall prepare a ballot to be given to all eligible members to vote. The vote will be to elect Executive Board member.
- The procedure to vote via e-mail or US mail to be determined by the Executive Board
- The Election officer shall count the ballots and certify the results to the current President and the Executive Board. The newly elected Executive Board within themselves shall appoint board positions at first meeting after the election. A majority vote by the Executive Board is required for all appointed positions. Each position is valid for 12 months.

Section 3: Appointment for Non-Elected Position(s)

- The President with the majority approval of the Executive Board may appoint member(s) to fulfill the needs of the Association.

Section 4: Appointment for Vacancy Position(s)

- Any member of the Executive Board may nominate a Regular Active Member to a vacated Executive Board position.
- A majority vote by the Executive Board is required for final appointment.

Section 5: Temporary Appointments

- In the event an Executive Board Member could not fulfill his/her duties, a Regular Active Member may assume, upon majority approval of the Executive Board, the duties of that position.

ARTICLE V - OFFICERS AND DUTIES

Section 1: The Executive Board shall consist of an elected President, Vice-President of Operations, Vice-President of Events, Vice-President of Public Relations, Corresponding Secretary, Recording Secretary, and Treasurer. The Executive Board shall also include four non-elected, Board-appointed positions: a Web-Master and an Editor-in-Chief and two advisory board; these four positions shall not have voting power on the Executive Board.

Section 2: The term of office for all elected officers shall be for twelve months, but not exceeding two years. After being duly elected each officer shall automatically assume office after being installed.

Section 3: A succession plan for new officers shall be established prior to the end of the term of office.

ARTICLE VI - THE EXECUTIVE BOARD

Section 1: These officers are members of the Executive Board and shall perform the following duties as more fully described in Attachment "A" to these bylaws.

Section 2: At each COLAIAPA general meeting, each officer of the Executive Board shall present an updated report of their activities related to the Association.

Section 3: Attendance:

- A) Executive Board members shall attend all COLAIAPA Executive Board meetings.
- B) Any officer who fails to attend three (3) consecutive Executive Board meetings without cause during his/her term of office shall receive a warning notice by the President. After missing a 4th meeting, he/she may be removed from office and a replacement will be determined by the Executive Board.

Section 4: The Executive Board shall have authority:

- A) To take charge of all property of the Association shall have authority to control and manage the affairs and funds of the Association.

- B) To determine additional/deleted positions to the Executive Board, dependent on the growth of the Association.
- C) To make ultimate decisions regarding the acts of committees and officers on affirmative action, administrative, fiscal and other matters of the Association.
- D) To perform all acts and functions not inconsistent with these bylaws or with any actions taken by the membership at large.
- E) To report actions taken on all matters to the next meeting.
- F) To meet, discuss, and determine the outcome of any issues affecting the Association.
- G) Adopt operational policies and procedures.

ARTICLE VII - MEETINGS

Section 1: There shall be one Association general meeting each month for all Association members. Meeting date(s) to be determined by the President.

- A) Matters that require voting by the general membership shall be completed by a majority vote by those members present and voting.

Section 2: Special meetings may be called by the Executive Board. A minimum of five Executive Board Members must be present to hold the meeting.

- A) Matters that require voting by the Board members shall be completed by a majority of the Board members present and voting.
- B) Should the required number of votes not be present, the motion presented for a vote fails. Upon a motion by the president or any other Board member, the motion may be held open for reconsideration when the majority of the Board members are present.

ARTICLE VIII - COMMITTEES

Special Committees

The President may appoint, with the majority approval of the Executive Board, such special committees as are deemed necessary to carry out the work, objective and purpose of the Association.

ARTICLE IX - ASSOCIATION FUNDS AND PROPERTY

All monies belonging to the Association shall be deposited in a federally insured (FDIC) bank or financial institution doing business within Los Angeles County. The Treasurer shall report all financial activity transactions.

ARTICLE X - EXPENSES OF THE ASSOCIATION

All members of the Executive Board and members of any committees shall serve without salary, except that the Executive Board may reimburse such officers and committee members for part or all of the expenses incurred by them in connection with Association business. The Treasurer shall report all expenditures so made. The Executive Board shall establish an operating bank account in the name of the Los Angeles County Asian-American Employees Association, maintaining a general ledger which will detail major financial activities individually. The Executive Board establishes policies and procedures for expenditure of Association funds.

Expenditure of funds shall be approved in the following manner:

- A) Under \$500 - by Treasurer and either the President or a Vice-President.
- B) Over \$500 - by majority vote of the Executive Board.
- C) All property valued in excess of \$500 shall be identified and maintained by the Recording Secretary and/or Treasurer.

ARTICLE XI - PARLIAMENTARY AUTHORITY

The rules contained in the most current edition of Roberts Rules of Order - Newly Revised, shall govern COLAIAPA in all cases to which they are applicable and in which they are not inconsistent with the Bylaws and special Rules of Order that COLAIAPA may adopt.

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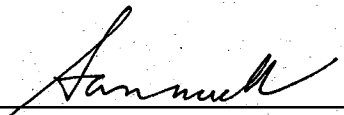
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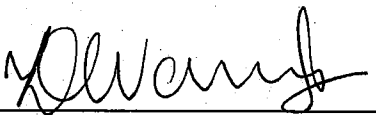
ARTICLE XII - AMENDMENT OF BYLAWS

These Bylaws can be amended at any Association meeting by two-thirds (2/3) vote of attending general members, provided that the amendment has been submitted in writing at a previous regular meeting.


APPROVED AND ADOPTED ON JANUARY 4TH, 2011 IN LOS ANGELES, CALIFORNIA



Sanmay Mukhopadhyay, President




Deva Kamatham, Corresponding Secretary




Padmaja Chode, Vice-President Operations



Ramesh Ramnani, Vice-President Events



Rickey Manbahal, Treasurer



Rajesh Prabhu, Recording Secretary