



ARTICLE 1 NAME AND AFFILIATION

Section 1.1: Name. The name of the Chapter is Southern New Mexico Society for Human Resource Management (herein referred to as the "Chapter" or "SNMSHRM"). To avoid potential confusion, the Chapter will refer to itself as SNMSHRM and not as SHRM or the Society for Human Resource Management.

Section 1.2: Affiliation. The Chapter is affiliated with the Society for Human Resource Management (herein referred to as "SHRM").

Section 1.3: Relationships. The Chapter is a separate legal entity from SHRM. It shall not be deemed to be an agency or instrumentality of SHRM or of a State Council and SHRM shall not be deemed to be an agency or instrumentality of the Chapter. The Chapter shall not hold itself out to the public as an agent of SHRM without express written consent of SHRM. The Chapter shall not contract in the name of SHRM without the express written consent of SHRM.

Section 1.4: Location. The principal meeting space of the Chapter shall be located at such place, in Doña Ana County, New Mexico as specified by the Board. SNMSHRM may also have offices at such other places as designated by the Board.

Section 1.5: Member Service Areas. In order to serve the geographic needs of the chapter, the chapter may establish local member service areas for the development and delivery of chapter services.

ARTICLE 2 PURPOSE

The purposes of this Chapter, as a non-profit organization, are:

- i. to provide a forum for the personal and professional development of our members;
- ii. to provide an opportunity to develop leadership, managerial, public speaking and group decision-making skills;
- iii. to provide an arena for the development of trust relationships where common problems can be discussed and deliberated;
- iv. to provide an opportunity to focus on current human resource management issues of importance to our members;
- v. to develop the relationship between educators and employers in improving student skills needed to succeed in the workplace;
- vi. to provide a focus for legislative attention to state and national human resource management issues;
- vii. to serve as an important vehicle for introducing human resource management professionals to SHRM;
- viii. to serve as a source of new members for SHRM; and
- ix. to serve as part of the two-way channel of communications between SHRM and the individual members.

The Chapter supports the purposes of SHRM, which are to promote the use of sound and ethical human resource management practices in the profession and:

- a. to be a recognized world leader in human resource management;
- b. to provide high-quality, dynamic and responsive programs and service to our customers with interests in human resource management;
- c. to be the voice of the profession on human resource management issues;
- d. to facilitate the development and guide the direction of the human resource profession; and
- e. to establish, monitor and update standards for the profession.

Member Service Area Organization. These areas shall operate under the operational guidelines set forth by the Chapter Board of Directors and within the guidelines set by SHRM for such subgroups.

ARTICLE 3 FISCAL YEAR

Section 3.1: The fiscal year of the Chapter shall be the calendar year.

Section 3.2: Member Service Area Oversight. The Board of Directors of the Chapter shall be responsible for the compliance of the subgroups to Chapter charter requirements such as logo use, use of name etc.

ARTICLE 4 MEMBERSHIP

Section 4.1: Qualifications for Membership. Persons who possess the required qualifications may be accepted into membership of SNMSHRM in accordance with the criteria set forth in this article. To achieve the mission of the Chapter there shall be no discrimination in individual memberships because of race, religion, sex, age, national origin, disability, veteran's status, or any other legally protected class.

Section 4.2: Non-transferability of Membership. Membership in the Chapter is neither transferable nor assignable.

Section 4.3: Individual Membership. Membership in the Chapter is held in the individual's name, not an organization with which the member is affiliated.

Section 4.4: Regular Members. Persons employed with primary responsibilities in the Human Resource Management Profession at all levels, faculty members holding assistant, associate, or full professional rank in Human Resources Administration or any of its specialized phases in an accredited college or university, full time attorneys, or full time consultants who specialize in providing counsel and advice on matters of concern to human resource professionals shall be eligible for regular membership. All regular members are encouraged to be members of SHRM and provide their SHRM identification number and expiration date at application and renewal to the Chapter. Persons outside the preceding categories who have a bona-fide interest in human resources management are eligible for Regular membership as well. The rights and privileges of regular members include the right to vote and hold an elected office in the Chapter.

Section 4.5: Student Members. Individuals who are members and/or officers of a local affiliated student chapter of SHRM, or individuals who are actively enrolled (minimum of 10 hours) in a human resource program at the college or university level. Student members may not vote or hold office in the Chapter. Student members are eligible for other member benefits, such as access to the membership directory, special prices for events, and receipt of the chapter newsletter as determined by the Board. There will be no annual dues applicable to this class of membership.

Section 4.6: Guest Attendance. Members are encouraged to bring guests to meetings but no guest shall be entitled to vote, hold office, or otherwise enjoy membership privileges until such time as membership has been applied for and approved by the Membership Director. Guests are limited in attendance to no more than two membership meetings before they will be asked to apply for membership.

Section 4.7: Honorary Member. A member of SHRM and SNMSHRM, who has retired from active full-time employment and has attained a minimum of five (5) years of regular Membership within 8 years of the date of retirement, may be eligible for nomination by a member of the Board for honorary membership in SNMSHRM. Honorary Members may not vote or hold an elected office in the Chapter. There will be no annual dues applicable to this class of membership.

Section 4.8: Life Members. Life membership will be on all Past Presidents in appreciation of service and leadership to the chapter. Life Members have all privileges of membership, including the right to vote and hold office in accordance with eligibility and term limits as defined in the Bylaws. There will be no annual dues applicable to this class of membership.

Section 4.9: Members in Transition. Active regular chapter members who are unemployed at the time of their membership expiration will be offered a one-time opportunity to extend their membership for up to one year at no cost. Any active chapter member who becomes unemployed within 30 days prior to membership expiration date and up to 90 days after their membership lapses is eligible. Additionally, the member must be unemployed at the time he/she applies for a transitioning membership. Before activating a transitioning membership, the requestor must communicate his/her unemployment status to the Chapter President or Membership Director via e-mail, fax or mail. Transitioning members will receive all SNMSHRM free and discounted member benefits for up to one year, except for voting privileges and the ability to hold office or chair a committee. Members in transitioning membership status may reinstate their regular membership at any time during their transitioning membership period by paying the annual dues. Transitioning membership will not begin until the President or Membership Director receives and processes the application form. Members will be notified when the membership has been approved and reactivated. Student members do not qualify for transitioning membership status.

Section 4.10: Application for Membership. Application for membership shall be on the Chapter application form. All applications shall be reviewed and approved by the Board or their designee. New members shall be afforded full membership rights as of the date of review and approval from the Board or their designee.

Section 4.11: Membership Dues. Annual dues shall become payable January 1st of the calendar year. The current Board will establish any applicable membership dues each year. Pro-rated dues shall be assessed to New Members joining after June 30th. Any New Members joining after June 30th will pay half the annual membership dues. The Membership Director, or a member of the Board, will notify regular members who fail to renew their membership with the Chapter.

ARTICLE 5 MEMBER MEETINGS

Section 5.1: Regular Meetings. Regular meetings of the members shall be held on dates determined by the Board. There will be a minimum of four (4) regular meetings per year and one annual event. If desired by the Board, additional meetings or special activities may be scheduled.

Section 5.2: Member Service Area Activity. Member Service Areas are established to provide the Chapter with local networking, educational programs, membership recruitment activities and other initiatives as determined by the Board.

Section 5.3: Annual Meetings. The annual meeting of the members for electing Officers, and conducting other appropriate business shall be held in August or at such other time as determined by the Board.

Section 5.4: Special Meetings. Special meetings of members shall be held on call of the President or the Board.

Section 5.5: Notice of Meetings. Notice of all special and annual meetings shall be given to all members at least ten days prior to the meetings. Notice of regular meetings shall be given to all members at least seven days prior to the meeting. Notification shall be given via e-mail or other methods of communication, including the Chapter website.

Section 5.6: Quorum. Members holding one-tenth of the votes entitled to be cast represented in person or by absentee representation, shall constitute a quorum. The vote of a majority of the members present at any meeting at which there is

a quorum, either in person or absentee representation, shall be necessary for the adoption of any matter voted on by the members, except to the extent that applicable state law may require a greater number.

Section 5.7: Presiding. The President shall preside at all meetings, or in his/her absence, the President-Elect, the Vice President, Secretary, Treasurer, or designee in that order shall preside.

ARTICLE 6 BOARD

Section 6.1: Power and Duties. The Board (also referred to as "Board") comprised of the Executive Officers and CLA Directors shall manage and control the property, business and affairs of the Chapter and in general exercise all powers of the Chapter.

Section 6.2: Executive Officers. The following shall be members of the Executive Board, and shall be Officers of the Chapter: President, President-Elect, Vice President, Secretary, Treasurer, and Immediate Past-President.

Section 6.3: Qualifications. All candidates for the Board must be regular members of the chapter in good standing at the time of nomination or appointment and for their complete term of office.

Section 6.4: Election - Term of Office. The members at the annual meeting of the membership shall elect officers from the proposed slate of the nominating committee or designee appointed by the Board. Each elected Officer shall assume office on January 1st following his/her election and shall hold office for one year, unless terminated or the President accepts resignation. A member may not serve more than two (2) consecutive terms as President, and two (2) consecutive terms as Treasurer. Other Board Officers may, if elected, serve unlimited terms.

Section 6.5: Vacancies. Any vacancy in the Board may be filled for the un-expired term by appointment of the President with the consent of the Board. In the event the President should choose to resign his/her office, the President-Elect will complete the un-expired term of the President and will serve as President the following year.

Section 6.6: DIRECTORS. Serving by appointment of the President and confirmation of the Executive Board are the Member Service Area Director, Certification Director, College Relations Director, Marketing Director, Communications Director, Diversity/Inclusion Director, Legislative/Government Affairs Director, Membership Director, SHRM Foundation Director, and Workforce Readiness Director. Directors are conferred full voting rights on all matters of the Board.

Section 6.7: Quorum. A simple majority of the total Board shall constitute a quorum for the transaction of business. The act of a majority of the Board present at any meeting at which there is a quorum, either in person or by conference call, shall be the act of the Governing Body, except to the extent that applicable state law may require a greater number. In addition, the Board may act by approval via e-mail, fax or other forms of communication, provided a motion has been made and accepted to approve the action.

Section 6.8: Responsibilities of the Executive Officers and Directors. The Board shall transact all business of the Chapter except as prescribed otherwise in these Bylaws or other governing instruments of the Chapter. A regular member in good standing may request the President to place on the agenda of the next regular Board meeting any action for consideration by the Board. It is the responsibility of the newly elected President to schedule the meetings of the Board. All Board Members are expected to participate in such meetings. It will be the responsibility of the Board to establish a Chapter budget for operating expenses incurred and to provide normal and customary services that further the purposes of the Chapter as outlined in Article 2. All un-budgeted expenditures require Board approval. All Chapter checks must be signed by at least two (2) Board Members listed as approved signors with the Chapter Bank of record.

Section 6.9: Board Discretion. The Board has sole discretion in reviewing and taking action on reported issues or concerns which conflict with the interest of the Chapter and its members.

Section 6.10: Removal of Officer or Director from Board Responsibility. Any Officer or Director may be removed from office, with cause, upon an affirmative vote of two-thirds of the entire Board at a duly constituted Board meeting. The Officer or Director shall be entitled to a due process hearing prior to any termination action being imposed.

ARTICLE 7 DUTIES AND RESPONSIBILITIES

The responsibilities of each member of the Board shall be as outlined in the position descriptions. The position descriptions are subject to change as deemed necessary by the President and/or the Board. All Board Officers will be responsible for coordinating their respective functional areas. All Board Officers must be committed to attending Chapter meetings and Board meetings. All Officers and Directors are expected to attend Chapter meetings and are expected to share information regarding their respective Core Leadership Area functions. All Officers and Directors shall actively recruit potential new members for the Chapter and participate in the development and implementation in short term and long term strategic planning for the Chapter.

Section 7.1: The President. The President shall be the Chief Officer in the Chapter; shall preside at all meetings, including meetings of the Board, shall have general charge and supervision of the affairs and business of the Chapter; shall appoint committees or designate individuals to help carry out the purposes of the Chapter, shall also perform such other duties as may be assigned by the Board. The President will be responsible for delegating access to the Chapter Post Office Box, Chapter Storage Facility and Chapter website and list serve. At the end of the fiscal year, the President shall submit a written report to the membership and to SHRM summarizing the activities, finances, and accomplishments of the Chapter during the term of office. The President may also participate on the Nomination committee. He/she shall maintain liaison and be a current member in good standing of SHRM during his/her entire term of office.

Section 7.2: The President-Elect. The President-Elect shall recommend to the Board the calendar year of HR-related speakers, schedules monthly speakers for Chapter meetings and develop for distribution a calendar year speaker listing for members. He/she shall collect bio and topic agendas from speaker, in advance, and introduces speaker at monthly meeting. Performs duties assigned by the President. After serving one year in this capacity, the President-Elect shall become President of the Chapter. He/she shall perform the duties of the President during the President's absence or inability to perform such duties. In the event of the President's absence or inability to perform, the President-Elect shall serve as President for the remainder of the un-expired term. The President-Elect shall be responsible for leading the Nomination committee. He/she shall also perform such other duties as the President may determine.

Section 7.3: The Vice President. The Vice President assists the President and the President-Elect in overseeing the activities of the Chapter monthly meetings and shall be responsible for planning, coordinating, and presiding over the annual Chapter event. Upon request, assists other Board officers and directors in performing their responsibilities. He/she shall also perform such other duties as the President may determine.

Section 7.4: The Treasurer. The Treasurer shall be responsible for the financial affairs of the Chapter including, but not limited to, preparing and interpreting financial and tax reports, recognizing possible financial issues and reporting them to the Board for any necessary action(s), receiving and safekeeping all funds for the Chapter, disbursing funds for normal and usual uses unless otherwise directed by the Board, budgeting and accounting. The Treasurer shall be required to have documents available for the yearly audit process and be required to part take in that process. The Treasurer shall be responsible for maintaining the chapter checking/savings accounts and reporting monthly deposits and expenditures to the membership. The Treasurer is also responsible for taking payment and tracking attendees of the meetings and conferences and making payment for chapter events. He/she shall also perform such other duties as the President may determine.

Section 7.5: The Secretary. The Secretary is responsible for recording the minutes of the Board, Annual and Special meetings of the SNMSHRM and maintaining the records for the Chapter, other than financial. This may include maintaining the Chapter Membership database and updating information regarding new members, membership status and creating new member certificates. The Secretary will also be person responsible for picking up and distributing the Chapter mail, along with the Chapter President. He/she shall also perform such other duties as the President may determine.

Section 7.6: The Past President. The Immediate Past-President shall be responsible for providing the Board with guidance and insight into past activities, projects, direction, etc. Upon request, assists all Board officers in performing their responsibilities. Attends all Chapter meetings and Board meetings.

Section 7.7: Certification Director. The Certification Director shall serve as an appointed member of the Chapter Board of Directors. Duties include recruitment of members to HR Certification Study Programs. The goal shall be to increase the number of chapter members who are professionals in Human Resources. Regular activities include announcements about the benefits of certification at monthly Chapter Meetings, provides information about the chapter's certification study group, and to formally recognize those who pass the test during the Chapter Meetings. The Certification Director shall participate in the development and implementation of short-term and long-term strategic planning for the Chapter.

Section 7.8: College Relations Director. The College Relations Director shall serve as an appointed member of the Chapter Board of Directors. Duties include management of the Chapter Scholarship Award, assist in development and promotion of internships for Student SHRM members, and college outreach efforts. The Director will communicate with local university faculty to provide classroom visits as liaison to discuss HR topics, Chapter purpose and functions, and internships and scholarships. Activities focus on service and mentoring to college students who are seeking a career in HR. The Director is a liaison between SNM SHRM and the Student SHRM Chapter communicating pertinent information to all parties. The College Relations Director shall participate in the development and implementation of short-term and long-term strategic planning for the Chapter.

Section 7.9: Communications Director. The Communications Director shall serve as an appointed member of the Chapter Board of Directors. Duties include provision of timely and comprehensive information to chapter members about programs, workshops, and other matters of interest via chapter publications and via the website. Activities focus on creative means to project a favorable image of the Chapter through media channels, keeping membership informed of chapter projects, activities and upcoming meetings, and disseminating relevant professional information viewed as beneficial to the members. Lead the newsletter, website content, and website administration. The Director will maintain the SNM SHRM official web site, and will seek member participation and input into social media pages that promote Chapter functions. The Communication Director shall participate in the development and implementation of short-term and long-term strategic planning for the chapter.

Section 7.10: Diversity/Inclusion Director. The Diversity/Inclusion Director shall serve as an appointed member of the Chapter Board of Directors. Duties include monitoring and evaluating local activities concerning diversity issues, and lead the effort to diversify the chapter's membership and volunteer leadership. Activities include publicizing successful diversity programs in the local community, distribution of information and materials to chapter members that promote diversity in the workplace, and be available for presentations if and when appropriate. The Diversity Director shall participate in the development and implementation of short-term and long-term strategic planning for the Chapter.

Section 7.11: Legislative/Government Affairs Director. The Legislative/Government Affairs Director shall serve as an appointed member of the Chapter Board of Directors. Duties include monitoring and evaluating pending legislative, regulatory and legal action at the federal, state, and local level that may have an impact on the management of human resources. Activities include presentation of a legislative report or update to the Chapter Board of Directors and Chapter members, inform elected officials of SHRM's position on legislation affecting the human resources profession, and work in close cooperation with the SHRM NM Legislative/Government Affairs Directors and the SHRM Staff in carrying out these responsibilities. The Director will serve as a program speaker and advocate at chapter activities or other professional meetings, and will utilize their ability to initiate action in response to legislative alerts under SHRM's HR Voice program. The Legislative/Government Affairs Director shall participate in the development and implementation of short-term and long-term strategic planning for the chapter.

Section 7.12: Membership Director. The Membership Director shall serve as an appointed member of the Chapter Board of Directors. Duties include management of the membership information/data in the SNM SHRM data base, maintain and make available the necessary membership applications and informational brochures, and respond to requests for information about membership through telephone calls, personal contacts, and correspondence. Activities include facilitation through Board of Director initiatives to increase in chapter membership, produce a print or online annual membership directory with applicable addendums, and work with the appropriate personnel to complete the SHRM membership audit. The Director will be involved on the committee to coordinate awards planning and presentation of the Eagle Award at the Annual Employee Law Update Conference. The Membership Director shall participate in the development and implementation of short-term and long-term strategic planning for the chapter.

Section 7.13: SHRM Foundation Director. The SHRM Foundation Director shall serve as an appointed member of the

Chapter Board of Directors. Duties include promotion of the interests of the SHRM Foundation and its activities to the Chapter membership. Specifically the Director shall educate the Chapter membership regarding the existence, purpose, and ongoing activities of the SHRM Foundation. Activities include encouragement of the Chapter membership to contribute financially to the SHRM Foundation as a show of support for the human resources profession, and encourage the Chapter membership to support an annual contribution to the SHRM Foundation from the Chapter. The Chapter contribution is through the Silent Auction held annually at the Employment Law Update, as well as through quarterly fundraising in Chapter meetings. The SHRM Foundation Director shall participate in the development and implementation of short-term and long-term strategic planning for the chapter.

Section 7.14: Workforce Readiness Director. The Workforce Readiness Director shall serve as an appointed member of the Chapter Board of Directors. Duties include identify and evaluate issues that impact workforce readiness disparities and facilitate Chapter workforce readiness strategies through Board of Director initiatives. Activities include cooperation with state and local workforce readiness advocates in order to coordinate SNM SHRM involvement as well as to lead Chapter members toward involvement in programs that impact the workforce readiness arena. The Workforce Readiness Director shall participate in the development and implementation of short-term and long-term strategic planning for the chapter.

Section 7.15: Member Service Area Director. The Member Service Area Director of each approved Member Service Area in the Chapter will serve as an appointed member of the Chapter Board of Directors. Duties include planning and leading initiatives and programs in a particular geographic area to provide networking and professional development opportunities to local HR professionals and others with a bona-fide interest in human resources.

Section 7.16: Marketing Director: The Marketing Director shall serve as an appointed member of the Chapter Board of Directors. Duties include supporting the chapter objectives through advocating for the chapter to increase membership and business sponsorships at business and community events. The Marketing Director will work closely with the President and the Vice-President. The Marketing Director shall participate in the development and implementation of short-term and long-term strategic planning for the chapter.

ARTICLE 8 COMMITTEES

Section 8.1: Composition of the Committee Chair and / or Area Directors. The President will be responsible for establishing and assigning standing, ad hoc or other committees by appointment, with the agreement from the Board. The committees shall represent functional areas that can include, but are not limited to, Legislative, Diversity, Workforce Readiness, SHRM Foundation, Certification, College Relations, Employment Law Update, Historian, Social Media, Assistant Treasurer, Membership/At Large, Hospitality, Awards and Scholarships, and Advisory.

Section 8.2: Core Leadership Area (CLA) Directors: Core Leadership Area Directors can include, but are not limited to: Membership, Website, and Communications. CLA Directors shall have such powers and perform such liaison duties as the Board or the President may determine. The responsibility includes awareness sessions and initiatives in the particular CLA as determined by the President and the Board. He or she shall have the authority to appoint sub-committees to plan and implement the activities associated with the CLA for the year.

ARTICLE 9 VOTING

Section 9.1: Voting. Each Regular member of the Chapter shall have the right to cast one vote on each matter brought before a vote of the members. An Ad Hoc Committee appointed by the President-Elect shall tally votes. The President-Elect may be a part of the Ad Hoc Committee.

Section 9.2: Procedure. Announcement to general membership that nominations are being accepted for Board elections will be made at the May and/or June regular meeting to encourage nominations prior to the scheduled election date. The President-Elect (or the Nominating Committee) will review all nominations to ensure they meet criteria listed in Article 4, Section 4.4 and 4.8 of the Bylaws. Each nominee must submit a brief summary of their interest in and qualifications for the board position for which they are nominated. The President-Elect (or the Nominating Committee) will prepare the ballots, which will include the names of all qualified candidates for each position for the meeting. The summaries of the

nominees will be made available to the membership for review prior to the vote. Nominations will be accepted from SNMSHRM regular members. Self-nominations will also be accepted.

Section 9.3: Vote Tally. The final vote and election of Board shall commence at the annual meeting. In the event a tie occurs during an election due to two or more candidates for the same office receiving the same number of votes, successive balloting shall be conducted until one candidate receives plurality. Elected Board officers will be announced at the end of the meeting, unless circumstances require a review of the votes cast. The current Board and/or the Nominating Committee shall deal with any discrepancies or concerns regarding the votes cast or the voting process before final elected Board officers are announced to the membership.

Section 9.4: Absentee Voting. Absentee voting will be allowed. Absentee voting ballots will be made available to regular members via e-mail, fax or mail prior to the meeting in which the Board shall be elected. Absentee ballots must be completed and returned to the Nominating Committee or the President- Elect before the deadline specified by the Nominating Committee. In the event nominations are accepted from the floor of the annual meeting absentee votes, by definition, will not be able to vote on those candidates.

Section 9.5: Induction of New Officers. The Board officers shall be inducted at the final regular meeting for the calendar year following the election, unless circumstances require the meeting be re-scheduled.

ARTICLE 10 STATEMENT OF ETHICS

The Chapter adopts SHRM's Code of Ethical and Professional Standards in Human Resource Management for members of the Association in order to promote and maintain the highest standards among our members. Each member shall honor, respect and support the purposes of this Chapter and of SHRM.

The Chapter shall not be represented as advocating or endorsing any issue unless approved by the Board. No member shall actively solicit business from any other member at Chapter meetings without the approval from the Board.

ARTICLE 11 PARLIAMENTARY PROCEDURE

Meetings of the Chapter shall be governed by the rules contained in Robert's Rules of Order (newly revised) in all cases to which they are applicable and in which they are consistent with the Law and the Bylaws of the Chapter.

ARTICLE 12 AMENDMENT OF BYLAWS

These Bylaws may be amended or revised by presentation of the proposed amendments or revisions at a regular meeting and approved by two thirds of the total Members attending, provided a quorum is present, provided that no such amendment shall be effective unless and until approved by the SHRM President/CEO or his/her designee as being in furtherance of the purposes of the SHRM and not in conflict with SHRM bylaws. Any motion to amend the bylaws shall clearly state that it is not effective unless and until approved by the SHRM President/CEO or his/her designee. The proposed amendments or revisions may be submitted to Members for review with a specific deadline for reply provided. Once the Board has received and discussed any feedback from members regarding changes to the Bylaws, a final draft will be sent by the President to SHRM. After receiving approval of the suggested changes to the Chapter Bylaws by SHRM, the Board will create the formal Bylaws to be voted on by the membership. The final Bylaws to be voted on will be sent for review to the members via e-mail prior to the meeting where voting shall take place. Approval of the Chapter Bylaws shall be conducted at a regular monthly meeting in accordance with Article 4 Section 4.4 Regular Members and Article 5 Member Meetings, Section 5.1 Regular Meetings, and Article 6, Section 5.6 Quorum. Absentee voting will not be allowed for approval of Bylaw changes. Changes from the floor will not be accepted unless to accept corrections of grammatical errors. The new Bylaws voted on and accepted by majority vote shall take effect immediately.

ARTICLE 13 CHAPTER DISSOLUTION

In the event of the Chapter's dissolution, the remaining monies in the Treasury, after Chapter expenses have been paid, will be evenly distributed and paid to the SHRM Foundation and the NMSU SNMSHRM Endowment.

**ARTICLE 14
WITHDRAWAL OF AFFILIATED CHAPTER STATUS**

Affiliated chapter status may be withdrawn by the President/CEO of SHRM or his/her designee as a representative of the SHRM Board upon finding that the activities of the Chapter are inconsistent with or contrary to the best interests of SHRM. Prior to withdrawal of such status, the Chapter shall have an opportunity to review a written statement of the reasons for such proposed withdrawal and an opportunity to provide the SHRM Board with a written response to such a proposal within a thirty (30) day period. In addition, when the Chapter fails to maintain the required affiliation standards as set forth by the SHRM Board, it is subject to immediate disaffiliation by SHRM. After withdrawal of Chapter status, the SHRM Board may cause a new Chapter to be created, or, with the consent of the President/CEO of SHRM and the consent of the body which has had Chapter status withdrawn, may re-confer Chapter status upon such body.

**ARTICLE 15
PREVIOUS CONSTITUTION AND BYLAWS**

Section 1: All provisions of any previous Constitution and Bylaws are superseded.

Section 2: These amended Bylaws of the SNMSHRM were approved by SHRM on 2/15/18 and ratified and adopted to become effective on 3/8/18, by a majority vote of the regular members of the SNMSHRM Chapter meeting.

Bylaws effective 1979, with the following Revisions: 10/91; 7/95; 8/96; 3/00; 10/02; 3/05, 2/07, 12/11, 09/15, 10/16, and 1/18.

**ARTICLE 16
TERMS USED**

As used in these Bylaws, feminine or neutral pronouns shall be substituted for those of the masculine form, and the plurals shall be substituted for the singular number in any place where the context may require such substitution or substitutions. *Note: These revised Bylaws are not effective until approved and signed by SHRM CEO or designee.

Ratified by the Membership of Chapter and signed by:

Chapter President Vicki A Zusk Date 3/8/18

Approved by:
SHRM President/
CEO or President/CEO Designee [Signature] Date 2/15/18