

**ARIZONA DEMOCRATIC PARTY
PROPOSED BYLAW AMENDMENT**

Text currently in bylaws appears like this.

~~Text to be stricken appears like this.~~

Text to be added appears like this.

Submitted on April 18, 2018 to the Bylaws Committee and the Secretary of the Democratic State Committee for the State Committee Meeting on May 19, 2018.

By Laws

Article 3, STATE COMMITTEE OFFICERS

Section 3. DUTIES OF OFFICERS. In addition to their duties as State Committeepersons, the duties of the State Committee Officers shall be as follows:

A. State Chair.

1. The duties of the State Chair shall be to (a) direct the affairs of the ADP and be the spokesperson for the ADP; (b) preside over all meetings of the State Committee, the Executive Committee, the Executive Board and ADP Conventions or meetings as may be held; (c) submit a proposal for approval for an annual budget to the Executive Committee; (d) after consultation with the Executive Board, assign appropriate duties to all Vice-Chairpersons; (e) after consultation with the Executive Board, appoint such Committees as required by these bylaws or deemed necessary by the Chair to carry out the programs and policies of the ADP; (f) direct the central office of the ADP and other offices that it may establish; (g) appoint State Committee Staff pursuant to Subsection (2) of this Section A; and (h) perform other duties as set forth in these bylaws.

2. The State Chair shall also have the duty to appoint state committee staff, as follows:

(a) The State Chair shall, after consultation with the Executive Board, appoint such staff, including counsel, as may be helpful to carry on the duties of the ADP. No such appointment shall extend beyond the term of the chair. ~~Staff shall serve at the pleasure of the chair.~~

(b) The State Chair has the discretion of terminating employment of staff. An appeals process shall be available to staff, with the exemption of temporary staff.

~~(b)~~ (c) The State Chair shall consult with regional and local officers in local staffing decisions. Specifically, the State Chair shall consult with County Chairs about the staffing and job descriptions of campaign workers based in their counties.

Purpose:

Words matter, as has been demonstrated so clearly with the Trump administration. The wording “Staff shall serve at the pleasure of the chair” indicates an authoritarian position, which is inconsistent with the Democratic Party. Adding that there shall be an appeals process demonstrates that staff (with the exemption of temporary staff) have employment rights. While there is currently an appeals process, this sentence ensures that such a process will not be eliminated.