

Labor Relations Resolution - (Bylaws)

Whereas the NPPA is committed to the enduring survival of photojournalism as a viable profession therefore be it resolved that the NPPA bylaws be amend as follows:

Article II B 1

From:

Labor relations

The National Press Photographers Association (NPPA) shall not be considered a labor union and, as such, shall not favor any one individual or party in a specific dispute or legal claim over the terms of employment, nor shall it enter into organized labor or union disputes. However, nothing in this bylaw shall preclude or restrict the NPPA from reporting, commenting, educating, supporting or opposing legislation pertaining to issues discussed herein. This bylaw shall not prevent the NPPA from taking stands on issues that may involve issues related to terms of employment. The NPPA may take positions which support or oppose principles or issues but not support or oppose specific organizations, parties or individuals in a dispute. For example, NPPA may take stands on matters such as property rights, intellectual rights, copyrights, freedom of information, photojournalism ethics, physical safety, diversity, and business practices by addressing general principles rather than specific disputes. Furthermore, nothing in this bylaw shall preclude NPPA from reporting on contract language emanating from a labor dispute; Reporting shall not be considered avocation. The forgoing activities shall also be permitted on all NPPA forums, but shall be limited to discussion of the issues. Personal attacks against organizations or individuals shall not be tolerated. ~~For the purpose of this bylaw, an employee is defined as an individual or entity who performs work for pay, and shall include all forms of labor, including, but not limited to, staff, contract and self-employed laborers, in all media, still and motion."~~ This bylaw shall in no way be construed to govern NPPA with regard to its own employees

To:

Labor relations

The National Press Photographers Association (NPPA) shall not be considered a labor union and, as such, shall not favor any one individual or party in a specific dispute or legal claim over the terms of employment, nor shall it enter into organized labor or union disputes. However, nothing in this bylaw shall preclude or restrict the NPPA from reporting, commenting, educating, supporting or opposing legislation pertaining to issues discussed herein. This bylaw shall not prevent the NPPA from taking stands on issues that may involve issues related to terms of employment. The NPPA may take positions which support or oppose principles or issues but not support or oppose specific organizations, parties or individuals in a dispute. For example, NPPA may take stands on matters such as property rights, intellectual rights, copyrights, freedom of information, photojournalism ethics, physical safety, diversity, and business practices by addressing general principles rather than specific disputes. Furthermore, nothing in this bylaw shall preclude NPPA from reporting on contract language emanating from a labor dispute; Reporting shall not be considered avocation. The forgoing activities shall also be permitted on all NPPA forums, but shall be limited to discussion of the issues. Personal attacks against organizations or individuals shall not be tolerated. For the purpose of this bylaw, an employee is defined as an individual who performs full or part time employment. This bylaw does not constrain the organization from discussing specific contracts and their terms in relation to independent photographers which the NPPA views as an independent businesses. This bylaw shall in no way be construed to govern NPPA with regard to its own employees.

Submitted by:

Todd Stricker, NPPA President

NPPA Treasurer Resolution - (Bylaws)

Whereas finances are important to the National Press Photographers Association;

And whereas the NPPA's Auditor has recommended the establishment of an NPPA Treasurer position;

Therefore be it resolved that the bylaws be amended in the following manner:

IV.

National Officers

A. The national officers of the association shall be the President, Treasurer, Vice President, Secretary, Immediate Past President, and the Executive Committee Board Representative.

IX.

Board of Directors

A. Composition of the Board of Directors.

1. The Board of Directors of the association shall be composed of the national officers (President, Treasurer, Vice President, Secretary and Immediate Past President), regional officers (Director, Associate Director for each region), and Chapter Board Representative.

Submitted by:

Ray Meints

Region 9 Director

Treasurer Duties Resolution - (Standing Rules)

Whereas the NPPA Board has established the position of Treasurer

And whereas the NPPA Board needs to establish duties and responsibilities for the position of Treasurer

Therefore be it resolved that the Standing Rules be amended in the following manner.

II. Duties of national officers, regional officers, executive director and Executive Committee

A. Duties of the National President are

1. Preside at meetings of the Board of Directors and Executive Committee.
2. Direct the operations of the association in the manner prescribed by the Board of Directors.
3. Prepare quarterly reports of the administration to the Executive Committee, Board of Directors, chapters and national committee chairs.
4. Retain copies of correspondence and records prepared in the performance of the President's duties.
5. Prepare a statement containing a summary of the association's operations and accomplishments for the preceding year for the approval of the board. This summary will form Part 1 of the annual report, which shall be sent out to the general membership.
6. Be a member of the Executive Committee.
7. Establish and communicate a clear direction for the organization, which reflects the President's goals and those of the organization as a whole, consistent with NPPA's stated purposes.
8. Be NPPA's representative and spokesperson at public meetings and before other journalistic groups.
9. Provide leadership for the organization by example, and to coordinate the work of NPPA with similar professional groups.
10. Appoint national committee chairs unless such appointment is otherwise directed by the Bylaws and/or Standing Rules.
11. Supervise, along with the Board of Directors, the Executive Director.
12. Authorize the payment of the Executive Director's salary. The President will also authorize the payment of any NPPA-employed relative of the Executive Director.
13. Appoint temporary committees as is deemed necessary.
14. Prepare annual business meeting schedules for the continual updating of the goals and plans of NPPA.

A1. Duties of the Treasurer are:

1. The Treasurer shall make a report at each Board meeting.
2. Treasurer shall chair the Finance committee.
3. Assist in the preparation of the budget.
3. Assist as needed in helping develop fundraising plans.
4. Make financial information available to Board members and the public.

B. Duties of the national Vice-President are to:

1. Assist the President in his/her duties and preside at meetings in the absence, or at the request, of the President.
2. Retain copies of correspondence and records prepared in the performance of his/her duties.
3. Be a member of the Executive Committee.
4. Learn the functions and responsibilities of the President and be prepared to exercise the duties of the President.
5. Be chair of the committee on membership.
- ~~6. Be chair of the finance committee.~~

Submitted by:

Ray Meints
NPPA Region 9 Director

NPPA E-mail Voting Resolution - (Bylaws)

Whereas the NPPA Board needs to conduct official business more than once a year;

And whereas communication between board members via e-mail has become common place, e-mail communications are financially prudent and e-meetings offer a practical way to conduct business;

Therefore be it resolved that the bylaws be amended as follows:

ELECTRONIC MEETINGS (BY-LAWS)

Special meetings of the NPPA Board of Directors may be held by electronic means (such as e-mail or telephone conferences) subject to the following:

- A. A $\frac{2}{3}$ majority of the full Board of Directors shall have access to the appropriate electronic meeting media (e-mail or telephone), as verified by their response to a call for any particular meeting. This $\frac{2}{3}$ majority of the Board of Directors shall constitute the quorum for the meeting and, once established, shall be assumed present until the meeting is adjourned.
- B. The technology used for the electronic meeting shall allow the members full access to, and full participation in, all meeting transactions either continuously or intermittently throughout the specified time of the meeting.
- C. The affirmative vote of a $\frac{2}{3}$ majority of the quorum shall be the "minimum" vote requirement for the adoption of any motion. A $\frac{2}{3}$ majority of the quorum, or a greater proportion as indicated by the adopted Parliamentary Authority, shall be necessary for the adoption of motions.
- D. Procedural rules related to the conduct of electronic meetings shall be established and promulgated by the Board of Directors, and documented in the NPPA's Standing Rules.

Submitted by:
Ray Meints
Region 9 Director

NPPA Electronic Meeting Procedures Resolution - (Standing Rules)

Whereas the NPPA Board has established the authority to conduct a special meetings vote via e-mail;

And whereas the NPPA Board needs to establish a fair and democratic process for conducting an e-mail voting procedure;

Therefore be it resolved that the Standing Rules be amended as follows:

NPPA Electronic Meeting Procedures:

- 1.** The Chairperson of the Committee on Resolutions shall serve as the presiding officer of electronic meetings of the **NPPA Board of Directors**.
- 2.** A proposed timeline on discussing and acting on a resolution/motion shall be established by the Committee on Resolutions and communicated to the **NPPA Board of Directors** at the beginning of processing of any resolution/motion based on the following:
 - A. The content, urgency for acting on the resolution/motion, and internal and external timing demands.
 - B. If there is time and/or need for a draft of the resolution/motion to be made available so board members can suggest changes to or request clarification from the committee on resolutions. When time does not permit posting of a resolution/motion, the committee on resolutions shall forward an explanation to the board.
 - C. The time when the NPPA membership shall be notified of the resolution/motion using an NPPA communication vehicle available to all members.
- 3.** The process for discussing and acting on resolutions/motions shall include the following:
 - A. The resolution/motion shall be posted, and discussion shall begin.
 - B. At a designated time, discussion on the main motion shall stop and secondary motions shall be presented and acted upon.
 - C. After the period for secondary motions has been completed, the resolution in its final form shall be posted for discussion and voting, and no additional motions shall be allowed.
- 4.** Proposed secondary motions must be submitted to the Chairperson of the Committee on Resolutions via the NPPA-Board Listserv within the required time limits. The Committee on Resolutions is authorized to consolidate, reword, prioritize, and not present to the Board of Directors the secondary motions that are submitted. The Committee on Resolutions may decide to prioritize and present to the Board of Directors more than one motion at a time. Prioritization shall be based on Parliamentary principles and efficient and effective conduct of NPPA Board of Directors business. The decision to not present a secondary motion to the Board of Directors can only be made after notification to the Board of Directors with opportunity for Board members to object. If two-thirds of the board members object, the secondary motion shall be presented to the Board of Directors.
- 5.** The Committee on Resolutions shall the authority to move to postpone a resolution/motion to the next face-to-face of the board of directors based on the following criteria:
 - A. Complexity and number of secondary motions applied to the main motion;
 - B. Determination by the Committee on Resolutions that it is in the best interest of the National Press Photographers Association to postpone taking action on the resolution/motion.

- 6.** When posting an electronic resolution relating to the resolution/motion, board members shall use a format that includes:
- A. A heading indication a resolution/motion number, whether they are speaking for (PRO) the motion, in opposition (CON) to the motion, or asking for information (POINT OF INFORMATION):
 - B. A closing for each message that includes the Board members name, region, and title.
- 7.** Each message posted by the Board member shall be a message written by the Board member. Forwarding a message from a non-Board member is prohibited.
- 8.** Voting shall be conducted only during the voting period, which shall be a minimum of one week for main motions, and three business days for secondary motions.
- 9.** The Chairperson of the Committee on Resolutions shall have the authority to rule that the message is out of order and notify the Board of Directors of the ruling.
- 10.** For those resolution/motions that address issues related to specific NPPA committees, boards, and divisions, the chair of that body shall be subscribed to the NPPA-Board Listserv for the period of discussion of that resolution/motion. The chair shall be able to provide clarification and information to the Board of Directors, though the chair may not be able to enter into debate or vote.
- 11.** Any appeal from the decision of the Chair must be submitted to the Executive Committee Board Representative (EC Board Rep.) to the Board of Directors on the NPPA-Board Listserv who shall forward it to the committee on special rules. The committee on special rules shall make the decision on the appeal within three business days and report it's decision to the Board on the NPPA-Board Listserv. (THIS MAY NOT APPLY AND MAY BE DELETED IN Its ENTIRETY.)
- 12.** A quorum shall be 2/3rd of the members of the Board of Directors eligible to vote. The number of votes cast, including abstentions, determines verification of a quorum.

Submitted by:
Ray Meints
Region 9 Director

Reserve Fund Resolution- (Bylaws)

Whereas the NPPA's by-laws may be confusing in outlining the Associations Reserve fund;
And whereas the NPPA Board needs to clarify the Associations regional/regional fund issue;

And it is important that the Association and the Regions establish sound reserve funds;

Therefore be it resolved that the By-laws be amended in the following manner:

XVII. Finances

1. National treasury
2. Monies retained in the national treasury shall be apportioned and managed as follows:
 - a. National Reserve fund
 - i. The NPPA Board of Directors will allocate at least five percent of the operating revenue for any given year into a national reserve fund. It shall be deposited in a separate, insured depository. After this fund has reached 50 percent of the association's yearly gross income, it will be maintained at or above that level.
 - ii. The national reserve fund will not be drawn upon without a majority vote of the Board of Directors. It will not be used except in the case of an emergency.
 - iii. In the event of an emergency requiring the board to utilize national reserve funds, at least five percent of the operating revenue association's yearly gross income for subsequent years will be applied to building back the national reserve fund until it reaches at least 50 percent of the association's yearly gross income. Regional reserve funds, as defined below, can be applied to the 50% total.
 - aa. Regional reserve fund
 - i. The NPPA Board of Directors will establish a Regional reserve fund with money designated for each NPPA region. It shall be deposited in a separate, insured, interest bearing depository called regional Reserve Fund. Funds generated by the individual regions but not spent in the fiscal year it was generated shall be transferred to the regional reserve fund at the end of the fiscal year. This provision does not apply to national allocations, known as national/regional funds. Any unused national/regional funds will remain in the working fund at the end of the fiscal year.
 - ii. Withdrawal of regional reserve funds are at the discretion of each region's director, who shall not be restricted in their use of regional reserve funds except with the understanding that regional such funds may be used in line with the mission of the NPPA (maybe add: 'and for the benefit of it's members!').
 - iii. In the event of an emergency requiring the board of directors to access national reserve funds, and if the total of those funds are not adequate, the board may utilize individual regional reserve funds, with permission from the director of each region. Regional reserve fund loans are at the total discretion of each regional director, with the understanding that the financial well being of the NPPA as a whole should always be a priority.

Submitted by:
Ray Meints
Region 9 Director

Marketing Slogan Resolution A

Whereas: the NPPA needs to focus its image;

and whereas; the NPPA must compete for members;

Therefore be it resolved that the NPPA adopt the slogan, "Ethics - Education - Excellence" for marketing purposes.

This slogan *could* be used in conjunction with the NPPA name wherever printed, published, or produced.

Submitted by:

Eric Blumer

Region 9 Associate Director

EC Board Rep

Marketing Slogan Resolution B

Whereas: the NPPA needs to focus its image;

and whereas; the NPPA must compete for members;

Therefore be it resolved that the NPPA adopt the slogan, "Ethics - Education - Inspiration" for marketing purposes.

This slogan *could* be used in conjunction with the NPPA name wherever printed, published, or produced.

Submitted by:

Eric Blumer

Region 9 Associate Director

EC Board Rep

Advocacy Committee Resolution - (Bylaws)

Whereas the Mission Statement of the NPPA states, "NPPA vigorously promotes freedom of the press in all its forms."

And whereas there is currently an "advocacy committee" that assists the NPPA president in issuing statements and forming positions about problems and issues that face photojournalists,

And whereas the Advocacy committee is an umbrella group and serves as single place members can go to get help on any issue which may fall under several NPPA committees in existence, and the advocacy committee operates in cooperation with those committees,

And whereas the board hopes that this will result in better service to membership in an important area,

Therefore be it resolved that the NPPA Bylaws, article XIII. National Standing Committees be changed to reflect the Advocacy Committee as a National Standing Committee.

Respectfully Submitted,

Alicia Wagner Calzada
Region 8 Associate Director

International Membership Dues Resolution - (Standing Rules)

Whereas the difference between professional and international membership rates is thirty (\$30) dollars;

And whereas the actual difference of cost to the NPPA, on average, is fifteen (\$15) dollars;

Be it resolved that the Standing Rules of the National Press Photographers Association membership dues be amended as follows:

- I. Membership
- B. Membership

International members shall pay dues in US funds of ~~one hundred twenty (\$120)~~ one hundred five (\$105) dollars per year for surface mail delivery or may elect to pay premium dues of one hundred sixty (\$160) dollars and receive their mailings via Air Mail. The BOP book shall be shipped "book rate" in both instances.

- C. Dues structure

Domestic Professional Dues -- \$90
Domestic Student Dues -- \$55
International Professional Dues - ~~\$120~~ 105
International Student Dues - ~~\$85~~ 70
International Airmail Professional -- \$160
Family membership -- \$140

Submitted by:
Scott Utterback
Region 4 Director

Executive Director Report Resolution - (Standing Rules)

Whereas communication is crucial in managing the business of the NPPA;

And whereas the board needs to stay informed of the activities of the national office;

Be it resolved that the Standing Rules of the National Press Photographers Association be amended as follows:

II. Duties of national officers, regional officers, executive director and executive committee.

K. Duties of the Executive Director are to:

15. To provide a biweekly report to the board through email. The report should summarize the staff's activities for the previous two weeks and layout the staff's goals for the upcoming two weeks.

Submitted by:
Scott Utterback
Region 4 Director

Associate Director Resolution - (Bylaws)

Whereas the NPPA Board of Directors is committed to updating and streamlining a more efficient practice of management for the organization;

And whereas the current NPPA Board of Directors is committed to the fiscal responsibilities of its duties;

Therefore be it resolved that the Board of Directors be limited to the Executive Committee, Regional Directors and Chapters' Representative.

Submitted by:

T.C. Baker - NPPA National Secretary

Todd Stricker - NPPA President

Treasurer Resolution - (Bylaws)

Whereas the NPPA Board of Directors is aware of the fiscal responsibilities of running a premier organization;

And whereas the NPPA Board of Directors understands the magnitude of said responsibilities;

And whereas the NPPA Board of Directors realizes the importance of the need for sound fiscal guidance;

Therefore be it resolved that the NPPA Board of Directors adds the office of Treasurer to serve as a non-voting member of the Executive Committee for a term of two years, to be elected in odd numbered years, and who shall chair the Finance Committee.

Submitted by:

T.C. Baker - NPPA National Secretary

Todd Stricker - NPPA President

Bylaws and Standing Rules Revision (Bylaws/Standing Rules)

Whereas the NPPA Board of Directors is committed to advancing the management of the organization in a more sound and efficient manner;

And whereas the NPPA Restructuring Committee is presenting a plan of action to reorganize the NPPA to better serve the membership;

Therefore be it resolved that the NPPA Board of Directors considers a general revision of the bylaws and standing rules.

Submitted by:

T.C. Baker - NPPA National Secretary

Todd Stricker - NPPA President

Parliamentary Procedure Maintenance Resolution - (Bylaws)

Be it resolved that the following recommendations for amendments to the NPPA Bylaws suggested by parliamentarian Travis Barrick be open to consideration by the NPPA Board of Directors for the purpose of parliamentary procedure maintenance:

Article VIII. Notice of Meetings

E. Waiver of Notice

1. Delete this entire section. It is confusing and logically inconsistent. Notice should always be "sent", the question of whether it is "waived" is covered by the next two sections.

Article XII. Board of Directors

C. Meetings.

1. The Board of Directors shall hold its annual meeting at a time not exceed 30 days after the close of NPPA's fiscal year. ~~The annual meeting shall be limited to two days. When a substantial portion of the board membership is newly elected, an orientation shall be conducted for the new members. The orientation shall take place prior to the first order of business.~~

(The limit of two days is an artificial attempt to protect the Board from badly run meetings, and it requires the Board to stop working even if good progress is being made.) (The requirement for orientation is like having a rule requiring board members to breathe; it is in NPPA's own best interest to have an orientation and it doesn't need a bylaw to guarantee performance. At best, this idea should be in the policies and procedures.)

Article XXXI. Amendments.

A. Amendments.

1. These Bylaws may be adopted, amended, ~~altered, repealed or superseded~~ either in whole or ~~part~~, by a two-thirds majority vote of a quorum of the Board of Directors present at the annual or special meeting.

(The stricken phrases are redundant and inconsistent with notice requirements: "altered" is the same thing as amended, "repealed" and "superseded" suggest that NPPA could put itself in a position of having no bylaws. Rather, the term "amended" covers all necessary powers.)

B. Procedural Requirements

2. Delete this entire section. It is anachronistic and outdated. Written notice, mailed within 30 days of the meeting (as provided for in the preceding section) is sufficient.

The purpose of notice requirements is to "alert the members to the proposed amendment so that all those interested can arrange to be present at its consideration." RONR (10th ed.), pg. 562, ln. 24. Since attendance is expected and attendance of Board members is provided for out of NPPA funds, this 90 day notice requirement serves no real purpose but to frustrate the ability of the BOD to deal with structural issues.

3. Delete this entire section. The first sentence is redundant with the language in section 1. The second sentence makes no sense in this section on Amendments where a 2/3 vote is always required.

Submitted by:

T.C. Baker - NPPA National Secretary

Todd Stricker - NPPA President

Travis Barrick - Parliamentarian

RESOLUTION TO LIMIT COMPLIMENTARY LIFE MEMBERSHIPS - (Bylaws)

Whereas: the NPPA is suffering serious financial hard times and producing NPPA publications and services is not free;

and whereas; on November 7, 2003, the NPPA Executive Director Garneau wrote to the Board and stated, "...a complete restructure or overhaul of the NPPA's finances is in order."

and whereas; For all practical purposes the membership level has been flat for an extended period of time having a detrimental effect on the financial stability of the association. As a considerable portion of the membership approaches retirement they will shift to the **complimentary life membership standing**. This will result in **declining revenue for the Association**. If revenue continues to decline, the NPPA will face even more serious financial consequences.

Therefore be it resolved that the NPPA Bylaws be amended to end the issuing of "complimentary life memberships," yet offer half price memberships to those who served as national officers.

The original language reads:

Life membership

Past National Presidents, past National Secretaries and past Treasurers and charter members of the association.

Members of age sixty-five who have been members for the previous fifteen years in good standing. Members who choose to retire from the profession before reaching the age of sixty-five shall retain their classification and must continue to pay dues until age sixty-five when they shall qualify for life memberships. Should they retire before age sixty-five due to disability or illness, their dues are waived until they become a life member.

All retired members shall retain their classification and thereafter carry the word "Retired" at the end of their assigned classification title.

The new bylaws with the proposed amendment would read:

Half-Price Membership

Past National Presidents, past National Secretaries and past Treasurers and charter members of the association.

Submitted by:

Eric Blumer

Region 9 Associate Director

EC Board Representative

Resolution

Bylaws amendments

WHEREAS...

The industry has become increasingly economically hostile to both staff and freelance photographers...

WHEREAS...

Publications and other markets for photojournalism have taken deliberate advantage of photojournalists' ignorance of business practices...

WHEREAS...

Factionalism and territorial behavior has created a dilution of leadership among industry organizations...

BE IT RESOLVED...

That the bylaws of the National Press Photographers Association be amended as follows:

Mission

The National Press Photographers Association is primarily dedicated to ensuring the survival, viability and integrity of photojournalism as a profession. It is also dedicated to the advancement of photojournalism, its creation, editing and distribution, in all news media. NPPA encourages photojournalists to reflect high standards of quality in their professional performance and in their personal code of ethics. NPPA vigorously promotes freedom of the press in all its forms. To this end, NPPA provides continuing educational programs and fraternalism without bias, as we support and acknowledge the best the profession has to offer.

Bylaws

I. Name

- A. The name of the association is the National Press Photographers Association, Inc., hereinafter referred to as NPPA.

II. Objects and Purposes

- A. The objects and purposes of this association are to
 1. Actively support and advocate for the economic interests of photojournalists.
 2. Vigorously oppose the actions, policies or philosophies of any organizations or individuals that are contrary to the interests of photojournalists or photojournalism.
 3. Provide industry leadership by encouraging unified efforts involving other industry organizations.
 4. Advance photojournalism in all its forms.
 5. Create, promote and maintain a high spirit of fraternalism and a high standard of conduct among its members.
 6. Oppose violations and infringements of the rights of photojournalists or their organizations.
 7. Promote a better understanding of the photojournalists' problems.
 8. Support legislation favorable to, and oppose legislation unfavorable or prejudicial to photojournalists.
 9. Work to maintain freedom of the press, in all its forms, and to execute the constitutional rights of journalists.

10. Cooperate with all recognized local photojournalism associations consistent with the aims and objectives of NPPA.
11. Provide educational opportunities for those involved in all forms of photojournalism.
12. Encourage educational institutions to implement comprehensive curricula that address not only journalism and technology, but business practices.

B. Labor relations

1. While the National Press Photographers Association (NPPA) shall be an advocate for journalists' economic interests, it ~~The National Press Photographers Association (NPPA) shall not be considered a labor union and, as such, shall not favor any one individual or party in a specific dispute or legal claim over the terms of employment, nor shall it enter into organized labor or union disputes.~~ However, nothing in this bylaw shall preclude or restrict the NPPA from reporting, commenting, educating, supporting or opposing legislation pertaining to issues discussed herein. This bylaw shall not prevent the NPPA from taking stands on issues that may ~~involve issues~~ be related to terms of employment. ~~The NPPA may take positions which support or oppose principles or issues but not support or oppose specific organizations, parties or individuals in a dispute. For example, NPPA may take stands on matters such as property rights, intellectual rights, copyrights, freedom of information, photojournalism ethics, physical safety, diversity, and business practices and other topics by addressing general principles rather than specific disputes.~~ Furthermore, nothing in this bylaw shall preclude NPPA from reporting on contract language emanating from a labor dispute; ~~reporting shall not be considered avocation.~~ The forgoing activities shall also be permitted on all NPPA forums, but shall be limited to discussion of the issues. Personal attacks against organizations or individuals shall not be tolerated. However, opposing the actions, policies or philosophies of any organizations or individuals that are contrary to the interests of photojournalists or photojournalism is part of the NPPA's core purpose. For the purpose of this bylaw, an employee is defined as an individual or entity who performs work for pay, and shall include all forms of labor, including, but not limited to, staff, contract and self-employed laborers, in all media, still and motion. This bylaw shall in no way be construed to govern NPPA with regard to its own employees.

Sponsors

Mark Loundy (Author)
Joseph Sorrentino, R2 JIB Chairman
Michael Harmon
Walter Shockley

Resolution

Hiring an Advocate

WHEREAS...

The bylaws dealing with the mission and the objectives of the NPPA have been amended...

WHEREAS...

Economic advocacy has become the primary mission of the NPPA...

WHEREAS...

Said advocacy requires professional marketing skills...

BE IT RESOLVED...

That the Executive Director of the NPPA, in consultation with the Advocacy Committee, be directed to hire, within 90 days of the adoption of this resolution, an Advocate — a marketing professional — as a fulltime employee of the NPPA. The mission of the Advocate will be to manage and prosecute the NPPA's advocacy efforts in support of economic issues.

The salary and specific duties of the marketing will be defined by the NPPA Advocacy Committee in consultation with the Executive director. But it is the intent of this resolution that those duties include:

- Executing the advocacy strategies of the NPPA as directed by the Advocacy Committee
- Fundraising to support advocacy programs
- Managing business practices curriculum outreach
- Managing and encouraging joint efforts with other industry organizations
- Retaining the services of a lobbying firm to support NPPA issues in Washington DC
- Coordinating efforts with the NPPA Marketing Manager

Sponsors

Mark Loundy (Author)

Joseph Sorrentino, R2 JIB Chairman

Michael Harmon

Walter Shockley

Resolution
Creating a standing Advocacy Committee

WHEREAS...

The mission and the objectives of the NPPA have changed to emphasized economic advocacy...

WHEREAS...

Said economic advocacy requires continual oversight...

WHEREAS...

The NPPA is hiring an Advocate...

WHEREAS...

The Advocate requires direction and oversight...

BE IT RESOLVED...

That the NPPA bylaw XIII (National Standing Committees) be amended to establish the Committee on Advocacy.

The Committee on Advocacy's primary function will be to formulate the economic advocacy philosophies and policies of the NPPA. It will regularly consult with and will oversee the functions of the NPPA Advocate.

Sponsors

Mark Loundy (Author)
Joseph Sorrentino, R2 JIB Chairman
Michael Harmon
Walter Shockley

**Resolution
Dues Increase**

WHEREAS...

The NPPA is hiring an Advocate to prosecute the changed mission of the NPPA...

WHEREAS...

There is no current budget line to pay for the changed mission...

WHEREAS...

The NPPA wishes to maintain current programs...

BE IT RESOLVED...

That the membership dues be increased by the amount of \$20. This increase is separate from, and in addition to, any other planned increases. This amount will be indexed for inflation every second year.

The total amount of the increase will be dedicated to the salary and budget of the Advocate.

Sponsors

Mark Loundy (Author)
Joseph Sorrentino, R2 JIB Chairman
Michael Harmon
Walter Shockley