

RECEIVED

BY-LAWS

JAN 09 2023

OF

Van Buren \_\_\_\_\_ Aerie No. 3996, Fraternal Order of Eagles, instituted by authority of the Grand Aerie of the Fraternal Order of Eagles.

This Aerie was instituted on the 1<sup>st</sup> day of November in the year of 1981.

This Aerie was Incorporated under the laws of the State of Michigan on January 10, 1983.

MEETINGS

Section 1.1 The meetings of this Aerie shall be held on the 1<sup>st</sup> and 3<sup>rd</sup> Wednesdays at the hour of 7:00 p.m. The place of the meeting shall be 9961 Beck Road, Belleville, MI 48111.  
(Street address, City, State and Zip Code)

Section 1.2 Special meetings shall be held in conformity with Section 72.2 Statutes for Local Aeries, or Laws amendatory thereof.

NOMINATION AND ELECTIONS

Section 2.1 The annual nominations, election and installation of Officers shall be provided in Sections 91.1 to 91.7 of the Statutes, F.O.E., or Laws amendatory thereof. **This excludes Section 9.1(a) and (b) unless specifically approved by the Aerie By-Laws.** Vacancies in office shall be filled as provided in Section 92.1, Statutes, F.O.E. or Laws amendatory thereof.

Section 2.2 The office of Worthy Conductor shall be filled each year by, Election \_\_\_\_\_ or by appointment of the Worthy President X.

Section 2.3 ELECTION OF AERIE OFFICERS. (Adopt on provision only, a or b).

- (a) ~~The election of officers shall be by WRITTEN OR PRINTED BALLOT during the Aerie meeting on the date of election.~~ NO
- (b) The election of officers shall be by PRINTED BALLOT, the polls shall open at 12:00 p.m. The polls shall close at 7:00 p.m. bar time.

Section 2.4 Tellers shall be appointed by the Worthy President. (Presiding Officer.)

Section 2.5 The term of office of the Secretary of this Aerie shall be for two years.

Section 2.6 The term of office of the Treasurer of this Aerie shall be for two years.

Section 2.7 There shall be 5 elected Trustees, and they shall be elected for term of \_\_\_\_\_ years each: 1-3 years, 2-2 years, and 2-1 year each. OKY  
ITS

(a) Of the 5 elected Trustees the Junior Past Worthy President, while serving as such, may serve as a member of the Board of Trustees of this Aerie, if elected.

(b) Of the 5 elected Trustees the Secretary of this Aerie, while serving as such, may serve as a member of the Board of Trustees of this Aerie, if elected.

(c) Elected Trustee may hold the office of Junior Past Worthy President if appointed by Worthy President and qualified to hold office.

(d) Elected Trustee may hold the office of Secretary for two elected years or remainder of the term of the elected year, if appointed by the Worthy President and approved by vote of membership at meeting or election. Will hold both offices and collect payment that is due to a Secretary.

(e) Authorized "Alliance Clubs": Auxiliary, R.E.A.C. (Retired Eagle Activity Club). Eagle Riders, and J.O.E. (Junior Order of Eagles).

### AERIE MEMBERSHIP

Section 3.1 The fee for membership by initiation shall be \$ 20.00.

(a) The fee for re-enrollment shall be \$ 20.00.

Section 3.2 The minimum age that member shall be accepted into this Aerie will be 18 years of age on the date of initiation.

Section 3.3 The method used by this Aerie to accept all candidates for membership shall be elected by majority vote by those members present and voting by secret ballot.

Section 3.4 Non-Beneficial Life Membership Cards may ~~may not~~ be granted to members of this Aerie. The fee for such Non-Beneficial Life Membership shall be \$ 300.00. (Must be at least \$250.00.)

(a) The Per Capita Tax for the Life Member shall be paid by the Aerie \_\_\_\_\_ or the Life Member X. (SELECT ONE).

(b) Life Memberships from other Aeries are not transferable.

Section 4.1 The following funds are hereby established for this Aerie:

(a) The Benefit Fund

(b) The General Fund

(c) The Building & Maintenance Fund

(d) The Social Fund

(e) \_\_\_\_\_

(f) \_\_\_\_\_

*CKC/ta*

Section 4.2 By resolution the Aerie shall designate some banking institution in which each of the funds shall be deposited.

### DUES

Section 5.1 Dues of Beneficial Members shall be \$40.00 per year, payable in advance.

Section 5.2 Dues of Beneficial Members shall be divided annually among the various funds as follows:

- |   |                                     |
|---|-------------------------------------|
| (a) The Benefit Fund <u>\$20.00</u>               | (b) The General Fund <u>\$11.00</u> |
| (c) The Building & Maintenance Fund <u>\$3.00</u> | (d) The Social Fund <u>\$6.00</u>   |

Section 5.3 Dues of Non-Beneficial Members shall be \$40.00 per year, payable in advance.

Section 5.4 Dues of Non-Beneficial Members shall be divided annually among the various funds as follows:

- |   |                                     |
|---|-------------------------------------|
| (a) The Benefit Fund <u>\$18.00</u>               | (b) The General Fund <u>\$13.00</u> |
| (c) The Building & Maintenance Fund <u>\$3.00</u> | (d) The Social Fund <u>\$6.00</u>   |

Section 5.5 Dues of Dual Members shall be \$25.00 per year, payable in no event for a period longer than the period for which the member has paid his dues in advance in his original Local Aerie. (This section must be completed.)

Section 5.6 Dues of Non-Beneficial Members shall be divided annually among the various funds as follows:

- |                                     |                                     |
|-------------------------------------|-------------------------------------|
| (a) The Benefit Fund <u>\$10.00</u> | (b) The General Fund <u>\$15.00</u> |
| (c) _____                           | (d) _____                           |

Section 5.7 Any qualified member may make application for a "Golden Age Eagle". To be qualified the member must have 30 "consecutive" years.

- (a) The Per Capita Tax for the Golden Age Eagle member shall be paid by the Aerie Yes or the Golden Age Eagle Member \_\_\_\_\_. (SELECT ONE).

### DUTIES OF OFFICERS

Section 6.1 Upon having received due notice of a member being in dire circumstances, the Worthy President may provide temporary financial aid to said member, not to exceed the sum of \$200.00 to be paid from the General Fund. (Must be General or Social Fund).

Section 6.2 If any officer absents himself from 3 consecutive meetings of this Aerie, or duly called or stated officers' meetings or trustees' meetings, or any *OK/ta*



combination thereof, so long as they are consecutive, without being excused by a vote of the Aerie in regular session, the office of such officer so absenting himself shall be declared vacant by the presiding officer.

Section 6.3 House Rules governing the premises and the conduct of members thereon shall be adopted by this Aerie, and such House Rules as adopted shall at all times be posted in a conspicuous place in the Aerie premises. House Rules shall be adopted and amended in the same manner as the By-Laws of the Aerie.

Section 6.4 The Secretary of the Aerie shall not serve as the Secretary of the Board of Trustees of this Aerie, and receive for such services, the compensation as provided in these By-Laws in addition to the per capita compensation as provide in these same By-Laws.

**OPTIONAL  
PROVISION "A" BENEFIT PAYMENTS  
IF PROVISIONS "A" ARE ADOPTED, DO NOT ADOPT PROVISIONS "B"**

**DISABILITY BENEFITS**

Section 7.1

(a) Every member having been initiated into this Aerie, prior to having passed his 50<sup>th</sup> birthday and paying the amount of dues as set forth in Section 5.1 of these By-Laws and is otherwise qualified to receive sick and/or disability benefits, subject to all provisions, limitations and prohibitions contained in Sections 115.1 to 115.6, inclusive, Statutes, F.O.E., or Laws amendatory thereof, which Sections above referred to are made a part hereof, shall receive as follows:

- (1) For the first week of his disability after notice to the Worthy President or Secretary: nothing.
- (2) At the rate of \$ 0.00 per week for the next 0 weeks, should such disability so long continue.

(b) This Aerie does not pay benefits for any sickness or disability.

**FUNERAL BENEFITS**

Section 8.1

(a) On the death of a member having been initiated into this Aerie, prior to his having passed his 50<sup>th</sup> birthday and paying the amount of dues as set forth in Section 5.1 of these By-Laws and is otherwise qualified to receive sick and/or disability benefits, subject to all provisions, limitations and prohibitions contained in Sections 115.3 to 115.6, inclusive, Statutes, F.O.E., or Laws

OKC/TS

amendatory thereof, which Sections above referred to are made a part hereof, the sum of \$ 0.00 shall be paid.

- (b) On the death of a member having been initiated into this Aerie ~~prior to having passed his 50<sup>th</sup> birthday~~ and paying the amount of dues as set forth in Section 5.1 of these By-Laws and is otherwise qualified to receive sick and/or disability benefits, subject to all provisions, limitations and prohibitions contained in Sections 115.3 to 115.6, inclusive, Statutes, F.O.E., or Laws amendatory thereof, which Sections above referred to are made a part hereof, a funeral benefit, in accordance with the following schedule, subject to the number of years of LAST GOOD STANDING MEMBERSHIP will be paid:

If the death occurs in the	First year	\$100.00
	Second year	\$100.00
	Third year	\$100.00
	Fourth year	\$100.00
	Fifth year	\$100.00
	Thereafter	\$100.00

Section 8.2 On the death of a member, the Aerie shall provide a suitable floral or other form of tribute, i.e. organization, cost not to exceed the sum of \$150.00 to be paid from the Social Fund. (Must be General or Social).

**Section 8.3** Floral Arrangements for family members upon their death as follows. Aerie members and their relatives, costs not to exceed the sum of \$50.00 to be paid from the Social Fund. Only the following relatives: Spouse, Mother, Father, Grandmother, Grandfather, Sons or stepsons, Daughters or step daughters, Brothers and Sister, Stepbrothers, Stepsisters.

## SALARIES

Section 9.1 For the faithful performance of his respective duties, the Worthy President shall receive the sum of \$ 0.00 per annum, payable n/a. (annually, semi-annual, quarterly, monthly).

Section 9.2 For the faithful performance of his respective duties, the Worthy Vice-President shall receive the sum of \$ 0.00 per annum, payable n/a. (annually, semi-annual, quarterly, monthly).

Section 9.3 For the faithful performance of his secretarial duties, the Secretary shall receive a per capita compensation, payable semi-annual. (annually, semi-annual, quarterly, monthly) and based upon the number of members who are in good standing

and who are not more than one month in arrears as follows, 50 cents per month per member.

Section 9.4 For the faithful performance of his duties, the Treasurer shall receive \$ .22 per member payable semi-annual. (annually, semi-annual, quarterly, monthly)

Section 9.5 For the faithful performance of his duties, each Trustee shall receive \$ 0.00 per member payable n/a. (annually, semi-annual, quarterly, monthly)

Section 9.6 For the faithful performance of his duties as Secretary of the Board of Trustees shall receive \$ 0.00 per n/a. (annually, semi-annual, quarterly, month, week, meeting) in addition to his per capita compensation.

Section 9.7 For the faithful performance of his duties the Aerie Auditor shall receive not in excess of \$300.00 per annum, payable annually. (annually, semi-annual, quarterly, monthly)

Section 9.8 The salary of the Aerie Auditor and Aerie officers shall not be paid until such time as duties required of them by the Laws of the Order and the By-Laws of this Aerie have been fulfilled, and all reports then due have been completed, presented and transmitted to those entitled to receive them.

Section 9.9 The salary of all Aerie Employees shall be fixed by the Board of Trustees and not to exceed the maximum shown below. (Must meet all Minimum Wage Laws)

- (a) All employees shall be paid at least prevailing minimum wage.
- (b) Janitor's maximum wage shall be \$15.00 per hour.
- (c) Bartender's maximum wage shall be \$15.00 per hour.

---

Section 9.10 Whenever the Aerie, by properly adopted resolution, sends its accredited representatives to the Grand Aerie Convention, the State or Provincial Aerie Convention, Zone Conference, District Meetings, Officers' or Committee Meetings, Conference or School, they may be allowed as their expenses not to exceed \$30.00 per day while going to, returning from and while in attendance at the sessions, their registration fee, transportation to and from the sessions by the most direct route equaling actual rail fair plus Pullman, Bus or Airplane fare. If traveling by automobile 50 cents per mile, round trip.

Section 10.1 The Worthy President, Worthy Vice-President, Secretary, Treasurer and each Trustee and other employees/volunteers of the Aerie who handle moneys of the Aerie shall be bonded. Bond to be purchased by the Aerie in the amount and according to the following schedule.

**PLEASE CIRCLE CLASSIFICATION NUMBER THAT APPLIES TO YOUR AERIE BASED ON ANNUAL GROSS RECEIPTS.** *circled*



Classification Number

- (1)..... under \$10,000.00.....minimum amount of Bond \$ 1,500.00
- (2)..... under \$20,000.00.....minimum amount of Bond \$ 3,500.00
- (3)..... under \$40,000.00.....minimum amount of Bond \$ 6,500.00
- (4)..... under \$60,000.00.....minimum amount of Bond \$10,000.00
- (5)..... under \$10,000.00.....minimum amount of Bond \$13,500.00

Section 10.2 No officer or employee shall be permitted to assume or discharge the duties of his office or employment until bonded.

**MILITARY SERVICE RECEIPT**

Section 11.1 Upon a vote of the Aerie in regular meeting, there may be issued to any member in good standing, who is in the Military Service, a Military Service Receipt. When such Receipt has been issued, such member, during his term of Military Service and for thirty (30) days thereafter, shall not be obligated to pay dues to the Aerie but shall be carried on the rolls of the Aerie as a member in good standing.

Section 11.2 Beneficial Members holding a Military Service Receipt shall be entitled to (Note: Strike out sections not applicable)

- (a) ~~NO DISABILITY OR FUNERAL BENEFITS~~
- (b) ~~FUNERAL BENEFITS ONLY~~
- (c) ALL BENEFITS PAYABLE TO BENEFICIAL MEMBERS.

**MISCELLANEOUS**

Section 12.1 In appreciation of services rendered by the retiring Worthy President, the Aerie may, by resolution adopted by the Aerie, present some suitable gratuity to the retiring Worthy President, at a cost not to exceed the sum of \$ 75.00 to be paid from the General Fund. (General or Social).

Section 12.2 Where the Constitution and Statutes of the Fraternal Order of Eagles, the Rituals, and the By-Laws do not cover or control, then Roberts' Rules of Order (revised) shall govern the acts and deliberations of this Aerie.

Section 12.3 All Elected positions need to have a written procedure explaining an outline of their job duties.

**SICK MEMBERS**

Section 13.1

- a) When a member is hospitalized for more than 24 hours (1 day) the Chaplain shall send a floral arrangement/fruit/gift basket to the member. The floral

CKC/HR

arrangement/fruit/gift basket sum of \$50.00 to be paid from the Social Fund.

- b) When the same member is hospitalized or sick within the same calendar year (January 1 to December 31) the Chaplain will send a card to the member.
- c) When a member is known to be either in a rehabilitation center or at home sick the Chaplain will send a card to the member.
- d) If a member is re-admitted to a rehabilitation center or is known to be at home sick and recuperating again and has already received a floral arrangement during the current calendar year the Chaplain will send the member a card. The number of cards is unlimited.

Section 71.3 All dues shall be paid in advance to the Local Aerie annually. They shall become due and payable on May 31<sup>st</sup> of each year. *CRK/tz*



BY-LAWS COMMITTEE

Michelle Gueli  
MICHELLE GUELI

Keith Barthauer  
KEITH BARTHAUER

Kathy Barthauer  
KATHY BARTHAUER

PROPOSED AT REGULAR MEETING HELD October 5, 2022.

SECOND READING AT REGULAR MEETING HELD November 16, 2022.

ADOPTED AT REGULAR MEETING HELD December 7, 2022

ATTEST Barbara Tomlinson  
BARBARA TOMLINSON, SECRETARY

Lenny Wojtyna  
LENNY WOJTYNA, PRESIDENT

AERIE SEAL

---

APPROVED THIS 31<sup>st</sup> DAY OF January, 2023  
Charles K. Cunningham  
GRAND SECRETARY, F.O.E.