

Amendment Name	Adjusting the Process for Unrepresented and Underrepresented At-Large VP Seats
Citation	Article V: National Executive Board and Article VIII Elections
Current Language	<p>ARTICLE V, SECTION 2. The National Executive Board shall be limited to forty-five (45) positions including the President, the First Executive Vice-President, the Second Executive Vice President, the Secretary, the Treasurer, thirty-six (36) Vice-Presidents, one (1) national staff Vice-President, and two (2) to be selected in accordance with Article VII. Section 1. C2. The National Executive Director and immediate Past President are excluded from the limit since they are Ex-Officio Members of the National Executive Board.</p> <p>ARTICLE VIII, SECTION 1C:</p> <p>2. The Nomination Committee shall nominate at least one (1) candidate for each At-large Vice-President position to be filled on the National Executive Board. In making such nominations, the Nomination Committee shall recognize the concentrations of Asian Pacific Islander Union Members and/or APALA Chapters and activities as well as where Asian Pacific Islander population centers are located, and shall identify unrepresented and/or underrepresented members or groups of the API national landscape taking into account the ethnic, gender, union, age, geography, caste, color, disability, gender expression and identity, genetic information, national origin, race, religion, sex, sexual orientation, undocumented status, incarcerated status, veteran status, and other diversity of the membership of APALA.</p> <p>3. Accordingly, the Nomination Committee shall identify no less than two (2) candidates from such groups to recommend as candidates to fill no less than two (2) additional At-Large Vice-President positions on the National Executive Board. The Nomination Committee shall share its preliminary recommendation of candidates to fill-At-Large Vice-President positions with the National Executive Board thirty (30) days prior to the Convention. The Nomination Committee shall make its recommendation of candidates to fill At-Large Vice-President positions on the National Executive Board on the first day of the Convention.</p>
Proposed Language	ARTICLE V SECTION 2. The National Executive Board shall be limited to forty-five (45) positions including the President, the First Executive Vice-President, the Second Executive Vice President, the Secretary, the Treasurer, thirty-six (36) Vice-Presidents, one (1) national staff Vice-President, and two

	<p>(2) to be selected in accordance with Article VIII. Section 1.C2. The National Executive Director and immediate Past President are excluded from the limit since they are Ex-Officio Members of the National Executive Board.</p> <p>ARTICLE VIII, SECTION 1C:</p> <p>2. The Nomination Committee shall identify unrepresented and/or underrepresented members or groups of the API landscape taking into account the ethnic, gender, union, age, geography, caste, color, disability, gender expression and identity, genetic information, national origin, race, religion, sex, sexual orientation, undocumented status, incarcerated status, veteran status, and other diversity factors of the membership of APALA by analyzing the composition of the incoming National Executive Board after elections at Convention.</p> <p>3. After the swearing-in of the recently elected/appointed members of the National Executive Board, the Nomination Committee shall prepare its analysis pursuant to Article VIII, Section 1C2 of the National Executive Board. At the first NEB meeting after the analysis is prepared, nominations to fill the remaining two At-Large Vice President seats will be made by National Executive Board members. The Nomination Committee will assess whether the nominees are from an unrepresented or underrepresented group and confirm if the nominee meets the criteria. The National Executive Board will then vote to seat two At-Large Vice Presidents by majority vote.</p>
<p>Rationale</p>	<p>The first amendment is to correct a mis-citation to the incorrect Article in the Constitution regarding how two Vice Presidents are to be selected.</p> <p>The second amendment is to address two process issues that have arisen since this language was introduced. First, in order for the Nominations Committee to do its analysis of underrepresented and unrepresented NEB members, they must wait until the conclusion of the At-Large elections which typically happen on the last day of the Convention (and which can account for almost one quarter of the NEB seats). The current language requires that the Nominations Committee complete this analysis 30 days before convention so they are unable to consider the outcomes of the At-Large elections. Secondly, the original language stated that the Nominations Committee would nominate candidates. However, as a policy matter, nominations should be open to a wider body such as</p>

	<p>the NEB as a whole versus the smaller Nominations Committee. Whereas this moves the election of two At-Large Vice Presidents from the floor to the NEB, there are still approximately ten At-Large Vice Presidents directly voted on by the convention body. Notably, many seats on the NEB are not determined by the convention body such as the seats appointed by unions and chapters or seats voted on by smaller groups such as Young Workers.</p>
Submitted by	National Executive Board