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**SOUTHWEST REGION
TRIBAL EMPLOYMENT RIGHTS ORGANIZATION
CONSTITUTION**

[Note: Amendments to Southwest Region TERO Adopted April 25, 1997; Amendments to Southwest Region TERO adopted July 08, 2010]

Article I

Name

- (Amended 07/08/2010)
- Section 1. This organization shall be known as Southwest Region Tribal Employment Rights Organization, hereafter referred to as "SWRTERO."

Article II

Mission Statement

- Section 1. To advocate Indian employment issues and serve as a resource for the membership in education and assistance for social and economic well being of American Indians.

Article III

Purpose

- (Amended 07/08/2010)
- Section 1. To advocate the establishment and enforcement of Tribal Employment Rights which shall be responsible to the Sovereign interests of American Indians throughout the Southwest Region: Arizona, California, Nevada and New Mexico.
- Section 2. To provide necessary training and technical assistance to individual TERO members in order to maximize impact of enforcement in terms of economic development and Indian Employment for each TERO Tribe in the Southwest Region.
- Section 3. To act as a resource organization for securing training TERO's such as agencies, business, Indian Tribes, and other Tribal organizations interested in positively affecting the Tribal Employment Rights efforts.

(Amended 07/08/2010)

ARTICLE IV

Definitions

- (a) **"Applicant" means any tribe or organization approved by the Tribes and SWRTERO, who is applying for annual membership;**
- (b) **"Continuing Applicant" means an applicant who is no longer a first time applicant;**
- (c) **"Ex Officio" means that a person sits on a board of director due to their position with the company or organization and not because they were elected to the board;**
- (d) **"Director" mean Director of a Tribal TERO or Tribal Department, or of a Department of an authorized organization;**
- (e) **"General Membership" means the whole participating membership who are either voting or non-voting;**
- (f) **"Officers" means the elected board of executives of the SWRTERO: Chairperson, Vice-Chairperson, Treasurer and Secretary;**
- (g) **"Paid Membership" are the voting membership of the organization only;**
- (h) **"Person" means a person either male or female;**
- (i) **"Private Sector" means that part of the economy which is both run for private profit and is not controlled by the state;**
- (j) **"SWRTERO" means The Southwest Region Tribal Employment Rights Organization;**
- (k) **"Tribal Member" means a person who is on the official rolls of the federally recognized Native American Indian Tribe;**
- (l) **"Tribes" means any of the Federally Recognized Native American Indian Tribes or any of the Native American Indian Tribes participating in the SWRTERO;**
- (m) **"Tribal Council" means the Governing body of a Federally Recognized Native American Indian Tribe or any of the Tribes participating in the SWRTERO.**

Article V

Membership

- (Amended 07/08/2010)
- Section 1. General Membership hereinafter is referred to as "SWRTERO " shall have representation in the Region. Representatives to the SWRTERO will be recognized as members by a letter of authorization, Resolution and/or Ordinance by the Tribe or Tribal Organization. Membership shall be limited to TERO Directors or those specified by the Tribe, or tribal organization to be responsible for TERO functions and/or enforcement of the TERO Ordinance.
- (Amended 07/08/2010)
- Section 2. Each Tribe in the SWRTERO, upon establishing a Tribal Employment Rights Office, shall be eligible to become a member and shall be eligible for all rights and benefits thereof.
- (Amended 07/08/2010)
- Section 3. Each Tribe in the SWRTERO shall be requested to submit payment of annual membership dues with a completed membership application.
- (Amended 07/08/2010)
- Section 4. Voting shall be limited to one membership representative from each paid Tribe or tribal organization.

Article VI

Officers of the Southwest Region

- (Amended 07/08/2010)
- Section 1. The Officers of the SWRTERO shall consist of:
- a. Chairperson
 - b. Vice Chairperson
 - c. Treasurer
 - d. Secretary

(Amended 07/08/2010)
Section 2. The Officers of the SWRTERO shall also serve as members of the Board of Directors for the National Council for Tribal Employment Rights (CTER).

(Amended 07/08/2010)
Sections 3. The term of office for SWRTERO Officers shall be two (2) years for each officer. Effective from the date of their election, for the purpose of being consistent and to achieve continuity of staggered terms, the Vice Chairperson, Secretary and Treasurer shall serve one term/or year for the first year/or term only.

Section 4. Duties of the Officers and Members shall be carried out as delineated by the By-Laws.

(Amended 07/08/2010)
Section 5. The Officers for the purpose of representation to the National CTER Board Meeting, or to any other affiliated function, where representation from TERO is required.

Article VII

Elections

(Amended 07/08/2010)
Section 1. Election of Officers shall be by membership who are in compliance with Article IV, Section 4. Officers shall be elected by internal vote of the members on an annual basis and held in conjunction with a regular SWRTERO meeting or special meeting.

Section 2. Vacancies occurring for any reason during the term of office shall be filled on an appointment by the voting membership. Appointee shall serve the remaining term.

Section 3. All elections shall be by secret ballot.

(Amended 07/08/2010)
Section 4. All present members at a regular or special meeting of the SWRTERO where an election will be held shall have one vote per tribe.

(Amended 07/08/2010)
Section 5. SWRTERO Directors are eligible for nominations to office with the limitation of one office per Tribe or Tribal organization.

Article VIII

Removal & Impeachment

(Amended 07/08/2010)
Section 1. A petition for impeachment of an Officer of the SWRTERO shall contain a minimum number of signatures equal to one-third of the membership. It shall be presented to the SWRTERO by the members, a minimum of thirty (30) days prior to a regular or special scheduled meeting.

(Amended 07/07/2010)
Section 2. A majority vote of at least two-thirds of the membership shall be mandatory to impeach an Officer of the SWRTERO.

Article IX

Meetings & Conferences

(Amended 07/08/2010)
Section 1. The General Membership shall meet and conduct business at an Annual SWRTERO Conference at a time and place as determined by the membership.

(Amended 07/08/2010)
Section 2. SWRTERO Regular meetings shall take place on a Quarterly basis during the final month in each quarter. (i.e. March, June, September and December)

(Amended 07/08/2010)
Section 3. Special and emergency meetings of the SWRTERO, shall be called by the Chairperson, Vice Chairperson or at the request of one or more members. This request will be submitted to the Officers for consideration. Notice shall be sent fifteen (15) days in advance, by FAX, regular mail or e-mail.

(Amended 07/08/2010)
Section 4. Written or printed notice of all meetings shall contain the place, day, and hour of the meeting with such notices sent to all General Membership, Tribes and Organizations. Regularly scheduled meetings notices shall be by FAX, regular mail, or e-mailed to all concerned at least thirty (30) days prior to the meeting.

(Amended 07/08/2010)
Section 5. Records and/or minutes of all meetings shall be disseminated to the membership as soon as possible after each meeting by FAX, regular mail, or e-mail.

Article X

Amendments to Constitution

- (Amended 07/08/2010)
- Section 1. Petitions to amend this Constitution shall contain a minimum number of signatures equal to one-third of the General Membership of the SWRTERO and shall be presented to the SWRTERO by the members with a minimum of thirty (30) days prior to the regular or special scheduled meeting.
- (Amended 07/08/2010)
- Section 2. SWRTERO , at a regular or special scheduled meeting can appoint a committee who shall submit recommended revisions to the Constitution and/or By-Laws to the membership.
- (Amended 07/08/2010)
- Section 3. A majority vote of at least two-thirds of the quorum, as defined in Article IV, Section 4, shall be mandatory to amend the Constitution and or By-Laws of the Southwest Region Tribal Employment Rights Organization.
- (Amended 07/08/2010)
- Section 4. Upon approval of the resolution to amend the Constitution and By-Laws the current SWRTERO Officers shall continue to serve their respective terms.


Article XI

Dissolution

- (Amended 07/08/2010)
- Section 1. Upon dissolution of the SWRTERO all it's assets remaining after payment of all costs and expenses of such dissolution shall be distributed to organizations qualified for exemption under Section 501(c) (3) of the Internal Revenue Service Code or to the Federal, State or local government for public purpose, and none of these assets will be distributed to any member, officer, or trustee of the Southwest Region Tribal Employment Rights Organization.


CERTIFICATION

I hereby certify that the foregoing amendments to the Southwest Region Tribal Employment Organization's **Constitution and By-Laws** were adopted by the Southwest Region TERO Officers and eligible voting members, at a regular scheduled Southwest Region TERO Quarterly Meeting, with a quorum present and was approved by a vote of 10 Tribe(s) In favor and 0 Tribe(s) Opposed and 0 Tribe(s) Abstention on July 08, 2010.



Stephanie Saucedo, Chairperson for Alvino Hawkins

9/20/2011
Signed & Dated



Theo De La Rosa, Vice Chairperson for Ann Kochamp, Secretary

09-20-2011
Signed & Dated

**Southwest Region Tribal Employment Rights Organization
"SWRTERO" Organizational Chart**

