

**CONSTITUTION AND BY-LAWS
OF
STATE TROOPERS ASSOCIATION OF NEBRASKA, INC.**

Revised 8/1/2024

Know all men by these presents:

That we, the undersigned, do hereby adopt the following amended Constitution and By-laws of this Association.

ARTICLE I

NAME

The name of this Association shall be the State Troopers Association of Nebraska, Inc.

ARTICLE II

Office and Registered Agent. The principal office of the State Troopers Association of Nebraska, Inc., referred to herein as S.T.A.N., a Nebraska non-profit corporation, shall be located in the City of Lincoln, Lancaster County, Nebraska. The corporation may have such other offices, either within or without the State of Nebraska, as the members may determine or as the affairs of the corporation may require from time to time.

The corporation shall have and continuously maintain in the State of Nebraska a registered office and registered agent whose office is identical with such registered office, as required by the Nebraska Non-profit Corporation Act. The registered office may be, but need not be, identical with the principal office in the State of Nebraska and the address of the registered office may be changed from time to time.

ARTICLE III

PURPOSES AND OBJECTIVES

The purpose and objectives for which this Association is formed, are as follows:

Section 1. To promote an efficient State Patrol Organization. [**Amended 10/13/22**]

Section 2. To encourage fair and impartial law enforcement.

Section 3. To maintain and promote good public relations between the members **and** the citizens of the State of Nebraska. [**Amended 10/13/22**]

[**Amended 10/13/22**]

Section 4. To foster an open and free discussion of any grievances which the members may have between themselves, or which the members may have with any supervisor or department head within the State Patrol, or proper authorities. **[Amended 10/13/22]**

Section 5. To provide a means whereby the members may express to the proper authorities their views, individually, or by a chosen representative, with references to grievances, disputes, rates of pay, hours of employment and conditions of work.

[Amended 10/13/22]

Section 6. To conduct community philanthropic projects and support desirable and charitable purposes in the State of Nebraska. **[Amended 10/13/22]**

ARTICLE IV

Section 1.

A. Full Membership. All Nebraska State Patrol sworn law enforcement officers through the rank of Sergeant shall be eligible for membership in the Association. All dues paying members in good standing shall be entitled to all privileges of membership, including the right to hold office.

B. Retiree Member. Officers who retire with full benefits from the State Patrol and current retired Patrol members shall be eligible to become Retiree Members. Those retired Patrol members who retired prior to September 2024, and all State Patrol Retirees who are current STAN members in good standing at the time of retirement shall be eligible to have their annual dues set aside. Membership Privileges include nominating and voting for a Retiree Representative outlined in Article VI, Section 8, D as well as b. and g. in Article IV, Section 1, D. **[Amended 08/01/24]**

C. Administrative Member. All Nebraska State Patrol sworn law enforcement officers from the rank of Lieutenant through the rank of Colonel. Said Administrative Members shall be entitled to all privileges of membership except they cannot hold office or vote for officers of STAN. Membership Privileges include c. through h. in Article IV, Section 1,

D. Membership Privileges Include but are not limited to:

- a. Voting per by-law guidelines
- b. Holding Office per by-law guidelines
- c. Grievances, upon approval by the Board or by the President
- d. Defense of Internal Affairs investigations, upon approval by the Board or by the

President

- e. Officer Involved Shooting Defense
- f. In Custody Death Defense
- g. General Troop area Meeting Attendance
- h. Access to Group Life Policy if offered by vendors to STAN

[Amended 10/13/22]

Section 2. Application for Membership. Application for membership shall be made on a prescribed form which shall be filed with the State Patrol Accounting Office in Lincoln, authorizing withholding of membership dues from his/her monthly paycheck.

Section 3. Dues. Dues for membership in the State Troopers Association of Nebraska shall be equal to an amount of 1½% of gross pay of the hiring rate of a Trooper. **[Amended 10/28/17]** The dues shall be payable monthly in advance to the Treasurer. Any member falling two (2) months arrears in payments of monthly dues shall cease to be a member of STAN but may be reinstated upon the payment of all arrears or upon payment of a reinstatement fee, or both, unless such reinstatement fee is reduced or waived by the Board of Directors. Dues shall be established by the Board of Directors, subject to the approval of the members of the Association. Members who are active-duty military on deployment shall have dues waived while no paycheck from the State of Nebraska is received. **[Amended 10/13/22]**

Section 4. Termination of Membership. Any member who acts in such a way as to be detrimental to the best interests of this Association may be removed from membership herein, in the following manner. Charges against a member can only be brought by another voting member of this Association by filing a charge in writing with the Secretary of the Association. All members of the Association against whom charges have been brought shall:

- (a) Be served with written specific charges
- (b) Be given a reasonable time to prepare a defense; and
- (c) Be afforded a full and fair hearing.

Within ten (10) days of the filing of such charges and notice to the party against whom a charge has been filed, a quorum of the Board of Directors shall act as a trial board and shall fix a date and place for hearing the charges, and the secretary shall furnish the accused with a written copy of the specific charge and shall notify both accuser and the member in writing, of such date, at least (10) days prior to the hearing. At the hearing both the accused and the accuser may

produce witnesses. Within thirty (30) days of the receipt of Notice of Appeal, the Board of Directors of this Association shall appoint a committee to poll the entire voting membership of this Association and shall be required to approve or disapprove of the action of the trial board. **[Amended 10/13/22]**

Section 5. Resignation. Any member may resign by filing a written resignation with the Secretary, but such resignation shall not relieve the member so resigned of the obligation to pay dues, assessments, or other charges heretofore incurred and unpaid.

Section 6. Reinstatement. Upon written request by a former member filed with the Secretary, the Executive Board may, by majority vote of a duly qualified meeting of the Executive Board, reinstate such former member to membership subject to the provisions of Section 3 of this Article, if applicable.

ARTICLE V

Section 1. Regular Annual Meeting. A regular meeting of the members of the Association may be held when called by Board of Directors.

Since the members of this Association work on different shifts, the President may designate several different times or places for the holding of said meeting so that all of the members of the Association will be able to attend one of said meetings. **[Amended 10/13/22]**

Section 2. Special Meetings. Special meetings of the members may be called by the President or by a majority vote of the Board of Directors or by a majority of the voting members. Notice of the holding of special meetings shall be given at least three (3) days prior to the date of said meeting, to every member, in writing, or by delivering the notice to the members in person or electronically **[Amended 09/25/21]**. The time, place, and purpose of the holding of said special meeting shall be stated in the notice. **[Amended 10/13/22]**

Section 3. The Board of Directors shall meet at the President's discretion.

Section 4. Quorum.

- A. Five percent (5%) of the voting members shall constitute a quorum for the transaction of business at any regular annual meeting or special meeting of the general membership; but if less than a quorum is present at any meeting, the majority of those present may adjourn from time to time

without further notice.

- B. If a quorum is not present at a regular annual meeting or a special membership meeting, the majority of those present may direct the Board of Directors to poll the membership by mail ballot.
- C. Ten percent (10%) of the voting members of each Troop Area shall constitute a quorum at area meetings. If, because members of the Association work on different shifts and it becomes necessary to hold more than one meeting so that all members may attend one of said meetings, the total attendance of all such meetings shall be considered in determining whether or not there is a quorum. The majority of those present may adjourn the meeting from time to time without further notice; or may, by majority vote, direct the area chairman to conduct balloting by mail.
- D. Fifty percent (50%) of the membership of the Board of Directors shall constitute a quorum.

Section 5. Attendance and Participation at Meetings. All members in good standing of the Corporation may attend the general membership meetings of the Corporation, may engage in discussion on all issues before the floor, and may vote at said meetings.

ARTICLE VI

OFFICERS, BOARD OF DIRECTORS AND COMMITTEES

Section 1. Officers. The officers of STAN shall be the State President, State Vice-President Eastern Division, State Vice-President Western Division, State Secretary, State Treasurer, Legislative Liaison, Bargaining Coordinator, Retiree Representative and one Area Chairman from each of the six (6) designated Troop Areas in the state. These persons shall constitute the Board of Directors of the Corporation. Attendance by a majority of the members of the Board of Directors shall constitute a quorum.

That the Troop Area Representatives and Bargaining Coordinator are allowed to send a delegate with full voting power to the Board meetings in their absence. The delegate representing the Bargaining Coordinator must be someone from their committee. The delegate for the Troop Area Representative must be a member from their designated Troop Area.

- A. Eastern and Western divisions shall be defined as the present geographical division within the present boundaries of the State of Nebraska set forth by the Nebraska State Patrol.

- B. Troop Areas shall be defined as the present geographical Troop Areas within the present boundaries of the State of Nebraska set forth by the Nebraska State Patrol.
[Amended 10/13/22]

Section 3. Officers' Term of Office.

- A. The President, State Vice-President Western Division, State Vice-President Eastern Division, State Secretary, State Treasurer, Retiree Representative, Troop Area Representatives, and local officers shall be elected for a term of two (2) years.
- B. Area Co-Vice-Representatives and Area Secretary-Treasurer elected pursuant to the provisions of Section 8, paragraph C, of this Article, shall serve a term of two (2) years.
- C. The election for offices of State Vice-President Western Division, State Treasurer and Troop Area Representatives and local officers for Troop A, Troop B, and HDQ Troop shall be held on even numbered years. The election for the offices of State President, State Vice-President Eastern Division, State Secretary, Area Chairmen and local officers for Troop C, Troop D, and Troop E, and the Retiree Representative, shall be held on odd numbered years.
- D. All members of the Board are expected to attend all Quarterly meetings of the Board. Attendance at any meetings called per Article V Section 3 may be excused by the President or the Board. The President, or the Board, may excuse attendance upon request, which shall be made prior to the meeting. The board may excuse attendance upon request. This request must be prior to the scheduled meeting.

[Amended 10/13/22]

Section 4. Seniority of State Vice-Presidents. In odd numbered election years, the Western Division Vice-President shall be the senior Vice-President and in even numbered election years, the Eastern Division Vice-President shall be senior Vice-President.

Section 5. Eligibility for Office.

- A. Eligibility for the office of State President shall consist of a requirement of four (4) years in good standing as a member of STAN at the time of his/her nomination with the additional requirement that past service on the Board of Directors in good standing, for a period of at least two (2) years, be a requisite to nomination, If no candidate meets the above qualifications, then eligibility shall be extended to those

people who have served a least two (2) years as either Area Co-Vice-Chairman or Area Secretary-Treasurer and who have a total of two (2) years membership in good standing in STAN. Provided, further, that if no candidate meets either of the above eligibility requirements, then nominations shall be open to any member having five (5) years in good standing as a member of STAN.

- B. Eligibility for the office of State Eastern and Western Vice President shall consist of a requirement of four (4) years in good standing as a member of STAN at the time of his/her nomination with the additional requirement that past service on the Board of Directors in good standing, for a period of at least one (1) year, be a requisite to nomination. If no candidate meets the above qualifications, then eligibility shall be extended to those people who have served a least one (1) year as either Area Co-Vice-Chairman or Area Secretary-Treasurer and who have a total of two (2) years membership in good standing in STAN. Provided, further, that if no candidate meets either of the above eligibility requirements, then nominations shall be open to any member having four (4) years in good standing as a member of STAN.
- C. If there is only one candidate possessing the credentials as described in Paragraph A of this Section, then any persons nominated and desiring to run for election that possess the qualification found in Paragraph B of this Section shall also be included on the ballot. In any event, there shall be at least two (2) candidates for office of President if that number of nominations is made.
- D. Candidates for all other offices shall be members in good standing in STAN at the time of their nomination and at the time of their election.

[Amended 10/13/22]

Section 6. A Member in Good Standing. A member in good standing is a person who has continuous membership in STAN since the time of his/her joining the Association, provided, termination of employment and rehire shall not disqualify a member if his/her membership is contiguous with employment. Membership may be terminated by the board pursuant to Article IV Section 4. **[Amended 10/13/22]**

Section 7. Vacant Offices.

- A. Upon the promotion to the rank of Lieutenant or above, resignation or other inability to hold such office, the office held by such member shall be declared vacant on the effective date of such promotion, resignation, or other inability to hold such office. **[Amended 10/13/22]**

B. In the case of vacancy of any elected State Office, the Board of Directors may appoint a member to fill such vacancy for the remaining unexpired term.

C. In the case of vacancy of any Troop Area Office, the Association members of that Troop Area shall, by vote of the voting members, fill the expired term of that office; provided, that if no nomination is made and election held within thirty (30) days after the position is vacated, then an appointment will be made for that office by the Board of Directors.

Section 8. Nomination and Election of Officers.

A. Nominations for office of State President, State Secretary and State Treasurer.

Nominations for the office of State President, State Secretary and State Treasurer in the proper year as set out in Article IV of this instrument shall be received in writing at the State Office of the Association during the month of March in any year for which the office is scheduled for election. The nomination shall be signed by the nominating party, indicating the name of the person nominated and the office for which he/she is nominated. The nominated party shall indicate that he/she is willing to serve if elected. The nominations shall be screened for eligibility as outlined in Section 5 of this Article and those persons meeting the eligibility requirements as set forth shall be placed upon a ballot for election.

Nominations shall be received at the State Office up to and including the close of business on April 1st.

Elections for the office of State President, State Secretary and State Treasurer in their proper year shall be held by mail ballot on or about May 1st of the proper year. Ballots, by members in good standing, shall be counted if received no later than May 15th at the close of business at the State Office of the Association.

B. Nomination of Division Vice-Presidents. The offices of Division Vice-Presidents shall be filled by nomination of those members in the appropriate division. Such nomination shall be made in writing to the State Office of the Association and be signed by the nominating party indicating the name of the person nominated and the office for which he/she is nominated. The nominated party shall indicate in writing that he/she is willing to serve if elected. The nominations shall be screened for eligibility as outlined in Section 5 of this Article and those persons meeting the eligibility requirements as set forth shall be placed upon a ballot for election. Nominations shall be received at the State Office up to and including the close of business of April 1st.

Elections for the offices of Division Vice-Presidents in their proper year shall be held by mail ballot on or about May 1st of the proper year. Ballots, by members in good standing, shall be counted if received no later than May 15th at the close of business at the State Office of the

Association.

C. Nominations of Troop Area Officers. Nomination for the offices of Troop Area Chairman, two Vice-Chairmen, one for each shift, and an Area Secretary-Treasurer shall be filed by nomination from an Association member in good standing in their respective Troop Areas. Such nominations shall be made in writing to the duly elected Troop Area Chairman. The method and confirmation of nomination shall be at the discretion of the Troop Area Chairman. Nominations for these offices shall be made by May 1st of each year at which time nominations shall cease. Election for these offices among the candidates shall be held on or about June 1st of each year with the balloting to be completed no later than June 15th of each year.

D. Nomination for Retiree Representative. Nomination for the office of Retiree Representative Board Member in the proper year as set out in Article VI, Section 3 of this instrument, shall be received in writing at the State Office of the Association during the month of March in the proper year for which this office is scheduled for election. The nomination shall be signed by the nominating party, indicating the name of the person nominated and the office for which he/she is nominated. The nominated party shall indicate that he/she is willing to serve if elected.

The nomination shall be screened for eligibility and those persons meeting the eligibility requirements set forth shall be placed upon a ballot for election. Nominations shall be received at the State Office up to and including the close of business on April 1st.

The nomination for Retiree Representative shall be made only by retired members of the State Patrol who are members in good standing. Only retired members of the State Patrol who are members in good standing shall vote for the Retiree Representative of the Board of Directors.

E. Installation. State Officers, Troop Area Officers, and the Retiree Representative shall be deemed to be installed in office on July 1st of each year.

Counting of the Ballots. All members in good standing shall receive a ballot they are eligible to vote on either by paper ballot or electronic ballot. The President shall designate whether the election will be held by paper ballot or electronic ballot. Ballots for State Officers shall be returned by mail, personal delivery, or electronically to the Association. The State President shall appoint an election committee to supervise the counting of the ballots. Members of the committee shall not be candidates for any office. The ballots shall be maintained along with all tabulations and records pertaining to such election for a period of sixty (60) days, pending possible contest, after which the committee shall turn over to the Secretary all such records. The Secretary shall maintain these records for one (1) additional year before destruction of same.

[Amended 10/13/22]

Section 9. Removal from Office. Any officer or member of the Board of Directors whose leadership and actions are not such as to inspire confidence, keep members active and benefit the members, or who have committed any offense involving moral turpitude or immorality, or for other good cause shown, may have charges brought against themselves and be tried for removal from office.

A. State Officers. Charges against an officer shall be preferred by a signed Petition twenty-five percent (25%) of the membership in writing to the Board of Directors. Within ten (10) days of the filing of such charges, the Board of Directors shall appoint a trial board of three (3) members and the accused shall be furnished with a copy of the charges. In the event that the Board of Directors refuses to appoint a trial board, or said board refuses to carry out its duties, the general membership may disband such board and appoint any such trial board as is required. The trial board shall fix a date for hearing the charges and shall notify both the accuser and the accused in writing of such date, at least ten (10) days prior to the hearing. At the hearing, both the accused and the accuser may produce witnesses in their behalf. The trial board shall furnish each party with a copy of its decision. In the case the charges are sustained, the trial board shall reprimand, fine, suspend, or expel the guilty party. Within twenty (20) days of receipt of the decision of the trial board, either party may file with the Board of Directors a Notice of Appeal to the general membership. Within thirty (30) days of receipt of Notice of Appeal, the general membership shall review the records of the proceedings before the trial board.

B. Divisional Vice-Presidents. Charges brought against a Divisional Vice-President shall be preferred by a signed Petition of twenty-five percent (25%) of the membership of the division represented by said officer in writing to the Board of Directors.

C. Removal of Troop Area Officers. Charges brought against a Troop Area officer shall be preferred by a signed petition of forty percent (40%) of the membership of such Troop Area served by said officers in writing before the Board of Directors. Procedures outlined in Paragraph A of this section shall be followed in removal of Divisional Vice-Presidents as well as Troop Area officers.

D. Removal of Board Members. Charges brought against any Board Member for having more than one unexcused absence at a quarterly board meeting annually shall be served by the Board of Directors in writing of such notice. The Board of Directors will vote on removal of such Board Member that is not in compliance with meeting attendance expectations outlined in Article VI, Section 3, Paragraph D. **[Amended 10/13/22]**

Section 10. Committees. The president shall appoint committees for the corporation as

needed and shall appoint such special committees as he/she may be directed to appoint by the Board of Directors, by the membership or by the By-laws. **[Amended 10/13/22]**

- A. The President, with the consent of the Board, shall appoint a Negotiating Committee. One such member will be designated by the President as the Negotiations Coordinator. Such person shall have a voting seat on the Board of Directors. **[Amended 07/31/84] [Amended 10/13/22]**

Section 11. Compensation for Officers.

- A. Salary for Officers. State Officers of STAN shall be paid a salary in the amount recommended by the board and consented to by a majority of the membership who votes.
- B. Allowance of Expenses. If the duties of STAN require the attendance of an officer, a committee member, or any other member at an officially sanctioned function or meeting, said person may be paid reasonable expenses for travel, lodging and meals at the discretion of the Board. If time is lost from work for said duties, a reasonable allowance may be made the therefore at the discretion of the Board of Directors.

[Amended 10/13/22]

Article VII

DUTIES OF OFFICERS, MEMBERS OF THE BOARD OF DIRECTORS AND COMMITTEES

Section 1. Duties of the President. The President of this Association shall preside at all annual and/or special meetings and Directors meetings and shall be a member, ex officio, of all committees. He/she shall execute all instruments of every type and kind for and on behalf of the Association. At the conclusion of his term, he shall submit a report to the association regarding the progress and standing of the Association and regarding his official acts during his term in office. The President may call a troop area meeting of members of the Association at his discretion.

Section 2. Duties of the Vice-Presidents. In the absence of the President, the senior Vice-President, and in the absence of the senior Vice-President, the Vice-President, shall assume and have the same power and authority as the President and shall preside at all Board of Directors meeting and perform all duties otherwise performed by the President.

Section 3. Duties of the Secretary. In the absence of the President and Vice-Presidents, the Secretary shall preside at Board of Directors meeting. The Secretary shall keep the minutes

of the meetings of the Board of Directors. If the Secretary is unable to attend any such meeting, the President may designate any member of the Board of Directors to keep such minutes.

[Amended 10/13/22]

Section 4. Duties of the Treasurer. The Treasurer shall keep the financial records of the Association and account for all income received by the Association, and all expenses paid by the Association. He shall collect dues payable by members of the Association. He shall deposit all money or income received by the Association to credit the Association in a bank or banks selected by the Board of Directors. All disbursements from the funds of the Association shall be made by check and all checks must be signed by the Treasurer.

That all monies authorized to Troop Area Treasurers from the State Treasurer will be withheld until proper documents are received to State Treasurer upon written request.

[Continuing Resolution 10/17/87]

The Treasurer shall furnish a bond in an amount fixed by the Board of Directors, the cost of such bond to be paid by the Association. The Treasurer shall prepare and present to the Board of Directors an annual report of all monies received or disbursed by the Association and shall report more frequently in requested by the board of Directors.

[Amended 10/13/22]

Section 5. Duties of the Troop Area Representative. The Troop Area Representative of each area shall preside at all area membership meetings and shall be a member, ex officio, of the State Board of Directors. Troop Area Representatives shall have the power to call meetings within their respective area at the time and date they deem necessary. Meetings shall be held so that all of the members in the area will be able to attend. At the conclusion of his term, he shall submit a report to the Association regarding the progress and standing of the area and regarding his official acts during his term of office.

[Amended 10/13/22]

Section 6. Duties of the Co-Vice- Troop Area Representative. In the absence of the Troop Area Representative, the Co-Vice- Troop Area Representative shall assume and have the same power and authority as the Troop Area Representative and shall preside at all area meetings and perform all duties otherwise performed by the Troop Area Representative.

[Amended 10/13/22]

Section 7. Duties of the Area Secretary-Treasurer. In the Absence of the Troop Area Representative and the Co-Vice- Troop Area Representative, the Secretary-Treasurer shall preside at area meetings. The Secretary-Treasurer shall keep the minutes and send the same to the State Secretary within ten (10) days. The Secretary-Treasurer shall keep the financial records of the troop area and account for all income received by the area, and for all expenses paid by the

area. The Secretary-Treasurer shall prepare and present to the STAN Treasurer an annual report of all monies received or disbursed by the area and shall report more frequently if requested by the Board of Directors. To have all Area Treasurers follow procedures as directed by the State Treasurer. **[Motion 07/14/90]**

[Amended 10/13/22]

Section 8. Duties of the Retiree Representative. The retiree representative shall represent retired members of the State Patrol who are members of STAN. The Retiree Representative's position, within the Board of Directors, will have voting powers. The Retiree Representative is a liaison position between the Board of Directors, retired State Patrol members and the membership as a whole. The Retiree Representative is elected by the State Patrol members who are in good standing of STAN as provided by Article VI, Section 8.

Section 9. Duties of the Board of Directors.

- A. The business and affairs of the Association shall be under the control and management of the Board of Directors consisting of Troop Area Representative and State Officers who shall meet at their discretion. The Board of Directors shall also meet at the call of the President or upon the request of a majority of the members thereof.
- B. All expenditures of funds of the Association must be authorized by the Board of Directors.
- C. The Board of Directors may appoint such committees and delegate such authority as it deems necessary or expedient to carry out the purposes of this Association in conformance with the Constitution and By-laws.
- D. Any voting member who has any grounds for grievance against the Nebraska State Patrol, including, but not limited to reprimand, termination, other disciplinary action or conditions of employment, should request in writing to have such grievance reviewed by the Board of Directors. The Board of Directors shall be empowered to make recommendations to the entire Board of Directors whether or not such a grievance has a basis in fact and is justified, that the grievance is in the best interest of the Association. They shall also recommend what action, if any, should be taken by the Board and the Association with respect to such grievance. The Board of Directors, after receiving such recommendation from, they deem relevant, shall then determine what action, if any, shall be supported by the Board and the Association. **[Amended 07/18/93] [Amended 10/13/22]**
- E. Philanthropy. The Board of Directors, by majority vote, may approve, in conjunction with the Association status as a non-profit corporation, projects to

promote the Association and raise monies for the betterment of the Association and the pursuit of its goals. Such activities shall not in any manner reflect unfavorably upon the Association.

[Amended 10/13/22]

Section 10. Duties of the Bargaining Coordinator. The Bargaining Coordinator will represent the Association's desires to the State Law Enforcement Bargaining Council for negotiations with the State of Nebraska. **[Amended 10/13/22]**

Section 11. Duties of the Legislative Liaison. The Legislative Liaison will promote the Association's Legislative desires with the Nebraska Legislature and the Association's Lobbyist. **[Amended 10/13/22]**

ARTICLE VIII

MEETING OF THE BOARD OF DIRECTORS

Section 1. Regular Annual Meeting of the Board of Directors. A regular annual meeting of the Board of Directors shall be held within sixty (60) days after the election of said Board. The meeting shall be called by the President. Notice of the time and place of said meeting shall be given in writing to every Board member, either by mail or by delivering the notice to the Area Chairman.

ARTICLE IX

ATTENDANCE AT MEMBERSHIP MEETINGS

Only members in good standing may attend meetings of the Association, provided, however, that guests may be invited to any membership meeting by the President or member of the Board of Directors. A member may bring a guest to a meeting of the Association on the approval of the President or a member of the Board of Directors.

ARTICLE X

AMENDMENT TO THE BY-LAWS

Any amendment to the Constitution and By-laws will be proposed at any regular meeting or any special meetings of the Board of Directors. This Constitution and By-laws may be amended with a majority of the votes cast by the entire membership. Voting may be done by mail or by electronic method. **[Amended 10/13/22]**

[Amended 10/13/22]

IN WITNESS WHEREOF, the undersigned has hereto set their hands this ____ day of _____, _____.

James Estwick, President

Brian Farmer, Chairman Troop A

Timothy Flick, W. Vice-President

Andrew Bestenlehner, Chairman Troop B

Tyler Kroenke, E. Vice-President

J.J. Pedersen, Chairman Troop C

Cynthia Alberico, Secretary

Jeff Boston, Chairman Troop D

Nicholas Jaworski, Treasurer

Courtney Horak, Chairman Troop E

Lucas Bolton, Legislative Liaison

Anthony Frederick, Chairman HDQ Troop

Monte Dart, Bargaining Coordinator

Scott Black, Retiree Representative