

# By-laws of the Indiana District Employee Association (IDEA)

## Article I - Name

The name of the organization will be the Indiana District Employee Association (IDEA), and it shall be affiliated with the Indiana Association of Soil and Water Conservation Districts (IASWCD).

## Article II - Objectives

Section 1. To enhance Indiana Soil and Water Conservation Districts (SWCD)

Section 2. To encourage excellent work ethic among all district employees, SWCD supervisors and the Indiana Conservation Partners.

Section 3. To promote professional development of all district employees.

## Article III - Policies

This association will:

Section 1. Offer membership and services on a non-discriminatory basis, without regard to race, color, national origin, religion, sex, age, marital status or handicap.

Section 2. Uphold the by-laws of the Indiana District Employee Association, the Indiana Association of Soil and Water Conservation Districts and the National Association of Conservation Districts.

Section 3. Encourage representatives of the Indiana Association of Soil and Water Conservation Districts, the Natural Resources Conservation Service, the Indiana Department of Natural Resources, Indiana State Department of Agriculture, Purdue Cooperative Extension Service Conservation Program Specialists and the State Soil Conservation Board to participate in IDEA functions.

Section 4. Prohibit the use of this Association for collective bargaining.

## Article IV - Membership and Dues

Section 1. Employees of any Soil and Water Conservation District who are supportive of the objectives and policies of the association may be a member upon payment of annual dues. Any other interested person or organization may become an associate member by paying dues. An associate member may not vote or hold office.

Section 2. Each member (except associate members), shall be entitled to one (1) vote at business meetings.

Section 3. Dues must be paid by March 31 of the current year for the calendar year.

Section 4. The amount of dues must be approved by the membership and can be changed by a majority vote of the members after a thirty-day notice of suggested change. Dues will be used to support the objectives of the IDEA.

