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*By-Laws of the California Indian Manpower Consortium, Inc.*

Corporation's activities shall not necessarily be restricted to the State of California, nor to the continental limits of the United States of America.

**Section 4. Consortium Agreement**

All corporate powers, whether exercised by the Board of Directors or the Membership of this Corporation, shall be subject to and under authority of the Consortium Agreement of the California Indian Manpower Consortium.

**ARTICLE V  
MEMBERSHIP**

**Section 1. Eligibility for Membership**

- A. All members and applicants for membership in this organization must meet and maintain the membership criteria established by these By-Laws, subject to biennial certification by the By-Laws and Credentials Committee of the California Indian Manpower Consortium, Inc., and ratification by vote of the Board of Directors.
- B. The following will be deemed eligible for membership in the California Indian Manpower Consortium, Inc., upon proper and timely application as set forth below:
  - 1. Federally-recognized American Indian Tribes, Reservations, Rancherias, Bands and Colonies.
  - 2. Terminated Rancherias.
  - 3. American Indian Groups, Entities, and Organizations, as hereinafter described. "American Indian Groups, Entities, and Organizations" shall mean public or private non-profit agencies whose principal purpose is promoting the economic or social

self-sufficiency, education, or health of American Indians either on or off the reservation(s) or rancheria(s). The majority of the governing board and membership of each such American Indian Group, Entity, or Organization must be composed of American Indians.

**Section 2. Procedures for Applying for Membership**

- A. Federally-recognized American Indian Tribes, Reservations, Rancherias, Bands and Colonies applying for membership may qualify for same by timely submission of the following to the Chairman of the California Indian Manpower Consortium, Inc. Board at the California Indian Manpower Consortium, Inc. corporate office:
  - 1. Tribal Resolution and Certification.
  - 2. Letter of Authorization naming one delegate authorized to represent the Tribe, Reservation, Rancheria, or Colony at meetings of the membership of the California Indian Manpower Consortium, Inc. and one alternate delegate to act in the delegate's absence.
- B. Terminated Rancherias and other American Indian Groups, Entities, and Organizations applying for membership in this Corporation, may qualify for same by timely submission of the following to the Chairman of the California Indian Manpower Consortium, Inc. Board at the California Indian Manpower Consortium, Inc. corporate office:
  - 1. Membership Roster, with at least twenty (20) voting members including each member's original signature and address. Voting

members must be at least eighteen (18) years of age; and certification that each member is eighteen or older must be attached to the roster. These requirements shall be a condition of continuing membership. An individual cannot be listed on more than one qualifying membership roster. Membership rosters shall be subject to approval and certification by the By-Laws and Credentials Committee.

- 2. Copy of current By-Laws.
  - 3. Resolution and Certification.
  - 4. Copy of minutes of meeting of the governing body of the applicant organization, showing decision of same to join the California Indian Manpower Consortium, Inc.
  - 5. Letter of Authorization naming one delegate authorized to represent the Group, Entity, or Organization at meetings of the membership of the California Indian Manpower Consortium, Inc. and one alternate delegate to act in the delegate's absence.
- C. Applicants with unique organizational structures (such as Indian Health Projects, Education Projects, Housing Authorities, etc.) which operate under a Board of Directors or similar governing body selected by a service area population or by member tribes rather than by a general membership, when applying for membership in this Corporation, may qualify for same by timely submission of the following to the Chairman of the California Indian Manpower Consortium, Inc. Board at the California Indian Manpower Consortium, Inc. corporate office:
    - 1. Copy of organizational structure.
    - 2. Roster of Board of Directors or

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governing body.

3. Copy of current By-Laws.
4. Resolution, certified by corporate secretary.
5. Tribal Resolution, when applicable.
6. Letter of Authorization naming one delegate authorized to represent the organization at meetings of the membership of California Indian Manpower Consortium Inc. and one alternate delegate to act in the delegate's absence.

- D.** All delegates and their alternates named pursuant to *Parts A, B, and C* above must be American Indians who meet the certification criteria as established by these By-Laws. A signatory (*i.e., any of the three individuals signing the CIMC Letter of Authorization*), delegate or alternate may not be a WIA participant or CIMC administrative staff. A delegate or alternate may not represent more than one member. Every delegate and alternate must meet and maintain the qualifications and certification requirements set forth in these By-Laws throughout their terms as delegates or alternates.

### **Section 3. Time for Submission of Applications for Membership and Renewals**

- A.** The deadline for application for membership, for the purpose of voting at the Annual meeting, through initial submission of the documents required in *Article V., Section 2*, is **June 30** of each year. If an applicant for membership is not currently a member at the time of submission of its application for membership, that applicant must submit all documents required of it in *Article V, Section 2*, above,

regardless of whether applicant was a member in some previous year and had submitted the required documents at that time.

- B.** Current members must apply for a renewal of their membership before **June 30** of every odd numbered year by submission of the following:
1. Resolution and certification.
  2. Letter of Authorization naming one delegate to represent the member at meetings of the membership of California Indian Manpower Consortium, Inc. and one alternate delegate to act in the delegate's absence.
  3. Terminated Rancherias and other American Indian Groups, Entities, and Organizations and applicants with unique organizational structures as described in *Section 2, paragraph C*, above must also submit updated copies of all documents required upon initial application for membership as provided in *Section 2, paragraphs B and C*, above, provided, however, that if any or all of the previously submitted documents remain current at the time of application for renewal, then the member may merely certify that those specific documents remain current without submitting additional copies of those specific documents.
- C.** All initial documentation submitted by **June 30** must be complete no later than the last business day in August of that year in order for a member to be eligible to vote at the annual meeting.

### **Section 4. Certification of Members**

- A.** Upon receipt of an application for membership, the Chairman shall promptly review it or cause it to be reviewed to determine whether all documents required to be submitted by *Section 2*, above, are included and complete. If the application is not complete, the applicant shall promptly be requested to provide any additional information that is necessary.
- B.** When the Chairman is in receipt of an application for membership that appears to be complete, he shall immediately refer it to the By-Laws and Credentials Committee for review.
- C.** The By-Laws and Credentials Committee of the California Indian Manpower Consortium, Inc. shall use the following criteria for the purpose of certification of organizations and delegates:
1. Tribal or judgment roll number.
  2. Tribal or BIA certification as Indian.
  3. Certified birth certificate showing American Indian origin.
  4. Notarized statement from two or more elders from an established Indian community, who know the family lineage as recognized American Indian.
- D.** The By-Laws and Credentials Committee shall then certify the applicants as eligible for membership, when appropriate, and refer the application to the Board of Directors for final decision.