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Form **990**

Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except black lung benefit trust or private foundation)

▶ The organization may have to use a copy of this return to satisfy state reporting requirements

OMB No 1545-0047

2011

Open to Public Inspection

A For the 2011 calendar year, or tax year beginning 07/01/11 , and ending 06/30/12

B Check if applicable
☐ Address change
☐ Name change
☐ Initial return
☐ Terminated
☐ Amended return
☐ Application pending

C Name of organization: Michigan Association of Governmental Employees

Doing Business As

Number and street (or P O box if mail is not delivered to street address): 6920 South Cedar Street — Room/suite: 7

City or town, state or country, and ZIP + 4: Lansing MI 48911

D Employer identification number: 38-2334141

E Telephone number: 517-694-3123

G Gross receipts $ 919,461

F Name and address of principal officer:
Alan J. Quattrin
6920 South Cedar Street, Suite 7
Lansing MI 48911

H(a) Is this a group return for affiliates? ☐ Yes ☒ No

H(b) Are all affiliates included? ☐ Yes ☐ No
If "No," attach a list (see instructions)

I Tax-exempt status ☐ 501(c)(3) ☒ 501(c) (5) ◀(insert no) ☐ 4947(a)(1) or ☐ 527

J Website: ▶ www.mage.org

H(c) Group exemption number ▶

K Form of organization ☒ Corporation ☐ Trust ☐ Association ☐ Other ▶

L Year of formation 1980

M State of legal domicile MI

Part I Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities
To provide professional representation and pertinent information in labor relations, compensation, and retirement matters to members.

2 Check this box ▶ ☐ if the organization discontinued its operations or disposed of more than 25% of its net assets

3 Number of voting members of the governing body (Part VI, line 1a)	3	23
4 Number of independent voting members of the governing body (Part VI, line 1b)	4	23
5 Total number of individuals employed in calendar year 2011 (Part V, line 2a)	5	5
6 Total number of volunteers (estimate if necessary)	6	0
7a Total unrelated business revenue from Part VIII, column (C), line 12	7a	0
b Net unrelated business taxable income from Form 990-T, line 34	7b	0

	Prior Year	Current Year
Revenue		
8 Contributions and grants (Part VIII, line 1h)	0	0
9 Program service revenue (Part VIII, line 2g)	728,047	876,279
10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	4,364	3,507
11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	42,133	39,675
12 Total revenue – add lines 8 through 11 (must equal Part VIII, column (A), line 12)	774,544	919,461
Expenses		
13 Grants and similar amounts paid (Part IX, column (A), lines 1–3)	0	0
14 Benefits paid to or for members (Part IX, column (A), line 4)	0	0
15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	466,446	485,567
16a Professional fundraising fees (Part IX, column (A), line 11e)	0	0
b Total fundraising expenses (Part IX, column (D), line 25) ▶ 0		
17 Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	326,606	325,489
18 Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)	793,052	811,056
19 Revenue less expenses Subtract line 18 from line 12	-18,508	108,405

Net Assets or Fund Balances	Beginning of Current Year	End of Year
20 Total assets (Part X, line 16)	348,485	461,473
21 Total liabilities (Part X, line 26)	149,624	154,148
22 Net assets or fund balances Subtract line 21 from line 20	198,861	307,325

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IRS-OSC

SCANNED NOV 29 2012

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge

Sign Here

▶ Signature of officer — Date 10/29/12

▶ Ann Sanders Secretary-Treasurer
Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name	Preparer's signature	Date	Check ☐ if self-employed	PTIN
L. Susan Hafner	L. Susan Hafner	10/26/12		P00682905

Firm's name ▶ McCartney & Company, P.C. — Firm's EIN ▶ 38-2332573

Firm's address ▶ 2121 University Park Drive, Suite 150, Okemos, MI 48864 — Phone no 517-347-5000

May the IRS discuss this return with the preparer shown above? (see instructions) ☒ Yes ☐ No

Part III **Statement of Program Service Accomplishments**

Check if Schedule O contains a response to any question in this Part III [X]

1 Briefly describe the organization's mission·

To provide professional representation and pertinent information in labor relations, compensation, and retirement matters to members.

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? [ ] Yes [X] No

If "Yes," describe these new services on Schedule O

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? [ ] Yes [X] No

If "Yes," describe these changes on Schedule O.

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations and section 4947(a)(1) trusts are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported

4a (Code·) (Expenses $ 729,686 including grants of $) (Revenue $)

Active and retired state of Michigan governmental employees are eligible for membership in the Association. The Association provides its members with up to date information on the issues pertaining to the State of Michigan governmental employment as well as legal representation of the employees versus the employer on any employment related litigation. In the fiscal year 2010-2011, the Association averaged approximately 1,228 members.

4b (Code.) (Expenses $ including grants of $) (Revenue $)

4c (Code) (Expenses $ including grants of $) (Revenue $)

4d Other program services (Describe in Schedule O)

(Expenses $ including grants of $) (Revenue $)

4e Total program service expenses ▶ 729,686

Part IV Checklist of Required Schedules

			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A	1		X
2	Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)?	2		X
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I	3	X	
4	**Section 501(c)(3) organizations.** Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If "Yes," complete Schedule C, Part II	4		
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C, Part III	5	X	
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I	6		X
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II	7		X
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III	8		X
9	Did the organization report an amount in Part X, line 21, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV	9		X
10	Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? If "Yes," complete Schedule D, Part V	10		X
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable			
a	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI	11a	X	
b	Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII	11b		X
c	Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII	11c		X
d	Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IX	11d		X
e	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	11e		X
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X	11f		X
12a	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI, XII, and XIII	12a		X
b	Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI, XII, and XIII is optional	12b		X
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13		X
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		X
b	Did the organization have aggregate revenues or expenses of more than $10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at $100,000 or more? If "Yes," complete Schedule F, Parts I and IV	14b		X
15	Did the organization report on Part IX, column (A), line 3, more than $5,000 of grants or assistance to any organization or entity located outside the United States? If "Yes," complete Schedule F, Parts II and IV	15		X
16	Did the organization report on Part IX, column (A), line 3, more than $5,000 of aggregate grants or assistance to individuals located outside the United States? If "Yes," complete Schedule F, Parts III and IV	16		X
17	Did the organization report a total of more than $15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I (see instructions)	17		X
18	Did the organization report more than $15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II	18		X
19	Did the organization report more than $15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III	19		X
20a	Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H	20a		X
b	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		

Part IV Checklist of Required Schedules (continued)

			Yes	No
21	Did the organization report more than $5,000 of grants and other assistance to any government or organization in the United States on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21		X
22	Did the organization report more than $5,000 of grants and other assistance to individuals in the United States on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22		X
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete Schedule J	23		X
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than $100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete Schedule K If "No," go to line 25	24a		X
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25a	**Section 501(c)(3) and 501(c)(4) organizations.** Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a		
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I	25b		
26	Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or disqualified person outstanding as of the end of the organization's tax year? If "Yes," complete Schedule L, Part II	26		X
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part III	27		X
28	Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions).			
a	A current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	28a		X
b	A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	28b		X
c	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? If "Yes," complete Schedule L, Part IV	28c		X
29	Did the organization receive more than $25,000 in non-cash contributions? If "Yes," complete Schedule M	29		X
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M	30		X
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31		X
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II	32		X
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301 7701-2 and 301 7701-3? If "Yes," complete Schedule R, Part I	33		X
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1	34		X
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		X
b	Did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35b		X
36	**Section 501(c)(3) organizations.** Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2	36		
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI	37		X
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11 and 19? **Note.** All Form 990 filers are required to complete Schedule O	38	X	

Part V **Statements Regarding Other IRS Filings and Tax Compliance**

Check if Schedule O contains a response to any question in this Part V ☐

					Yes	No
1a	Enter the number reported in Box 3 of Form 1096 Enter -0- if not applicable	1a	0			
b	Enter the number of Forms W-2G included in line 1a Enter -0- if not applicable	1b	0			
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?			1c		
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	2a	5			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?			2b	X	
	Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)					
3a	Did the organization have unrelated business gross income of $1,000 or more during the year?			3a		X
b	If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O			3b		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?			4a		X
b	If "Yes," enter the name of the foreign country. ▶ See instructions for filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts					
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?			5a		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?			5b		X
c	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?			5c		
6a	Does the organization have annual gross receipts that are normally greater than $100,000, and did the organization solicit any contributions that were not tax deductible?			6a		X
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?			6b		
7	**Organizations that may receive deductible contributions under section 170(c).**					
a	Did the organization receive a payment in excess of $75 made partly as a contribution and partly for goods and services provided to the payor?			7a		
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?			7b		
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?			7c		
d	If "Yes," indicate the number of Forms 8282 filed during the year	7d				
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?			7e		
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?			7f		
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?			7g		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?			7h		
8	**Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations.** Did the supporting organization, or a donor advised fund maintained by a sponsoring organization, have excess business holdings at any time during the year?			8		
9	**Sponsoring organizations maintaining donor advised funds.**					
a	Did the organization make any taxable distributions under section 4966?			9a		
b	Did the organization make a distribution to a donor, donor advisor, or related person?			9b		
10	**Section 501(c)(7) organizations.** Enter:					
a	Initiation fees and capital contributions included on Part VIII, line 12	10a				
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b				
11	**Section 501(c)(12) organizations.** Enter					
a	Gross income from members or shareholders	11a				
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them)	11b				
12a	**Section 4947(a)(1) non-exempt charitable trusts.** Is the organization filing Form 990 in lieu of Form 1041?			12a		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b				
13	**Section 501(c)(29) qualified nonprofit health insurance issuers.**					
a	Is the organization licensed to issue qualified health plans in more than one state? **Note.** See the instructions for additional information the organization must report on Schedule O.			13a		
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13b				
c	Enter the amount of reserves on hand	13c				
14a	Did the organization receive any payments for indoor tanning services during the tax year?			14a		X
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O			14b		

Part VI **Governance, Management, and Disclosure** For each "Yes" response to lines 2 through 7b below, and for a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions. Check if Schedule O contains a response to any question in this Part VI [X]

Section A. Governing Body and Management

				Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year. If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O	1a 23			
b	Enter the number of voting members included in line 1a, above, who are independent	1b 23			
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?		2		X
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, or trustees, or key employees to a management company or other person?		3		X
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?		4	X	
5	Did the organization become aware during the year of a significant diversion of the organization's assets?		5		X
6	Did the organization have members or stockholders?		6		X
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?		7a		X
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?		7b		X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following				
a	The governing body?		8a	X	
b	Each committee with authority to act on behalf of the governing body?		8b	X	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O		9		X

Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)

			Yes	No
10a	Did the organization have local chapters, branches, or affiliates?	10a		X
b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	10b		
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a		X
b	Describe in Schedule O the process, if any, used by the organization to review this Form 990			
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13	12a	X	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	X	
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done	12c	X	
13	Did the organization have a written whistleblower policy?	13	X	
14	Did the organization have a written document retention and destruction policy?	14	X	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?			
a	The organization's CEO, Executive Director, or top management official	15a		X
b	Other officers or key employees of the organization	15b		X
	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions).			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a		X
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?	16b		

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed ▶ None

18 Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (Section 501(c)(3)s only) available for public inspection Indicate how you made these available Check all that apply

[ ] Own website [ ] Another's website [X] Upon request

19 Describe in Schedule O whether (and if so, how), the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.

20 State the name, physical address, and telephone number of the person who possesses the books and records of the organization. ▶ Ann Sanders 6920 South Cedar Street, Suite 7, Lansing MI 48911 517-694-3123

Form 990 (2011) Michigan Association of 38-2334141 Page 7

Part VII **Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors**

Check if Schedule O contains a response to any question in this Part VII ☐

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed Report compensation for the calendar year ending with or within the organization's tax year

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation Enter -0- in columns (D), (E), and (F) if no compensation was paid
- List all of the organization's **current** key employees, if any See instructions for definition of "key employee "
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than $100,000 from the organization and any related organizations
- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than $100,000 of reportable compensation from the organization and any related organizations
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than $10,000 of reportable compensation from the organization and any related organizations

List persons in the following order individual trustees or directors, institutional trustees; officers, key employees, highest compensated employees, and former such persons

☐ Check this box if neither the organization nor any related organizations compensated any current officer, director, or trustee.

(A) Name and Title	(B) Average hours per week (describe hours for related organizations in Schedule O)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee): Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
(1) Brody McClellan Dist 6 - Deputy Dir.	1.00	X						0	0	0
(2) Cathy Babbidge Dist 4 - Deputy Dir.	1.00	X						0	0	0
(3) Brant Wimbush Dist 9 - Deputy Dir.	1.00	X						0	0	0
(4) Georgia Green Dist 5 - Director	1.00	X						0	0	0
(5) Joanne Cripps Dist 4 - Director	1.00	X						0	0	0
(6) Brent Mitchell Dist 3 - Deputy Dir.	1.00	X						0	0	0
(7) Judy Pigg Behrendt Dist 7 - Director	1.00	X						0	0	0
(8) Thomas Welch Dist 6 - Director	1.00	X						0	0	0
(9) Keena M. Jones Dist 2 - Director	1.00	X						0	0	0
(10) Kay Hiltunen Dist 1 - Director	1.00	X						0	0	0
(11) Olivia L. Bruce Dist 8 - Director	1.00	X						0	0	0
(12) Maria Perez Dist 9 - Director	1.00	X						0	0	0
(13) Cynthia D. Coleman Dist 8 - Deputy Dir.	1.00	X						0	0	0
(14) Margaret Shultz Dist 7 - Deputy Dir.	1.00	X						0	0	0

Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

(A) Name and title	(B) Average hours per week (describe hours for related organizations in Schedule O)	(C) Position: Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
(15) Richard Koch II Dist 5 - Deputy Dir.	1.00	X						0	0	0
(16) Scott Nicewander Dist 3 - Director	1.00	X						0	0	0
(17) Mark Krupiarz Dist 2 - Deputy Dir.	1.00	X						0	0	0
(18) Douglas J. Barry Dist 1 - Deputy Dir.	1.00	X						0	0	0
(19) Ann M. Sanders Secretary/Treasurer	8.00			X				49,259	0	9,558
(20) Alan Quattrin President	5.00			X				0	0	0
(21) Karilyn Sanders Past President	1.00			X				0	0	0
(22) Michael Herendeen 1st Vice President	1.00			X				0	0	0
(23) Michael DeShambo 2nd Vice President	1.00			X				0	0	0
(24)										
(25)										
1b Sub-total ▶								49,259		9,558
c Total from continuation sheets to Part VII, Section A ▶										
d Total (add lines 1b and 1c) ▶								49,259		9,558

2 Total number of individuals (including but not limited to those listed above) who received more than $100,000 in reportable compensation from the organization ▶ 0

		Yes	No
3 Did the organization list any former officer, director, or trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual	3		X
4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than $150,000? If "Yes," complete Schedule J for such individual	4		X
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If "Yes," complete Schedule J for such person	5		X

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than $100,000 of compensation from the organization Report compensation for the calendar year ending with or within the organization's tax year

(A) Name and business address	(B) Description of services	(C) Compensation

2 Total number of independent contractors (including but not limited to those listed above) who received more than $100,000 of compensation from the organization ▶ 0

Part VIII Statement of Revenue

			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514
Contributions, Gifts, Grants and Other Similar Amounts						
1a	Federated campaigns	1a				
b	Membership dues	1b				
c	Fundraising events	1c				
d	Related organizations	1d				
e	Government grants (contributions)	1e				
f	All other contributions, gifts, grants, and similar amounts not included above	1f				
g	Noncash contributions included in lines 1a-1f	$				
h	**Total.** Add lines 1a–1f ▶					
Program Service Revenue		Busn. Code				
2a	Mem dues & assessmnts-Rel/exm		766,279	766,279		
b	OPEIU - Recruitment fund		110,000	110,000		
c						
d						
e						
f	All other program service revenue					
g	**Total.** Add lines 2a–2f ▶		876,279			
Other Revenue						
3	Investment income (including dividends, interest, and other similar amounts) ▶		3,507			3,507
4	Income from investment of tax-exempt bond proceeds ▶					
5	Royalties ▶					
		(i) Real / (ii) Personal				
6a	Gross rents					
b	Less rental exps					
c	Rental inc or (loss)					
d	Net rental income or (loss) ▶					
		(i) Securities / (ii) Other				
7a	Gross amount from sales of assets other than inventory					
b	Less cost or other basis & sales exps					
c	Gain or (loss)					
d	Net gain or (loss) ▶					
8a	Gross income from fundraising events (not including $ of contributions reported on line 1c). See Part IV, line 18	a				
b	Less direct expenses	b				
c	Net income or (loss) from fundraising events ▶					
9a	Gross income from gaming activities. See Part IV, line 19	a				
b	Less direct expenses	b				
c	Net income or (loss) from gaming activities ▶					
10a	Gross sales of inventory, less returns and allowances	a				
b	Less cost of goods sold	b				
c	Net income or (loss) from sales of inventory ▶					
	Miscellaneous Revenue	Busn. Code				
11a	OPEIU Rebates		38,756			38,756
b	District rebates forfeited		919			919
c						
d	All other revenue					
e	**Total.** Add lines 11a–11d ▶		39,675			
12	**Total revenue.** See instructions. ▶		919,461	876,279	0	43,182

Part IX **Statement of Functional Expenses**

Section 501(c)(3) and 501(c)(4) organizations must complete all columns All other organizations must complete column (A) but are not required to complete columns (B), (C), and (D).

Check if Schedule O contains a response to any question in this Part IX ☐

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to governments and organizations in the U.S See Part IV, line 21				
2 Grants and other assistance to individuals in the U S See Part IV, line 22				
3 Grants and other assistance to governments, organizations, and individuals outside the U S See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees				
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	328,726	300,376	28,350	
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	41,387	37,727	3,660	
9 Other employee benefits	90,861	82,825	8,036	
10 Payroll taxes	24,593	22,418	2,175	
11 Fees for services (non-employees).				
a Management				
b Legal	8,827	8,827		
c Accounting				
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other				
12 Advertising and promotion				
13 Office expenses				
14 Information technology				
15 Royalties				
16 Occupancy	14,490		14,490	
17 Travel	23,994	23,994		
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	11,142	11,142		
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	2,355		2,355	
23 Insurance				
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses in line 24e If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a OPEIU rebates	171,902	171,902		
b District rebates	15,217	15,217		
c Lobbyist	12,738	12,738		
d Insurance	8,979		8,979	
e All other expenses	55,845	42,520	13,325	
25 **Total functional expenses.** Add lines 1 through 24e	811,056	729,686	81,370	0
26 **Joint costs.** Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation Check here ▶ ☐ if following SOP 98-2 (ASC 958-720)				

Part X **Balance Sheet**

					(A) Beginning of year		(B) End of year
Assets	1	Cash—non-interest bearing			214	1	214
	2	Savings and temporary cash investments			333,793	2	442,322
	3	Pledges and grants receivable, net				3	
	4	Accounts receivable, net			6,333	4	3,267
	5	Receivables from current and former officers, directors, trustees, key employees, and highest compensated employees Complete Part II of Schedule L				5	
	6	Receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions)				6	
	7	Notes and loans receivable, net				7	
	8	Inventories for sale or use				8	
	9	Prepaid expenses and deferred charges			6,320	9	6,320
	10a	Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D	10a	34,390			
	b	Less accumulated depreciation	10b	25,040	1,825	10c	9,350
	11	Investments—publicly traded securities				11	
	12	Investments—other securities See Part IV, line 11				12	
	13	Investments—program-related. See Part IV, line 11				13	
	14	Intangible assets				14	
	15	Other assets See Part IV, line 11				15	
	16	**Total assets.** Add lines 1 through 15 (must equal line 34)			348,485	16	461,473
Liabilities	17	Accounts payable and accrued expenses			149,624	17	154,148
	18	Grants payable				18	
	19	Deferred revenue				19	
	20	Tax-exempt bond liabilities				20	
	21	Escrow or custodial account liability. Complete Part IV of Schedule D				21	
	22	Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons Complete Part II of Schedule L				22	
	23	Secured mortgages and notes payable to unrelated third parties				23	
	24	Unsecured notes and loans payable to unrelated third parties				24	
	25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D				25	
	26	**Total liabilities.** Add lines 17 through 25			149,624	26	154,148
Net Assets or Fund Balances		**Organizations that follow SFAS 117, check here ▶ [X] and complete lines 27 through 29, and lines 33 and 34.**					
	27	Unrestricted net assets			198,861	27	307,325
	28	Temporarily restricted net assets				28	
	29	Permanently restricted net assets				29	
		Organizations that do not follow SFAS 117, check here ▶ [ ] and complete lines 30 through 34.					
	30	Capital stock or trust principal, or current funds				30	
	31	Paid-in or capital surplus, or land, building, or equipment fund				31	
	32	Retained earnings, endowment, accumulated income, or other funds				32	
	33	Total net assets or fund balances			198,861	33	307,325
	34	Total liabilities and net assets/fund balances			348,485	34	461,473

Part XI **Reconciliation of Net Assets**

Check if Schedule O contains a response to any question in this Part XI ☐

1	Total revenue (must equal Part VIII, column (A), line 12)	1	919,461
2	Total expenses (must equal Part IX, column (A), line 25)	2	811,056
3	Revenue less expenses. Subtract line 2 from line 1	3	108,405
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	198,861
5	Other changes in net assets or fund balances (explain in Schedule O)	5	59
6	Net assets or fund balances at end of year Combine lines 3, 4, and 5 (must equal Part X, line 33, column (B))	6	307,325

Part XII **Financial Statements and Reporting**

Check if Schedule O contains a response to any question in this Part XII ☐

			Yes	No
1	Accounting method used to prepare the Form 990 ☐ Cash ☒ Accrual ☐ Other If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O			
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?	2a	X	
b	Were the organization's financial statements audited by an independent accountant?	2b		X
c	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?	2c		X
	If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O			
d	If "Yes" to line 2a or 2b, check a box below to indicate whether the financial statements for the year were issued on a separate basis, consolidated basis, or both: ☒ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis			
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?	3a		X
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits	3b		

SCHEDULE C
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Political Campaign and Lobbying Activities

For Organizations Exempt From Income Tax Under section 501(c) and section 527
▶ Complete if the organization is described below. ▶ Attach to Form 990 or Form 990-EZ.
▶ See separate instructions.

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2011
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If the organization answered "Yes" to Form 990, Part IV, line 3, or Form 990-EZ, Part V, line 46 (Political Campaign Activities), then
- Section 501(c)(3) organizations: Complete Parts I-A and B Do not complete Part I-C
- Section 501(c) (other than section 501(c)(3)) organizations Complete Parts I-A and C below Do not complete Part I-B.
- Section 527 organizations Complete Part I-A only.

If the organization answered "Yes" to Form 990, Part IV, line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then
- Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)): Complete Part II-A. Do not complete Part II-B
- Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)). Complete Part II-B Do not complete Part II-A

If the organization answered "Yes" to Form 990, Part IV, line 5 (Proxy Tax) or Form 990-EZ, Part V, line 35c (Proxy Tax), then
- Section 501(c)(4), (5), or (6) organizations Complete Part III

Name of organization: Michigan Association of Governmental Employees
Employer identification number: 38-2334141

Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.

1 Provide a description of the organization's direct and indirect political campaign activities in Part IV
2 Political expenditures ▶ $ 13,896
3 Volunteer hours 0

Part I-B Complete if the organization is exempt under section 501(c)(3).

1 Enter the amount of any excise tax incurred by the organization under section 4955 ▶ $
2 Enter the amount of any excise tax incurred by organization managers under section 4955 ▶ $
3 If the organization incurred a section 4955 tax, did it file Form 4720 for this year? ☐ Yes ☐ No
4a Was a correction made? ☐ Yes ☐ No
b If "Yes," describe in Part IV.

Part I-C Complete if the organization is exempt under section 501(c), except section 501(c)(3).

1 Enter the amount directly expended by the filing organization for section 527 exempt function activities ▶ $
2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities ▶ $
3 Total exempt function expenditures Add lines 1 and 2 Enter here and on Form 1120-POL, line 17b ▶ $
4 Did the filing organization file **Form 1120-POL** for this year? ☐ Yes ☒ No
5 Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments For each organization listed, enter the amount paid from the filing organization's funds Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC) If additional space is needed, provide information in Part IV

	(a) Name	(b) Address	(c) EIN	(d) Amount paid from filing organization's funds If none, enter -0-	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization If none, enter -0-
(1)					
(2)					
(3)					
(4)					
(5)					
(6)					

Part II-A **Complete if the organization is exempt under section 501(c)(3) and filed Form 5768 (election under section 501(h)).**

A Check ▶ ☐ if the filing organization belongs to an affiliated group (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures).

B Check ▶ ☐ if the filing organization checked box A and "limited control" provisions apply.

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)	(a) Filing organization's totals	(b) Affiliated group totals
1a Total lobbying expenditures to influence public opinion (grass roots lobbying)		
b Total lobbying expenditures to influence a legislative body (direct lobbying)		
c Total lobbying expenditures (add lines 1a and 1b)		
d Other exempt purpose expenditures		
e Total exempt purpose expenditures (add lines 1c and 1d)		
f Lobbying nontaxable amount Enter the amount from the following table in both columns.		

If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is.
Not over $500,000	20% of the amount on line 1e
Over $500,000 but not over $1,000,000	$100,000 plus 15% of the excess over $500,000
Over $1,000,000 but not over $1,500,000	$175,000 plus 10% of the excess over $1,000,000
Over $1,500,000 but not over $17,000,000	$225,000 plus 5% of the excess over $1,500,000
Over $17,000,000	$1,000,000

	(a) Filing organization's totals	(b) Affiliated group totals
g Grassroots nontaxable amount (enter 25% of line 1f)		
h Subtract line 1g from line 1a If zero or less, enter -0-		
i Subtract line 1f from line 1c If zero or less, enter -0-		

j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year? ☐ Yes ☐ No

4-Year Averaging Period Under Section 501(h)
(Some organizations that made a section 501(h) election do not have to complete all of the five columns below. See the instructions for lines 2a through 2f on page 4.)

Lobbying Expenditures During 4-Year Averaging Period

Calendar year (or fiscal year beginning in)	(a) 2008	(b) 2009	(c) 2010	(d) 2011	(e) Total
2a Lobbying nontaxable amount					
b Lobbying ceiling amount (150% of line 2a, column(e))					
c Total lobbying expenditures					
d Grassroots nontaxable amount					
e Grassroots ceiling amount (150% of line 2d, column (e))					
f Grassroots lobbying expenditures					

Part II-B **Complete if the organization is exempt under section 501(c)(3) and has NOT filed Form 5768 (election under section 501(h)).**

For each "Yes" response to lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity.	(a) Yes	(a) No	(b) Amount
1 During the year, did the filing organization attempt to influence foreign, national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of			
a Volunteers?			
b Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?			
c Media advertisements?			
d Mailings to members, legislators, or the public?			
e Publications, or published or broadcast statements?			
f Grants to other organizations for lobbying purposes?			
g Direct contact with legislators, their staffs, government officials, or a legislative body?			
h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?			
i Other activities?			
j Total Add lines 1c through 1i			
2a Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?			
b If "Yes," enter the amount of any tax incurred under section 4912			
c If "Yes," enter the amount of any tax incurred by organization managers under section 4912			
d If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?			

Part III-A **Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6).**

		Yes	No
1 Were substantially all (90% or more) dues received nondeductible by members?	1	X	
2 Did the organization make only in-house lobbying expenditures of $2,000 or less?	2		X
3 Did the organization agree to carry over lobbying and political expenditures from the prior year?	3		X

Part III-B **Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No" OR (b) if Part III-A, line 3, is answered "Yes."**

1 Dues, assessments and similar amounts from members	1	
2 Section 162(e) nondeductible lobbying and political expenditures **(do not include amounts of political expenses for which the section 527(f) tax was paid).**		
a Current year	2a	
b Carryover from last year	2b	
c Total	2c	
3 Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues	3	
4 If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year?	4	
5 Taxable amount of lobbying and political expenditures (see instructions)	5	

Part IV **Supplemental Information**

Complete this part to provide the descriptions required for Part I-A, line 1, Part I-B, line 4, Part I-C, line 5; Part II-A, and Part II-B, line 1 Also, complete this part for any additional information.

Schedule C, Part I-A, Line 1

Capitol Services provides lobbying services for MAGE in the Michigan legislature. This includes visiting and calling legislators to relay the views of the association relative to introduced or proposed legislation. Capitol Services represents several State of Michigan employee groups with similar interests. They also testify in front of various legislative

Part IV **Supplemental Information** (continued)

committees on MAGE's behalf (again to relate the views of the organization).

SCHEDULE D (Form 990)

Department of the Treasury Internal Revenue Service

Supplemental Financial Statements

▶ Complete if the organization answered "Yes," to Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.
▶ Attach to Form 990. ▶ See separate instructions.

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2011

Open to Public Inspection

Name of the organization: Michigan Association of Governmental Employees

Employer identification number: 38-2334141

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts. Complete if the organization answered "Yes" to Form 990, Part IV, line 6.

		(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year		
2	Aggregate contributions to (during year)		
3	Aggregate grants from (during year)		
4	Aggregate value at end of year		

5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? ☐ Yes ☐ No

6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? ☐ Yes ☐ No

Part II Conservation Easements. Complete if the organization answered "Yes" to Form 990, Part IV, line 7.

1 Purpose(s) of conservation easements held by the organization (check all that apply).

☐ Preservation of land for public use (e g., recreation or education)
☐ Preservation of an historically important land area
☐ Protection of natural habitat
☐ Preservation of a certified historic structure
☐ Preservation of open space

2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year

			Held at the End of the Tax Year
a	Total number of conservation easements	2a	
b	Total acreage restricted by conservation easements	2b	
c	Number of conservation easements on a certified historic structure included in (a)	2c	
d	Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register	2d	

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ▶

4 Number of states where property subject to conservation easement is located ▶

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? ☐ Yes ☐ No

6 Staff and volunteer hours devoted to monitoring, inspecting, and enforcing conservation easements during the year ▶

7 Amount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year ▶ $

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? ☐ Yes ☐ No

9 In Part XIV, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" to Form 990, Part IV, line 8.

1a If the organization elected, as permitted under SFAS 116 (ASC 958), not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIV, the text of the footnote to its financial statements that describes these items

b If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items.

(i) Revenues included in Form 990, Part VIII, line 1 ▶ $

(ii) Assets included in Form 990, Part X ▶ $

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 (ASC 958) relating to these items.

a Revenues included in Form 990, Part VIII, line 1 ▶ $

b Assets included in Form 990, Part X ▶ $

Part III **Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets** (continued)

3 Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply):

a [ ] Public exhibition
d [ ] Loan or exchange programs
b [ ] Scholarly research
e [ ] Other
c [ ] Preservation for future generations

4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIV.

5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? [ ] Yes [ ] No

Part IV **Escrow and Custodial Arrangements.** Complete if the organization answered "Yes" to Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? [ ] Yes [ ] No

b If "Yes," explain the arrangement in Part XIV and complete the following table.

		Amount
c Beginning balance	1c	
d Additions during the year	1d	
e Distributions during the year	1e	
f Ending balance	1f	

2a Did the organization include an amount on Form 990, Part X, line 21? [ ] Yes [ ] No

b If "Yes," explain the arrangement in Part XIV.

Part V **Endowment Funds.** Complete if the organization answered "Yes" to Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance					
b Contributions					
c Net investment earnings, gains, and losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as

a Board designated or quasi-endowment ▶ %

b Permanent endowment ▶ %

c Temporarily restricted endowment ▶ %

The percentages in lines 2a, 2b, and 2c should equal 100%

3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:

		Yes	No
(i) unrelated organizations	3a(i)		
(ii) related organizations	3a(ii)		
b If "Yes" to 3a(ii), are the related organizations listed as required on Schedule R?	3b		

4 Describe in Part XIV the intended uses of the organization's endowment funds

Part VI **Land, Buildings, and Equipment.** See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements		1,500	150	1,350
d Equipment				
e Other		32,890	24,890	8,000
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c).) ▶				9,350

Part VII Investments—Other Securities. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely-held equity interests		
(3) Other		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
(I)		
Total. (Column (b) must equal Form 990, Part X, col (B) line 12.) ▶		

Part VIII Investments—Program Related. See Form 990, Part X, line 13.

(a) Description of investment type	(b) Book value	(c) Method of valuation Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
(10)		
Total. (Column (b) must equal Form 990, Part X, col (B) line 13) ▶		

Part IX Other Assets. See Form 990, Part X, line 15.

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
(10)	
Total. (Column (b) must equal Form 990, Part X, col (B) line 15) ▶	

Part X Other Liabilities. See Form 990, Part X, line 25.

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
(10)	
(11)	
Total. (Column (b) must equal Form 990, Part X, col (B) line 25.) ▶	

2. FIN 48 (ASC 740) Footnote In Part XIV, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC 740).

Part XI Reconciliation of Change in Net Assets from Form 990 to Audited Financial Statements

1	Total revenue (Form 990, Part VIII, column (A), line 12)	1	
2	Total expenses (Form 990, Part IX, column (A), line 25)	2	
3	Excess or (deficit) for the year Subtract line 2 from line 1	3	
4	Net unrealized gains (losses) on investments	4	
5	Donated services and use of facilities	5	
6	Investment expenses	6	
7	Prior period adjustments	7	
8	Other (Describe in Part XIV)	8	
9	Total adjustments (net) Add lines 4 through 8	9	
10	Excess or (deficit) for the year per audited financial statements. Combine lines 3 and 9	10	

Part XII Reconciliation of Revenue per Audited Financial Statements With Revenue per Return

1	Total revenue, gains, and other support per audited financial statements			1	
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:				
a	Net unrealized gains on investments	2a			
b	Donated services and use of facilities	2b			
c	Recoveries of prior year grants	2c			
d	Other (Describe in Part XIV)	2d			
e	Add lines **2a** through **2d**			2e	
3	Subtract line **2e** from line **1**			3	
4	Amounts included on Form 990, Part VIII, line 12, but not on line **1**:				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a			
b	Other (Describe in Part XIV.)	4b			
c	Add lines **4a** and **4b**			4c	
5	Total revenue Add lines **3** and **4c.** (This must equal Form 990, Part I, line 12)			5	

Part XIII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return

1	Total expenses and losses per audited financial statements			1	
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:				
a	Donated services and use of facilities	2a			
b	Prior year adjustments	2b			
c	Other losses	2c			
d	Other (Describe in Part XIV)	2d			
e	Add lines **2a** through **2d**			2e	
3	Subtract line **2e** from line **1**			3	
4	Amounts included on Form 990, Part IX, line 25, but not on line **1**:				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a			
b	Other (Describe in Part XIV)	4b			
c	Add lines **4a** and **4b**			4c	
5	Total expenses Add lines **3** and **4c.** (This must equal Form 990, Part I, line 18)			5	

Part XIV Supplemental Information

Complete this part to provide the descriptions required for Part II, lines 3, 5, and 9, Part III, lines 1a and 4; Part IV, lines 1b and 2b, Part V, line 4, Part X, line 2, Part XI, line 8, Part XII, lines 2d and 4b, and Part XIII, lines 2d and 4b Also complete this part to provide any additional information

Part XIV Supplemental Information (continued)

SCHEDULE O (Form 990 or 990-EZ) Department of the Treasury Internal Revenue Service	Supplemental Information to Form 990 or 990-EZ Complete to provide information for responses to specific questions on Form 990 or 990-EZ or to provide any additional information. ▶ Attach to Form 990 or 990-EZ.	OMB No 1545-0047 2011 Open to Public Inspection
Name of the organization	Michigan Association of Governmental Employees	Employer identification number 38-2334141

Form 990, Part III, Line 4d - All Other Accomplishment

Depreciation expense

Form 990, Part VI, Line 4 - Significant Changes to Organizational Documents

There were changes in the bylaws which were reported in the minutes of the General Council. A copy is attached.

Form 990, Part VI, Line 11b - Organization's Process to Review Form 990

The tax return is reviewed by the President and the Secretary Treasurer prior to filing.

Form 990, Part VI, Line 12c - Enforcement of Conflicts Policy

Each board member is responsible to report any conflicts of interest that may exist, as they arise during the course of the year.

Form 990, Part VI, Line 19 - Governing Documents Disclosure Explanation

No documents available to the public

Form **4562**

Department of the Treasury
Internal Revenue Service (99)

Depreciation and Amortization
(Including Information on Listed Property)

▶ See separate instructions. ▶ Attach to your tax return.

OMB No 1545-0172
2011
Attachment Sequence No 179

Name(s) shown on return	Identifying number
Michigan Association of Governmental Employees	38-2334141

Business or activity to which this form relates
Indirect Depreciation

Part I Election To Expense Certain Property Under Section 179

Note: If you have any listed property, complete Part V before you complete Part I.

1	Maximum amount (see instructions)	1	500,000
2	Total cost of section 179 property placed in service (see instructions)	2	
3	Threshold cost of section 179 property before reduction in limitation (see instructions)	3	2,000,000
4	Reduction in limitation Subtract line 3 from line 2 If zero or less, enter -0-	4	
5	Dollar limitation for tax year Subtract line 4 from line 1 If zero or less, enter -0- If married filing separately, see instructions	5	

6 (a) Description of property	(b) Cost (business use only)	(c) Elected cost
7 Listed property. Enter the amount from line 29	7	

8	Total elected cost of section 179 property Add amounts in column (c), lines 6 and 7	8	
9	Tentative deduction Enter the **smaller** of line 5 or line 8	9	
10	Carryover of disallowed deduction from line 13 of your 2010 Form 4562	10	
11	Business income limitation Enter the smaller of business income (not less than zero) or line 5 (see instructions)	11	
12	Section 179 expense deduction Add lines 9 and 10, but do not enter more than line 11	12	
13	Carryover of disallowed deduction to 2012 Add lines 9 and 10, less line 12 ▶	13	

Note: Do not use Part II or Part III below for listed property Instead, use Part V

Part II Special Depreciation Allowance and Other Depreciation (Do not include listed property.) (See instructions)

14	Special depreciation allowance for qualified property (other than listed property) placed in service during the tax year (see instructions)	14	
15	Property subject to section 168(f)(1) election	15	
16	Other depreciation (including ACRS)	16	

Part III MACRS Depreciation (Do not include listed property.) (See instructions.)

Section A

17	MACRS deductions for assets placed in service in tax years beginning before 2011	17	362
18	If you are electing to group any assets placed in service during the tax year into one or more general asset accounts, check here ▶ ☐		

Section B—Assets Placed in Service During 2011 Tax Year Using the General Depreciation System

(a) Classification of property	(b) Month and year placed in service	(c) Basis for depreciation (business/investment use only–see instructions)	(d) Recovery period	(e) Convention	(f) Method	(g) Depreciation deduction
19a 3-year property						
b 5-year property		9,964	5.0	HY	200DB	1,993
c 7-year property						
d 10-year property						
e 15-year property						
f 20-year property						
g 25-year property			25 yrs.		S/L	
h Residential rental property			27 5 yrs.	MM	S/L	
			27 5 yrs	MM	S/L	
i Nonresidential real property			39 yrs	MM	S/L	
				MM	S/L	

Section C—Assets Placed in Service During 2011 Tax Year Using the Alternative Depreciation System

20a Class life					S/L	
b 12-year			12 yrs		S/L	
c 40-year			40 yrs	MM	S/L	

Part IV Summary (See instructions.)

21	Listed property Enter amount from line 28	21	
22	**Total.** Add amounts from line 12, lines 14 through 17, lines 19 and 20 in column (g), and line 21 Enter here and on the appropriate lines of your return Partnerships and S corporations—see instructions	22	2,355
23	For assets shown above and placed in service during the current year, enter the portion of the basis attributable to section 263A costs	23	

There are no amounts for Page 2

Michigan Association of
Governmental Employees
6920 South Cedar Street 7
Lansing, MI 48911

Electing out of Bonus Depreciation Allowance for All Eligible Depreciable Property

The taxpayer elects out of first-year bonus depreciation allowance under IRC Section 168(k) for all eligible asset classes of depreciable property acquired after December 31, 2007. This election applies to all eligible depreciable property placed in service during the tax year.

MICHIGAN ASSOCIATION OF GOVERNMENTAL EMPLOYEES
CONSTITUTION
(As Adopted November 12, 2004)

ARTICLE I. NAME

The name of this organization is the Michigan Association of Governmental Employees, hereinafter referred to as MAGE.

ARTICLE II. PURPOSE

The purpose of MAGE shall be to provide to the membership professional representation and pertinent information in labor relations, compensation and retirement matters.

ARTICLE III. LOCATION

The principal office of MAGE shall be located in ***or near*** Lansing, Michigan.

ARTICLE IV. MEMBERSHIP

All regularly compensated or retired employees of the State of Michigan, its agencies or any of the state's political subdivisions, or other groups which may be authorized by the Board of Directors are eligible for membership to the extent provided in the Bylaws.

ARTICLE V. ANNUAL MEETING OR ~~OF~~ THE GENERAL COUNCIL

MAGE shall hold an annual meeting or a ~~of the~~ General Council in the manner provided in the Bylaws.

ARTICLE VI. BOARD OF DIRECTORS

Section 1. The affairs of MAGE shall be managed and administered by the Board of Directors, which shall be elected by the membership as provided in the Bylaws. The Board of Directors shall hereinafter be referred to as the Board.

Section 2. The Board shall consist of the officers of MAGE **and** the District Directors. ~~and the Deputy District Directors.~~

Section 3. The officers of MAGE shall be a President, a First Vice President, a Second Vice President, a Secretary-Treasurer and the Immediate Past President. Such officers shall comprise the Executive Committee.

ARTICLE VII. GOVERNMENT

Section 1. The General Council shall be the governing body of MAGE.

Section 2. The Board shall direct the affairs of MAGE between sessions of the General Council.

Section 3. The Executive Committee shall direct the affairs of MAGE between meetings of the Board.

ARTICLE VIII. <u>DISTRICTS</u>

Section l. The State will be administratively divided into geographical districts as provided in the Bylaws.

Section 2. The affairs and activities of each district shall be administered by a District Director with the assistance of a Deputy Director.

~~**ARTICLE IX. CHAPTERS**~~

~~Section l. A chapter is defined as a group of MAGE members, combined in a sub-division as provided in the Bylaws.~~ ***Note that the following sections are re-numbered to reflect the elimination of this Article.***

ARTICLE IX. <u>LIMITATIONS</u>

Section l. ~~Neither~~ *T*he General Council, Board, Executive Committee, ~~nor any chapter,~~ committee, agent, officer or member shall ***not*** take any action which is incompatible with the purposes of MAGE.

Section 2. No ~~chapter,~~ committee, agent, officer, director or member(s) shall publish any recommendation ~~declaring or~~ implying the endorsement of ***MAGE*** ~~such recommendation~~, unless approval ~~be~~ ***is*** first obtained from the Board or the Executive Committee.

Section 3. No debt shall be incurred in excess of the uncommitted assets of MAGE.

Section 4. ~~No~~ ***Neither*** member nor any subordinate body claiming to be aggrieved by any action of MAGE or any agent thereof shall be denied a right of appeal as provided in the Bylaws, nor shall such person or body resort to any court or administrative body until the remedies, procedures, and appeals provided in the Bylaws have been pursued and exhausted.

ARTICLE X. <u>AMENDMENT OF CONSTITUTION</u>

Section l. Amendment of this Constitution shall be:

(a) By a resolution to the General Council in ~~annual~~ ***biennial*** session and adopted by a two-thirds (2/3) vote of the Council ***and ratified within forty-five (45) days by a majority vote of the members voting, such time to commence running from the day the proposed amendment and a ballot is mailed from the MAGE office.*** If adopted, the amendment shall have immediate effect, unless otherwise specified in the resolution.

(b) By a resolution signed by twenty (20) percent of the total membership. Such a resolution shall be addressed to the Board, and if it bears the required signatures shall be presented for a vote of the membership within thirty (30) days of Board certification. The amendment shall be adopted if approved, within ninety (90) days, by a majority of the MAGE members voting and shall have immediate effect unless otherwise specified in the resolution.

(c) By a resolution adopted by a three fourths (¾) majority vote of the Board. Such a resolution shall be presented for a vote of the MAGE membership within thirty (30) days of Board action. The amendment shall be adopted if approved, within ninety (90) days, by a majority of the MAGE members voting and shall have immediate effect, unless otherwise specified in the

resolution.

(d) As an alternative to mailing ballots to every member, voting of the membership as described in subsections (a) through (c) above may be conducted electronically through a secure internet website.

BYLAWS
(As Amended May 14, 2011)

ARTICLE I. *Annual Meeting and* GENERAL COUNCIL

Section 1. Annual and Special Sessions

(a) The General Council shall meet in ***biennial*** session in May or June on a date and at a location to be fixed by the Board ***in even numbered years.***

(b) ***In odd numbered years MAGE shall convene an annual meeting at a time and location to be fixed by the Board.***

~~(b)~~ *(c)* Special sessions of the General Council may be called by the Board, upon not less than ten (10) days written notice to each General Council member. The call to a special session must specify the subjects on which action by the General Council is sought, and subjects not specified in the call may not be considered.

Section 2. District Representation-Delegates

(a) Representation at the General Council shall be based on membership. The number of delegates shall be based on enrollment of dues paying members as reflected on the records of MAGE on the first day of the month of January preceding the convening of the General Council. Alternates may not exceed one for each delegate. The full name and resident address of each delegate and alternate to the General Council shall be furnished to the Secretary-Treasurer not later than March 15. The Secretary-Treasurer shall confirm the delegates and alternates elected or selected are members in good standing of the district. The delegate shall continue in office until the convening of the next annual session of the General Council unless replaced by an alternate. Delegates shall be allocated as follows:

1 - 40	1 delegate
41 - 80	2 delegates
81 - 120	3 delegates, etc.

(b) Any member-at-large may be elected as a delegate to the General Council in an election held within the district for such purpose. If a district fails to have any members who wish to participate in an election to be a delegate to the General Council, that District Director may appoint a delegate(s) to represent the members.

Section 3. Alternates

Whenever a delegate shall be absent during any session of the General Council, or ceases to be a member of the District from which the delegate was elected, the alternate shall serve in the delegate's stead and remain the delegate of record until the convening of the next session of the General Council.

Section 4. Delegates-at-Large

All officers, District Directors, ~~Deputy Directors~~ and Past Presidents shall be accredited delegates-at-large in the General Council. A delegate-at-large shall be afforded membership in the General Council upon presentation of credentials signed by the Secretary-Treasurer.

Section 5. Franchise

Only members of the General Council may vote in the General Council. Each member of the General Council is entitled, and limited, to a single vote on each issue. No proxies or fractional votes shall be recognized.

Section 6. Quorum

A quorum of the General Council is present if two-thirds (2/3) of the delegates are present.

Section 7. Resolutions

(a) Resolutions for consideration by the General Council may be presented by: (l) The Board (2) committees (3) a district, provided that such resolution must be accompanied by the signatures of not less than ten (10) members of said district or (4) a member, provided that such resolution must be accompanied by the signatures of not less than forty (40) members.

(b) A resolution intended for consideration ~~at the annual~~ ***during a*** session of General Council shall be prepared in writing (preferably typewritten) on a form available from the MAGE office or in a letter prepared in a similar style, in duplicate, and delivered to the MAGE office postmarked on or before March 15 prior to the convening of the General Council, provided that a resolution prepared or presented after March 15 may be presented at the annual session of the General Council if signed by thirty-five (35) accredited delegates and if it specifically designates the sponsor.

(c) Each resolution to be presented to the General Council shall be accompanied by a certificate signed by the Secretary-Treasurer, or committee chairperson presenting the resolution, or by the District Director or member who is responsible for the preparation of the resolution and the obtaining of the required additional members signatures.

(d) The MAGE office shall cause a copy of each resolution postmarked on or before March 15 to be mailed or delivered to each delegate not less than thirty (30) days before the convening of ~~*the annual*~~ ***a*** session of General Council.

(e) Each resolution presented at any session of the General Council shall be referred to a Resolutions Committee unless immediate consideration is ordered by a two-thirds (2/3) vote of the General Council.

(f) The President shall be responsible for overseeing the proper disposition of all adopted resolutions from General Council.

(g) All resolutions adopted by the General Council, which call for the expenditure of funds not provided for in the annual budget, shall be referred to the Finance Committee. The Finance Committee shall file a report on each such resolution with the Board and no obligation may be incurred or expenditures made pursuant to such resolution without the approval of the Board.

Section 8. Nominations

(a) Any member who proposes to become a candidate for any office to be filled by election at the General Council shall give notice of such intent to the Nominating Committee. Such notice shall be on the nominations application form available from the MAGE office. The candidate shall name the office sought and state in reasonable detail qualifications for such office. The nomination application form shall be received at the MAGE office or postmarked on or before March 15.

(b) At the call of the presiding officer of the General Council, the chairperson of the Nominating Committee will formally place in nomination the names of those candidates who have filed notice as provided in subsection (a) above. The Nominating Committee shall ensure at least one nominee for each office.

(c) Following the report of the Nominating Committee other nominations may be made from the floor for any state office to be filled by the General Council.

(d) When all nominations have been made and the nominations closed by action of the General Council, seconding speeches for each candidate shall be in order.

Section 9. Elections

(a) Election shall be by secret ballot, except that when no more than one nomination for an office is presented to the General Council, election may be by acclamation. The Nominating Committee shall prepare ballots for the election of officers listing the name of each nominee and one blank line for the write-in of one name for each office to be elected.

(b) The election of officers shall be supervised by election inspectors appointed by the presiding officer of the General Council.

(c) Whenever a ballot is cast in the General Council for any election, including district elections, a majority of the members voting shall be required to elect. If no candidate receives a majority, a new balloting shall be held immediately thereafter. Any ballot shall be valid if the intent of the voter may be ascertained there from.

Section 10. District Elections

During the ~~annual~~ meeting of the General Council, a separate meeting of each district shall be held, at which time a District Director and a Deputy Director shall be elected. All registered and present delegates-at-large, delegates and alternates from the district shall be eligible to vote. Election shall be by secret ballot, except that when no more than one nomination for an office is presented the election may be by acclamation.

Section 11. Installation of Officers

Prior to the adjournment of the ~~annual~~ session of the General Council, the officers-elect and the directors-elect shall be installed.

Section 12. Terms of Office

Each officer, District Director and Deputy Director shall serve for two (2) years from the date of installation or until a successor shall have been duly elected and installed effective for 2012.

Section 13. Expenses of Delegates

Delegates to the General Council shall be reimbursed for state travel at a rate equal to that currently approved by the Board, upon presentation of proper voucher to the Secretary-Treasurer, provided that such rate shall in no case, be less than any rate used by the Board for its own travel during the fiscal year in which the General Council is held, provided that the rate is not higher than the IRS approved rate.

Section 14. Deadline Dates

The Board shall have the authority to establish deadline dates which differ from those set forth in this Article, provided that such dates established by the Board shall, in no case, be more restrictive than those within this Article.

ARTICLE II. **<u>BOARD</u>**

Section l. Meetings of the Board

(a) The Board shall meet three (3) times during the fiscal year at the call of the President upon not less than ten (10) days written notice to each member of the Board.

(b) Special meetings may be called by the President or a majority of the members of the Board upon ten (10) days written notice to each member of the Board. At special meetings action shall be limited to those matters in the notice.

Section 2. Quorum

A majority of the Board shall constitute a quorum.

Section 3. Expenses of Board Members

Officers and directors shall be reimbursed for expenses incurred for travel or other business expenses as prescribed by policy. Any other remuneration for services performed shall be as established by a three fourths (3/4) majority vote of the Board.

ARTICLE III. **<u>EXECUTIVE COMMITTEE</u>**

Section l. Meetings

The Executive Committee shall meet at the call of the President or any three (3) members thereof, provided that not less than forty-eight (48) hours notice shall have been given to each member of the committee.

Section 2. Quorum

A majority of the Executive Committee shall constitute a quorum.

ARTICLE IV. PERMANENT COMMITTEES

Section l. The Permanent Committees Are:
Compensation, Retirement and Legislation
Constitution and Bylaws
Finance
General Council
Membership and Public Relations
Nominating and Resolutions

Section 2. Expenses of Committee Members

Committee members shall be reimbursed for expenses incurred for travel or other business expenses as prescribed by policy. Any other remuneration for services performed shall be as established by a three fourths (3/4) majority vote of the Board.

ARTICLE V. DUTIES OF OFFICERS AND DIRECTORS

Section l. The President Shall:

(a) Preside at all meetings of the General Council, Board, and Executive Committee.

(b) Appoint all members of Permanent Committees and designate the Chairperson of each committee, subject to confirmation by the Board.

(c) Appoint and dissolve all special committees, subject to confirmation by the Board.

(d) Be an ex-officio member of all committees.

(e) Become Immediate Past President upon assumption of the presidency by a successor.

Section 2. The First Vice President

The First Vice President shall act instead of the President in the latter's absence or upon request. In the event of the death, incapacity, resignation, or removal of the President, the First Vice President shall become the President for the remainder of the term.

Section 3. The Second Vice President

The Second Vice President shall perform such special assignments as may be given by the President. In the event of a vacancy in the office of First Vice President, the Second Vice President shall become the First Vice President for the remainder of the term. The Board shall then appoint a new Second Vice President within 30 days of the vacancy.

Section 4. The Immediate Past President

(a) The Immediate Past President shall act instead of the President in those cases where both the President and First Vice President are unable to perform the duties of their offices.

(b) Should the office of Immediate Past President become vacant due to death, incapacity, or resignation, the most recent Past President that is willing to serve shall be appointed to fill such vacancy by the Executive Committee.

Section 5. The Secretary-Treasurer

The Secretary-Treasurer shall:

(a) Perform the usual duties of a Secretary-Treasurer as delineated in Robert's Rules of Order, latest edition or supervise such duties when they are delegated.

(b) Supervise the accounting records.

(c) When authorized by the Board or Executive Committee, disburse funds by check. The Secretary-Treasurer may designate, by written authority filed with the Board, bonded officers and employees to sign checks.

(d) Present to the General Council ***or the attendees of the annual meeting a*** ~~an annual~~ written report of the finances in sufficient detail for the delegates to ascertain the sources of monies received, the purposes for allotment or expenditures thereof, the financial standing of MAGE and the amounts present in its various funds.

(e) Keep books and records open and available at reasonable hours for inspection and for prescribed audits.

Section 6. District Director

Each Director shall:

(a) Keep the members in the district active and in good standing.

(b) Supervise in the district the promotion and adherence to the purpose of MAGE.

(c) Represent the President in the district upon request by the President.

(d) Deposit all district funds in an account in the name of MAGE with a reference to the specific district involved. All funds shall remain the property of MAGE under the control of the Board and jurisdiction of the Secretary-Treasurer.

(e) Send a written report of the operation of the district to the Board and a current financial statement to the Secretary-Treasurer within thirty (30) days of the end of each fiscal quarter along with any other reports as required by the Board or Executive Committee.

(f) Present and promote the district's objectives and members' concerns to the Board or Executive Committee.

(g) Cause the disbursement of district funds only for furthering the purposes, goals and objectives of MAGE.

(h) Appoint assistants as deemed necessary to oversee activities in the district.

Section 7. District Deputy Directors

Each Deputy shall:

(a) Serve as assistant to the director.

(b) Serve as a member of the Board when the District Director is unable to attend.

Section 8. No person shall hold more than one state or district office in MAGE at any one time.

Section 9. MAGE shall to the extent permitted by law, defend any officer, director or deputy against any action arising out of such person's performance of official MAGE duties. MAGE may, upon a majority vote of the Board, and to the extent permitted by law, indemnify any officer, director or deputy director against any loss in any action arising out of such person's performance of official MAGE duties.

ARTICLE VI. RECALL AND VACANCIES

Section 1. Officers

(a) If an officer fails to attend meetings of the Board without prior notification to the President or otherwise fails to perform the duties of said office, the Board may, by a three-fourths (3/4) majority vote, declare that office vacant.

(b) An officer shall be removed from office upon the presentation, to the Executive Committee, of a petition for recall signed by one-third (1/3) of members and subsequent approval of such petition for recall by a majority of members voting. Such vote of the membership shall be by mail ballot and held within forty-five (45) days of the receipt of the petition for recall.

(c) In any event in which there shall be a vacancy among officers, the Board shall appoint a successor to serve the remaining portion of the term within thirty (30) days after such vacancy occurs, except as otherwise provided in these Bylaws.

Section 2. District Directors and Deputy Directors

(a) If any director or deputy fails to attend meetings of the Board without prior notification to the President or otherwise fails to perform the duties of said office, the Board may, by a three-fourths (3/4) majority vote, declare that office vacant.

(b) A director or deputy shall be removed from office upon the presentation, to the Executive Committee, of a petition for recall signed by one-third (1/3) of members voting within the district. The subsequent approval of such petition for recall shall be by a majority of members voting within the district. Such vote of the membership shall be by mail ballot and shall be held within forty-five (45) days of the receipt of the petition for recall.

(c) In any event that an office of director becomes vacant the deputy shall become the director for the remainder of the term.

(d) If for any reason the office of deputy becomes vacant, the director shall call for an election of a new deputy by the members of the district within thirty (30) days. If the director fails to hold such election, the President shall appoint a new deputy from the membership within that district.

ARTICLE VII. DISTRICTS

Section 1. A district is a geographical subdivision of MAGE. The following districts are established in order to assure sectional representation on the Board:

(a) District 1: Counties of Gogebic, Ontonagon, Houghton, Keweenaw, Baraga, Marquette, Iron, Dickinson and Menominee.

(b) District 2: Counties of Alger, Schoolcraft, Luce, Chippewa, Delta and Mackinac.

(c) District 3: Counties of Emmet, Cheboygan, Presque Isle, Charlevoix, Otsego, Montmorency, Alpena, Crawford, Oscoda, Alcona, Roscommon, Ogemaw, Iosco, Clare, Gladwin, Arenac, Leelanau, Benzie, Grand Traverse, Kalkaska, Manistee, Wexford, Missaukee, Mason, Lake, Osceola and Antrim.

(d) District 4: Counties of Oceana, Newaygo, Mecosta, Isabella, Muskegon, Montcalm, Gratiot, Ottawa, Kent, Ionia, Allegan and Barry.

(e) District 5: Counties of Midland, Bay, Huron, Saginaw, Tuscola, Sanilac, Shiawassee, Genesee, Lapeer and St. Clair.

(f) District 6: Counties of Clinton, Eaton, Ingham and Livingston.

(g) District 7: Counties of Van Buren, Kalamazoo, Calhoun, Jackson, Berrien, Cass, St. Joseph, Branch and Hillsdale.

(h) District 8: Counties of Oakland, Macomb, Washtenaw, Lenawee, Monroe and Wayne (excluding the City of Detroit and such contiguous corporate areas as follows: Highland Park, Hamtramck, Grosse Pointe Park, Grosse Pointe, Grosse Pointe Farms, Grosse Pointe Woods, Harper Woods, River Rouge, Ecorse, Lincoln Park, Allen Park, Wyandotte, Melvindale, Southgate, Dearborn, Dearborn Heights and Riverview).

(i) District 9: The City of Detroit and such contained and contiguous areas as follows: Highland Park, Hamtramck, Grosse Pointe Park, Grosse Pointe, Grosse Pointe Woods, Grosse Pointe Farms, Harper Woods, River Rouge, Ecorse, Lincoln Park, Dearborn Heights, Dearborn, Allen Park, Wyandotte, Melvindale, Southgate and Riverview.

Section 2. District Delegates and Alternates

(a) Delegates and alternates are determined by the number of district dues paying members and using the formula as outlined in Article 1. Section 2(a) of these Bylaws.

(b) Delegates and alternates shall be elected at a district meeting or by mail ballot held prior to March 15 of each year ***that General Council is held***. A report of such election shall be filed with the MAGE office immediately following the election. No report of the election results shall be accepted later than March 15.

(c) Delegates and alternates shall hold those positions upon the convening of the General Council and until successors have been duly elected and seated.

Section 3. A district, upon being abolished, shall return any monies which it may have accrued to the Secretary-Treasurer to be deposited in the General Administration Fund.

Section 4. A district director or deputy director may be removed from office for any of the following reasons: misfeasance, malfeasance or nonfeasance in the execution of prescribed duties.

ARTICLE VIII. MEMBERSHIP RIGHTS, DUTIES, RESTRICTIONS

Section l. The following shall be eligible for membership:

(a) Any classified employee of the State of Michigan who is employed in a non-exclusively represented position.

(b) Any retired State of Michigan employee who was employed in a non-exclusively represented position at the time of their retirement.

(c) Any other group of public or private employees as the Board may, by ~~a~~ two thirds (2/3) majority vote, authorize for membership.

Section 2. Membership shall begin upon receipt, by the MAGE office, of signed application and authorization for payroll deduction, or upon the receipt of a signed application and payment of dues.

Section 3. Each member will be assigned to the district for the county of their residence or may request to be assigned to the district in which they are employed.

Section 4. Membership is terminated by:

(a) Willful failure to pay dues;

(b) Resignation from state service;

(c) Resignation;

(d) Final dismissal from state service; in case of dispute the Board shall decide when a dismissal is final;

(e) Death

(f) Dismissal by a three-fourths (3/4) vote of the Board at a duly convened meeting, after not less than ten (10) days notice to the member with opportunity to be heard, for action found to have been contrary and detrimental to the principals and purposes of MAGE.

Section 5. Reinstatement

(a) A membership terminated by a cause specified in Section 4 (a) or (c) may be reinstated by acceptance of an application from the former member.

(b) A membership which terminated under Section 4 (f) may be reinstated by application and three-fourths (3/4/) vote of the Board.

Section 6. Any retired State employee who at the time of retirement would have been eligible for membership shall be entitled to participate as a member in good standing upon application and payment of dues.

Section 7. All meetings and social gatherings sponsored by MAGE at which members will be in attendance shall be held in barrier-free locations, if geographically and economically feasible. If such location cannot be obtained, the sponsors shall arrange to provide mobility or other assistance as may be needed by physically challenged members.

ARTICLE IX. **DUES**

Section l. The fiscal year shall extend from July l of each year through June 30 of the following year.

Section 2. Distribution

(a) Each active member, except hereinafter provided, shall pay dues in a total amount equal to $24.00 biweekly beginning July 1, 2011. Thereafter, dues shall be increased by the same percentage that the managers, supervisors and confidential state employees receive as a result of their pay negotiations. These dues shall be divided among MAGE funds in the following manner:

(1) 97% (Ninety seven percent) shall accrue to the General Administration Fund.

(2) 2% (Two percent) shall accrue to the District Operations Fund.

(3) 1 % (One percent) shall accrue to the Reserve Fund.

(b) The General Administration Fund shall be used for the general operating budget as proposed by the Finance Committee and adopted by the Board.

(c) The distribution of the District Operations Fund shall be on a quarterly basis by a formula prepared by the Finance Committee and approved by the Board. The distribution formula shall recognize the total membership within the district and shall be equitable. Such monies shall be distributed in the amount due per the formula each quarter; and once received by the director may be distributed only by the director and/or any member so designated. An accounting of the distribution of said funds by the director shall be made quarterly to the Secretary-Treasurer. If a director fails to provide a quarterly accounting as specified above within thirty (30) days after the conclusion of a quarter, payments due and payable after that date shall be withheld until such written accounting has been made, subject, however, to the provisions of subsection (e). Payments made to districts shall be made by checks carrying the restrictive phrase, "Not Valid After 90 Days From Date of Issue." At the end of such period of time, funds represented by such invalid checks shall be returned to the District Operations Fund.

(d) Expenditures from the Reserve Fund shall be recommended by the Finance Committee and approved by a two-thirds (2/3) vote of the Board.

(e) Unexpended monies in the District Operations Fund shall revert to the General Administration Fund forty five (45) days following the end of the quarter for which financial statements were not received by the Secretary-Treasurer.

Section 3. MAGE is authorized to participate in a payroll deduction plan for the collection of dues from members.

Section 4. A member may elect to pay dues in cash: The dues shall be payable at least quarterly in advance.

Section 5. Each retired state employee holding membership shall pay dues of $25.00 (twenty five dollars) annually, beginning with retirement.

ARTICLE X. <u>APPEALS PROCEDURE</u>

Section l. Except as otherwise herein provided appeals shall be made in accordance with this article.

Section 2. Any member(s) claiming to be aggrieved by any action of a committee, board member, officer or other agent shall first file an appeal with the Executive Committee, within fifteen (15) calendar days of becoming aware of such action. Such appeal shall be in writing and shall include the reason for appeal, supporting evidence and relief requested.

Section 3. The Executive Committee shall notify the interested parties of the date at which the appeal is to be considered, and such parties will be accorded the right to appear and present arguments. The Executive Committee may affirm, reverse or modify the action.

Section 4. The decision of the Executive Committee may be appealed to the Board. Such appeals shall be made in writing to the President within thirty (30) calendar days of such Executive Committee decision. The Board shall consider such appeal at its next regularly scheduled meeting or at a special meeting called for such purpose. The decision of the Board shall be final.

Section 5. No member shall resort to any court or administrative body until the remedies, procedures and appeals provided in these Bylaws have been pursued and exhausted.

ARTICLE XI. <u>PARLIAMENTARY AUTHORITY</u>

Robert's Rules of Order, latest edition is the authority governing proceedings in meetings and sessions and the board, officers and committees, as far as such rules are not in conflict with the Constitution, Bylaws and special rules of MAGE.

ARTICLE XII. AMENDMENT OF BYLAWS

Section 1. These Bylaws may be amended when the General Council is in session by not less than a two-thirds (2/3) vote of all members of the General Council, provided thirty (30) days notice of such proposed amendment has been given to the members of the General Council.

Section 2. When the General Council is not in session, these Bylaws may be amended by a vote of all delegates accredited to the immediate proceeding General Council provided, however, that such amendment shall require a two-thirds (2/3) vote of all of those delegates voting and further provided that in any such instance the following conditions and procedure shall prevail, any and all other Articles of these Bylaws notwithstanding.

(a) A resolution calling for the amendment of these Bylaws may be presented by a member, provided such resolution must be accompanied by the signatures of not less than twenty-five (25) delegates accredited to the immediately preceding General Council.

(b) A resolution calling for the aforementioned changes must be presented in writing (preferably typewritten) in duplicate, to the Secretary-Treasurer.

(c) Each resolution calling for the aforementioned Bylaws changes shall set forth the specific language of the proposed Bylaws, as altered by the resolution, and reasons for the proposed change.

(d) Each resolution calling for the aforementioned Bylaw changes must be accompanied by a certification signed by the member who is responsible for the preparation of the resolution and obtaining the required additional delegates' signatures.

(e) All such resolutions shall be directed to the Secretary-Treasurer who shall refer all such resolutions to the Constitution and Bylaws Committee for recommendations, and said committee shall meet for consideration of such resolution within fifteen (15) days of receipt thereof by the Secretary-Treasurer.

(f) No such resolution that is postmarked later than January 31 shall be considered prior to the convening of the General Council ***in years when General Council is held***.

(g) The Secretary-Treasurer shall mail a copy of the original resolution together with the written recommendations of the Constitution and Bylaws Committee and a ballot to each delegate of record to the preceding General Council within thirty (30) days of the committee meeting.

(h) Voted ballots shall be returned no later than twenty-one (21) days from the date of mailing by the Secretary-Treasurer or same will not be counted.

(i) Ballots shall be counted by the Secretary-Treasurer and a representative of the body presenting the resolution, not later than fourteen (14) days after the deadline for the receipt of all ballots.

(j) All ballots shall be retained by the Secretary-Treasurer until the next General Council has been adjourned.

ARTICLE XIII. OPEIU Convention(s)

Six months prior to the OPEIU International Convention, the delegates and alternates to which MAGE is entitled shall be elected by the membership ~~by means of a mail ballot~~. Those elected delegates to the International Convention shall also serve as the elected delegates to all other OPEIU Conventions and/or special Conventions until replaced by the next election held for delegates to the International Convention.

Section 1. Candidates

(a) Notification of the pending election shall appear in the IMAGE newsletter ***or on the MAGE web page*** along with an application form for members interested in running for the positions.

(b) Only members in good standing for the past two years shall be eligible to run as candidates for these positions.

(c) The ~~IMAGE~~ ***notice of election*** shall provide the time frames and deadlines for the receipt of all applications. Deadlines shall be strictly adhered to without exception.

Section 2. Elections

(a) Elections shall be ~~done by mail ballot sent to every~~ ***held at District meetings, with members in good standing voting at their respective District meetings.*** A ballot along with a brief bio***graphy*** on each candidate shall be provided.

(b) Write in candidates are prohibited and if done shall invalidate the ballot from acceptance.

(c) Time frames for return of the ballot shall be provided and strictly adhered. ***District officers shall be responsible to turn in un-opened ballots to the MAGE office where they will be counted by the Secretary-Treasurer.*** Ballots received after the deadline ***or not following these guidelines*** shall be immediately destroyed.

Section 3. Delegates

(a) The elected delegates and alternates shall be notified.

(b) The actual number of elected delegates sent to any OPEIU convention shall be determined ***by the Board based*** on available funding. ~~and with Board approval~~.

(c) Alternates shall replace Delegates as needed and in the order of their election ranking. Alternate attendance at any OPEIU Convention, if at all, shall depend on available funding.

MOTION: Made and supported to adopt.

MOTION: Made and supported to amend the proposed changes to remove the striketouts (all) of the Deputy Directors.

Discussion ensued regarding the deputy director's attendance at Board meetings and if they should be part of the Board. After some time, President Quattrin suggested that the group table the discussion so the keynote speaker could be heard.

MOTION: To table the resolution until after lunch. Motion carried.

KEYNOTE SPEAKER: President Quattrin introduced Representative Barb Byrum, State Representative of the 67th District. Rep. Byrum is a member of the House committees on Transportation and Reulatory Reform and the Joint Committee on Administrative Rules. Barb is also Democratic Vice Chair of the Committee on Redistricting and Elections. Rep. Byrum spoke on the recent efforts to cut the Dept. of Corrections Budget, and the security issues these cuts will cause. She also spoke about the governor's efforts to build the new bridge to Canada and the bills that are being introduced that will effectively suppress votes. She encouraged everyone to make sure they vote this year.

President Quattrin thanked her for her time, and introduced Todd Tennis of Capitol Services to speak on the lobbying efforts.

LOBBYIST- LEGISLATIVE REPORT: Todd Tennis of Capitol Services also thanked Rep. Byrum for her time, and remarked that she is subject to the curse of term limits this year. He reported that there continues to be major challenges at the State Capitol this year. The proposed corrections budget is of particular concern with the continued efforts to privatize a prison and cut positions House Bill 5174, a bill that would allow the state to privatize a prison, was taken off the House agenda once again shortly before it was supposed to be voted on. The bill, sponsored by Rep. Jon Bumstead (R-Newaygo) would allow the Department of Corrections to contract with the operator of the privately-owned facility in Webber Township, Lake County, or with any other public or private correctional facility service provider *if* the contract will result in annual savings of 10%. The vendor would be selected through a competitive bidding process. The group We Are the People raised concerns when they made public that the bill's sponsor, Rep. Bumstead, recently accepted a campaign donation from the GEO Group, a company that runs and manages prisons. GEO had operated the former Youth Correctional Facility—opened in 1998 and closed in 2005 due to high costs—with the company then operating under the name Wackenhut Corrections Corporations. The Senate versions, Senate Bills 877 and 878, both sponsored by Sen. John Proos (R-St. Joseph), have already passed the Senate and have been referred to the House Appropriations Committee.

Given that the Senate has already passed SB 877-878, we encourage you to keep those cards and letters coming to House members. Incarceration is one of the responsibilities that the state should properly retain as its DIRECT responsibility.

The House version of budget includes closing all three of the state's juvenile justice facilities in an attempt to save an estimated $21.3 million, while simultaneously cutting 166 state employee jobs and moving these youth to private facilities. The Governor's budget recommendation did not call for these closings. The Michigan Probate Judges Association has come forward with its strong opposition of the closures. Among other reasons, the Association has noted that the budget not only assumes privately run facilities would operate at a lower cost, but also ignores the fact there will always be a need for long-term placements of juveniles who have failed in other placements. The Department of Corrections is also against these closures.

In the Senate version of the DHS budget, all child welfare services in Kent County except for CPS would be privatized. This version of the budget also calls for workgroups on privatizing eligibility services for Medicaid and privatizing Maxey.

The Senate DOC budget bill in Sec. 1015 would cut 580 specific positions, of which 307 are Assistant Resident Supervisors, with the second largest group being secretaries. The "other" category includes all deputy wardens in facilities with more than one as well as a number of library staff. Language in this budget bill includes competitive bidding for "the special alternative incarceration facility, the prison stores, the food service operations, and 1750

custody beds. DOC also would be required to issue quarterly reports detailing the status of any RFP's, with an explanation of any delays if the status of any item on the list is unchanged for more than 2 consecutive reporting periods. Other areas of potential bidding include Woodland, health care, and mental health care.

Legislators in both the House and Senate have introduced bills that would establish nurse staffing levels—Rep. Jon Switalski (D-Warren), with HB 5425 and Senator Rebekah Warren (D-Ann Arbor) with SB 1019. These bills were referred to their chamber's respective Health Policy Committees, which have not yet taken them up for consideration.

Many of these new legislators view public servants as the cause of the state's financial problems, not the backbone of many important services that keep the state operating. Capitol Services has been working with MAGE officers and staff to facilitate meetings with various legislators with some targeted strategies to respond to specific issues such as the impact of outsourcing proposals on the region's economy. It remains to be seen if the governor will have a budget in place by May 31. However, with the republican majority in both the house and senate this is not out of reach.

President Quattrin recessed the session for lunch to be served in Ballroom J, and elections to be held a the credentials/election inspector table near the entrance to the room. He asked the members to return for District Elections at 1:15 p.m.. At lunch following the Elections, the Election Inspector Committee reported that Michael Herendeen was elected as the new 1st Vice President. The afternoon session was called to order at 1:30 p.m. and President Quattrin introduced MAGE legal counsel, Brandon Zuk.

LEGAL COUNSEL REPORT: Mr. Zuk reported on the two lawsuits that MAGE has pending. The first lawsuit is the breech of contract regarding our 3% raise. In this case MAGE was successful in winning the last two rounds wherein the Court of Appeals has now denied the State's Application for Leave to Appeal. The Court of Claims had ruled in MAGE's favor, finding that MAGE could argue that the State breached its agreement with MAGE to recommend a 3% pay raise to non-exclusively represented employees. The Court ordered that the case proceed to trial. The State attempted to prevent that trial from proceeding, by filing an Interlocutory Appeal. This appeal was denied so now the state has appealed to Supreme Court.

The second lawsuit was initiated to force the state to give back the 4% being deducted for retiree health care as a result of PA 264. MAGE will be making essentially the same arguments as we did in the 3% lawsuit, in that the new retirement bill touches on issues that are outside the Legislature's constitutional authority. Both cases are awaiting court dates.

ROLL CALL: Secretary-Treasurer Ann Sanders called roll and declared a quorum was present (see attachment for list).

CREDENTIALS COMMITTEE REPORT: William Manning, Chair of the Credentials Committee reported that as of 1:30 p.m. May 5, 2012 there were 52 delegates registered.

MOTION: Made and supported that by the direction of the Credentials Committee the roll of delegates hereby submitted be the final roll of the voting members of the General Council of the Michigan Association of Governmental Employees as of 1:30 a.m. on May 5, 2012. Motion carried.

Motion: The Credentials Committee requested approval of a revised count of 53 delegates registered. Motion carried.

RESOLUTIONS: President Quattrin requested the Council return to the Resolution tabled previously.

MOTION: Made and supported to bring back to the floor the Resolution #1. Carried.

The second to the motion to remove the strikeouts of the Deputy Directors was rescinded and that motion died for lack of a second.

MOTION: Made and supported to vote separately on the proposed changes to the Constitution and the Bylaws. Motion carried.

MOTION: Made and supported to adopt the proposed Constitution changes with the removal of the strikeouts of the Deputy Directors in Article VI., Section 2. Motion carried by the required 2/3 majority.

MOTION: Made and supported to adopt the Bylaws as amended.

MOTION: Made and supported to correct an "annual" session of General Council to "biennial " session in Article I, Section 7 (b) and Section 11. Motion passed.

MOTION: To remove all proposed strikeouts of the Deputy Directors in the Bylaws. Motion carried.

MOTION: Made and supported to change Article V. Section 7 (b) to read "Serve as a member of the Board." Motion carried.

MOTION: Made and supported that the proposed amendments addressing changes in holding General Council meetings and only the proposed amendments addressing changes in holding General Council meetings shall not take effect unless and until the amended MAGE constitution which provides for biennial General Council meetings is ratified by the MAGE membership. This does not apply to proposed amendments that do not pertain to changes in holding General Council meetings. Motion carried.

MOTION: To adopt the bylaws as amended was approved with a vote of 44 in favor, 1 opposed and 8 abstentions.

DISTRICT ELECTIONS: President Quattrin requested that the Districts report the election results. The District Directors reported the following results:

District 1 Director is Kay Hiltunen
District 2 Director is Keena Jones
District 3 Director is Scott Nicewander
District 4 Director is JoAnne Cripps
District 5 Director is Georgia Green
District 6 Director is Thomas Welch
District 7 Director is Judy Pigg-Behrendt
District 8 Director is Olivia Bruce
District 9 Director is Maria Perez

District 1 Deputy Director is Doug Barry
District 2 Deputy Director is Mark Krupiarz
District 3 Deputy Director is Brent Mitchell
District 4 Deputy Director is Cathy Babbidge
District 5 Deputy Director is Richard Koch
District 6 Deputy Director is Brody McClellan
District 7 Deputy Director is Margaret Shultz
District 8 Deputy Director is Michael Woodward
District 9 Deputy Director is Brant Wimbush

The oath of office was administered by Past President Frank Clemons, and a motion to adjourn was entertained at 3 p.m. President Quattrin announced that the Board of Directors hold a short meeting immediately following the General Council.

Ann M. Sanders, Secretary-Treasurer

Date adopted by the Board