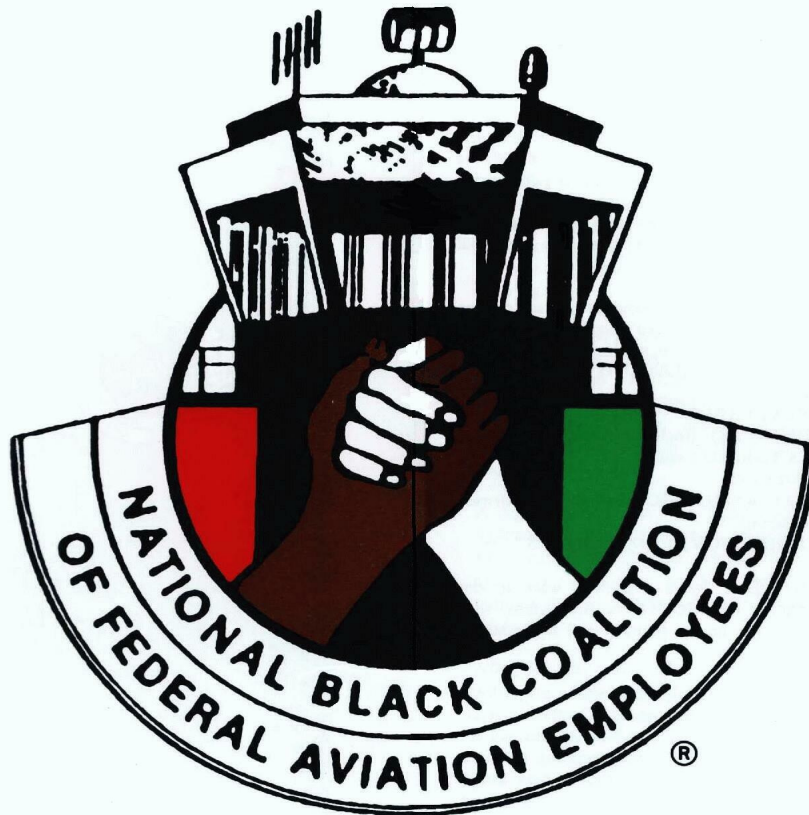


NBCFAE



CONSTITUTION AND BY-LAWS

2007

December 17, 2007

CONSTITUTION
OF THE
NATIONAL BLACK COALITION OF FEDERAL AVIATION EMPLOYEES

PREAMBLE

We, the members of the National Black Coalition of Federal Aviation Employees (NBCFAE) in order to promote equal employment opportunity for Black, female and other minority Federal Aviation Administration (FAA) employees, improve employee-management relations, and provide an effective liaison among FAA employees, management, and the community-at-large, do hereby establish this Constitution for the National Black Coalition of Federal Aviation Employees.

ARTICLE I

OFFICES

SECTION ONE - NBCFAE

For the purpose of this constitution and in all official NBCFAE communications, the term “Coalition” shall mean the NBCFAE. The principle office of the Coalition shall be the address of the Secretary.

SECTION TWO - OTHER OFFICES

The Coalition may have such offices as may be designated by a majority of its Executive Committee at a meeting duly called in conformance with the by-laws.

ARTICLE II

OBJECTIVES

The objectives of this Coalition are defined as follows:

1. Establish nationwide communications among members.
2. Develop a national voice for black, female, and minority FAA employees.
3. Educate members concerning rights, personnel actions, and promotional qualifications.
4. Monitor black, female, and minority FAA employees’ career development.
5. Assist in recruiting black, female, and minorities for FAA positions.
6. Promote equal employment opportunity through all lawful means.

7. Establish a national directory for members.

8. Promote professionalism in our work and strive for excellence in the performance of our duties.

ARTICLE III

MEMBERSHIP

SECTION ONE - MEMBERS

Any person who agrees to the objectives herein may become a member of the coalition with full voting and other privileges provided he or she is qualified under such rules as the by-laws may provide.

SECTION TWO - CLASSES OF MEMBERS

The Coalition shall have seven (8) classes of members. The designation of such is as follows:

- a. ACTIVE - Any present FAA employee in good standing.
- b. RETIRED - Any retired FAA employee in good standing.
- c. ASSOCIATE - Any person who is neither Active, Retired, Retired Lifetime, nor Honorary member.
- d. HONORARY - Any person granted membership by a majority vote of the Executive Committee.
- e. FULL ASSOCIATE - Any person who is not an employee of the FAA, but must be employed by a contractor, which provides support services to any FAA organizational entity located at the Federal Aviation Administration.
- f. CORPORATE - Corporations and other interested organizations are eligible for membership as a corporate member of this association if qualified under such rules as the membership committee may provide. Corporate members may designate one representative who has the rights and privileges of the active members with the exception of holding office.
- g. ASSOCIATE CORPORATE - Corporations and other interested organizations are eligible for membership as an associate if qualified under such rules as the membership committee may provide.
- h. RETIRED LIFETIME – Any retired FAA employee in good standing is eligible for lifetime membership with this association, with full voting and other privileges, if qualified under such rules as the membership committee may provide.

ARTICLE IV

POWERS

In furtherance of the objectives described above, but not in limitation thereof, the Coalition shall have the power to collect and disseminate statistics and other information, to conduct investigations and litigation, to engage in various fundraising activities, to conduct promotional activities, including advertising and publicity, in or by any suitable manner or media, to hold such property as is necessary to accomplish its purposes, and to retain or employ such professionals and other employees as may be needed.

ARTICLE V

DUES

The annual dues required for each class of membership in the Coalition shall be determined by a majority of the active and retired members present at a meeting duly organized according to the by-laws. Said vote shall approve or reject the recommendation of the Membership Committee. Dues may be varied from year to year, but dues shall be the same amount or percentage of pay within each class of members.

ARTICLE VI

MEETING OF MEMBERS

SECTION ONE - ANNUAL MEETING

An annual meeting of the members shall be held during the Month of September, each year; beginning with the Year 1987, for the purpose of transaction of such other business as may come before the meeting.

SECTION TWO - SPECIAL MEETING(S)

A special meeting can be called in accordance with By-laws.

SECTION THREE - QUORUM

A quorum shall consist of not less than ten percent (10%) of the eligible voting members. If a quorum is not present at any meeting of members, a majority of the members present may adjourn the meeting without further notice.

ARTICLE VII

OFFICERS

The Officers of the Coalition shall be the President, Vice President, Secretary, Treasurer, Regional Presidents, and the Technical Center and Washington Headquarters President, herein known as the Executive Committee. The Executive Committee may elect or appoint such other Officers or assistants as deemed necessary for the conduct of Coalition Business. These appointments are inclusive but not limited to an assistant secretary(s) and/or assistant treasurer(s). Assistants shall have the authority to perform the duties prescribed by the Officer in charge.

ARTICLE VIII

COMMITTEES

A majority of the Executive Committee, upon recommendation of the President, may establish one or more committees. These committees shall assist the management of the Coalition in accordance with the authority and powers delegated to them by the President and/or Executive Committee. The designation of such committees and the delegation of authority shall not operate to relieve the Officers of responsibility delegated by this constitution and/or by-laws.

ARTICLE IX

AMENDMENTS TO ARTICLES

Amendments to the articles shall be submitted to the National Parliamentarian not later than 60 days prior to any annual or special meeting of the Coalition.

Amendments to the articles that are accepted from the floor will be considered at the next annual or special meeting of the Coalition.

ARTICLE X

BY-LAWS

Amendments to the by-laws shall be submitted to the National Parliamentarian not later than 60 days prior to an annual or special meeting of the Coalition.

Amendments to the by-laws that are accepted from the floor will be considered at the next annual or special meeting of the Coalition.

ARTICLE XI

DISTRIBUTION OF PROPERTY ON DISSOLUTION

In the event of dissolution of this Coalition, its property shall be distributed to such tax-exempt, non-profit corporations as may be selected by the members. The assets of the Coalition shall in no event be distributed to its members.

ARTICLE XII

NON-DISCRIMINATION

This Coalition shall not discriminate against any person because of age, race, sex, color, religion, national origin, or handicap.

BY-LAWS
OF THE
NATIONAL BLACK COALITION OF FEDERAL AVIATION EMPLOYEES

BY-LAW ONE

NAME

The name of this association shall be the National Black Coalition of Federal Aviation Employees.

BY-LAW TWO

PRINCIPAL OFFICE

The principal office of the Coalition shall be the address of the Secretary. The Coalition may have such other offices as may from time to time be designated by the Executive Committee.

BY-LAW THREE

MEMBERSHIP

(a) Active Membership - Any person who is a present FAA employee in good standing is eligible to become an Active member of this association, with full voting and other privileges, if qualified under such rules as the Membership Committee may provide.

(b) Retired Membership - Any retired FAA employee in good standing is eligible to become a Retired member of this association, with full voting and other privileges, if qualified under such rules as the Membership Committee may provide.

(c) Associate Membership - Any person who is not an employee of the FAA but has an interest in the Coalition may become an Associate member on such terms and with such privileges as the Membership Committee may provide.

(d) Full Associate Member - Any person who is not an employee of the FAA but has an interest in the Coalition may become a Full Associate member upon meeting the following conditions. The applicant for such membership must be employed by a contractor or sub-contractor, who provides support services to any FAA organizational entity located at the Federal Aviation Administration. Such a member would be afforded full voting and other privileges as qualified under such rules as membership committee may provide. Full Associate Members may not hold office under any circumstances.

(e) Honorary Membership - Regional Presidents may submit to the National Executive Committee names of individuals who they feel have given exceptional amounts of their

time and effort to promote the objectives of the NBCFAE. Honorary Membership shall be bestowed upon majority vote by the National Executive Committee. Honorary members shall neither vote nor pay dues.

(f) Corporate Membership - Corporations and other interested organizations are eligible for membership as a corporate member of this association, if qualified under such rules as the Membership Committee may provide. Corporate members may designate one representative who has the rights and privileges of the active members with the exception of holding office.

(g) Associate Corporate Membership - Corporations and other interested organizations are eligible for membership as an Associate Corporate member of this association, if qualified under such rules as the Membership Committee may provide.

(h) Retired-Lifetime Membership - Any retired FAA employee in good standing is eligible for lifetime membership with this association, with full voting and other privileges, if qualified under such rules as the membership committee may provide.

(i) Inactive Status - Any member whose dues are delinquent for a period of more than ninety (90) days shall be in inactive status until his or her dues are made current.

(j) Duration of Membership - Membership in the Coalition may be terminated by voluntary withdrawal as herein provided or otherwise as provided in these rules. All rights, privileges, and other interests of a member in or to the Coalition shall cease on termination of membership. Membership shall be non-transferable. Any member may, by giving written notice of such intention, withdraw from membership. Withdrawal shall be effective in accordance with FAA payroll procedures provided all other obligations have been fulfilled. On written request, signed by the former member and filed with the Secretary, the Membership Committee, by affirmative vote of two-thirds of the members present, may reinstate such former member to membership on such terms as the Committee may deem appropriate.

(k) Suspension and Expulsion - If an Executive Committee member receives signed communication(s) alleging that a member of the Coalition is or was involved in conduct detrimental to the goals and objectives of this organization, then the following shall prevail:

1. Notification of the allegation to the member(s) within 15 days of receipt of the allegation by the Executive Committee.
2. Provide the member(s) an opportunity to respond to the allegation(s) within 30 days of receipt of the allegation (s).
3. Establish a hearing at the member(s) request to be conducted by the member(s) Regional President.

4. The Regional President shall determine the validity of the allegation(s) and take whatever action he/she deems necessary.
5. Advise the member that the Regional decision can be appealed to the National Membership Committee.
6. The National Membership Committee upon review shall by a two-third majority vote accept or reject the decision of the Regional President.
7. Suspension of dues to be effective in accordance with FAA payroll procedures.

BY-LAW FOUR

DUES

The annual dues for the Coalition members shall be decided at the annual meeting of the Coalition's National Conference. Changes to any dues structure shall be by the majority vote of a certified quorum. Dues shall be the same amount or percentage of pay within each class of members.

a. Active Member – Dues, to be paid through bi-weekly payroll allotment, shall be computed as follows;

1. Members Not Paid Under the Federal Aviation Administration's (FAA) Core Compensation Plan:

.75% (.0075) of base pay (excluding locality pay), step one (1) of the employee's current grade level or actual pay rate, whichever is lower.

Forty-five percent (45%) of each active member's dues shall be rebated to the member's region.

2. Members Paid Under the FAA's Core Compensation Plan:

.75% (.0075) of the minimum rate (excluding locality pay) of the employee's current pay band or actual pay rate, whichever is lower.

Forty-five percent (45%) of each active member's dues shall be rebated to the member's region.

b. Retired Member - Dues shall be fifty dollars (\$50) per year for each retired member to be paid on January 1 of each year and prorated during the first year of membership. Fifty percent (50%) of each retired member's dues shall rebated to the member's region.

c. Associate Member - Dues shall be fifty dollars (\$50) per year for each associate member, to be paid on January 1 of each year and prorated during the first year of

membership. Fifty percent (50%) of each associate member's dues shall be rebated to the member's region.

d. Full Associate Member - Full associate member dues shall be three quarters of one percent (.75 %) of member's gross annual pay, which may be paid as follows:

1. Quarterly (on January 1, April 1, July 1, and October 1) or semi-annually (on January 1 and July 1) of each year, and rounded to the next higher whole dollar amount; or
2. Annually on January 1 of each year.

Thirty-five percent (35%) of each full associate members dues shall be rebated to the members region.

e. Corporate Member - Dues shall be one thousand dollars (\$1,000) per year for corporate members, and paid on January 1 of each year. Fifty percent (50%) of each corporate member's dues shall be rebated to the recruiting region.

f. Associate Corporate Member - Dues shall be one-half of Corporate Members annual dues and paid on January 1 of each year. Fifty percent (50%) of the dues for associate corporate members shall be rebated to the recruiting region.

g. Retired Lifetime Member - Dues shall be three hundred dollars (\$300) for retired lifetime members.

Any member whose dues are delinquent for more than 90 days and/or they have submitted a SF-1188 shall be considered inactive when dues check-off has been terminated.

BY-LAW FIVE

MEETINGS

a. Annual Meeting - There shall be an annual meeting of the Coalition during the month of September, each year, unless otherwise ordered by the Executive Committee, for receiving reports, and the transaction of other business. Meetings shall be open unless otherwise specified by the President. Notice of such meetings, issued by the Secretary, shall be mailed to the last recorded address of each member at least thirty (30) days before the time appointed for the meeting.

b. Quorum - Ten percent (10%) of all members of the Coalition, when present at any meeting properly called with reasonable prior notice as required by these by-laws, shall constitute a quorum. In instances where there are less than these numbers, a majority of those present may adjourn the meeting until a quorum is present.

c. Order of Business - The order of business at the annual meeting shall be as follows:

- (1) Call to Order
- (2) Reading of Minutes of Previous Meeting
- (3) Receiving of Communications
- (4) Report of Officers
- (5) Report of Committees
- (6) Unfinished Business
- (7) New Business
- (8) Election Results
- (9) Adjournment

The order of business may be altered or suspended at any meeting by a majority of the members present. The usual parliamentary rules as laid down by Robert's Rules of Order shall govern, when not in conflict with these by-laws.

d. Special Meetings - Special meetings of the Coalition may be called at any time by the President; and must be called at any time by the President, or in his/her absence by the Vice President or Secretary, on written request of a majority of the Executive Committee, or on the written request of not less than twenty percent (20%) of the eligible voting members of the Coalition.

Thirty (30) days' notice of any special meeting must be given to the members of the Coalition and the notice must state the objective of the meeting.

BY-LAW SIX

OFFICERS (DUTIES)

a. Officers - The Officers of the Coalition shall be the President, Vice President, Secretary, Treasurer, Regional Presidents, Technical Center and the Washington Headquarters President, herein known as the Executive Committee. The Executive Committee may elect or appoint such other officers or assistants as deemed inclusive, but not limited, to an assistant secretary(s) and/or treasurer(s). Assistants shall have the authority to perform the duties prescribed by the Officer-in-Charge.

b. Election and Terms of Office - The Officers and Chairpersons shall be held for a two-year period. No officer/chairperson shall hold the same position for more than 3 consecutive two-year periods. Elections shall be held by mail ballot as follows: President, Treasurer (Officers), Office of National Conference Coordinator, and Public Affairs Chairperson; henceforth, every even year; Vice president, Secretary (Officers), Education Recruitment and Training (ERT) and Membership Chairpersons; henceforth every odd year. Subsequent positions shall be elected reference the year they were first elected. Regional Presidents shall be elected in the regions at such times and places as determined by the regional constitution/bylaws.

c. Election of Coalition Officers – The election of coalition officers, except for Regional Presidents, shall take place annually at the time and place of the annual meeting. At the National Executive Committee level only Active, Retired, Lifetime Retired member is eligible for office. Only eligible voting members shall be entitled to vote. Candidates who receive the most of votes shall be elected.

d. Any Active Member is Eligible for Re-Election - The members of the Executive Committee shall, on election, immediately enter into performance of their duties and shall continue in the office until their successor(s) are duly elected.

e. Vacancies - A vacancy in any office except President, because of death, resignation, removal disqualification or otherwise, shall be filled for the unexpired portion of the term by Presidential appointment, subject to approval by a majority of the Executive Committee. However, a vacancy in the office of Regional President shall be filled by regional appointment.

f. President - The President shall be the principal executive officer of the Coalition and shall supervise the business of the Coalition. He or she shall preside at all meetings of members, and shall sign with the Secretary or any other member of the Executive Committee any deeds, mortgages, bonds, contracts or other instruments that the members, have authorized to be executed.

g. Vice President - In the absence of the President or in the event of his or her inability to act or refusal to act, the Vice President shall perform the duties of the President and, when so acting, shall have all the powers of and be subject to all the restrictions upon the President. The Vice President shall perform such other duties as may be assigned to him or her by the President.

h. Regional President - The Regional /Washington/Technical Center President shall develop policies at the Regional level.

i. Treasurer - Establish machinery for the collection of dues. Prepare an annual report of the transactions and condition of the Coalition and generally to devote his or her best interest to the Coalition. The Treasurer will provide each member of NBCFAE a detailed treasurer's report at the annual meeting.

The Treasurer shall be bonded for the faithful discharge of his or her duties in such sum and with such surety or sureties, as the Executive Committee shall determine. The cost of said bond should be paid for by the Coalition. The Treasurer shall have charge and custody of and be responsible for all funds and securities of the Coalition: 1) receive and give receipts for monies due and payable to the Coalition from any source whatsoever upon receipt, and deposit all such monies in the name of the Coalition in such banks, trust companies, or other depositories as shall be selected by the members; and in general, 2) perform all the duties incident to the office of Treasurer and such duties as may be assigned to him or her by the President.

The funds, books, and records of the coalition are to be subject to a clean audit annually. Any region/chapter that does not provide the quarterly reports to support the requirements for audit established by the National Executive Board shall be subject to the withholding of funds/accounts by the National of Regional treasurers until compliant.

The funds, books, and records in his or her hands shall, with the exception of confidential reports submitted by members, at all times be subject to verification and inspection by the Executive Committee of the Coalition. At the expiration of his or her term of office, the Treasurer shall deliver to his or her successor all books, monies, and other properties of the Coalition.

j. Secretary - The administration and management of the Coalition shall be vested in the Secretary. He or she shall direct the activities of the Coalition and shall perform such other duties as may be defined by the Executive Committee. It shall be his or her duty:

To give notice of and attend all meetings of the Coalition and all committees and to make provisions for the keeping of a record of proceedings.

To conduct correspondence and to carry into execution all orders, votes and resolutions not otherwise committed.

To keep a list of the members of the Coalition.

To keep records as to any agents retained by the Coalition and to take charge of and supervise the performance by them of their duties.

k. Parliamentarian - Responsible for assuring that Robert's Rules of Order are used during all formal Coalition meetings. Ensure that all meetings are conducted in a timely manner by designating a time keeper for all meetings of the Coalition. It shall be his or her duty to:

(1) Have in-depth knowledge of Robert's Rules of Order.

(2) Provide briefings to the Executive Committee on Robert's Rules of Order and other parliamentary procedures.

l. Assistant Treasurers and Assistant Secretaries - If required, the Assistant Treasurers and Assistant Secretaries, in general, shall perform such duties as shall be assigned to them by the Treasurer, by the Secretary, or by the President.

m. Executive Board - The Executive Board shall consist of the President, Vice President, Secretary, Treasurer, Parliamentarian, Regional Presidents, Public Affairs, Education Recruitment Training (ERT) and Membership Chairpersons, Conference Coordinator and Other Officers.

n. Removal - Any member elected or appointed to a national position may be removed if signatored communication is received by any Executive Committee member, from a member with voting rights, alleging misconduct and/or dereliction of duties, the Executive Committee shall notify the charged person(s) within fifteen (15) calendar days of the allegation(s). The charged person(s) has twenty (20) days to respond to the charge(s).

The Executive Committee shall decide, based on a preponderance of the evidence, if further action is necessary. If further action is deemed appropriate, this procedure shall be handled in accordance with operating practices specified (by the Membership Committee) in the Coalition's Operating Manual.

BY-LAW SEVEN

COMMITTEES

a. Standing Committee - This Coalition shall have at least two (2) standing committees: an Executive Committee and a Membership Committee. Additional standing committees may be established by vote of the active, retired, and corporate and full associate membership. The members of these committees shall be elected at the annual Coalition meeting. Each standing committee, other than the Executive Committee, shall have a Chairperson who shall be responsible for directing and coordinating the affairs of his or her committee. The President shall be Chairperson of the Executive Committee. Vacancies that occur on any committee by reason of death, resignation or otherwise may be filled by a majority vote of the remaining members, for the unexpired term.

(1) Executive Committee - The Executive Committee shall have supervision, control and direction of the affairs of the Coalition, shall execute the policies and decisions of the active, retired, corporate, and full associate membership, shall actively pursue the Coalition's objectives and shall have discretion in the disbursement of funds. It may adopt such rules for the conduct of business as shall be deemed advisable, and may, in the execution of powers granted, appoint subcommittees or agents to work on specific problems of reports. The Executive Committee shall have a meeting at the time and place of the annual meeting, and shall report to the membership on its activities. It shall also meet on demand of a majority of the members of the Coalition.

(2) Membership Committee - The Membership Committee shall determine those qualifications required for all membership in the Coalition. It shall also determine those qualifications required for associate and retired membership, and the terms and privileges thereof. The membership committee shall report on matters of interest at annual meetings of the Coalition.

b. Select Committee - The President, by resolution adopted by a majority of the Executive Committee, may designate one or more select committees, which select committees, to the extent provided in said resolution, shall have and exercise the authority of the Officers in management of the Coalition; but the designation of such other committees and the designation thereof of authority shall not operate to relieve the Officers or any individual Officer of any responsibility for actions of those functions of those Committees. A select committee designated in this manner may perform the functions of any Officer. The functions of any two or more Officers may be performed by a single select committee, including the function of both the President and the Secretary.

(1) Term of Office - Each member of a select committee shall serve for a two year period unless the committee terminates sooner.

(2) Chairperson - The chairperson has the authority to appoint members of the committee, with concurrence of the President.

(3) Vacancies - Vacancies in the membership of any committee may be filled by appointment made in the same manner as provided in the case of the original appointment.

(4) Quorum - Unless otherwise provided in the resolution of the Officers designating a committee, a majority of the whole committee shall constitute a quorum and the act of a majority of the members present shall be the act of the committee.

(5) Rules - Each committee may adopt rules for its own government not inconsistent with these by-laws or with rules adopted by the officers.

BY-LAW EIGHT

VOTING

Each entitled member shall be eligible to vote in the affairs of the Coalition. At least forty-five (45) days prior to the election, the Membership Committee shall validate the number of eligible voters in each region. The ballot system shall be used in all voting.

NOMINATIONS:

a. Each member seeking nomination to office shall complete a nomination/acceptance form and submit it to election chair or other designated official at least sixty (60) days prior to the election. The National Executive Committee shall appoint an officer/Chairperson to any vacant position that does not receive at least one candidate

acceptance form. Not less than two-thirds majority ballot vote of the National Executive Committee is required and for a maximum two year period only.

b. A slate shall be presented to the membership prior to the election.

ELECTIONS:

a. Ballots shall be mailed to all eligible voting members at least thirty (30) days prior to the election with instructions on voting procedures.

b. Ballots shall be counted at the annual meeting.

VOTING:

Each eligible voting member in good standing shall be entitled to vote in the elections of officers or proposed amendments to the Constitution and on such other matters as are deemed necessary by the Executive Committee or as required by the By-laws.

BY-LAW NINE

AMENDMENTS

Amendments to these by-laws of the Constitution shall be submitted to the National Parliamentarian, no later than sixty (60) days prior to any annual meeting of the coalition. Amendments to the by-laws that are accepted from the floor will be considered at the next annual or special meeting of the Coalition.

BY-LAW TEN

LIABILITIES

Nothing herein shall constitute members of the Coalition as partners for any purpose. No member, officer, agent, or employee shall be liable for the acts or failure to act of any other member, officer, agent, or employee of the Coalition. Nor shall any member, officer, agent, or employee be liable for his or her acts or failure to act under these by-laws excepting only acts or omissions arising out of his or her willful malfeasance.

BY-LAW ELEVEN

CONTRACTS, CHECKS, AND REFUNDS

a. Contracts - The membership may authorize any officer or officers or agent of the Coalition, in addition to the officers so authorized by these by-laws, to enter into any contract or execute and deliver any instrument in the name of or on the behalf of the Coalition, and such authority may be general or confined to specific instances.

b. Checks, Drafts, or Orders of Payment - All checks, drafts, or money orders for payment of monies, notes, or other evidences of indebtedness issued in the name of the Coalition shall be signed by such officer or officers, agent or agents of the Coalition, and in such manner as shall be determined by resolution of the officers. In the absence of such determination by the officers, such instruments shall be signed by the Treasurer or an Assistant Treasurer and countersigned by the President or the Vice President of the Coalition.

c. Gifts - The officers may accept on behalf of the Coalition any contributions, gifts, bequests, or device for the general purpose or for any special purpose of the Coalition.

BY-LAW TWELVE

EVIDENCE OF MEMBERSHIP

a. Evidence of Membership – When a member has been accepted to membership and/or has paid any dues that may be required, the membership committee shall provide evidence of membership in the coalition, which shall be in such form as may be determined by the committee. The name, address, and date of issuance, shall be entered into the records of the coalition.

BY-LAW THIRTEEN

FISCAL YEAR

The fiscal year of the Coalition shall begin on January 1st and end December 31st of each year.

BY-LAW FOURTEEN

DISSOLUTION

The Coalition may be dissolved by a vote of a majority of eligible voting members.

BY-LAW FIFTEEN

TRADEMARK

The registered trademark and seal of the Coalition shall be an air traffic control tower. This is an easily recognized aviation building, symbolizing a tower of strength. The circular motif represents Coalition unity and continuity. Hands are clasped in brotherhood and sisterhood, and the colors, red, black, and green shall prevail.

The registered trademark and seal shall be used in the conduct of Coalition business and in such manner as may be directed by the Executive Committee.

The undersigned hereby certifies that:

1. He or she is the duly elected and acting Secretary of the National Black Coalition of Federal Aviation Employees, a non-profit unincorporated association duly organized and existing under the laws of the State of Maryland.

2. The foregoing by-laws of the unincorporated association as adopted at the first meeting of the members on October 20, 1979, and amended at the annual meeting on October 10, 1980; October 21, 1982; October 19, 1984; October 26, 1985; October 1986; September 1987; September 1990; September 1991; September 1992; September 1993, September 1994, September 15, 1995; September 21, 1996; September 24, 1998, September 16, 1999, September 1, 2000, August 17, 2001, August 2004, August 2, 2005 and August 10, 2007.

IN WITNESS THEREOF, the undersigned has hereto subscribed his or her name and affixed the seal of the unincorporated association on this 10 Th day of August 2007.

Hilary King

Hilary King

Secretary, NBCFAE