

**ARIZONA DEMOCRATIC PARTY
BYLAW SUBMISSIONS
Arizona State Committee Meeting September 23, 2017**

BYLAW FOR FAIR HIRING AND TREATMENT OF ADP CAMPAIGN EMPLOYEES

Purpose to be achieved and reasons supporting the change (ADP Bylaws Article XII, Section 2 B)

The last campaign saw three separate lawsuits in Arizona filed due to questionable labor practices. These legal entanglements for the Party could have been avoided had simple Union principles been applied and respected. There needs to be an appeals process and a hearing procedure if there is a conflict. The term “serves at the pleasure of the chair” is just too Right Wing. It opens the door for people to be dismissed merely because of a personality clash. This cannot stand in a party supported by Unions across the country and that purports to uphold Democratic and Union principles.

Major executive positions such as an Executive Director, Development Director and Coordinated Campaign Manager should not be hired based on decisions made among a small group of people with potential issues or favors to resolve, especially with the massive demands of the upcoming 2018 elections. I am certain this should be in the Bylaws because officers tend to forget about this if it’s only in a human resources manual for the ADP.

ARTICLE III. STATE COMMITTEE OFFICERS, Section 3, A,2,

ADD:

(c) A competent, representative search committee will be put in place for hiring major positions in the ADP including but not limited to Executive Director, Development Director and Coordinated Campaign Manager, or any other position that performs similar duties.

(d) If a staff member is terminated and there is a conflict, there needs to be an appeals process and a hearing procedure in place to ensure fair labor practices and clarity in reasons for dismissal.