

FAA GLOBE CONSTITUTION

As amended April 30, 2010

Definitions: (6-16-06)

1. Sexual Orientation: The term "sexual orientation" means lesbian, gay, bisexual, or heterosexual orientation, as manifested by identity, acts, statements, or associations.
2. Transgendered: A broad term that encompasses intersexed people, transsexuals and people who live substantial portions of their lives as other than their birth gender. Generally speaking, a transgendered person manifests a sense of self, the physical characteristics and/or personal expression commonly associated with a sex other than the one he or she was assigned at birth.

Article I Name and Purpose (6-16-06)

To establish and acknowledge:

Section 1. The Federal Aviation Administration Gay, Lesbian, or Bisexual Employees is hereafter referred to as " FAA GLOBE ", and the Federal Aviation Administration is hereafter referred to as "FAA".

Section 2. That the FAA GLOBE general goal is to work to eliminate prejudice and discrimination against gay men, lesbians, bisexuals, and transgenders in the FAA, through education and awareness of issues affecting gay men, lesbian, bisexual, and transgender employees in the FAA.

Section 3. The FAA GLOBE's support of the FAA in pursuing quality management practices and equality in the Federal Work force.

Section 4. That FAA GLOBE shall be a secular nonprofit, nonpartisan, and noncommercial organization that shall be supported by dues and contributions.

Article II Functions

The FAA GLOBE, working with the FAA, shall:

Section 1. Contribute to FAA employee welfare and morale and assist in fostering a climate of equality and inclusion

Section 2. Facilitate good work relationships among FAA employees

Section 3. Sponsor cultural and educational pursuits; professional development programs; and social, entertainment and recreational events.

Article III Policies (4-30-2010)

Section 1. The FAA GLOBE shall be organized to conduct activities of interest common to its general membership and shall expend funds for that purpose.

Section 2. The FAA GLOBE shall not discriminate against persons on the basis of race, color, creed, sex, gender identity, sexual orientation, religion, national origin, age, marital status, parental status, political affiliation, disability, or membership in a labor organization.

Section 3. The activities, programs, products, or services of the FAA GLOBE shall not be represented, directly or indirectly, as being official functions or activities of the FAA or any official thereof without FAA permission.

Section 4. FAA GLOBE officers, members and employees shall not accept any gratuity or any other benefit, directly or indirectly, from any seller of goods or services doing or attempting to do business with FAA GLOBE, and further shall not receive any special discount other than those available to all members.

Section 5. Whenever a member of the National Executive Board has a financial or personal interest in any matter coming before the board of directors, the board shall ensure that: The interest of such officer or director is fully disclosed to the National Executive Board. No interested officer or director may vote or lobby on the matter or be counted in determining the existence of a quorum at the meeting of the National Executive Board at which such matter is voted upon. Any transaction in which a director or officer has a financial or personal interest shall be duly approved by members of the National Executive Board not so interested or connected as being in the best interests of the organization. Payments to the interested officer or director shall be reasonable and shall not exceed fair market value. The minutes of meetings at which such votes are taken shall record such disclosure, abstention, and rationale for approval.

Article IV Membership (10-1-05)

Section 1. Any person who agrees to the objectives herein and wishes to actively support them may become a member of FAA GLOBE with full voting and other privileges, provided their membership is in full compliance with this Constitution and its Bylaws.

Section 2. FAA Globe shall have four (4) classes of membership, as follows:

(a) An Active Member is any FAA employee in good standing with the FAA. An Active Member has full voting privileges and, if qualified, other privileges under such rules as the Board of Directors may provide.

(1) Any person who has been an FAA Employee retains eligibility as an active member so long as a service provider employs them.

(2) On leaving the FAA, an active member may, if they choose, for a period of two years, retain their active status, with full voting and elective office privileges, by paying the appropriate dues. If at the end of the two year period the member has not been re-employed by the FAA, they would qualify for an associate membership.

(b) An associate member is any person interested in the activities of the FAA GLOBE organization, but ineligible to be an active member, who is a member on such terms with such privileges as the Board of Directors may determine. These associate members include, but are not limited to, retired FAA employees, employees of FAA service providers, supportive community members and partners of active members.

(c) Charter Member: Any active member who joined FAA GLOBE before November, 1995.

(d) Honorary Member: Any person who the National Executive Board wishes to recognize for significant contributions in assisting FAA GLOBE to fulfill its objectives.

Section 3. A member shall be considered in good standing if:

(a) The payment of her or his dues is not more than 45 days in arrears; and

(b) her or his membership has not been modified by disciplinary action imposed in accordance with this Constitution and its Bylaws.

(c) A signed FAA GLOBE application is on file with FAA GLOBE.

Section 4. Only Active members, in good standing, can exercise the rights and privileges afforded by the Constitution, its Bylaws and NEB policies; including the right to vote and hold office.

Article V Organization and Officers (4-30-2010)

Section 1. The National Convention shall be the Supreme Body with full and complete authority over all the affairs of FAA GLOBE.

Section 2. FAA GLOBE shall have voting and non-voting officers.

(a) The voting officers of FAA GLOBE shall be: Chairperson, Vice-Chairperson, Treasurer, Secretary, and the Regional Directors. These officers together shall constitute the National Executive Board. The National Executive Board shall be responsible for the creation of policy for the organization. The voting officers shall be elected or appointed at such times, such terms and such manner as the Constitution and Bylaws may prescribe.

(b) The non-voting officers of FAA GLOBE shall be: Membership Officer, Information Technology Officer, Historian Officer, Outreach Officer, Conference and Activities Officer. The non-voting officers shall be appointed by the Chairperson at such times and at such terms as determined by the Chairperson.

Section 3. The regions shall be Alaska, Eastern-New England, Great Lakes, Northwest Mountain, Southern, Southwest-Central and Western Pacific. The regions cover the following geographic areas:

Alaska: Alaska.

Eastern-New England: Connecticut, Delaware, District of Columbia, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont, Virginia, West Virginia and FAA Headquarters.

Great Lakes: Illinois, Indiana, Michigan, Minnesota, North Dakota, Ohio, South Dakota, Wisconsin.

Northwest Mountain: Colorado, Idaho, Montana, Oregon, Utah, Washington, Wyoming.

Southern: Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, Puerto Rico, South Carolina, Tennessee, Virgin Islands.

Southwest-Central: Arkansas, Iowa, Kansas, Louisiana, Missouri, Nebraska, New Mexico, Oklahoma, Texas and the Aeronautical Center.

Western Pacific: American Samoa, Arizona, California, Guam, Hawaii, Marshall Islands, Nevada.

Section 4. The Chairperson shall be the chief executive officer of FAA GLOBE and shall be responsible for implementing all policies established by this Constitution, the National Convention, and the National Executive Board.

(a) The Chairperson shall have the authority to appoint active members to fill vacant unexpired terms of all officers.

(b) The Chairperson, subject to the approval of the National Executive Board, shall be empowered to employ any person or organization she or he deems necessary and to direct, manage and supervise any affairs of FAA GLOBE.

(c) The Chairperson, subject to the approval of the National Executive Board, shall have the authority to appoint liaison(s) to represent the interests of the organization. The liaison must be a FAA GLOBE member, and the length of the appointment shall be at the Chairperson's discretion.

(d) The Chairperson shall preside at all National Conventions and meetings of the National Executive Board.

Section 5. The Vice Chairperson shall preside at any Convention or meeting from which the Chairperson is absent, and in the case of a vacancy in the office of Chairperson, the Vice Chairperson shall succeed to the Chairperson office for the remainder of the term. In the Secretary's absence, the Vice Chairperson shall be responsible for keeping the minutes of all NEB meetings.

Section 6. The Treasurer shall receive, hold and keep a proper account of all monies of FAA GLOBE, pay all legitimate bills, and render quarterly financial reports to the National Executive Board.

Section 7. The Secretary shall be responsible for keeping the minutes of all National Executive Board meetings, and the maintenance and protection of all records, books, papers and contracts of FAA GLOBE.

Section 8. Non-voting officers duties and responsibilities include but are not limited to the following:

(a) The Membership Officer shall maintain lists of current and former members, including their contact information as well as their confidentiality status and other duties as assigned by the National Chairperson.

(b) The Information Technology Officer shall maintain the FAA GLOBE Website and assist with maintaining e-mail accounts and other duties as assigned by the National Chairperson.

(c) The Historian Officer shall maintain the historical records of FAA GLOBE and educate the membership on our history and other duties as assigned by the National Chairperson.

(d) The Outreach Officer shall promote FAA GLOBE within the FAA and outside of the FAA and other duties as assigned by the National Chairperson.

(e) The Conference and Activities Officer shall Chair the Training Conference Committee and promote the Annual Conference. They shall also work with Regional

Directors in promoting Regional activities to further promote FAA GLOBE and other duties as assigned by the National Chairperson.

Section 9. The Regional Directors, subject to the discretion of the Chairperson, shall administer the affairs of their respective Regions, and shall implement all policies established by this Constitution, its Bylaws, and the National Executive Board. They shall provide guidance and assistance to the members in their respective Regions.

Section 10. The National Executive Board shall have at least two regularly scheduled meetings a year at such times and places as shall be designated by the chairperson. Advance notice of the meetings shall be published at least 30 days prior to the meeting unless the meeting is an emergency meeting. A copy of the minutes of all meetings shall be made available for review by any Active Member. A quorum of the Executive Board shall be at least fifty (50) percent of its members. The National Executive Board may conduct business via teleconferences, or by other means approved by the Board.

Section 11. All meetings of FAA GLOBE shall be governed by this Constitution, its Bylaws, and by Robert's Rules of Order Newly Revised.

Article VI National Committees (4-30-2010)

Section 1. The National Executive Board has the authority to establish and dissolve all National Committees with the exception of those committees established by this Constitution. The National Executive Board has the authority to appoint National Committee Chairpersons.

Section 2. Constitution Committee: The National Executive board shall appoint a Constitutional Committee consisting of at least three (3) Active Members. The Constitutional Committee is responsible for organizing and conducting the biennial Constitution Convention and shall be the Rules Committee for each Constitutional Convention. The Conference and Activities Officer shall assist this Committee.

Section 3. Convention Credentials Committee: shall be appointed by the National Chairperson prior to the beginning of the biennial Constitution Convention to provide the Convention body with the Credentials Report. The Membership Officer will provide needed membership information to this Committee.

Section 4. Election Committee: will be appointed by the National Chairperson to oversee FAA GLOBE elections.

Article VII Rights and Responsibilities of Members (5-20-95)

Section 1. Subject to the provisions of this Constitution, all Active Members of FAA GLOBE shall have the right to nominate candidates, to vote in membership referenda, to attend National Conventions and have a voice and a vote at such convention, to attend all meetings, to stand for office, to freely assemble with other members, and to freely speak on any issue affecting FAA GLOBE.

Section 2. It shall be the responsibility of each member to comply with the Constitution, Bylaws and all duly established policies of FAA GLOBE. Subject to procedures established by this Constitution and Bylaws a member may be expelled or suspended for any breach of her or his responsibility to FAA GLOBE.

Section 3. No Officer, agent, or member of FAA GLOBE shall have business or financial interest which conflicts with her or his duty to the FAA, or FAA GLOBE.

Section 4. No person shall be discriminated against by FAA GLOBE or any of its members on account of race, color, creed, sex, transgender status, sexual orientation, religion, national origin, age, marital status, parental status, political affiliation, disability, or membership in a labor organization.

Article VIII National Conventions (5-20-95)

Section 1. FAA GLOBE shall meet in Constitutional Convention biennially at a time and place to be established by the National Executive Board. A special Constitutional Convention may be called by a two-thirds (2/3) majority vote of the National Executive Board members voting and upon a sixty (60) days notice to the membership. The Constitutional Convention shall be open to all FAA GLOBE Members and guest invited by the National Executive Board.

Section 2. Only Active members may be delegates to the Constitutional Convention. Only delegates may conduct the business of the Constitutional Convention.

Section 3. The Chairperson shall appoint a Credentials Committee for each Constitutional Convention. The Credential Committee shall be composed of at least three (3) Active members. Prior to the start of the Constitutional Convention, the Credential Committee shall meet and issue a report listing the names of all eligible delegates.

Section 4. Resolutions and policies approved by the Constitutional Convention and by the National Executive Board shall form the Bylaws of FAA GLOBE. The Bylaws of FAA GLOBE may be made by a majority vote of the National Executive Board members voting or by a majority vote of the delegates voting at Constitutional Convention. Bylaws may be rescinded or altered by two-thirds (2/3) majority vote of the National Executive Board members voting or by two-thirds (2/3) majority vote of the delegates voting at a Constitutional Convention.

Section 5. Active Members may proxy their vote, subject to Constitutional Convention rules, to a Delegate to the Constitutional Convention. Proxies may not be used on Constitutional Convention Rule votes. A Delegate may hold a maximum of five (5) proxy votes.

Article IX Impeachment (5-20-95)

Section 1. A National Officer may be impeached for serious misconduct in office only in accordance with this Article.

Section 2. Any Active member may proffer charges of serious misconduct against a National Officer. Such charges shall be in writing, signed by the accusing member and accompanied by a statement containing the specific facts supporting the charges. The statement shall include the date, place and time of the alleged misconduct, the names of all persons involved, and reference to specific article(s) and section(s) of this Constitution and or its Bylaws which allegedly have been violated. The charges and supporting statement shall be submitted to the National Executive Board to determine whether they are valid. If the National Executive Board determines the charges warrant further investigation, it shall prepare a written complaint and serve it upon the National Officer against whom the charges were filed. The accused may respond to the National executive Board in writing within thirty (30) days of receipt of the complaint. The complaint and response thereafter shall be mailed to the delegates from the last National convention who represented the Region of an accused Regional Director, or to all delegates in a case concerning the Chairperson, Vice Chairperson, Secretary, Membership Director, or the Treasurer. Within thirty (30) days after receiving the complaint and response, each delegate shall advise the National Executive Board, in writing, whether she or he recommends continuing the impeachment process.

Section 3.

(a) If Continuation of the impeachment process is recommended by a majority of the delegates responding, a committee consisting of three (3) Active members, who are not National Officers, shall be appointed to conduct an impeachment hearing. Two (2) of the members of the hearing committee shall be appointed by the National Executive Board; the remaining member shall be appointed by the accused.

(b) The hearing committee shall provide the accused with at least twenty-one (21) days written notice of the date, time and place of the hearing. Such hearing shall be conducted no earlier than thirty (30) days and no later than sixty (60) days after the appointment of the hearing committee.

(c) The accused shall have the right to question all witnesses who may testify against her or him, to call witnesses and present evidence in her or his defense, and to be represented by an Active Member.

(d) The National Executive Board shall appoint an Active Member to prosecute the case.

(e) If the accused fails to appear without good cause at the scheduled hearing, the hearing committee shall proceed as if the accused were present.

(f) A vote of 2 members of the hearing committee is necessary to remove the accused from office, or to censure, fine, suspend, expel or otherwise discipline the accused.

(g) No National Officer may be tried twice concerning the same offense.

Article X Internal Grievances

Section 1. Should any Active member have any grievance or complaint concerning the actions of FAA GLOBE, its officers or any fellow member, she or he shall raise that grievance under the provision of this Article and shall not resort to any outside forum for resolution of her or his grievance.

Section 2. Any Active Member may file a grievance within thirty (30) days of the event complained of by submitting to the Vice Chairperson a written specification of the acts complained of and a statement of the specific portions of this Constitution, duly promulgated bylaws, or FAA GLOBE policies violated. Documented, substantiated proof must be offered (e.g., notarized affidavits, other documents).

Section 3. The Vice-Chairperson shall serve a copy of the grievance on the accused member or officer. Within thirty (30) days of receipt of the grievance, the accused may file with the Vice-Chairperson a written reply to the charges.

Section 4. The Vice-Chairperson shall present the grievance along with any reply at the next meeting of the National Executive Board. The National Executive Board shall determine the final disposition of the grievance.

Section 5. Any party aggrieved by a final decision of the National Executive Board may petition the next National Convention for relief, but the filing of such petition shall not stay the effectiveness of the final decision of the National Executive Board. The decision of the delegates, by majority vote, shall be final.

Article XI Interpretation and Amendments to The Constitution

Section 1. All proposed amendments to the National Constitution shall be submitted to the National Constitutional Committee ninety (90) days prior to the Convention. All proposed amendments shall be reported out of committee, shall be submitted to the membership at least forty-five (45) days prior to the Convention, and shall be considered at the National Convention.

Section 2. An untimely constitutional amendment may only be introduced at the National Convention by a three-fourths (3/4) vote of the delegates actually voting.

Section 3. Adoption of the proposed amendments to the Constitution shall require at least two-thirds (2/3) of the votes cast by the voting delegates in attendance at the Convention.

Section 4. Final Interpretations of this Constitution shall be made by the National Chairperson. Any challenge to the Chairperson's interpretation of this Constitution shall be submitted to the National Executive Board which shall decide the question by three-fourths (3/4) vote.

Article XII Dissolution (5-20-95)

Section 1. FAA GLOBE National Executive board shall have the authority to dissolved this organization upon two thirds (2/3) vote of all National Executive Board Members.

Section 2. Should it become necessary to dissolve this organization, any and all of its property and revenue shall be distributed to such tax-exempt/non-profit organization as the majority of the National Executive Board may direct. In no event shall the holdings of this organization be distributed to the personal benefit to any member or private party.

Article XIII Finance (4-30-2010)

Section 1. The revenue of FAA GLOBE shall be from sources not inconsistent with the provisions of section 501(c) 3 of the Internal Revenue Code. Funds may be withdrawn in a manner to be determined by resolution adopted by the National Executive Board.

Section 2. The National Executive Board shall set all dues payable to FAA GLOBE. Establishing or changing national dues shall be set by a two-thirds (2/3)-majority vote of National Executive Board members voting.

Section 3. Prior to payment, all expenditures must be approved by the NEB.

Section 4. All expenditures, in the form of withdrawals and checks, must be signed by two (2) officers. The payee may not be one of the approving officers.

Section 5. Budget: The National Executive Board will establish and use an annual budget and authorization. A proposed budget and authorization will be submitted by the Treasurer no later than October 1st for the upcoming year. Both the budget and authorization will be approved by the National Executive Board by November 15th. (Authorization is the prior approval of the NEB for the named position to expend funds within that budget item description)

Section 6. Reserves: The Treasury shall maintain reserves in the amount equal or greater than half of the annual budget unless authorized by the National Executive Board.

Article XIV Nomination and Election of Officers (4-30-2010)

Section 1. All active members in good standing as of May 10th of that election year shall be eligible to vote for the Chairperson, Vice-Chairperson, Treasurer, Secretary, and Membership Director. Active members in good standing as of May 10th of that election year from each respective Region shall be eligible to vote for the respective Regional Director of that Region. The candidates for each office receiving a majority of the eligible votes actually cast shall be declared the winning candidate. In the event no candidate receives a majority of the votes cast, a runoff election will be held between the two candidates receiving the most votes. The Election Committee shall set the dates for a runoff election but no later than 45 days past the first vote count.

Section 2. To have her or his name placed on the ballot, a candidate for National Office must be a member in good standing as of May 10th of that election year and be nominated by a member in good standing as of May 10th of that election year and the candidate must accept the nomination. Nominations must be in writing and must be delivered to the Vice-Chairperson; use of electronic mail (e-mail) is acceptable.

Section 3. Nominations shall open at 12:01am, April 1st, Greenwich Mean Time (GMT) of each year and shall close at 8:00am May 1st, GMT of each year. Candidates must notify the Vice-Chairperson of their acceptance or refusal of the nomination by 8:00am, May 16th, GMT of each year.

Section 4. Before May 1st of each year, the Chairperson shall appoint a three (3) person Election Committee. Members of the Election Committee shall be members in good standing, but no candidate for office may serve as a member of the Election

Committee. The Election Committee shall mail out ballots, receive ballots and open and count all valid ballots. Only the ballots of members in good standing (as determined on May 10th of that year) shall be counted. After tabulating the ballots, the Election Committee shall announce the winning candidate. The Election Committee is charged with the tally of all ballots and the preparation and publication of a report detailing the results of the election; including the number of ballots distributed, number of duplicate ballots mailed, number of ballots returned, and the number of ballots voided and reason(s) for the invalidation. The written report shall be given to the current Chairperson and all Candidates running in the election within 48 hours of the completion of the ballot count. In the event of a runoff election, a similar report shall be prepared and published within 48 hours of the count of the runoff election ballots. This written report will also be delivered to the current Chairperson and the Candidates involved in the runoff election.

Section 5. Ballots shall be mailed on the first business day following May 24th of each year. Ballots shall be collected from the secure repository, opened and counted on the first business day following June 29th.

Every Active Member in good standing (as of May 10th of that year) shall receive the following items: a ballot, voting instructions, a secret ballot envelope marked “secret”, and an official ballot return envelope.

The member will mark the ballot for their desired candidate for each office in the designated area only. The member is not to make any extraneous or other distinguishing marks on the ballot. They must then place the ballot within the envelope marked “secret” and then place the secret ballot envelope inside the ballot return envelope and seal the envelope. The ballot return envelope should then be placed in US regular mail to arrive at the repository in sufficient time to be counted. Secrecy of the ballots must be assured. No signature or distinguishing marks by any voter will appear on the ballot or secret envelope. A signed/defaced ballot or signed/defaced secret envelope will automatically void the ballot.

The official ballot return envelope will have on its face a random 5-digit number that has been assigned to each voting member by the Election Committee from the list of Active Members in good standing (as of May 10th of that year) provided by the Membership Director on the first business day following May 10th of that year. The random number will verify the validity of the ballots that have been returned (including any possible duplicate ballots). All ballots will be returned via US regular mail to a secured repository, as predetermined by the Election Committee, to ensure the secrecy and safety of the ballots, and will be held there until the time designated for the counting of such ballots.

The Election Committee will ensure the proper and timely preparation of ballots without partiality as to candidates. The names of the candidates for each separate office will appear in alphabetical order. Write in votes are not allowed.

The ballots prepared by the Election Committee will be the only official ballots. No other ballots may be used. A sufficient number of ballots will be printed and distributed. The Election Committee will maintain a record of the ballots.

Members will be entitled to a duplicate ballot and receive the same upon request. The duplicate ballot will be counted as if it was an original ballot. However, if there are two or more ballots returned from the same member, neither ballot will be counted. The Election Committee, by use of the random 5-digit number assigned each member, will track duplicate ballots.

The Secretary shall retain all ballots, envelopes, and reports for one year following the count.

Section 6. Each candidate is allowed at least one observer, which can be the candidate, to observe the Election Committee counting the ballots. The observer may only challenge the ballot validity. Challenges to ballot validity must be made in an orderly and respectful manner to the Election Committee Chairperson. The Election Committee Chairperson may expel an observer that does not follow these rules or if an observer acts in a disruptive manner.

Section 7. Newly elected officers shall commence their term of office on September 1st, of the election year.

Section 8. Each person desiring to campaign for an FAA GLOBE office or candidate, may, at their own expense, mail campaign materials to FAA GLOBE members. In that FAA GLOBE has various levels of confidentiality per individual member request, Level I, or the highest level of confidentiality membership, will not be included in mailing lists distributed to those wishing to send campaign material. The individual requesting FAA GLOBE mailing information must sign an Agreement of Understanding and abide by the covenants contained within the Agreement of Understanding. The costs for software packages or other printed information, which may consist of mailing lists, mailing labels, and or membership data, which contain the names and addresses of FAA GLOBE members shall be borne by the individual ordering the information. In order to keep the Level I confidentiality members informed and at the election of the person desiring to mail campaign literature, campaign materials may be placed in postage paid, sealed envelopes with a return address, to the Election Committee. The Election Committee will address and place in the mail the campaign material. A reasonable cost shall be set for the mailing labels for the Level I member mailings and will be paid by the person responsible for putting together the campaign material. The number of mailings is workload permitting for the Election Committee, however, a minimum of two mailings per candidate is allowed. All candidates shall be treated equally. No FAA GLOBE member may use FAA GLOBE funds to campaign. Advocates for candidates must follow the same procedure to mail campaign literature and their mailing will be counted as part of the candidate's mailing as it pertains to Level I members.

Section 9. In order to maintain continuity of officers and establish a staggered election cycle, Column A offices will be elected in even numbered years and Column B offices will be elected in odd numbered years.

Column A

Chairperson

Treasurer

Great Lakes Regional Director

Southwest-Central Regional Director

Western Pacific Director

Column B

Vice-Chairperson

Secretary

Alaska Regional Director

Eastern-New England Regional Director

Northwest Mountain Regional

Southern Regional Director

FAA GLOBE BY-LAWS

As amended April 30, 2010

Article I Temporary Officers (5/21/95)

Section 1. Until an election can be held the following Active members shall serve as acting officers:

Scott Sorensen - Acting Chairperson
Jimmy Garrett - Acting Vice Chairperson
Harold Le Blanc - Acting Treasurer
Richard Sweeney - Acting Central Region Director
Chris Saunders - Acting Eastern Region Director
Ron Mulgrew - Acting Great Lakes Region Director
Brian Reed - Acting Headquarters Region Director
Tamra Thompson - Acting Northwest Mountain Region Director
Vicki Bealman - Acting Southern Region Director
Mark Santa Cruz - Acting Western Pacific Region Director

Article II National Awards (2/18/96)

Section 1. The Harold LeBlanc Civil Rights Leadership Award.

- a) Person must be nominated by a FAA GLOBE member in good standing.
- b) Selected by a majority vote of the National Executive Board.
- c) The Secretary shall list the names of the Honorees immediately following this subsection.

Honorees:

Fanny Rivera - 1996
Denis Burke - 1996
U.S. Senator Al Franken - 2010
U.S. Representative Barney Frank - 2010
U.S. Representative Tammy Baldwin - 2010
Dr. Leonard Hirsch - 2010

Section 2. The Chairperson's Award for Outstanding Service to FAA GLOBE. To be selected and awarded by the FAA GLOBE Chairperson.

Article III - The Harold LeBlanc Civil Rights Scholarship (April 12, 2010)

Section 1. Each year the FAA GLOBE will award a Scholarship, determined by lottery of the finalists. The finalists will be chosen from 500 word essays submitted to the FAA GLOBE Executive Board. The essay should address the GLBT issues of the current day and how the submitter will work to achieve these goals. To be eligible to receive the Scholarship funds, the winner(s) must provide proof of college course enrolment

Section 2. FAA GLOBE will budget an appropriate amount each year to fund the scholarship. Fundraising methods will be established by the Executive Board to help fund the Harold LeBlanc Scholarship.

Resolution Tony Kelly (1/7/95)

Whereas Tony Kelly, being an original member of DOT GLOBE, did provide courage and assistance to others during times of adversity; and Whereas Tony Kelly has willingly, openly and genuinely practiced the philosophy of eliminating all forms of harassment and discrimination in the work place; Therefore let it be resolved that FAA GLOBE does hereby award Tony Kelly Honorary Membership into FAA GLOBE

By Unanimous Proclamation of the National Executive Board, GLOBE.