

**BYLAWS OF
OF
WISCONSIN LAW ENFORCEMENT ASSOCIATION, INC.**
(A Wisconsin Non-Profit Corporation 501 (c) 5)

INTRODUCTION

- 0.01 The date(s) of annual member's meeting(s) shall be scheduled by the WLEA Board of Directors (Board) within each calendar year.
- 0.02 The required notice of member's meeting shall be not less than twenty (20) days.
- 0.03 Required notice of Board of Directors meetings (See Section 2.09)
- (a) Not less than seventy-two (72) hours if by mail or electronic mail.
 - (b) Not less than twenty-four (24) hours if by personal delivery.
- 0.04 The WLEA's principal purposes shall be:
- (a) To unite members of the three Union Locals employed in the Law Enforcement (LE) Bargaining Unit of State Employees.
 - (b) To collectively work towards fair wages, hours of work, working conditions, and other benefits afforded to state employees.
 - (c) To provide representation during contract negotiations and enforcement of said contract through grievance procedures and arbitrations.
 - (d) To foster and promote a cooperative relationship with other Union Locals in the WLEA.

ARTICLE I. OFFICES

- 1.01 **Principal and Business Offices.** The WLEA may have such principal and other business offices, within the State of Wisconsin, as the Board may designate or as the WLEA may require.
- 1.02 **Registered Office.** The registered office of the WLEA may be, but need not be; identical with the principal office in the State of Wisconsin, and the address of the registered office may be changed by the Board.

ARTICLE II. MEMBERS

- 2.01 **Local Member Unions.** The WLEA shall have three Local Member Unions: Local 1, which shall be the Wisconsin State Patrol Union; Local 2, which shall be the University of Wisconsin Campus and Capitol Police Officers Union; and Local 3, which shall be the Transportation Customer Representative Union.
- 2.02 **Non-Union Members.** Employees working within the jurisdiction of the WLEA who decline union membership. Non-Union Members do not have any voting rights and cannot hold office in the Local Member Union or the Wisconsin Law Enforcement Association (WLEA).
- (a) Non-Union Members shall be represented by the Union Local and WLEA in contract administration and negotiation thereof.
 - (b) Non-Union Members who do not elect to become Union Members within 60 days of eligibility cannot hold office or accept appointments within the WLEA for the first year of their Union Membership, as outlined in 2.04(c).
- 2.03 **Membership Fees.** The Board of Directors may assess dues against each Local Member Union in an amount which shall be based upon the number of individuals represented by the member. The membership fees shall be paid to the WLEA bi-weekly through the employer, and WLEA will return one third (1/3) of the amount collected to the Local Member Union. The dues for each member shall be ½ the member's hourly salary each bi-weekly pay period.

- (a.) **Military Service.** Members of the WLEA on leaves of absence for active service in the U.S. Military shall remain members in good standing for the duration of their activation. WLEA dues will be waived for the duration of that activation.
 - (b.) **Educational Leave.** Members of the WLEA on leaves of absence for educational purposes shall remain members in good standing for the duration of their activation. WLEA dues will be waived for the duration of that leave.
- 2.04 **Eligibility to Vote and Hold Office.** Each Union Member shall be eligible to vote and hold office immediately upon an initial application for membership. An initial application will be any application received by a current official of one of the represented locals within thirty (30) days of a new hire's starting date or fourteen (14) days of their union orientation, whichever is later but in no case more than sixty (60) days after their starting date. Any application not received within the time frame specified shall be deemed a late application.
- (a.) The membership status of any Local Member Union that fails to pay dues or special assessments when due may be suspended upon the affirmative vote of two-thirds of the Board voting on the issue. The representatives of the member that is the subject of such vote may not vote on the matter. If a Local Member Union is suspended, the Directors selected by that Local Member Union shall not be eligible to vote on any action before the Board of Directors.
 - (b.) The persons represented by a suspended Local Member Union shall not be eligible to vote on ratification of a collective bargaining agreement. The suspension notification shall include notice of necessary actions by the Local Member Union to correct the suspension.
 - (c.) A late application for membership will be any application for membership not submitted within the timeframe outlined in 2.04. Upon receipt of a late application, a member shall not have the right to hold office for a period of six (6) months following receipt of the late application for membership.
- 2.05 **Membership Rights.** Membership in the Wisconsin Law Enforcement Association (WLEA) shall consist exclusively of the employees eligible for membership in one of the Local Member Unions described in Section 2.01 above. All members shall be entitled to full benefits of membership.
- 2.06 **Annual Meeting.** The annual meeting of the members shall be held at the date and hour in each year set forth in Section 0.01, or at such other time and date within thirty days before or after said date as may be fixed by or under the authority of the Board, for the purpose of reporting the state of the union and for the transaction of such other business as may come before the meeting.
- 2.07 **Special Meeting.** Special meetings of the members, for any purpose or purposes, unless otherwise prescribed by these bylaws, may be called by the President, Board or by the person designated in the written request of not less than one-tenth (1/10) of all members of the WLEA entitled to vote at the meeting.
- 2.08 **Place of Meeting.** The Board may designate any place, in the State of Wisconsin, as the place of meeting for any annual meeting or for any special meeting.
- 2.09 **Notice of Meeting.** Written notice stating the place, day and hour of the meeting and, in case of a special meeting, the purpose or purposes for which the meeting is called, shall be delivered not less than the number of days set forth in Section 0.02 nor more than fifty days before the date of the meeting, either personally, by mail, or e-mail, by or at the direction of the President, Secretary, or other officer or persons calling the meeting, to each member of record entitled to vote at such meeting. If mailed, such notice shall be deemed to be delivered when deposited in the US mail, addressed to the member at his/her address as it appears on the record books of the Wisconsin Law Enforcement Association (WLEA), with postage prepaid.
- 2.10 **Quorum.** Except as otherwise provided in these bylaws, a majority of the members entitled to vote, represented in person or by proxy, shall constitute a quorum at a meeting of members or five (5) percent of the union membership entitled to vote. If a quorum is present, the affirmative vote of the majority of the members represented at the meeting and entitled to vote on the subject matter shall be the act of the members unless the vote of a greater number of voting by classes is required by these bylaws. Though less than a quorum of the members is represented at a meeting, a majority of the members so represented may adjourn the meeting without further notice. At such adjourned meeting at which a quorum shall be present or represented, any business may be transacted which might have been transacted at the meeting as originally notified.

- 2.11 **Conduct of Meetings.** The President and, in his/her absence, the Vice-President, and in their absence, any person chosen by the members present shall call the meeting of the members to order and shall act as chairperson of the meeting, and the Secretary of the WLEA shall act as secretary of all meetings, but, in the absence of the Secretary, the presiding officer may appoint any other person to act as secretary of the meeting.
- 2.12 **Consent Without Meeting.** Any action required or permitted by these bylaws may be taken at a meeting of the members, may be taken without a meeting if a consent in writing, setting forth the action so taken, shall be signed by the majority of members entitled to vote with respect to the subject matter thereof.
- 2.13 **Expulsion.** The Board of Directors shall have the power to expel, suspend, or censure any member of the union for conduct detrimental to the welfare of the union or whenever in its judgment the best interests of the union will be served. Such removal shall require a two-thirds vote of the Board of Directors.
- (a) Any member expelled or suspended from membership may be reinstated to full membership status at any time after two (2) years following the final action that resulted in the member's expulsion or suspension. Such reinstatement may be ordered only by a majority vote of the Board of Directors. The affected member may request consideration for reinstatement under the terms of this section by submitting a written petition to the Board of Directors.

ARTICLE III. BOARD OF DIRECTORS MEMBERS

- 3.01 **Number; Election; Term.** The property, funds, affairs and business of the WLEA shall be under the general authority of the Board of Directors (the Board). The Board shall consist of directors to serve two-year terms commencing on August 31st of each even-numbered year or upon election of a successor. The directors shall be (selected or elected) as follows: one director selected by a local with membership of 1-49; two directors selected by a local with membership of 50-149; three directors selected by a local with membership of 150-299; four directors selected by a local with membership of 300-399; five directors selected by a local with membership of 400-499; and continuing with one additional director for each 100 members. Each Local may select its directors and alternates pursuant to the procedures adopted by it. A director on the Board can designate an alternate member to serve the remainder of the term subject to the approval by the respective local executive board. This designation is not revocable and not ascending. If a director vacating their position is an officer, the designee does not automatically assume the vacated office but immediately becomes eligible for said office when filled under 4.08. If contract negotiations are still pending, no election or other selection process for bargaining delegates for the subsequent contract shall be conducted with regard to expiring terms until after a collective bargaining agreement has been ratified. Each director must be a member in good standing of his/her Member Local. The directors shall hold office until expiration of the term and until a successor is elected and qualified, or until the earlier death, resignation, removal or disqualification of the director. A Board Member may resign at any time by filing his or her written resignation with the Secretary of the Union Local.
- 3.02 **Membership.** The Board of Directors shall consist of the following members:
- President
Vice-President
Secretary
Treasurer
Local Director(s) to be determined in accordance with 3.01
- 3.03 **Regular Meetings.** A regular meeting of the Board shall be held without other notice than these bylaws immediately after the annual meeting of members, and each adjourned session thereof. The place of such regular meeting shall be the same as the place of the meeting of members, which precedes it, or such other suitable place as may be announced at such meeting of members. The Board may provide, by resolution the time and place, in the State of Wisconsin, for the holding of additional regular meetings without other notice than such resolution.
- 3.04 **Special Meetings.** Special meetings of the Board may be called by or at the request of the President, Secretary or any two Board Members. The person or persons calling any special meeting of the Board may fix any place, in the State of Wisconsin, as the place for holding any special meeting of the Board called by them, and if no other place is fixed the place of meeting shall be the business office of the WLEA.
- 3.05 **Notice; Waiver.** Notice of each meeting of the Board (unless otherwise provided in or pursuant to Section 3.03) shall be given by written notice delivered personally or mailed, or e-mailed to each director at his or her address or at such other address as such member shall have designated in writing filed with the Secretary, in each case not

less than the number of hours prior thereto as set forth in Section 0.04. If mailed, such notice shall be deemed to be delivered when deposited in the United States mail so addressed, with postage thereon prepaid. If notice is sent by e-mail it shall be with an automatic receipt,

- 3.06 **Quorum.** Except as otherwise provided by these bylaws a majority of the number of members as provided in Section 3.02 shall constitute a quorum for the transaction of business at any meeting of the Board, but a majority of the members present (though less than such quorum) may adjourn the meeting from time to time without further notice. . If the date, time and place of the adjourned meeting appear in the minutes of the original meeting, no further notice as to the date, time and place of the reconvening of the adjourned meeting need be given. At any reconvened meeting at which a quorum of the directors is present, any business may be transacted which might have been transacted at the original meeting.
- 3.07 **Manner of Acting.** The act of the majority of the members present at a meeting at which a quorum is present shall be the act of the Board, unless the act of a greater number is required by these bylaws.
- 3.08 **Conduct of Meetings.** The President and, in his/her absence, the Vice-President, and in their absence, any person chosen by the members present shall call the meeting of the Board to order and shall act as chairperson of the meeting, and the Secretary of the WLEA shall act as secretary of all meetings, but, in the absence of the Secretary, the presiding officer may appoint any other person to act as secretary of the meeting.
- 3.09 **Vacancies.** Any vacancy occurring in the Board, including a vacancy created by an increase in the number of members, may be filled at the next succeeding annual election by the affirmative vote of a majority of the members then in office, though less than a quorum of the Board; provided that, in case of a vacancy created by the removal of a member by vote of the members, the members shall have the right to fill such vacancy at the same meeting.
- 3.10 **Presumption of Assent.** A member of the Board who is present at a meeting of the Board or a committee of which he or she is a member at which action on any union matter is taken shall be presumed to have assented to the action taken unless his/her dissent is entered in the minutes of the meeting or unless he/she files his/her written dissent to such action with the person acting as the secretary of the meeting before the end of the meeting or shall forward such dissent by registered mail to the Secretary of the WLEA immediately after the end of the meeting. Such right to dissent shall not apply to a director who voted in favor of such action.
- 3.11 **Committees.** The President, subject to the approval of the Board, may designate one or more committees, each committee to consist of three or more members appointed by the President, which the extent provided in said resolution as initially adopted, and as thereafter supplemented or amended by further resolution adopted by a like vote, shall have and may exercise, when the Board is not in session, the powers of the Board in the management of the business and affairs of the WLEA, except action in respect to election of the principal officers or the filling of vacancies in the Board or committees created pursuant to this section. The President may appoint one or more of its members as alternate members of any committee who may take the place of any absent member or members at any meeting of a committee, upon request by the President or upon request by the chairman of such meeting. Each committee shall fix its own rules governing the conduct of its activities and shall make such reports to the executive board of its activities as the Board may request.
- 3.12 **Consent Without Meeting.** Any action required or permitted by these bylaws or any provision of law to be taken by the Board at a meeting or by resolution may be taken without a meeting if approved by a majority of the Board members entitled to vote. Such a vote may be conducted by telephone and/or electronic mail and shall be documented by the Secretary.

ARTICLE IV. OFFICERS

- 4.01 **Election and Term of Office of the Executive Board.** The Executive Board of the Union Local shall be a president, a vice-president, a secretary, a treasurer and one chapter vice-president per chapter. The president and secretary are elected in the even-numbered years, the vice-president and treasurer in the odd-numbered years. The president, vice-president, secretary, and treasurer shall comprise the principal officers of the Union Local. The election of principal officers of the Union Local shall be held in April, following the annual meeting set forth in Section 2.06. The officers of the Union Local shall be elected by the members entitled to vote in the Union Local via a mail or electronic ballot. Nominations for election of officers defined in this section shall be presented by traditional mail or electronic mail prior to or during the annual meeting. Each officer shall hold office until his or her successor is elected or until his or her prior death, resignation, or removal.

- 4.02 **President.** The President shall be the chief executive officer of the WLEA and shall be responsible for the active management of the day-to-day business of the WLEA, shall see that all orders and resolutions of the Board are carried into effect. The president shall appoint committees, preside at meetings of the Board and of the members, shall serve as the spokesperson for all collective bargaining negotiations, and shall have the general powers and duties of supervision and management usually vested in the office of the president of an association. The President may delegate his/her duties to other members of the Board.
- (a.) Prior to the President or designee signing any negotiated agreement or contract it shall be ratified by a majority of members entitled to vote via a mail or electronic ballot election in the WLEA. The President will not enter into agreements on behalf of a Local Member Union or said Union Chapter unless requested to do so by the Local Member Union Executive Board.
 - (b.) In case of death, resignation or permanent disability of the President, the Vice-President shall act as President until the Board of Directors designates a new President to complete that term. If a Board Member is designated to complete a term as President by the Board, that designation will not make that person ineligible for election to a successive term under the provisions of 4.01.
- 4.03 **Vice-President.** The Vice-President shall perform the duties and assume the responsibilities of the President in the absence or the inability to act of the President. In case of death, resignation or permanent disability of the President, the Vice-President shall act as President until the Board of Directors designates a new President to complete that term.
- 4.04 **Secretary.** The Secretary shall keep a record of the Minutes of the Proceedings of meetings of the Board and shall give notice of such meetings as required by these bylaws.
- 4.05 **Treasurer.** The Treasurer shall keep accounts of all monies and other assets of the WLEA received or disbursed, shall deposit all monies and valuables in the name of and to the credit of the WLEA with such banks or with such custodians as may be authorized to receive the same, and shall give reports of the accounts as may be required by the WLEA.
- 4.06 **Election and Term of Office.** The officers of the WLEA shall be elected by the Board of Directors for the WLEA. Each officer must be a designated Board member from their Local Union prior to election as an officer of the WLEA. Each officer shall hold office until his or her successor shall have been duly elected or until his/her prior death, resignation or removal.
- 4.07 **Removal.** Any officer or agent may be removed by the Board whenever in its judgment the best interests of the union will be served, but such removal shall be without prejudice to the contract rights, if any, of the person so removed. Election or appointment shall not of itself create contract rights. Such removal shall require a two-thirds vote of the Board of Directors.
- 4.08 **Vacancies.** A vacancy in any principal office because of death, resignation, removal, disqualification or otherwise, shall be filled by the Board for the un-expired portion of the term.
- 4.09 **Compensation for Directors.** As compensation for service to the WLEA, the directors shall be paid for the time spent on WLEA business, not to exceed 10 hours for any one (1) days, at an hourly rate as established by the Board. The hourly rate will not exceed the maximum hourly rate included in the current or extended collective bargaining agreement.

ARTICLE V. CONTRACTS, LOANS, CHECK AND DEPOSITS: SPECIAL CORPORATE ACTS

- 5.01 **Contracts.** The President shall be authorized to execute contracts on behalf of the corporation. The Board may authorize any officer or officers, agent or agents, to enter into any contract or execute or deliver any instrument in the name of and on behalf of the corporation, and such authorization may be general or confined to specific instances. In the absence of other designation, all deeds, mortgages and instruments of assignment or pledge made by the corporation shall be executed in the name of the corporation by the President or one of the other officers designated by the Board. The Secretary, when necessary or required, shall affix the corporate seal thereto: and when so executed no other party to such instrument or any third party shall be required to make any inquiry into the authority of the signing officer or officers.

- 5.02 **Loans.** No indebtedness for borrowed money shall be contracted on behalf of the corporation and no evidences of such indebtedness shall be issued in its name unless authorized by or under the authority of a resolution of the Board. Such authorization may be general or confined to specific instances.
- 5.03 **Checks, Drafts, etc.** All checks, drafts or other orders for the payment of money, notes or other evidences of indebtedness issued in the name of the corporation, shall be signed by such officer or officers, agent or agents of the corporation and in such manner as shall be determined by or under the authority of a resolution of the Board.
- 5.04 **Deposits.** All funds of the WLEA shall be deposited to the credit of the corporation in such banks, trust companies or other depositories as may be selected by or under the authority of a resolution of the Board.

ARTICLE VI. AMENDMENTS

- 6.01 **By Board of Directors.** These bylaws may be altered, amended or repealed and the bylaws may be adopted by a unanimous vote of the Board of Directors provided that a minimum twenty (20) day written notice was given to all Board members.
- 6.02 **By Members.** These bylaws may be altered, amended or repealed and bylaws may be adopted by affirmative vote of the majority of members entitled to vote via a mail or electronic ballot election. An amendment shall be submitted to the membership for ratification if it is either supported by a majority of the Board of Directors, or if a petition is filed with the Board of Directors signed by not less than ten percent (10%) of the members eligible to vote supporting the proposed amendment.
- 6.03 **Permanent Adoption.** These bylaws of incorporation, as adopted by a majority vote on March 26, 2005, will be voted on using a mail or electronic ballot system not later than one year after adoption, as identified in 9.06.
- 6.04 **Conformance to existing or enacted laws.** If any provision of these bylaws is in conflict with the laws of the United States or the State of Wisconsin, that provision will be null and void without invalidating the remaining provisions of these bylaws.
- 6.05 **Uniformity with Local Member Unions.** If any provision of these bylaws is in conflict with Local Member Union bylaws, the WLEA bylaws will take precedence without invalidating the remaining provisions of the Local Member Union bylaws.

ARTICLE VII. INDEMNIFICATION

- 7.01 **Third-Party Actions.** The corporation shall indemnify any and all persons who were or are a party or are threatened to be made a party to any threatened, pending, or completed action, suit or proceeding, whether civil, criminal, administrative or investigative, including all appeals, by reason of the fact that he or she is or was an officer of the corporation or is or was serving at the request of the union as an officer of another entity, against expenses (including attorney fees), judgments, decrees, fines, penalties and amounts paid in settlement, actually and reasonably incurred by the member or employee in connection with such action, suit or proceedings if the person acted in good faith and in a manner which he/she reasonably believed to be in or not opposed to the best interests of the corporation, and, with respect to any criminal action or proceeding, had no reasonable cause to believe his/her conduct was unlawful. The termination of any action, suit or proceeding by judgment, order, settlement, conviction, or upon a plea of no contest or its equivalent, shall not, of itself, create a presumption that the person did not act in good faith and in a manner which he/she reasonably believed to be in or not opposed to the best interests of the union, and, with respect to any criminal action or proceeding, had reasonable cause to believe that his/her conduct was unlawful.
This indemnification agreement is intended to include negligent conduct or lack of due care on the part of all persons to whom these bylaws apply.
- 7.02 **Derivative Actions.** The corporation shall indemnify all persons identified in Section 7.01 against expenses (including attorneys fees), judgments, decrees, fines, penalties and amounts paid in settlement, actually and reasonably incurred by such person in any threatened, pending or completed action or suit by or in the right of the corporation to the full extent of Section 7.01 which is consistent with and authorized by Wisconsin Law.
- 7.03 **Advances of Expenses.** Expenses incurred of each person indemnified in defending a civil, criminal, administrative, or investigative action, suit or proceeding (including all appeals) or threat thereof, may be paid by the corporation in advance of the final disposition of such an action, suit or proceeding as authorized by the Board,

whether a disinterested quorum exists or not, after the Board member or employee agrees in writing to repay such an amount unless it is ultimately determined that he/she is entitled to be indemnified by the WLEA.

- 7.04 **Non-Exclusiveness: Heirs.** The indemnification provided by this agreement shall not be deemed exclusive of any other rights to which those seeking indemnification may be entitled as a matter of law, under the rules and regulations of this union, and the agreement, vote of the union or the members of the corporation the union operates, or any insurance purchased by the union or the person to be indemnified, and shall inure to the benefit of the heirs, executors, and administrators of such a person.
- 7.05 **Purchase of Insurance.** Notwithstanding the rights contained in this agreement, the corporation may purchase and maintain insurance on behalf of any officer of the WLEA.

ARTICLE VIII COLLECTIVE BARGAINING

- 8.01 **Exclusive Representative.** The WLEA shall be the exclusive bargaining representative with regard to the terms and conditions of employment of the State of Wisconsin employees affiliated with each Local. Members from each Local shall elect two (2) representatives to serve on WLEA Bargaining Committee. To assist the WLEA in negotiations with the State of Wisconsin, the Board of Directors of the WLEA may hire a negotiator.
- 8.02 **Contract Ratification.** Any collective bargaining agreement negotiated by the WLEA shall be submitted for ratification by the represented individuals only upon a vote to approve the tentative agreement by not less than five sixths (5/6) of the representatives elected by each local according to these bylaws. If approved by the representatives, the tentative agreement shall be submitted for ratification to each union member with voting rights under 2.04, whose membership dues are current. The Agreement will be ratified only upon approval of a majority vote of the union members.
- 8.03 **Grievances.** An Arbitration Council, consisting of the President and Chief Steward of each of the Local Member Unions, will review all requests for arbitration submitted by the Chief Steward(s) of each Local Member Union to the WLEA. The grievance may proceed to arbitration, except that a vote of not less than two thirds (2/3) of the Arbitration Council may withdraw support of a grievance to arbitration.
- (a.) If the Arbitration Council requires further information to make a decision, the Arbitration Council may invite the affected Union Member and/or steward to provide additional information at the sole discretion of the Arbitration Council.
 - (b.) If the Arbitration Council does not support a grievance to arbitration, the affected Local Member Union has the right to pursue the grievance at its own expense in an expedited arbitration. The results of the expedited arbitration shall not be binding beyond the scope of the original case.
 - (c.) An individual employed within the jurisdiction of the WLEA, whether a member or a non-member, may not pursue relief for an alleged violation of the collective bargaining agreement without written approval from either the WLEA Board of Directors or the Local Union Executive Board representing the individual's classification except as provided by Chapter 111, Wis. Stats..

ARTICLE IX MISCELLANEOUS PROVISIONS

- 9.01 **Expenses.** Expenses incurred by officers, stewards, and committee members of the WLEA conducting union business must be authorized or approved by the Board subject to the following:
- (a.) Actual expenses shall be documented on a prescribed form detailing type of business expense including receipts.
 - (b.) Mileage may be paid at a rate authorized by the IRS for use of personal vehicle.
 - (c.) Lost time wages may be authorized by the Board to conduct Union business.
 - (d.) Predetermined pay may be authorized by the Board for conducting Union business without loss of employer pay while conducting union business.
- 9.02 **Robert's Rules of Order.** Meetings shall be conducted under the provision of Robert's Rules of Order unless the rule is suspended on a vote of the majority of members present.

- 9.03 **Dissolution**. Upon dissolution, the net assets of this union will not inure to the benefit of any private person or individual but shall be distributed, pursuant to a plan of dissolution adopted by the Board, and approved by the members, if any, whereby the net assets are distributed to another exempt organization, fostering similar objectives to this corporation. However, if such an organization cannot be agreed upon, then to another organization operated exclusively for charitable purposes.
- 9.04 **Audit**. The Board shall authorize on an annual basis an audit of the books and records, financial or otherwise, of the corporation for the purpose of confirming that said books and records are accurately and fairly maintained. The Board shall recognize an Internal Controls Review by a certified public accountant as a type of audit that satisfies the requirement of this section.
- 9.05 **Newsletter**. The WLEA will publish a member newsletter with content and frequency to be determined by the Board of Directors. The Board will have the ability to delegate editorial control as it deems necessary. Each Local Member Union is encouraged to submit articles for publication.