

## 2009 FNA Proposed Bylaw Changes

**This is the official notice of 2009 Proposed Bylaws changes of the Florida Nurses Association. It is recommended that you review these changes with a current copy of the bylaws in preparation for the discussion in the upcoming House of Delegates in September. This document along with a copy of the current bylaws may be downloaded from the special Centennial website at [FNACentennial.info](http://FNACentennial.info).**

CURRENT BYLAW	PROPOSED CHANGE	Revised Bylaw would read if passed:	RATIONALE
<p><b>ARTICLE III Membership, Dues, Membership Year</b></p> <p>Section 1. Composition            A. Membership in FNA shall consist of members of the district associations who meet the qualifications and responsibilities specified in these bylaws.            B. Membership shall be unrestricted in accordance with ANA Bylaws.</p>	<p><b>ARTICLE III Membership, Dues, Membership Year</b></p> <p>Section 1. Composition            A. Delete <del>district associations</del> and insert <u>state regions</u>            To read: <b>See next column&gt;</b></p> <p>Insert new B            To read: <b>See next column&gt;</b></p> <p>Re-letter old B to C and add <u>FNA</u>            To read: <b>See next column&gt;</b></p>	<p><b>ARTICLE III Membership, Dues, Membership Year</b></p> <p>Section 1. Composition            A. Membership in FNA shall consist of members of the state regions who meet the qualifications and responsibilities specified in these bylaws            B. Membership options:            1. Full Membership includes ANA, FNA, and Region            2. State Only Membership includes FNA and Region            3. Organizational Affiliate includes nursing organizations that affiliate for associated benefits and have voice but no vote.            C. Membership shall be unrestricted in accordance with ANA/FNA Bylaws.</p>	<p>Replace district associations with regions and add new B to describe new membership options as full, state only and organizational affiliate.</p> <p>If concept of regions is passed, then all other references to districts will be editorial changes.</p>
<p><b>ARTICLE III Membership, Dues, Membership Year</b></p> <p>Section 2. Qualifications            B. Who has completed a nursing education program that qualifies the applicant to take the National Council Licensure Examination (NCLEX) for registered nurse licensure as a first time writer; and,</p>	<p><b>ARTICLE III Membership, Dues, Membership Year</b></p> <p>Section 2. Qualifications            Delete B</p> <p>Re-letter</p>		<p>There is no category of graduate nurse as NCLEX can be taken soon following graduation and results are quickly available. If failure occurs, then we have a member who does not meet criteria ie RN</p>
<p><b>ARTICLE III Membership, Dues, Membership Year</b></p> <p>Section 3. Membership Privileges and Obligations            A. Members who have joined through district associations shall have privileges as follows:</p>	<p><b>ARTICLE III Membership, Dues, Membership Year</b></p> <p>Section 3. Membership Privileges and Obligations            A. Delete <del>Members who have joined through district associations</del></p>	<p><b>ARTICLE III Membership, Dues, Membership Year</b></p> <p>A. Full Members shall have privileges as follows:            1. Voting for:            a. Delegates to ANA meetings;            b. FNA Officers; and</p>	<p>Identify and list privileges and obligations for three types of membership.</p> <p>Change references to FNA delegates and convention and replace with membership assembly</p>

<p>1. Voting for:  a. Delegates to ANA and FNA meetings;  b.FNA Officers;  c.FNA Directors; and  d.Executive Committees of other structural units to which they affiliate;</p> <p>2. Serve as a delegate or in any other appointed position.</p> <p>3.After six months of membership of either FNA, ANA/CMA, nominated to an Officer or Director position.</p> <p>4.Attending conventions, Board of Directors and Committee meetings, other unrestricted functions of FNA/ANA;</p> <p>5.Receiving regular ANA and FNA communications;</p> <p>6.Having representation through FNA in the ANA and International Council of Nurses (hereinafter referred to as ICN);</p> <p>7.Attending the Congress of the ICN; and</p> <p>8. Affiliating with ANA Councils.</p> <p>B. Members of FNA shall continue to have all the rights of membership in ANA as provided in the ANA bylaws, until such time as 2/3 of the entire FNA membership votes to disaffiliate from the ANA. Membership is defined as individual members of FNA who have ANA rights and privileges of membership as a result of their FNA membership. The vote may occur by mail, phone or electronic ballot, with appropriate notice and procedures to protect the integrity and validity of the vote.</p> <p>C. Members of district associations shall have membership obligations as follows:</p> <p>1. Abiding by FNA and ANA Bylaws; and</p> <p>2. Abiding by ANA Code of Ethics for Nurses.</p>	<p>Insert <u>Full Members</u>  A 1 a Delete <del>and FNA</del>; Delete A1d  A 2 (editorial) Change Serve to <u>Serving</u>;  Insert ANA;  A 3 Delete <del>either and ANA/CMA, being nominated to an Officer or Director position</del>; Insert <u>Being nominated to an Officer or Director position</u> prior to after;  A 4 Delete <del>conventions</del>; Insert <u>and voting in Membership Assembly</u> after Attending; insert <u>attending</u> prior to Board.  Delete 6,7,8  <del>6.Having representation through FNA in the ANA and International Council of Nurses (hereinafter referred to as ICN);</del>  <del>7.Attending the Congress of the ICN; and</del>  <del>8. Affiliating with ANA Councils.</del></p> <p style="text-align: center;">To read: <b>See next column</b>&gt;</p> <p>B. Insert <u>Full</u> before members, before membership votes, and before Membership</p> <p style="text-align: center;">To read: <b>See next column</b>&gt;</p> <p>C. Delete: <del>Members of district associations</del> and insert <u>Full Members</u>; C 1 and 2 editorial changes</p> <p style="text-align: center;">To read: <b>See next column</b>&gt;</p> <p>Insert new D:  To read: <b>See next column</b>&gt;</p>	<p>c. FNA Directors</p> <p>2. Serving as an ANA delegate or in any other appointed position.</p> <p>3. Being nominated to an Officer or Director position, after six months of membership in FNA,</p> <p>4. Attending and voting in the Membership Assembly, attending Board of Directors and Committee meetings, and other unrestricted functions of FNA/ANA;</p> <p>5. Receiving regular ANA and FNA communications</p> <p>B. <u>Full</u> members of FNA shall continue to have all the rights of membership in ANA as provided in the ANA bylaws, until such time as 2/3 of the entire FNA <u>full</u> membership votes to disaffiliate from the ANA. <u>Full</u> membership is defined as individual members of FNA who have ANA rights and privileges of membership as a result of their FNA membership. The vote may occur by mail, phone or electronic ballot, with appropriate notice and procedures to protect the integrity and validity of the vote.</p> <p>C. Full Members shall have membership obligations as follows:  1 Abide by FNA and ANA Bylaws; and  2 Abide by ANA Code of Ethics for Nurses.</p> <p>D. State Only Members shall have privileges as follows:  1. Voting for:  a. FNA Officers;  b. FNA Directors; and  c. Executive Committees of other structural units to which they affiliate;</p> <p>2. Serving in any FNA appointed position.</p>	<p>If passed, other references to delegates and FNA convention will be editorial.</p> <p>To identify full member association with ANA.</p>
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	<p>Insert New E: To read: <b>See next column</b>&gt;</p>	<p>3. After six months of membership in FNA being nominated to an Officer or Director position, excluding President and President-Elect. 4. Attending and voting in Membership Assembly, attending Board of Directors and Committee meetings, and other unrestricted functions of FNA; 5. Receiving regular FNA communications;</p> <p>E. State Only Members shall have membership obligations as follows: 1. Abide by the bylaws of FNA. 2. Abide by the ANA Code of Ethics for Nurses.</p>	
<p><b>ARTICLE III Membership, Dues, Membership Year</b> Section 5 Dues A. The annual dues for members of FNA shall be established by the FNA House of Delegates. These shall include: 1. The ANA Assessment as set by ANA, 2. FNA dues as set by the House of Delegates which shall include a standard allocation to be returned to the District Nurses Association (herein referred to as DNA), and 3. local unit dues, if applicable.</p>	<p><b>ARTICLE III Membership, Dues, Membership Year</b> Delete A 1 and 2 Insert new A and B Re-letter  Delete 3</p>	<p><b>ARTICLE III Membership, Dues, Membership Year</b> A. Full Membership dues include ANA Assessment as set by ANA House of Delegates, assessments as set by affiliate organizations to which FNA or its structural units belong and FNA dues as established by FNA members participating in the Annual Membership Meeting B. State only FNA Membership dues include FNA dues as set forth in FNA bylaws and policies.</p>	<p>To define “Full” and “State-only membership” dues.  Individual units currently determine their local dues.</p>
<p><b>Section 5 Dues</b> B. Nurses who qualify for one of the following categories may elect to pay fifty percent (50%) of the annual dues: 1. Nurses who are not employed; 2. Students who are registered nurses in full-time study; 3. Graduates of basic nursing programs for the first year of membership, if initiated within six months following graduation; or 4. Nurses sixty-two (62) years of age, or older, who are not earning more than the Social Security system allows without loss of Social Security payments. C. Members sixty (60) years of age or older, who are not employed, may elect to pay</p>	<p><b>Section 5 Dues</b>  4. Delete <del>sixty-two</del> and replace with <u>sixty-five</u>; Delete <del>who are not earning more than the Social Security system allows without loss of Social Security payments.</del> To read: <b>See next column</b>&gt;  Delete C</p>	<p><b>Section 5 Dues</b> B. Nurses who qualify for one of the following categories may elect to pay fifty percent (50%) of the annual dues: 1. Nurses who are not employed; 2. Students who are registered nurses in full-time study; 3. Graduates of basic nursing programs for the first year of membership, if initiated within six months following graduation; or 4. Nurses sixty-five years of age or older.</p>	<p>More accurately reflects current standard and social security restriction no longer applies.  50% dues are already allowed for members not working and those over 65.</p>

<p>twenty-five (25) percent of the annual dues. D. The Board of Directors may initiate pilot dues recruitment strategies with a report to the following House of Delegates for action.</p> <p>E. Members shall be notified in <i>Call to Meeting</i> of the FNA House of Delegates of a proposal to change the dues at least sixty (60) days prior to the meeting of the House of Delegates at which the proposal will be presented.</p> <p>F. A vote of two-thirds (2/3) of the Delegates present and voting and previous notice of sixty days (60) shall be required to change the dues.</p>	<p>Insert new D and re-letter To read: <b>See next column&gt;</b></p> <p>Re-letter D to E; Editorial changes</p> <p>Re-letter E to F Delete <del>House of Delegates</del> and insert <u>Membership Assembly</u>; insert <u>FNA</u> before dues; delete <del>of the House of Delegates</del> and insert <u>membership</u> prior to meeting to read: To read: <b>See next column&gt;</b></p> <p>Re-letter F to G Editorial changes</p>	<p>C. Dues to Affiliated Organizations The annual dues shall be set forth in dues policy and shall include the present rate of dues paid by the FNA to the ANA and other organizations to which the structural units affiliate. D. The Board of Directors may initiate pilot dues recruitment strategies with a report to the following Membership Assembly for action. E. Members shall be notified in <i>Call to Meeting</i> of the FNA Membership Assembly of a proposal to change the FNA dues at least sixty (60) days prior to the membership meeting at which the proposal will be presented. F. A vote of two-thirds (2/3) of the voting members present and previous notice of sixty days (60) shall be required to change the dues.</p>	<p>Need language to accommodate dues increases by organizations our structural units affiliate with.</p> <p>clarity</p>
<p><b>Section 7. Transfer of Dues/Assessment and Membership</b> A. A member who has completed full payment of dues and moved out of Florida may apply to the Secretary of FNA for transfer to another constituent association of the ANA.</p> <p>C. A member may transfer from one DNA to another within the state without further payment of dues/assessment for the remainder of the membership year. Application for transfer shall be made to FNA.</p>	<p>A. Insert <u>full</u> before member; delete <del>Secretary of</del>; and insert <u>Executive Director</u> following FNA To read: <b>See next column&gt;</b></p> <p>C. Insert <u>the</u> before FNA and <u>Executive Director</u> after FNA. Editorial Changes To read: <b>See next column&gt;</b></p>	<p>A. A full member who has completed full payment of dues and moved out of Florida may apply to the FNA Executive Director for transfer to another constituent association of the ANA.</p> <p>C. A member may transfer from one region to another within the state without further payment of dues/assessment for the remainder of the membership year. Application for transfer shall be made to the FNA Executive Director.</p>	<p>To be in conformity with what has occurred for many years and to expedite requests for transfer of membership.</p>
<p><b>Section 9. Life Membership</b> B. Life membership shall not be conferred on more than one individual at any convention.</p>	<p><b>Section 9. Life Membership</b> B. Delete <del>at any convention</del> and replace with <u>per annum</u> To read: <b>See next column&gt;</b></p>	<p><b>Section 9. Life Membership</b> B. Life membership shall not be conferred on more than one individual per annum.</p>	<p>Making the adjustment for possible annual Membership Assembly.</p>
<p><b>ARTICLE III Membership, Dues, Membership Year</b> New Section 11</p>	<p><b>ARTICLE III Membership, Dues, Membership Year</b> Insert new Section 11 To read: <b>See next column&gt;</b></p>	<p><b>ARTICLE III Membership, Dues, Membership Year</b> Section 11. Organizational Affiliates A. Definition An Organizational Affiliate of FNA is an association that has been granted organizational affiliate status by the FNA Board of Directors. B. Responsibilities Each organizational affiliate shall meet the criteria</p>	<p>Allowing for a new category of membership.</p>

		<p>established by the Board of Directors and shall:</p> <ol style="list-style-type: none"> <li>1. Maintain a mission and purpose harmonious with the purposes and functions of FNA</li> <li>2. Have bylaws which do not conflict with FNA bylaws</li> <li>3. Be comprised of registered nurses and have a governing body composed of registered nurses</li> <li>4. Pay an annual organization fee established by the FNA Board of Directors</li> </ol> <p>C. Rights</p> <p>Each organizational affiliate shall be entitled to:</p> <ol style="list-style-type: none"> <li>1. Have one seated representative to the Membership Assembly who must also be a current FNA member and who shall be eligible to vote on all matters in the Membership Assembly except setting of membership dues, amendment of bylaws and election of officers and directors.</li> <li>2. Make reports or presentations to the FNA Membership Assembly within its area of expertise, including the presentation of action reports.</li> </ol>	
<p><b>Article IV Officers and Directors</b> Section 1. Officers A. The officers shall be a President, a First Vice-President, a Second Vice-President, a Secretary, and a Treasurer.</p>	<p><b>Article IV Officers and Directors</b> Section 1 Officers Insert <u>President Elect</u> after President; Delete <del>First</del>; and <del>Second Vice President</del> Editorial changes To Read:           <b>See next column&gt;</b></p>	<p><b>Article IV Officers and Directors</b> Section 1 Officers A. The officers are President, President-Elect, Vice President, Secretary, and Treasurer.</p>	<p>For purposes of planned succession for the top office of the organization, an identified and elected president elect would serve this purpose. All members would have the opportunity to run for this office, serve for two years working directly with the president, and then be prepared to assume the office of the president.</p> <p>The office of second vice president has not had a functioning job responsibility for many years, requires funds to maintain, and is unnecessary. With only one Vice President, there is no need for the term First.</p>
<p><b>Article IV Officers and Directors</b> <b>Section 3 Qualifications</b> C. No member shall be elected to serve as an Officer or Director who would at the same time be serving as a Chair of a Council.</p>	<p><b>Article IV Officers and Directors</b> Delete and re-letter D to C</p>		<p>Councils no longer exist</p>
<b>Article IV Officers and Directors</b>	<b>Article IV Officers and Directors</b>	<b>Article IV Officers and Directors</b>	Must have both FNA and ANA

<p>Section 5 C. The President shall be:</p> <ol style="list-style-type: none"> <li>1. Chair of the Board of Directors;</li> <li>2. Chair of the Executive Committee;</li> <li>3. Chair of the Advisory Committee;</li> <li>4. Ex officio member of all committees except the Nominating Committee;</li> <li>5. FNA's representative at meetings of the ANA Constituent Assembly;</li> <li>6. Responsible for appointing members to committees and designating the chairs, with the approval of the Board of Directors, except as hereinafter provided in these bylaws; and</li> <li>7. Concurrently elected as a delegate to the ANA House of Delegates.</li> </ol>	<p>Insert new 1 and re-number To Read: <b>See next column&gt;</b></p>	<p>C. The President shall be:</p> <ol style="list-style-type: none"> <li>1. <u>A full member of FNA</u></li> <li>2. Chair of the Board of Directors;</li> <li>3. Chair of the Executive Committee;</li> <li>4. Chair of the Advisory Committee;</li> <li>5. Ex officio member of all committees except the Nominating Committee;</li> <li>6. FNA's representative at meetings of the ANA Constituent Assembly;</li> <li>7. Responsible for appointing members to committees and designating the chairs, with the approval of the Board of Directors, except as hereinafter provided in these bylaws; and</li> <li>8. Concurrently elected as a delegate to the ANA House of Delegates</li> </ol>	<p>membership to serve as ANA delegate.</p>
<p>D. The First Vice-President shall:</p> <ol style="list-style-type: none"> <li>1. Act as assistant to the President; and</li> <li>2. In the absence of the President, assume the duties of the President.</li> </ol>	<p>Delete <del>First Vice</del> and insert <u>Elect</u> following President Insert new 1 and re-number To Read: <b>See next column&gt;</b></p>	<p>The President-Elect shall:</p> <ol style="list-style-type: none"> <li>1. Be a full member of FNA</li> <li>2. Act as assistant to the President; and</li> <li>3. In the absence of the President, assume the duties of the President</li> </ol>	<p>The president elect will function as the former First VP.</p>
<p>E. The Second Vice-President shall</p> <ol style="list-style-type: none"> <li>1. In the absence of the President and First Vice-President, assume the duties of the President;</li> <li>2. Be chairperson of the FNA Membership Committee</li> </ol>	<p>E. Delete <del>Second</del> Insert new 1 and re-number. <u>Be a full member of FNA</u> Old 1, new 2 Delete <del>First Vice</del> and insert <u>Elect</u> following President To Read: <b>See next column&gt;</b></p>	<p>E. The Vice-President shall</p> <ol style="list-style-type: none"> <li>1. Be a full member of FNA</li> <li>2. In the absence of the President and President-Elect, assume the duties of the President;</li> <li>3. Be chairperson of the FNA Membership Committee.</li> </ol>	<p>The VP will function as the former Second VP for secession and Membership Chair.</p>
<p><b>Article IV Officers and Directors</b> Section 6. Vacancies in Office A. Vacancy in the office of President. A vacancy in the office of President shall be filled by the First Vice President for the remainder of the unexpired term.</p>	<p><b>Article IV Officers and Directors</b> Delete <del>First Vice</del> and insert <u>Elect</u> following President. Delete <del>for the remainder of the unexpired term.</del> To Read: <b>See next column&gt;</b></p>	<p><b>Article IV Officers and Directors</b> A. Vacancy in the office of President. 1. A vacancy in the office of President shall be filled by the President-Elect.</p>	<p>President elect would fill unexpired term of President.</p>
<p>B. A vacancy in the office of First Vice-President shall be filled by the Second Vice-President;</p> <p>C. 1. In the event of a simultaneous vacancy in the offices of President and of the First Vice-President, the Second Vice-President shall fill the office of President. 2. In this event, vacancies in the offices of First and Second Vice-President shall be</p>	<p>Delete <del>First Vice</del> and insert <u>Elect</u> following President. Insert <u>this position will remain vacant until the next election cycle or until the Board of Directors orders a special election by the full membership.</u> Delete <del>shall be filled by the Second Vice President.</del> Section 6 B will read: <b>See next column&gt;</b></p> <p>Delete C 1 and 2</p>	<p>B. If a vacancy occurs in the office of President-Elect, this position will remain vacant until the next election cycle or until the Board of Directors orders a special election by the full membership.</p>	<p>Provides for filling office of President elect if this office becomes vacant following an election.</p>

filled by election from the Board of Directors from the membership of the Board.			
<p>D. Vacancies in the offices of Second Vice-President, Secretary, Treasurer shall be filled by election from the Board of Directors</p> <p>E. Vacancies in the office of Director shall be filled by election by the Board of Directors</p>	<p>Insert new C To read: <b>See next column&gt;</b></p> <p>Delete D and E</p>	<p>C. In all other vacancies in elected positions on the Board, the Board of Directors shall appoint a qualified FNA member to serve for the remainder of that term.</p>	<p>Concise statement for vacancies in remainder of elected offices. Does not change prior method of appointments.</p> <p>New C covers these vacancies.</p>
<p><b>Article VI Nominations and Elections</b></p> <p>Section 2 <b>Nomination Process</b></p> <p>D2. The Committee shall propose a tentative WFA ballot containing nominees for WFA Commissioners and CAN Delegates.</p>	<p><b>Article VI Nominations and Elections (old format was incorrect and has been corrected)</b></p> <p>Insert <u>and will be voted on by those FNA members not represented by collective bargaining</u> following delegates.</p> <p>To Read: <b>See next column&gt;</b></p>	<p><b>Article VI Nominations and Elections Section 2 E</b></p> <p>E. The Committee shall propose a tentative WFA ballot containing nominees for WFA Commissioners and CAN Delegates and will be voted on by those FNA members not represented by collective bargaining.</p>	<p>clarity</p>
<p><b>Article VI Nominations and Elections Section 3 Election Process</b></p> <p>B. Elections shall be held by secret ballot by mail, electronic and/or phone ballot.</p> <p>C 1A plurality of votes cast by those entitled to vote, and voting, shall constitute an election;</p> <p>2 In the case of a tie, the choice shall be determined by lot at the convention.</p> <p>D. The ballot containing the slate shall be sent to each member six weeks prior to the opening of the convention.</p> <p>E. A second ballot shall be sent to a member upon request, provided that:</p> <ol style="list-style-type: none"> <li>1. A ballot has not been received; and</li> <li>2. A statement to that effect is sent to FNA no later than four weeks prior to the opening of the convention.</li> <li>3. FNA shall notify the tellers of the name(s) of the member(s) to whom a second ballot has been sent; and</li> <li>4. In the event a recipient of a second ballot should return two marked ballots, the second ballot shall be declared illegal</li> </ol> <p>F. Members may vote for persons other than those whose names appear on the ballot by writing in the names of qualified candidates who have signed the consent-to-serve form.</p> <p>G. The marked ballot shall be received no later than midnight of the twenty-eighth (28th) day prior to the first day of the convention.</p>	<p><b>Article VI Nominations and Elections (format error C1 is corrected as editorial)</b></p> <p>Section 3B Delete <del>by mail</del> insert <u>via</u></p> <p>To Read: <b>See next column&gt;</b></p> <p>(reformat C1 and 2 to B 1 and 2 editorial)</p> <p>Delete current D and E</p> <p>Former F becomes new C</p> <p>Former G/New D:</p> <p>G. Delete <del>marked ballot and received</del>; insert <u>voting and completed</u></p> <p>To Read: <b>See next column&gt;</b></p>	<p><b>Article VI Nominations and Elections Section 3 B</b></p> <p>B. Elections shall be held by secret ballot via electronic and/or phone ballot.</p> <p>D. The voting shall be completed no later than midnight of the twenty-eighth (28th) day prior to the first day of the convention.</p>	<p>Members have access to electronic or phone technology. These methods have been offered for the past several years. Mailing of ballots is very expensive.</p> <p>Pertains to mailed ballots.</p> <p>Establish deadline for completion of voting.</p>

<p>H. Each ballot shall be sealed in an envelope marked “ballot”, which shall be enclosed in an outer envelope bearing the name and address of the voter in the upper left hand corner.</p> <p>I. The Tellers shall:</p> <ol style="list-style-type: none"> <li>1. Verify membership and tabulate the votes;</li> <li>2. Compile a report of all votes received; and</li> <li>3. Send the results by certified mail, in duplicate, to the FNA Secretary at the convention site.</li> </ol> <p>J. The Secretary shall announce the election results at the House of Delegates;</p> <p>K. The President, First Vice-President, Second Vice-President, Secretary, Treasurer, Directors and FNA Nominating Committee shall be elected at the convention.</p> <p>L. Officers, members of the Executive Committees, Nominating and any other elected committees shall be declared elected.</p>	<p>Delete H and re-letter</p> <p>Former I New E</p> <p>Former K New G  Editorial corrections and Delete <del>shall be elected at the convention</del>; insert <u>and any other elected position on the ballot shall be declared as elected at the membership assembly.</u>  Delete Former L.  To Read: <b>See next column&gt;</b></p>	<p>G. The President, President-Elect, Vice-President, Secretary, Treasurer, Directors, FNA Nominating Committee and any other elected position on the ballot shall be declared as elected at the membership assembly.</p>	<p>Editorial and clarity</p>
<p><b>Article VI Nominations and Elections Section 4 ANA Delegates</b></p> <p>A. All FNA members may vote for ANA delegates.</p> <p>B. The FNA President shall be concurrently elected as a delegate.</p> <p>C. ANA delegates-at-large, delegates and alternate delegates shall be elected by secret ballot by plurality vote.</p>	<p><b>Article VI Nominations and Elections Section 4 ANA Delegates</b></p> <p>Insert <u>with full membership</u>  To Read: <b>See next column&gt;</b>  B. Insert <u>and President-Elect</u> after President and adjust for grammar.  To Read: <b>See next column&gt;</b>  C. Insert <u>and be full members of FNA</u>  To Read: <b>See next column&gt;</b></p>	<p><b>Article VI Nominations and Elections Section 4 ANA Delegates</b></p> <p>A All FNA members with full membership may vote for ANA delegates.</p> <p>B. The FNA President and President-Elect shall be concurrently elected as delegates.</p> <p>C. ANA delegates-at-large, delegates and alternate delegates shall be elected by secret ballot by plurality vote and be full members of FNA.</p>	<p>Clarify ANA Delegates</p> <p>Attending ANA Convention is part of preparation for role of President.</p> <p>Privilege of full membership</p>
<p><b>Article VII Section 1 Biennial Meetings</b>  Section 1. Biennial Meetings  The official meeting of the Florida Nurses Association will be held biennially. It will consist of the House of Delegates and Council meetings.</p>	<p><b>Article VII Section 1 Biennial Meetings</b>  Delete <del>Biennial Meetings</del> and Insert <u>Membership Assembly.</u>  Before biennially, insert <u>at least</u>. Delete <del>the House of Delegates and Council meetings</del> and insert <u>Board of Directors, Regional, and Committee Reports; adoption of bylaws and proposals. Additional activities may include educational programs; networking, and professional updates.</u>  To read: <b>See next column&gt;</b></p>	<p><b>Article VII</b>  Section 1. Membership Assembly  The official meeting of the Florida Nurses Association will be held at least biennially. It will consist of Board of Directors, Regional, and Committee Reports; adoption of bylaws and proposals. Additional activities <b>may</b> include educational programs; networking, and professional updates.</p>	<p>Define Membership Assembly</p>

<p><b>Article VII Meetings</b></p> <p><b>Section 3 Call to Meeting of the FNA House of Delegates</b></p> <p>The official Call to Meeting of the FNA House of Delegates shall be mailed at least sixty (60) days before the first day of Convention.</p>	<p><b>Article VII Meetings</b></p> <p>Delete <del>mailed</del> and insert <u>noticed via mail or electronic communication</u></p> <p>Editorial changes To read: <b>See next column&gt;</b></p>	<p><b>Article VII Meetings</b></p> <p>The official Call to Meeting of the FNA Membership Assembly shall be noticed via mail or electronic communication at least sixty (60) days before the first day of the Membership Assembly.</p>	<p>To provide more flexibility with technology.</p>
<p><b>Article VII Meetings</b></p> <p>Section 4 Special Meetings</p> <p>B. Notices of special meetings shall be mailed at least fifteen days before the first day of the meeting.</p>	<p><b>Article VII Meetings</b></p> <p>Delete <del>Notices of- and mailed;</del> insert <u>noticed via mail, telephone, or electronic communication</u></p> <p>To read: <b>See next column&gt;</b></p>	<p><b>Article VII Meetings</b></p> <p>B. Special meetings shall be noticed via mail, telephone, or electronic communication at least fifteen days before the first day of the meeting.</p>	<p>To provide more flexibility with technology.</p>
<p><b>ARTICLE VIII Representation at State Meetings</b></p> <p>Section 1. Membership</p> <p>The voting body at all conventions and special meetings of this Association shall consist of the Board of Directors and the accredited delegates in attendance from the DNAs.</p> <p>Section 2. Delegate Selection</p> <p>A. Each DNA shall be entitled to three (3) delegates-at-large and one (1) delegate for every twenty (20) members or major fraction thereof.</p> <p>B. DNA delegate representation shall be computed on the basis of members in good standing in FNA on June 30.</p> <p>C. All delegates shall be elected by ballot; mail ballot is permitted.</p> <p>Section 3. Delegate Verification</p> <p>A. Not later than the first Tuesday in August, the Secretary of FNA shall notify each DNA of the number of delegates to which it is entitled.</p> <p>B. The Secretary of each DNA shall send a list of the accredited delegates to the Secretary of FNA at least fifteen (15) days before the opening day of a meeting of FNA.</p> <p>C. If all of the accredited delegates from a DNA are not in attendance at a convention or special meeting, alternates shall fill the</p>	<p><b>ARTICLE VIII Representation at State Meetings</b></p> <p>Delete <del>the accredited delegates;</del> insert <u>all FNA members in good standing who are</u> and delete <del>from the DNAs.</del></p> <p>To read: <b>See next column&gt;</b></p> <p>Delete Sections 2-4 regarding delegates</p>	<p><b>ARTICLE VIII Representation at State Meetings</b></p> <p>Section 1. Membership</p> <p>The voting body at all Membership Assemblies and special meetings of this Association shall consist of the Board of Directors and all FNA members in good standing who are in attendance.</p>	<p>Changes the voting body from elected delegates to all members in attendance. Recommended by transition team and FNA BOD.</p>

<p>vacancies. Alternates shall become delegates in the order of votes received in the election beginning with the alternate who received the next highest number of votes.</p> <p>Section 4. Credentialing of Delegates</p> <p>A. All delegates shall present credentials at the time of registration.</p> <p>B. No delegates, Officer or Director shall be permitted to cast more than one vote on any matter coming before a convention or special meeting.</p>			
<p><b>Article IX</b> <b>Section 3. Quorum</b> A majority of the Board of Directors, including the President, or the First Vice-President or the Second Vice-President, shall constitute a quorum at any meeting of the Board of Directors.</p>	<p><b>Article IX</b> <b>Section 3. Quorum</b> Delete <del>First Vice</del> and insert Elect; Delete <del>or the Second Vice President.</del> To read: <b>See next column&gt;</b></p>	<p><b>Article IX</b> A majority of the Board of Directors, including the President or the President Elect shall constitute a quorum at any meeting of the Board of Directors.</p>	<p>Establishes quorum for Board of Directors if President Elect is established as an officer.</p>
<p>Section 4. Duties of the Board of Directors The Board shall:</p> <p>A. Establish major administrative policies governing FNA and provide for the transaction of general business in the interim between meetings of the House of Delegates;</p> <p>J. Recommend to the Governor nominations for appointments for appointments to the Florida State Board of Nursing</p> <p>K. Report to FNA the business transacted by the Board of Directors;</p> <p>L. Establish and dissolve Councils in accordance with these bylaws;</p> <p>M. Consider for approval all fund raising projects of the Councils prior to implementation;</p> <p>P. Establish, approve and dissolve DNAs in accordance with bylaws;</p> <p>S. Assume such other duties as may be provided elsewhere in these bylaws, and as directed by the FNA House of Delegates.</p>	<p>Section 4 A. Delete <del>in the interim between meetings of the House of Delegates;</del> and insert <u>of the organization</u> following business. To read: <b>See next column&gt;</b></p> <p>J. Insert <u>and any other appropriate boards</u> following Nursing. To read: <b>See next column&gt;</b></p> <p>K. Insert <u>members</u> after FNA To read: <b>See next column&gt;</b></p> <p>Delete L and M and reletter</p> <p>P. Delete <del>approve and dissolve DNAs in accordance with bylaws</del> and insert <u>regional boundaries.</u> To read: <b>See next column&gt;</b></p> <p>S. Delete <del>HOD</del> and insert <u>membership.</u> To read: <b>See next column&gt;</b></p>	<p>A. Establish major administrative policies governing FNA and provide for the transaction of general business of the organization.</p> <p>J. Recommend to the Governor nominations for appointments for appointments to the Florida State Board of Nursing and any other appropriate boards.</p> <p>K. Report to FNA members the business transacted by the Board of Directors;</p> <p>P. Establish regional boundaries.</p> <p>S. Assume such other duties as may be provided elsewhere in these bylaws, and as directed by the FNA membership.</p>	<p>Gives the elected board of directors the authority to make decisions for the organization. Bylaw changes and election of officers will remain as membership decisions.</p> <p>To add to and to clarify new A</p> <p>Clarity</p> <p>No longer have councils if new structure is approved.</p> <p>Relates to structure change</p> <p>Defines where direction is originated.</p>
<p><b>Article XI-Committees</b> <b>Section 3. Membership Committee</b> The composition of the Membership Committee shall be the Second Vice-President as chair, the Treasurer and at least</p>	<p><b>Article XI-Committees</b> <b>Section 3. Membership Committee</b> Delete <del>Second</del></p>	<p><b>Article XI-Committees</b> <b>Section 3. Membership Committee</b> The composition of the Membership Committee shall be the Vice-President as chair, the Treasurer and at least five (5) members appointed after each election</p>	<p>Change chair to VP if Second VP is eliminated.</p>

<p>five (5) members appointed after each election by the President with approval of the Board of Directors.</p>		<p>by the President with approval of the Board of Directors</p>	
<p><b>Section 5 B Bylaws Committee</b>  2. DNA Bylaws - The Committee shall:  a. Review the bylaws of any DNA making application to become a district association of FNA. The committee shall report its findings to the FNA Board of Directors, whose decision shall be final.  b. Review the bylaws of each DNA on a periodic rotating basis; and  c. Recommend areas of conformity of DNA bylaws with FNA and ANA bylaws.</p>	<p>Delete 2 a, b, and c</p>		<p>If the Regional model passes, regions may not have bylaws and all members will be guided by FNA bylaws.</p>
<p><b>ARTICLE XII District Associations</b>  Section 1. General  A. FNA shall be composed of Districts.  B. There shall be DNAs which meet the following requirements:  1. DNAs which are in conformity with the bylaws of FNA shall be recognized as district associations of FNA.  2. A DNA shall serve a geographic area of Florida where there is no other recognized DNA.  3. Each DNA shall have a membership of at least twenty (20), unless exception to this is made by the FNA Board of Directors.  4. Limited district status (District 99) may be granted, upon review by the Board of Directors, to any member whose geographical location makes it impractical to participate in full DNA activities. A limited district association shall have representation at the FNA House of Delegates and its members shall have full membership rights.  Section 2. Boundaries  Boundaries of newly formed DNAs shall:  A. Be clearly defined by the DNA involved;  B. Not deplete the membership of established DNAs;  C. Be approved by the FNA Board of Directors;</p>	<p><b>ARTICLE XII District Associations</b>  Delete <del>District Associations</del>; insert <u>Regions</u>  Section 1  A Delete Districts; insert Regions  B 1 Delete <del>which are and shall be recognized as district associations of FNA</del>. Insert <u>must be</u>  Delete B 2, 3, 4  Delete Sections 2 and 3 in their entirety</p>	<p><b>ARTICLE XII Regions</b>  A. FNA shall be composed of Regions.  B 1. Regions must be in conformity with the bylaws of FNA</p>	<p>Recommendation of the Transition Task Force  If this concept is passed, transition teams will work out more specific details. Further bylaw changes can be made at a later date/meeting.  Current ideas are that the regions will be self governed, develop their individual structure and governance, and managed by regional budgets.</p>

<p>and D. Be recorded in the FNA Headquarters office.</p> <p><b>Section 3. Disqualification</b></p> <p>A. A DNA which fails to comply with the requirements of these Bylaws, or for other cause deemed sufficient, may be disqualified as a district association of FNA by a two-thirds (2/3) vote of the Board of Directors, provided due notice has been given the DNA at least three (3) months before the vote is taken.</p> <p>B. A DNA which has been disqualified may be reinstated by a two-thirds (2/3) vote of the Board of Directors.</p> <p>C. After all debts have been paid, any funds remaining in the treasury of a dissolved DNA shall be handled in one of the following ways:</p> <ol style="list-style-type: none"> <li>1. In the event that all the members of the dissolved DNA join another DNA the balance of funds shall go to the operating fund of that DNA;</li> <li>2. If the members of the dissolved DNA join more than one DNA, the funds shall be divided proportionally among the DNAs involved;</li> <li>3. If all members do not join any DNA, the remaining funds shall be sent to FNA to be placed in the general operating fund;</li> <li>4. Within sixty (60) days after the DNA has been dissolved, a final report shall be sent to FNA by the President and/or Treasurer of the dissolved DNA indicating what disposition has been made of the funds.</li> </ol>			
<p><b>ARTICLE XIII. Labor and Employment Relations Commission</b></p> <p>Section 1. General</p> <p>A. The Labor and Employment Relations Commission shall consist of the elected President of each local Collective Bargaining Unit organized and certified under the FNA.</p> <p>B. In the absence of the unit president, the unit vice-president shall serve as a voting member of the Commission.</p>	<p><b>ARTICLE XIII. Labor and Employment Relations Commission</b></p> <p>Delete Section1 subsection A &amp; B</p> <p>Insert new section 1 General</p> <p>To read: <b>See next column&gt;</b></p>	<p><b>Article XIII. Labor and Employment Relations Commission</b></p> <p>Section 1. General</p> <p>The Labor and Employment Relations Commission shall exist for the purpose of overseeing the conduct of FNA's labor/employment relations and collective bargaining program which shall include the formation of appropriate policies and procedures.</p> <p><b>Section 3. Responsibilities.</b></p> <p>The Labor and Employment Relations Commission shall:</p> <p>A. Oversee the conduct of the FNA's labor/employment relations and collective</p>	

<p>Section 3. Responsibilities The Labor and Employment Relations Commission shall:</p> <p>B. Set standards of conduct for the operation of local bargaining units;</p> <p>I. Receive and review the bylaws of any Collective Bargaining Unit making application for FNA to be its bargaining agent. The committee commission shall report its findings recommendations to the FNA Board of Directors, whose decision shall be final; and</p> <p><b>Section 4. National Labor Assembly (NLA) Delegates.</b> A. All Collective Bargaining Unit (CBU) Members may vote for NLA Delegates. B. NLA Delegates will be elected by secret ballot by plurality vote. C. Each delegate and alternate will be elected for a two year term. D. Each Collective Bargaining Unit may nominate up to 2 candidates for delegates.</p>	<p>Section 3. Responsibilities The Labor and Employment Relations Commission shall:</p> <p>Delete B and re-letter</p> <p>I becomes H Delete <del>The committee commission shall report its findings recommendations to the FNA Board of Directors, whose decision shall be final</del></p> <p>To read Section 3: <b>See next column&gt;</b></p> <p>Delete Section 4 A, B, C, and D</p>	<p>bargaining program, which shall include the formulation of appropriate policies and procedures;</p> <p>B. Formulate programs of assistance and training for local bargaining units;</p> <p>C. Consider and adjudge requests for legal assistance involving employment issues and contract grievances from members of local bargaining units;</p> <p>D. Make preliminary annual budget projections and recommendations to the FNA Finance Committee prior to adoption of the budget by the FNA Board of Directors;</p> <p>E. Establish, when needed, subordinate Councils to conduct studies and make recommendations in specific substantive areas of labor and employment relations;</p> <p>F. Assist FNA staff in the development of local unit organizing activities; and</p> <p>G. Communicate with the Board of Directors concerning economic and general welfare issues relative to the nursing profession;</p> <p>H. Receive and review the bylaws of any Collective Bargaining Unit making application for FNA to be its bargaining agent; and</p> <p>I. Receive and review the bylaws of each Collective Bargaining Unit on a periodic basis.</p>	<p>This is included in LERC policy and not appropriate in the FNA Bylaws</p>
<p><b>Article XIV. Workforce Advocacy Program</b></p> <p>Section 5. WFA Commission The WFA Commission shall provide leadership for the WFA Program.</p> <p>C. Authority The WFA Commission shall:</p> <p>6. Establish committees and/or task forces to conduct studies and make recommendations in areas of Workforce advocacy.</p>	<p><b>Article XIV Workforce Advocacy Program</b></p> <p>Section 5 C. 6 –Insert <u>and facilitate</u> after the word recommendations; delete <del>in</del> before areas. To read: <b>See next column&gt;</b></p> <p>Section 5 C. Insert new item 8 To read: <b>See next column&gt;</b></p>	<p><b>Article XIV Workforce Advocacy Program</b></p> <p>6. Establish committees and/or task forces to conduct studies and make recommendations and facilitate areas of Workforce Advocacy.</p> <p>8. Designate two CAN delegates from the WFA Commission.</p>	<p>Clarity</p> <p>More accurate description of the work of the Commission.</p> <p>Ensures that delegates are involved and informed regarding Commission and CAN activities.</p>
<p><b>Article XIV. Workforce Advocacy Program Section 5</b> G. Chairperson The WFA Commission shall designate a chair.</p>	<p><b>Article XIV. Workforce Advocacy Program Section 5</b> G. Chairperson After commission insert <u>who does not currently sit on the FNA Board of</u></p>	<p><b>Article XIV. Workforce Advocacy Program Section 5</b> G. Chairperson 1. The WFA Commission shall designate a chair who does not currently sit on the FNA Board of</p>	

	<p><u>Directors.</u> Insert new #2 To read: <b>See next column&gt;</b></p>	<p>Directors. 2.The WFA Commission Chair shall serve as the WFA representative to the FNA Board of Directors.</p>	
<p><b>Article XIV. Workforce Advocacy Program Section 6- Nominations and Elections</b></p> <p>F. CAN Delegates 1. All WFA members may vote for delegates to CAN. 2. CAN delegates shall be elected by secret ballot by plurality vote. 3. Each delegate and alternate shall be elected for a two-year term or until a successor is elected.</p>	<p><b>Article XIV. Workforce Advocacy Program Section 6- Nominations and Elections</b></p> <p><b>Delete entire Section 6 F</b></p>	<p><b>Article XIV. Workforce Advocacy Program Section 6- Nominations and Elections</b></p>	<p>Same rationale as above. CAN delegates need to be knowledgeable about the work of the Commission and CAN</p>
<p><b>ARTICLE XV. Advisory Council</b> Section 1. Composition A. The FNA Board of Directors and the Presidents of the DNAs and Collective Bargaining Units, or their designees, shall constitute an Advisory Council to consider and promote the interests of FNA.</p>	<p><b>ARTICLE XV. Advisory Council</b> Delete <del>the Presidents of the DNAs</del>; Insert <u>representatives from Regions, WFA</u> To read: <b>See next column&gt;</b></p>	<p><b>ARTICLE XV. Advisory Council</b> Section 1. Composition A. The FNA Board of Directors and <u>representatives from Regions, WFA</u>, and Collective Bargaining Units, or their designees, shall constitute an Advisory Council to consider and promote the interests of FNA</p>	<p>To comply with new structure and to include Work Force Advocacy.</p>
<p>ARTICLE XVII. Relationship of FNA to ANA Section 4. Member Privileges Each member of FNA shall receive: A. A constituent FNA/ANA membership card; and B. The American Nurse.</p>	<p>Delete Section 4</p>		<p>Information contained in Article III Membership</p>
<p>Article XX Amendments Section 1 B. All proposed amendments shall be in the possession of the Secretary of FNA at least sixty (60) days before the date of the Convention, and shall be published in the Call to Meeting of the FNA.</p>	<p>Delete <del>Secretary</del> and insert <u>Executive Director</u>. Delete <del>in the Call to Meeting of</del>; Insert <u>at least 30 days prior to</u> To read: <b>See next column&gt;</b></p>	<p>All proposed amendments shall be in the possession of the FNA Executive Director at least sixty (60) days before the Membership Assembly, and shall be published at least 30 days prior to the FNA Membership Assembly.</p>	