

Northeastern Arizona Workforce Development Board Bylaws

Wednesday, April 23, 2025



N O R T H E A S T E R N A R I Z O N A

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**Northeastern Arizona Local Workforce Development Board
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ARTICLE I: NAME AND PURPOSE

Section 1. Name. The name of the Board shall be the Northeastern Arizona Workforce Development Board hereinafter, referred to as Local Workforce Development Board or LWDB.

Section 2. Establishment. The LWDB was established in accordance with Section 107 of WIOA as required by Section XI. I. of Workforce Arizona Council's Local Governance Policy, the Workforce Innovation and Opportunity Act (WIOA) of 2014, and the Intergovernmental Agreement between Apache County, Gila County, and Navajo County provides for the formation of a joint LWDB.

The Intergovernmental Agreement designated Navajo County as the Chief Elected Official (CEO) and as the Grant Recipient, Fiscal Agent, and Administrative Entity for all Workforce Innovative and Opportunity Act funds.

Section 3. Area Served. The LWDB shall, in partnership with the CEO establish and oversee the workforce system in the three-county area in accordance with legislative requirements of the Workforce Innovation and Opportunity Act in its final regulations, applicable Federal and State Laws, rules, and regulations, Workforce Arizona Council policy and Arizona State policies and procedures AND to carry out such duties and functions as delegated to it by the **INTERGOVERNMENTAL AGREEMENT** and/or the CEO.

Navajo County in its role as the administrative entity shall be staffed by an Executive Director who shall be designated as the single point of contact for the LWDB and be responsible for all records, materials and other information deemed necessary by the LWDB.

Section 4. Purpose. The purpose of the LWDB is to:

- A. Provide strategic and operational oversight of the ARIZONA@WORK Northeastern Arizona service delivery system in collaboration with partners and workforce stakeholders.
- B. On behalf of the Navajo County BOS, serve as the steward of WIOA grant funds allocated to the Northeastern Arizona LWDA;
- C. Assist in the achievement of the State's strategic and operational vision and goals as outlined in the Unified State Plan; and
- D. Maximize and continue to improve the quality of services, customer satisfaction, and effectiveness of the services provided.

Section 5. Mission. The LWDB Mission statement is *to facilitate business retention and growth by partnering with education, service agencies and the business community to*

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empower individuals with skills that promote self-sufficiency.

Section 6. Vision. The Vision of the Northeastern Arizona Local Workforce Development Board is *to build economic success for business and workers through workforce development partnerships.*

ARTICLE II: POWERS AND AUTHORITIES

Section 1. Open Meeting Law. The LWDB shall conduct all meetings in accordance with A.R.S. § 38-431.01. Meetings shall be open to the public.

Section 2. WIOA. The WIOA of 2014, Public Law (Pub. L. 113–128), reauthorizes the Workforce Investment Act (WIA) of 1998 and provides the opportunity to align “workforce investment, education and economic development systems in support of a comprehensive, accessible, high–quality workforce development system in the United States.”

Section 3. Powers. The LWDB shall have the powers necessary to carry out its purpose and accomplish its functions as outlined in the WIOA, 29 U.S.C. § 3151(b), and any amendments thereto, A.R.S. § 41-5401, and any amendments thereto, and under Arizona's Executive Order No. 2015-10.

Section 4. Compliance. In execution of its business, the LWDB will comply with the WIOA and regulations as well as policies and directives from the Arizona Department of Economic Security, and the State Workforce Development Board.

ARTICLE III: DUTIES AND RESPONSIBILITIES

Section 1. Duties and Responsibilities. The LWDB shall perform the following duties and responsibilities as outlined in WIOA 107 (d), 20 CFR 679.370, the State Local Governance policy (SWP #1), and in the **CEO AND LWDB PARTNERSHIP AGREEMENT:**

In partnership with the CEO and ARIZONA@WORK, Northeastern Arizona (the name designated for the local workforce system) shall:

A. Local Plan: Develop and submit a 4-year local plan for the LWDB in partnership with the CEO and consistent with WIOA section 108 (20 CFR 679.370(a)).

B. Regional Plan: If the local area is part of a planning region that includes other local areas, develop and submit a regional plan in collaboration with other local areas. [Under 20 CFR 679.200 and 679.210, the LWDB in partnership with the CEO must develop and submit a regional plan. (WIOA 106 (c)(2) and 20 CFR 679.510). The regional plan must incorporate the

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local plans from each Local Workforce Development Area (LWDA) in the planning region per 20 CFR 679.540(a).

- C. Workforce Research and Regional Labor Market Analysis:** Conduct workforce research and regional labor market analysis to include the status of the regional and local economies, labor markets and workforce to assist the LWDB in the implementation and funding of programs and the Governor in the development of the statewide workforce and labor market information system.
- D. Stakeholder Engagement:** Convene and collaborate with local workforce development system stakeholders to ensure the development of an effective local area plan and identify non-federal expertise and resources to leverage support for local workforce development area activities. Stakeholder engagement activities may include, but are not limited to:
- 1) Establish specific workgroups as defined in Section VII of these bylaws. These workgroups will:
 - a. Conduct regular meetings to work on key topics that will contribute to the framework of the Northeastern Arizona Workforce Development Plan under WIOA section 108 and 20 CFR 679.550 and identify non-Federal expertise and resources to leverage support for workforce development activities.
 - 2) Stakeholders may also assist the LWDB and standing committees in carrying out, convening, brokering, and leveraging functions at the direction of the LWDB.
- E. Employer Engagement:** Lead efforts to engage with a diverse range of employers and other entities in the region in order to:
- 1) Promote representation of local area and regional private sector employers on the LWDB;
 - 2) Develop effective linkages with employers in the region to utilize the local workforce development system, and support local workforce investment activities;
 - 3) Ensure workforce investment activities meet the needs of current employers and support future growth in the region through communication, coordination and collaboration among employers, economic development entities, and service providers;
 - 4) Develop and implement proven strategies to meet the employment and skill needs of employers and workers that provide the skilled workforce needed by employers, and that expand employment and opportunities for career advancement; and
 - 5) Encourage employer utilization of ARIZONA@WORK One-Stop System.
- F. Career Pathways Development:** Collaborate with secondary and postsecondary education program representatives leading the efforts in the

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local workforce development area to develop and implement career pathways.

G. Proven and Promising Practices: Identify, promote, and disseminate proven and promising strategies, initiatives, and practices for meeting the needs of job seekers and employers.

H. Technology: Develop strategies for using technology to maximize accessibility and effectiveness of the local workforce development system for employers, workers, job seekers, and those with barriers to employment. develop intake and case management information systems, remote access, and improve digital literacy skills while leveraging resources and capacity within the system.

I. Program Oversight: In partnership with the CEO of the regional area:

- 1) Conduct oversight of youth workforce investment activities authorized under WIOA Sec. 129(c), adult and dislocated worker employment and training activities under WIOA Sec. 134(c) and (d), and the entire one-stop delivery system in the local area;
- 2) Ensure the appropriate use and management of the funds provided under WIOA Subtitle B for the youth, adult, and dislocated worker activities and one-stop delivery system in the local area; and
- 3) Ensure the appropriate use, management, and investment of funds to maximize performance outcomes under WIOA Sec. 116.

J. Performance Accountability Measures: Negotiate and reach an agreement on local performance measures with the CEO and the Governor (WIOA section 116 (c)).

K. Selection of Operators and Providers: Select the following providers in the local area, and where appropriate terminate such providers in accordance with 2 CFR part 200:

- 1) Identify eligible providers of youth workforce development activities and award grants or contracts on a competitive basis;
- 2) Identify eligible adult and youth training providers, and also ensure the provision of opportunities that lead to competitive employment for individuals with disabilities;
- 3) In conjunction with the State, ensure there are sufficient numbers and types of career and training service providers in a manner that maximizes consumer choice;
- 4) Designate or certify one-stop operators through a competitive process as described in WIOA section 121(d)(2)(A), 20 CFR 678.600 – 678.635, and State Workforce Policy #4 ARIZONA@WORK One-Stop Operator and Service Provider Selection Policy.

L. Memorandum of Understandings (MOUs) and One-Stop Certification:

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Consistent with an approved State plan the LWDB shall develop and enter into MOUs with each one-stop partner, certify one-stop partners at least every three years, terminate one-stop operators for cause, and conduct oversight with respect to the one-stop delivery system.

- M. Coordination with Education Providers:** Coordinate activities with education and training providers.
- N. Budget and Administration:** Develop a budget for the activities of the local board in the local area, consistent with the local plan and the duties of the local board, subject to the approval of the CEO.
- O. Accessibility for Individuals with Disabilities:** Assess, on an annual basis, the physical and programmatic accessibility of all one-stop centers in the local area, in accordance with WIOA Section 188, if applicable, and applicable provisions of the Americans with Disabilities Act of 1990.

Section 2. Additional Responsibilities. The LWDB shall carry out its functions and responsibilities as outlined by the Workforce Innovation and Opportunity Act of 2014 and the federal and state WIOA regulations. The LWDB may adopt additional functions and responsibilities that are not inconsistent with any and all applicable state or federal law or these bylaws.

Section 3. Methods. The LWDB shall perform duties in accordance with these methods:

- A. Convene/Strategy Development:** Connect business, labor, education and economic development to focus on community workforce issues and develop strategies to improve the workforce system.
- B. Analysis/Accountability:** Collect, examine, and share data to inform decision-making and drive workforce development strategies, conduct research to support system improvements, and ensure accountability.
- C. Community Advocate:** Advise local and regional leaders on policy and strategies to strengthen the workforce system, and review policies and programs to recommend actions that support and align the system.
- D. Promote/Communicate:** Increase awareness of workforce services across the region, identify and disseminate information on best practices, and communicate the benefits of the workforce system to job seekers and businesses.

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ARTICLE IV: MEMBERSHIP

Section 1. Composition

- A. In accordance with 20 CFR 679.330, the LWDB must elect a chairperson from among the business representatives on the board.
- B. Representation required under 20 CFR 679.320 WIOA Sec. 107(b)(2) LWDB appointments shall consist of:
 - 1) Election of a Chairperson, who shall be a business representative;
 - 2) A majority of the members must be business representatives;
 - 3) 20% of the members must be workforce representatives; which must include two (2) organized labor representatives and at least one (1) joint labor-management, or union-affiliated, registered apprenticeship program; and specialized representatives from Community Based Organizations and organizations with experience serving youth; and
 - 4) One (1) Title III Wagner-Peyser representative;
 - 5) One (1) Title II Adult Education and Literacy representative;
 - 6) One (1) Higher Education representative;
 - 7) One (1) Economic and Community development representative; and
 - 8) One (1) Title IV Vocational Rehabilitation representative.

Section 2. Term. Current Board Members as of April 23, 2025, will serve the remainder of their terms according to the board roster attached hereto. All board members appointed between April 23, 2025, and June 30, 2025, will serve the remainder of the term designated for the seat to which they are appointed. Board members appointed beginning July 1, 2025, will serve a five-year term.

Section 3. Attendance

- A. All LWDB members are expected to attend regularly scheduled meetings. More than two consecutive absences by any member during any 12-month period result in an Executive Committee review, at whose direction termination of membership may result.
- B. All LWDB members can attend board meeting via web or conference call. A cell phone call into a member's phone may be used in case technology is not available for the meeting.

Section 4. Member Compensation.

LWDB members shall serve without compensation except for reimbursement

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for travel and subsistence expenses.

Section 5. Proxies or Alternates.

LWDB members are not permitted to delegate any LWDB duties to proxies or alternates.

Section 6. Vacancies.

- A. If a vacancy occurs otherwise than by expiration of term, the vacancy shall be filled according to *Article IV Section I -Appointment to the LWDB.*
- B. In the event of a vacancy, LWDB staff will notify the Navajo County Clerk of the Board for the purpose of informing the Navajo County BOS.
- C. In order to comply with Workforce Arizona Council Local Governance Policy, LWDB vacancies must be filled within 120 days of the vacancy.
- D. In the event a vacancy cannot be filled within 120 days, the LWDB must request a waiver in writing to the Chair or designee of the Workforce Arizona Council with an explanation of why a vacancy was not filled in the 120-day timeframe and a description of the process underway to fill the vacancy.
- E. The LWDB must maintain written approval of the waiver request by the Chair or designee of the Workforce Arizona Council and will be monitored according to the process outlined in the approved waiver request.

Section 7. Resignations.

- A. Resignation by members shall be submitted in writing to the LWDB Chair.
- B. An agenda item will be placed on the next full LWDB meeting for the Board to "acknowledge" that member's resignation.

Section 8. Removal.

- A. LWDB members must be removed by the Navajo County BOS if any of the following occurs:
 - 1) Absences as defined in Article IV (4);
 - 2) Documented violation of conflict of interest;
 - 3) Failure to meet Local Board member representation requirements;
 - 4) Documented proof of malfeasance, fraud or abuse; or
 - 5) A member fails to fulfill the requirements of membership.
- B. The state administrative entity reserves the right to conduct an investigation

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regarding allegations of wrongdoing that result in the removal of a board member. Navajo County BOS and LWDB chairs will be formally notified in advance of any such investigation and of the results.

- C. At the request of the member under consideration for removal, the Executive Committee will conduct a hearing with the member under consideration regarding the merits of the recommendation for removal.
- D. Should the Executive Committee determine that it is in the best interest of the LWDB to remove a member; a recommendation for removal will be presented to the LWDB for official action to remove the member. The recommendation must receive a majority vote.
- E. Recommendations for removal of LWDB members will be forwarded to the Navajo County BOS for final approval.

ARTICLE V: MEETINGS

Section 1. General Requirements.

- A. The LWDB will meet on even months of the year, on the fourth Wednesday of the even months. The Executive Committee will meet on odd months, also on the Fourth Wednesday of the odd months. The LWDB reserves the right to change the frequency as needed;
- B. LWDB Acknowledges open meeting requirements and compliance;
- C. The time, place, and dates of regular meetings shall be available to the general public and a notice containing such information shall be posted at least one week in advance to the public on the agency's website;
- D. A quorum will consist of a simple majority of the currently appointed membership; and
- E. A virtual Meeting invite will be provided to board members and posted on the Meeting agenda located on the arizonaatwork.gov website.

Section 2. Regular Meetings. The LWDB shall meet no less than four (4) times a year and at least quarterly.

Section 3. Special Meetings. The LWDB Chairperson may call a special meeting at any time with at least a Forty-eight (48) hour notice. In addition, a special meeting may be called with a majority vote of active LWDB members with at least a forty-eight (48) hour notice. All special meeting notifications must follow appropriate State and Federal Open Meeting Laws.

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- Section 4.** Quorum. A simple majority of the currently appointed LWDB membership shall constitute a quorum. Phone participation or web-based participation is permitted. Proxies or alternates do not count toward a quorum.
- Section 5.** Proxy Procedure. Board members will not be permitted to delegate a proxy or alternatives.
- Section 6.** Voting. Each appointed member of the LWDB shall have one vote. A simple majority vote of the LWDB members present is needed to pass a motion. Members unable to attend may send a representative as a public member of the audience, but the representative is not allowed to vote or participate in the LWDB discussions unless part of a public period on the agenda.
- Section 7.** Conflict of Interest. LWDB members must adhere to Workforce Arizona Council Policy #8 (Conflict of Interest) and the following in regard to conflict of interest.
- A. A LWDB member may not vote on any matter that would provide direct financial benefit to the member or the member's immediate family, or on matters of the provision of services by the member or the entity the member represents.
 - B. A LWDB member must avoid even the appearance of a conflict of interest. Prior to taking office, LWDB members must provide to the LWDB Chairperson a written declaration of all substantial business interests or relationships they, or their immediate families, have with all businesses or organizations that have received, currently receive, or are likely to receive contracts or funding from the LWDB. Such declarations must be updated annually or within thirty (30) days to reflect any changes in such business interests or relationships. The LWDB must appoint an individual to timely review the disclosure information and advise the LWDB Chairperson and appropriate members of potential conflicts before and during meetings.
 - C. Prior to a discussion, vote, or decision on any matter before the LWDB, if a member, or a person in the immediate family of such member, has a substantial interest in or relationship to a business entity, organization, or property that would be affected by an official LWDB action, the member must disclose the nature and extent of the interest or relationship and must abstain from discussion and voting on or in any other way participating in the decision on the matter. All abstentions must be recorded in the minutes of the LWDB meeting and be maintained as part of the official record.
 - D. It is the responsibility of the LWDB members to monitor potential conflicts of interest and bring it to the LWDB's attention in the event a member does not make a self-declaration.
 - E. In order to avoid conflict of interest, the LWDB ensures the service providers

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for WIOA Title IB Adult, Dislocated Worker, and Youth Programs cannot employ or otherwise compensate a current LWDB member OR LWDB employee who is employed or compensated by the LWDB or its administrative entity, fiscal agent, or grant recipient to support the LWDB in carrying out its duties.

- F. The LWDB ensures that the LWDB, its members, or its administrative staff do not directly control the daily activities of its workforce service providers, workforce system partners or contractors.
- G. LWDB members or their organizations may receive services as a customer of a local workforce service provider or workforce system partner, however, may not participate in discussions or votes that directly or indirectly impact their participation as a customer.

Section 8. Rules. Roberts Rules of order shall govern the LWDB actions, unless inconsistent with these Bylaws or LWDB Agreements and Consortium Agreement to intergovernmental agreement.

Section 9. Arizona Open Meeting Laws. All meetings of the LWDB, including regular, special, standing committee, and ad hoc committees shall comply in form and manner as required by the Arizona Open Meeting Law.

Section 10. Agendas.

- A. LWDB meeting agendas are prepared by the LWDB Chairperson in consultation with the LWDB Executive Director. LWDB members may propose agenda items in writing to the LWDB Chairperson and/or the Executive Director at least seven (7) working days prior to the date of the meeting. Other agencies, groups, organizations, and individuals desiring to place items on the agenda may present the request, with a statement of purpose, to the LWDB Chairperson at least seven working days in advance of the meeting. The LWDB Chairperson will have the final decision on whether an item is placed on the agenda All LWDB meetings will include a public comment period limited to 5 minutes for each comment
- B. All LWDB Agendas will be posted on the ARIZONA@WORK Northeastern Arizona website 48 hours prior to the date of the LWDB meeting
- C. Meeting agendas may contain a Consent Agenda. A consent agenda groups routine business and reports as one agenda item. All items will be handled by a single vote as part of the consent agenda, unless a Board Member, or member of the public objects at the time the agenda item is called. The chair decides which items will be placed on the consent

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agenda.

D. The use of a consent agenda may include:

- 1) At the beginning of the meeting, the board chair will ask members if any of the consent agenda items should be moved to the regular discussion items.
- 2) Any reason will be sufficient to move an item. A member can move an item to discuss, query or vote against it.
- 3) Once the item has been moved, the chair may decide to take up the matter immediately or table it for a future meeting.
- 4) When there are no items to be moved or if all requested items have been moved, hearing no objections the chair can move to adopt the consent agenda
- 5) The full text of the resolutions, reports, and recommendations that were adopted as part of the consent agenda will be documented as part of the meeting minutes.

Section 11. Minutes.

- A. Minutes will be kept of all LWDB regular and special meetings and distributed to members four (4) days prior to scheduled meetings. Distribution shall, at a minimum, include the CEO and LWDB members. Minutes must state if a quorum was present at the meeting to conduct business.
- B. All LWDB minutes will be posted on the ARIZONA@WORK Northeastern Arizona website.

ARTICLE VI: OFFICERS

Section 1. Election and Term.

- A. Recommendations for Board officers shall be presented to the full board for election.
- B. Election of officers shall be held on the fourth Wednesday of June.
- C. Each officer position will alternate elections every third year and will be elected by the membership for each designated office.
- D. Candidates for office must be eligible to serve for at least three-year terms, beginning on July 1st of the following program year.
- E. Terms of office will begin July 1st

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Section 2. Officer Duties. The duties of the officers shall include, but are not limited to the following:

A. Chair:

- 1) The Chair shall be a private sector business representative LWDB member and elected by a majority vote of the LWDB starting July 2025.
- 2) Shall approve LWDB agenda, preside at all LWDB regular and special meetings and when authorized by formal action of the LWDB or the Executive Committee, shall sign all documents on behalf of the LWDB.
- 3) In the event the Chair cannot fulfill the terms of his/her appointment for any reason, the Vice Chair shall perform such duties as the Acting Chair until a new Chair is appointed.

B. Vice-Chair:

- 1) The Vice-Chair must be selected from the LWDB private sector business representative group and should represent a County not already represented by the Chair or Secretary.
- 2) Shall perform the duties of the Chair when the Chair is unable to do so and to represent the LWDB at meetings at the request of the Chair.
- 3) Will be elected by the majority vote of the LWDB beginning July 2026.

C. Secretary:

- 1) The Secretary must be selected from the LWDB private sector business representative group representing a county not represented by the Chair and Vice-Chair.
- 2) Will be elected by majority vote of the LWDB beginning July 2027.
- 3) Shall be responsible for reviewing the minutes and making motions to accept or correct them. The secretary shall preside over meetings in the absence of the Chair and Vice-Chair and represent the LWDB in meetings at the request of the Chair.

Section 3. Removal of Officers. *In the event an officer needs to be removed, the process will follow Article IV Section 8: Removal*

ARTICLE VII: COMMITTEES, WORKGROUPS OR TASK FORCES

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Section 1. Executive Committee. The Executive Committee is responsible for the following:

- A. The Executive Committee shall meet as necessary between scheduled meetings of the entire LWDB and shall be responsible for interpreting and putting into effect the decisions, policies and programs of the LWDB, including but not limited to attendance, by-laws or disciplinary actions of the LWDB.
- B. The Executive Committee shall be chaired by the LWDB Chairperson.
- C. The Executive Committee shall be comprised of three elected officers: Chairperson, Vice- Chairperson, and Secretary, elected by a simple majority vote and two (2) at large members also voted by simple majority vote.
- D. The Executive Committee shall at all times must consist of an odd number of members.
- E. Actions made by the Executive Committee are subject to ratification by a majority vote of the LWDB at its next regularly scheduled meeting.
- F. May go into "Executive Session" during the course of a Board meeting on an "as needed" basis at the discretion of the Board Chair and legal counsel.

Section 2. Establishing a Standing Committee, Workgroup or Taskforce.

- A. The LWDB has the authority to establish standing committees, work groups or task forces in order to address specific issues, and to accomplish strategic goals of the LWDB.
- B. The Chair of the LWDB shall appoint the Chair of any standing committee, Taskforce, and/or work group.
- C. All standing committee, workgroups or task force recommendations are to be presented to the LWDB for official action.

Section 3. Standing Committees.

- A. If the LWDB decides to form a standing committee, the following requirements must be met:
 - 1) The committee must meet the requirements of WIOA Sec. 107(b)(4)
 - 2) The standing committees must be chaired by a member of the LWDB;
 - 3) Other members of the LWDB may be included;

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- 4) LWDB must appoint other individuals who are not LWDB members and who the LWDB determines have appropriate experience and expertise.
- 5) If the LWDB determines that a specific standing committee is no longer needed, it shall officially disband the committee by a majority vote. The By-laws will thereafter be amended to remove the standing committee.

Section 4. Task Forces and Workgroups.

- A. Taskforces and workgroups shall be chaired by a board member and shall not have more than five members of the board.
- B. The Chair of the LWDB shall appoint the Chair of any work groups/taskforces Committee Authority.
 - 1) All actions of an LWDB committee shall be advisory to the full LWDB, with the exception of the Executive Committee that may conduct business between Board meetings if necessary.

ARTICLE VIII: CONFLICT RESOLUTION

It is the intent of the LWDB to resolve conflicts by consensus. In instances where consensus cannot be reached at the lowest level, and the functioning of the LWDB or One-stop system is impaired, those LWDB Members or service delivery partners, who are parties to the dispute shall submit to the following Dispute Resolution (complaint) Procedures if state and/or federal laws and regulations allow.

- A. If the LWDB Members or service delivery partners are unable to resolve a dispute to the satisfaction of the parties to the dispute, the complaint shall be submitted in writing to the LWDB Executive Committee within 15 days of the dispute.
- B. The Executive Committee shall evaluate the merits of the dispute and may attempt to resolve the dispute through mediation; however, in all cases, the Executive Committee shall prepare a response to the complaint within 30 days.
- C. If the Executive Committee is unable to resolve a dispute to the satisfaction of the parties to the dispute, the complaint shall be submitted to the CEO, which will respond with a decision within 45 days. The CEO decision shall be final and binding on all parties to the dispute.

ARTICLE IX: INDEMNIFICATION

LWDB members shall be held harmless and indemnified from liability incurred due to their volunteer Board membership to the extent allowed by law, and to the extent that such indemnification is available from an active Directors' and Officers' insurance policy. Grant funds may not be used for indemnification unless it is an allowable use for the funds under

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the terms of the grant.

ARTICLE X: ADOPTION AND AMENDMENTS

Section 1. Adopted. These Bylaws are hereby adopted on this 23 day of April, 2025 and are effective as of this date. These bylaws will remain in effect until such time as a modification or termination is voted on by a majority of the LWDB members.

Section 2. Amendment or Repeal. The Bylaws may be amended or repealed in part or

Section 3. Distribution. When the bylaws are amended, a copy of the updated bylaws will

ARTICLE XI: COMPLIANCE WITH THE LAW

In execution of its business, the LWDB must comply with must comply with the Workforce Innovation Opportunity Act and its regulations, applicable Federal and State Laws, rules and regulations, Workforce Arizona Council policy and Arizona State policies and procedures.



LWDB Chairperson

June 6, 2025

Date