

Workforce Connections Board By-Laws

ARTICLE I AUTHORITY AND RESPONSIBILITY

- 1.1** The Workforce Connections Board (formerly known as the Southern Nevada Workforce Investment Board) (the “Board”) is the local workforce development Board for Southern Nevada appointed by Chief Elected Official Consortium pursuant to the Workforce Innovation and Opportunity Act of 2014 (29 U.S.C. § 3101 et seq.; “WIOA”).
- 1.2** It is the principal responsibility of the Board to perform the functions set forth in WIOA¹ and to provide policy guidance for strategic planning activities, as well as to monitor, review, and direct activities toward achieving the Board’s goals and objectives. The Board will carry out its responsibilities in partnership with agencies and organizations of general local government in the workforce development area. In achieving this requirement, the Board shall develop strategic plans to align its workforce development resources to the regional economies to ensure coordinated and efficient services to both job seekers and employers.
- 1.3** The Board’s workforce development area is comprised of Southern Nevada, including Clark County, Esmeralda County, Lincoln County, and Nye County, and including, but not limited to, the cities of Las Vegas, Henderson, North Las Vegas, and Boulder City. The Board shall operate in accordance with the applicable portions of the Cooperative Agreement for the Chief Local Elected Official Consortium and the Establishment of Workforce Connections as a Joint Powers Authority, as amended, and the Agreement Between the Chief Local Elected Official Consortium and Workforce Connections Board to the Southern Nevada Workforce Development Area, as amended (collectively referred to as the “Organizational Agreements”), which are incorporated herein by reference.
- 1.4** The Board shall comply with any and all applicable state laws pertaining to public entities.
- 1.5** The Board shall operate on a fiscal year and shall develop an annual budget to carry out the Board’s goals, objectives, and duties pursuant to WIOA. Pursuant to WIOA, the Chief Local Elected Official Consortium² (“Consortium”) has the

¹ As of the approval of these bylaws, the Board’s functions, as a local workforce development board, are generally detailed in 29 U.S.C. § 3101.

² Pursuant to 29 U.S.C. §§ 3122, 3131 and the Organizational Agreements, the Consortium is the WIOA fund grant recipient and the Consortium’s member counties and cities are liable for the misuse of the WIOA funds expended by the Board. As of the date of these bylaws, the following municipalities each have one local elected official who serves on the Consortium: (1) Clark County; (2) City of Las Vegas; (3) City of Henderson; (4) City of North Las Vegas; (5) Boulder City; (6) Nye County; (7) Esmeralda County; and (8) Lincoln County.

authority to approve or disapprove the Board's budget and therefore, the Board shall present the budget to the Consortium, at a Consortium meeting, for consideration and approval within a reasonable time to allow for: (1) the Consortium to review the budget; (2) revise the budget, if necessary; and (3) approve the budget before the Board's fiscal year begins. The Board shall work with the Consortium to revise the Board's budget as necessary to obtain the Consortium's approval.

- 1.6 The Board members shall lead efforts to broker relationships with employers and leverage support for workforce development initiatives by actively participating in workforce development system-convening events, align partners from K-12, post-secondary, economic development, chambers of commerce, industry sector partnerships, and others.
- 1.7 The Board employs staff, including an Executive Director ("ED"), to assist in carrying out its functions as authorized in 29 U.S.C. § 3122(f). Part of the Board's budget will be used to pay its employees. Pursuant to the Agreement between the Chief Local Elected Official Consortium and the Workforce Connections Board, the ED shall be selected, hired, and directed by the Consortium, and shall answer solely to the Consortium.
- 1.8 **ED's Responsibilities.** The ED's responsibilities include but are not limited to:
 - (a) having authority to sign contracts on behalf of the Board;
 - (b) organizing, hiring, terminating, managing, and supervising employees;
 - (c) responding to and complying with Board audits;
 - (d) assisting with Board functions outlined in 29 U.S.C. § 3122; and
 - (e) generally overseeing the necessary functions and activities for the Board to carry out its goals and responsibilities.

ARTICLE II MEMBERSHIP AND VOTING

- 2.1 **Nominations and Appointments.** The Consortium shall have sole authority to appoint Board members and shall make such appointments pursuant to 29 U.S.C. § 3122 (c)(1)(A) *et seq*, as well as, applicable federal and state law, and the Organizational Agreements.

2.2 Composition. Composition by membership category shall be in accordance with 29 U.S.C. § 3122 *et seq.*; individuals may represent more than one category, provided they meet the required criteria.³

2.3 Terms of Appointment.

- (a) Board members appointed from the “Business in the Local Area” category shall serve three-year terms pursuant to 29 U.S.C. § 3122.
- (b) Board members other than those appointed to the “Business in the Local Area” category shall serve two-year terms.
- (c) A Board member’s term shall begin the month of the member’s appointment and shall end on the last day of the same month of appointment during the final year of the member’s term.
- (d) There is no limit on the number of terms Board members may serve.

2.4 Removal of Board Members.

- (a) Resignation: Board members may resign at any time. Board members shall be removed automatically and immediately cease to be Board members after:
 - (i) The Board member provides a written notice of resignation to:
 - a) The Board’s Chairperson;
 - b) The Board’s Vice-Chairperson;
 - c) The ED; or
 - d) The Consortium’s Chairperson.
- (b) Removal: Board members shall be removed immediately and cease to be Board members after:

³ As of the date of these bylaws, WIOA requires the Board membership to comply with criteria set by Nevada’s Governor, which must include, at a minimum, representatives from the following groups: (1) local business owners, officers, and managers; (2) local educational entities, school boards, etc.; (3) local labor organizations; (4) community based organizations, including organizations representing people with disabilities and veterans; and (5) economic development agencies. However, a majority of the Board members must be representatives from business owners, officers, and managers as described in 29 U.S.C. § 3122 (2)(A). In addition, not less than 20% of the members must be representatives of labor organizations, community based organizations and organizations with expertise in addressing employment, training or education needs of youth as described in 29 U.S.C. § 3122 (2)(b)(i-iv). The Board membership must always comply with the most current WIOA requirements.

- (i) The Board member fails to attend three consecutive regularly scheduled Board meetings, in person or by telephone, without providing a valid excuse, the validity of which shall be determined in the sole discretion of the Board's Chairperson;
- (ii) The Consortium determines by a simple majority vote that the Board member should be removed; or
- (iii) The Board member ceases to qualify under the category in which the Board member was appointed. However, in the Consortium's sole discretion, a Board member in these circumstances may be reappointed under a different qualifying category.

2.5 Vacancies. Vacancies caused by unexpired terms shall be filled by the Consortium appointing qualified individuals pursuant to Sections 2.2 and 2.3 of these bylaws.

- (a) Notification to the Consortium of Board vacancies must be presented through an agenda item at the next available Consortium meeting. The Consortium shall be presented with eligible applicants and shall appoint the new Board members to fill the vacancy.

2.6 Voting. Only Board members may vote at Board meetings. Board members must be physically or electronically present (e.g. via video conference or via telephone conference call) at the Board meeting. Proxy-voting and/or absentee voting is prohibited.

2.7 Conflicts of Interest.

- (a) Prior to taking office as a Board member, the potential Board member must declare in writing, on a form provided by the ED or designee, all business interests or representational interests the member has with known past, current, or potential recipients of WIOA funds. The written declaration must be updated annually to reflect any changes. The written declaration must also include substantial business interests or representational interests of the Board member's immediate family members. A Board member may not vote on a matter under consideration by the Board:
 - (i) regarding the provision of services by that Board member;
 - (ii) regarding the provision of services by an entity that Board member represents;
 - (iii) regarding any topic that would provide direct financial benefit to that Board member or his/her immediate family; or
 - (iv) regarding any other topic where that Board member had, has, or would have a conflict of interest pursuant to 29 U.S.C. § 3101 *et seq*, NRS § 281A.420, or NRS § 281A.430.

- (b) Definitions:
- (i) An “immediate family member” includes any person who is the Board member’s spouse or domestic partner, relative by blood, adoption, marriage or domestic partnership within the third degree of consanguinity or affinity or is a member of the Board member’s household .
 - (ii) An “entity the board member represents” or a “representational interest” is defined as:
 - a) When the Board member is employed, retained, hired, or contracted by the organization, business, governing body, or project (the “entity”); and/or
 - b) When the Board member is named as one of the board of directors, managers, commissioners, councilpersons, or other members of a direct governing body of the entity, business, or project; and/or
 - c) When the Board member has been retained by the board of directors, commission, council, or other direct governing body of the entity, business, or project in any capacity; and/or
 - d) When the Board member has an ownership or relationship interest or other economic interest in an entity.
- (c) Disclosure of Conflict of Interest: When a Board member has a conflict of interest, then the Board member shall:
- (i) prior to discussion, vote, or decision by the Board, publicly disclose the nature of the conflict of interest in the action item under consideration;
 - (ii) answer any questions regarding the conflict of interest, which may be asked if the Board Chairperson or Committee (See Article III of these bylaws) Chairperson determines that questions regarding the Board member’s disclosure are needed for the Board to properly consider the matter;
 - (iii) not speak to or initiate any discussion of the action item to which the conflict of interest pertains;
 - (iv) not request funds or proposals that compete with the action item to which the conflict of interest pertains, and abstain from voting on the matter to which the conflict of interest pertains; and

- (v) comply with requirements in NRS Chapter 281A - Ethics in Government.
- (d) A Board member who violates any conflict of interest requirements set forth herein may be removed from the Board by a simple majority vote of the Consortium.
- (e) All declarations of conflict of interest and abstentions from voting will be recorded in the minutes of the Board meeting.

ARTICLE III BOARD COMMITTEES

Each Board member is required to serve on at least one committee.

3.1 Standing Committees. The Board may designate and direct the activities of Standing Committees to provide information and to assist the Board in carrying out its activities pursuant to 29 U.S.C. § 3122(b)(4) and 20 C.F.R. § 679.360(a). Board members may serve on more than one Committee. The Board has established the following Committees as Standing Committees:

- (a) The Executive Committee. (See 3.2.)
- (b) The Programs Committee. The Programs Committee is composed of Board Members and non-Board Members with specific interest and expertise in business engagement, the One-Stop delivery system, provision of services to individuals with disabilities, and provision of services to youth.
 - (i) The Programs Committee reviews intelligence/recommendations submitted by staff.
 - (ii) The Programs Committee reviews WIOA funding recommendations for contract awards submitted to the Board for approval for subsequent approval by the Consortium.
- (c) The Finance and Budget Committee: The Finance and Budget Committee shall provide guidance to staff in developing and submitting a comprehensive annual budget to the Board. The Finance and Budget Committee shall review financial activities (including incurred debt), monitor audit reports (internal and external), as well as periodic budget analysis prepared by staff regarding employment and training programs and fiscal processes. The Finance and Budget Committee shall review budget modifications and fiscal policy. Additionally, the Finance and Budget Committee shall have the responsibility to help Board members understand the full financial implications of Board actions and measure the effectiveness of projects and programs in terms of relative value.

3.2 The Executive Committee.

- (a)** The Board shall maintain an Executive Committee.
- (b)** The delegation of authority to the Executive Committee shall not operate or function to relieve the Board of its responsibilities, except as explained below in paragraph 3.2(d) “Executive Committee Authority.”
- (c)** Executive Committee Composition.
 - (i)** The Executive Committee shall be comprised of the Board’s Chairperson and Vice-Chairperson, the Consortium’s Chairperson, and the elected Chairpersons of the Board’s Programs Committee and Finance and Budget Committee.
 - (ii)** If the Consortium’s Chairperson is unable to attend an Executive Committee meeting, then the Consortium’s Vice-Chairperson shall attend the Executive Committee meeting and participate and vote as a member of the Executive Committee during that meeting in the place of the Consortium’s Chairperson.
 - (iii)** If the Board’s Chairperson or Vice-Chairperson also serves as a Chairperson of one of the Board’s other current Committees, then the Vice-Chairperson of that other Committee shall be a member of the Executive Committee.⁴
 - (iv)** The Board Chairperson shall serve as the Chairperson of the Executive Committee.
- (d)** Executive Committee Authority.
 - (i)** The Executive Committee is authorized to act on behalf of the Board, only when the following criteria have been met:
 - a)** It can be demonstrated that it is impractical for a Board meeting to take place (meaning attempts have been made to obtain a quorum for a full Board meeting and have failed);
 - b)** The business and action items which would have been presented to the Board during the meeting which cannot occur due to impracticality, are of such urgency that the failure of the Executive Committee to act on behalf of the

⁴ For example, if the Board’s Chairperson is also the Chairperson for the Budget Committee, then the Vice-Chairperson of the Budget Committee would serve on the Executive Committee.

Board will greatly impede operations and/or services provided by Workforce Connections, and/or service providers, vendors, and contractors, or will greatly impede the continued services provided clients , and/or service providers, vendors, and contractors;

c) The Consortium's lead counsel concurs with the determination that the criteria in (a) and (b) have been met; and

d) Notice and a copy of the Executive Committee meeting agenda has been provided to the Consortium.

(ii) The Executive Committee shall not have the authority to act on behalf of the Board with respect to the following issues:

a) Amending or repealing any Board resolution;

b) Amending or repealing the Board's bylaws;

c) Adopting a plan of merger or consolidation;

d) Selling, leasing, or otherwise disposing of all or any property and assets (excluding program monies) of the Board;

e) Voluntarily dissolving the Board or revoking a voluntary dissolution;

f) Modifying the Board's strategic plan; or

g) Adopting or eliminating major programs.

(iii) Executive Committee Quorum: A simple majority of the voting members of the Executive Committee shall constitute a quorum.

3.3 Other Committees: The Board Chairperson may establish and dissolve other Committees as necessary. The Standing Committees and any other Board Committee established by the Chairperson may be referred to as the "Committees" in these bylaws.

3.4 Committee Size, Term, and Responsibilities:

- (a) **Size.** Committees shall be established with at least three Board members. Additional Committee members are not required to be members of the Board.
- (b) **Term.** With the exception of Standing Committees, Committees will be active as long as necessary to serve the purpose for which the Committee was created. With the exception of Standing Committees, Committees may be dissolved and later reformed at the Chairperson's discretion.
- (c) **Responsibilities.** Committees shall record and maintain meeting minutes, report their progress, and provide information and recommended action to the Board.
- (d) All Committees shall be chaired by a member of the Board.
- (e) All Committee Chairpersons, with the exception of the Executive Committee Chairperson, shall be elected bi-annually by a majority vote of the Committee's members. A Board member shall not chair more than one Committee.

3.5 Removal of Committee Member. Any Committee member shall be removed from said Committee after:

- (a) The Committee member fails to attend three consecutive regularly scheduled Committee meetings, in person or by telephone, without a valid excuse, the validity of which shall be determined in the sole discretion of the Committee's Chairperson;
- (b) The Committee member requests to be removed;
- (c) The Consortium determines that the Board member serving on the Committee should be removed from the Board; or
- (d) The Board determines a non-Board member be removed from the Committee.

**ARTICLE IV
BOARD MEMBER'S CONDUCT AND RESPONSIBILITIES**

4.1 Board Member Responsibilities. Members of the Board shall:

- (a) Comply with these bylaws;

- (b) Make a positive contribution to the region's economy by helping shape a workforce development system that meets the demands of employers and job seekers;
- (c) Devote a portion of their time and talent to working with other Board members, staff, businesses, public officials, and public and private sector partners to improve the quality of the local workforce development area;
- (d) Regularly attend Board and Committee meetings;
- (e) Join and participate actively in at least one standing Board committee;
- (f) Be prepared for Board meetings by reviewing materials sent in advance of meetings;
- (g) Act and vote on the strategic interest of Workforce Connections and the Southern Nevada community as a whole, rather than the interest of a single constituency;
- (h) Observe and understand staff functions and the role of the Consortium;
- (i) Serve as an ambassador of Workforce Connections within the community and among businesses and industry leaders; and
- (j) Not engage in or facilitate any discriminatory or harassing behavior directed toward other Board members, staff, appointed officers, meeting attendees, exhibitors, advertisers, sponsors, contractors, or others in the context of activities relating to Workforce Connections.

4.2 Board Member Authority. Board members shall respect the authority of the ED and not independently direct or assign tasks to staff.

4.3 Contracts after Board Membership. Board members shall not be employed by an organization who has been awarded a contract from Workforce Connections while serving on the Board or receive direct contracts from Workforce Connections for at least one year after leaving their position on the Board.

ARTICLE V MEETINGS

5.1 Open Meeting. All Board and Committee meetings shall be conducted in accordance with NRS Chapter 241, the Nevada Open Meeting Law.

5.2 Meetings and Agendas.

- (a) **Regular meetings:** The Board shall schedule a meeting at least once every quarter throughout the year. If necessary, the Board may meet more frequently as deemed necessary by the Chairperson. Likewise, the

Committees shall schedule a meeting at least once every quarter or more frequently as deemed necessary by the Committee's Chairperson.

- (b) Special meetings: The Board may hold special meetings from time to time as deemed necessary or appropriate by the Board Chairperson, the Consortium Chairperson, and/or the ED.
- (c) Agendas: Staff will prepare agendas for Board meetings and Committee meetings. All requests to place matters on an agenda along with the needed back-up information to properly place an item on an agenda must be presented to staff within a reasonable time before the relevant meeting date to facilitate compliance with the Nevada Open Meeting Law. Otherwise, the requested agenda item may not be included on the agenda. The ED shall have the sole discretion to place any untimely, late, or incomplete request on an agenda. Only matters which relate to or affect the business, jurisdiction, or authority of the Board may be placed on the Board's meeting agenda. Likewise, only matters which relate to or affect the business, jurisdiction, or authority of a Committee may be placed on that Committee's meeting agenda.
- (d) The following individuals may place a matter on the Board's agenda:
 - (i) The Consortium Chairperson;
 - (ii) The Board Chairperson;
 - (iii) Any Committee Chairperson, provided the matter the Committee Chairperson wishes to place on a Board agenda is within the scope of responsibility for the Chairperson's Committee; and/or
 - (iv) The ED.
- (e) The following individuals may place a matter onto a Committee's agenda:
 - (i) The Consortium Chairperson;
 - (ii) The Board Chairperson;
 - (iii) The Committee's Chairperson; and/or
 - (iv) The ED.
- (f) Any request to place a matter on an agenda, which is not received in time to place the matter on the upcoming meeting agenda, will result in the matter being placed on the subsequent meeting agenda.
- (g) Board members shall receive meeting agendas in a reasonable timeframe to comply with the Nevada Open Meeting Law.

- (h) Board members may attend all meetings in-person, through available remote options such as telephonic attendance or web-based virtual technology.

5.3 Presiding Officer.

- (a) **The Board:** The Board Chairperson shall preside over all Board meetings. In the absence of the Board Chairperson, the Board Vice-Chairperson shall be the presiding officer. In the absence of both the Board Chairperson and Vice-Chairperson, the acting presiding officer shall be: (first) the most senior Board member, (second) the second most senior Board member, and (third) the third most senior Board member. When deemed appropriate, even during a meeting where the Board's Chairperson and Vice-Chairperson are present, the Board Chairperson may choose a Board member to serve as temporary Board Chairperson for that specific meeting.
- (b) **Committees:** Committee Chairpersons shall preside over their respective Committee meetings. In the event that a Committee Chairperson is absent from a Committee meeting, then the presiding officer of that Committee meeting shall be the Committee's Vice-Chairperson. In the absence of both the Committee's Chairperson and Vice-Chairperson, then a temporary Chairperson for that Committee meeting shall be chosen by a majority vote of the then present Committee members, which shall be conducted by the most senior Board member serving on the Committee. When deemed appropriate during a Committee meeting, even during a meeting where the Committee's Chairperson and Vice-Chairperson are present, the Committee's Chairperson may choose a Committee member (who is also a Board member) to serve as temporary Chairperson for that Committee meeting.

5.4 Parliamentary Authority. Unless other procedural rules are adopted by the Board, Robert's Rules of Order Newly Revised shall be used to govern all Board and Committee meetings.

5.5 Quorum. For a Board meeting, a quorum shall consist of a simple majority of the Board members. For a Committee meeting, a quorum shall consist of a simple majority of the Committee members.

**ARTICLE VI
BOARD AND COMMITTEE OFFICERS**

6.1 Officers. The Chairperson and the Vice-Chairperson shall be the only officers of the Board. Each Committee shall have a Chairperson and a Vice-Chairperson who shall be the only officers of each Committee.

- (a) Board Chairperson. The Board Chairperson shall only be elected from among the Board members who are part of the “Business in the Local Area” category set forth in 29 U.S.C. § 3101. In addition to presiding over Board meetings, the Chairperson shall establish Committees, certify meeting quorums, and perform other duties as required by WIOA.
- (b) Board Vice-Chairperson. The Board Vice-Chairperson shall be elected from among any of the appointed Board members. The Board Vice-Chairperson shall fulfill the duties of the Board Chairperson in the absence of the Board Chairperson.
- (c) Each Committee Chairperson and Vice-Chairperson shall be elected from the Committee members who are serving on the respective Committee.

6.2 Elections and Terms of Service. The Board’s Chairperson and Vice- Chairperson shall be elected by a majority vote of the Board’s members present at the Board meeting when the election is held. Each officer shall serve a term of two-years, which shall begin on July 1st of the election year and end on June 30th two years later.

- (a) Each Committee’s Chairperson and Vice Chairperson shall be elected by a majority vote of the respective Committee’s members present at the Committee meeting when the election is held. Each Committee officer shall serve a term of two years, which shall begin on July 1st of the election year and end on June 30th two years later. Committee elections shall take place immediately after a Committee is formed,
- (b) No officer may serve more than two consecutive terms in the same office. Elections of the Board and Committee’s officers shall be complete no later than June 30th of the final year of the officers’ term of office; alternatively, if a meeting to conduct the vote in the month of June is impractical, then the vote will be conducted at the next Board meeting before any other business is conducted.

6.3 Election Procedures for Board Officers.

- (a) The Board will hold a meeting before the officers’ terms expire and, at such Meeting, the officers will be elected. During this meeting, the Board Chairperson will ask the Board members to provide nominations for potential officers. Any qualifying Board member, who is nominated and seconded, will be an officer candidate, unless that Board member does not accept the nomination. Board members will then vote on those members who accept their nominations. The candidate for office who receives the most votes for that office is elected and will serve in that office. In the event qualifying nominated candidate(s) do not exist, then the Consortium Chairperson shall appoint a temporary Board Chairperson and Vice-Chairperson, as needed, who shall serve until a qualified nominated

candidate(s) may be elected, which election shall be agendized in each subsequent Board meeting until the officer(s) are elected.

6.4 Election Procedures for Committee Officers

- (a) The respective Committee will hold a meeting before the officers' terms expire, and the officers will be elected at such meeting. During this meeting, the Committee Chairperson will ask the Committee members to provide nominations for potential officers. Any qualifying Board member, who is nominated and seconded, will be an officer candidate, unless that Committee member does not accept the nomination. The respective Committee members will then vote on those members who accept their nominations. The candidate for office who receives the most votes for that office is elected and will serve in that office. In the event qualifying nominated candidate(s) do not exist, then the Board Chairperson shall appoint a temporary Committee officer, as needed, who shall serve until a qualified nominated candidate(s) may be elected, which election shall be agendized in each subsequent Committee meeting until the officer(s) are elected.

- 6.5 Vacancies.** The Board shall elect successors to fill the unexpired term of any officer within two months after the office becomes vacant. The Board member who is elected to fill a vacant office shall only serve to the end of the original term for which the vacancy was filled.

- 6.6 Removal.** Officers will be automatically removed from office under the following conditions: (1) by a majority vote of a quorum of the Consortium; (2) if the Officer does not qualify under WIOA to serve in the office; (3) if the Consortium removes the Officer from the Board; or (4) if the Officer ceases to be a Board member for any reason.

ARTICLE VII AUTHORIZATION TO INCUR DEBT (NOT TO EXCEED \$100,000)

- 7.1 Authority to Incur Debt.** When necessary to ensure the continued operations and functions of the Board, the ED, or a management employee to whom the ED has designated specific authority in writing, may incur debt in the name of the Board for allowable expenditures in accordance with federal, state, and local laws, statutes, regulations, and policies, not to exceed \$100,000.00 annually. Whenever finances are expended pursuant to Article VII, staff will provide the Board and Consortium with a summary and justification of the purchases during the next Board and Consortium meetings.

**ARTICLE VIII
LITIGATION**

- 8.1 Counsel Representation.** The Board will maintain its own legal counsel for all matters related to the Board. However, if there is litigation or claims against the Board, then the Board's counsel may, subject to the Consortium's approval, also represent the Consortium in a limited capacity with respect to the litigation or claims if it appears that the litigation or claims are related to misuse of grant funds pursuant to 29 U.S.C. § 3122(d)(12)(B)(i)(I).
- 8.2 Authority to Settle.** The Board shall obtain the approval of the Consortium prior to settling any monetary claims using WIOA funds.

**ARTICLE IX
REVISIONS AND AMENDMENTS**

- 9.1** The Board understands and agrees that although the Board has duties and responsibilities to comply with applicable federal and state laws, that pursuant to 29 U.S.C. § 3101 and the Organizational Agreements, the Consortium's members are responsible to ensure that WIOA funds are properly awarded and spent. As such, the Board will be governed in accordance with these bylaws, which must be approved by the Consortium. If it is ever determined that WIOA or another applicable law conflicts with these bylaws, then WIOA or applicable law shall be followed.

These bylaws supersede the Board bylaws approved by the Consortium at its meeting on September 8, 2015 and signed by the Consortium on September 25, 2015. These bylaws may only be amended by a majority vote of the Consortium during a Consortium meeting.

[SIGNATURES ARE ON FOLLOWING PAGE.]

CONSORTIUM APPROVAL

These bylaws were reviewed and considered by the Consortium at its meeting on January 10 2023 and the Consortium voted to approve these bylaws; now, therefore, the Consortium presents these bylaws to the Board as having been approved by the Consortium and requests the Board review these bylaws and ratify them.

Dated this 16th day of May, 2023.



Mayor Pro Tem Scott Black LEO Consortium Chair

BOARD RATIFICATION

These bylaws were considered and ratified by the Board during the Board Meeting held on May 23 2023.

Dated this 23rd day of May, 2023.



Jerrie Merritt, Workforce Connections Board Chairperson