

BYLAWS OF THE
WISCONSIN CHIROPRACTIC ASSOCIATION

Revised September 11, 1997

ARTICLE I

NAME

Section 1: This organization shall be known as the WISCONSIN CHIROPRACTIC ORGANIZATION and shall hereinafter be referred to as the "Association".

Section 2: The principal office of the Association shall be located in the City of Madison, County of Dane, State of Wisconsin.

ARTICLE II

Objects and Purposes

Section 1: The objectives and purposes of this Association shall be: to promote the philosophy, science and art of the chiropractic in all legitimate ways; to maintain and promote suitable legislation regulating and practice of chiropractic in the State of Wisconsin, to encourage the interest and cooperation professionally and socially between chiropractors; and to bring about a more general understanding of the true principles of chiropractic and the benefits to be derived from the application thereof.

ARTICLE III

Membership

Section 1: There shall be ten classes of membership: Active, Interim, Honorary Cooperative, Retirement, Semi-Retirement, Student, Leave of Membership, Associate Membership, and Executive Director.

Section 2: A) **Active Membership** - Any chiropractor of good moral character who is duly licensed to practice chiropractic in the State of Wisconsin may become an active member, provided that the applicant be regularly established with another chiropractor, or be employed as an assistant to one who has a regularly established and equipped office.

B) **Active Interim Membership** - Any chiropractor of good moral character who is duly licensed to practice chiropractic in the State of Wisconsin may apply for Active Interim Membership for

financial consideration. Financial Interim may be due to a personal or business reason. A request letter must contain the reasons for the request and the name of at least one member chiropractor that is familiar with the circumstances and will substantiate the information. Active Interim Membership will be granted upon the approval of the majority of the Board of Directors. All rights and privileges of membership will continue.

C) Leave of Membership - Any chiropractor who is presently in good standing in the WCA may apply for a "Leave of Membership" to the Association's financial secretary at the Association headquarters. This category of membership is reserved for those members who, because of health or personal reasons will not be able to practice for more than one (1) quarter. Verification of reason must accompany the request. Leave of Membership will be granted by approval of the majority of the Board of Directors. All rights and privileges will be withheld until Active Membership is restored.

Section 3: Honorary Membership - Any person whom the Association desires to honor on account of having rendered special meritorious service in the interest of chiropractic, may be an honorary member by the affirmative vote of the majority of the Board of Directors. Honorary members shall not be subject to dues or assessments and shall not vote or hold office.

Section 4: Cooperative Membership - Any Chiropractor currently practicing outside of the state of Wisconsin or having formerly practiced solely outside the state of Wisconsin, may become a cooperating member upon approval of the Board of Directors. Payment of one hundred dollars (\$100.00) shall be made annually and shall go into the general fund. Cooperating members shall receive such correspondence as prescribed by the Board of Directors. Cooperating members shall not be subject to assessments and shall not vote or hold office.

Section 5: A) Semi-Retirement Membership - Any chiropractor who has been an active member of the Wisconsin Chiropractic Association for a minimum of five (5) years, and has substantially reduced his or her practice with verification by another chiropractor, may apply for semi-retirement membership to the financial secretary at the Association's office. Applications should include a statement of how the practice has been reduced and shall be subject to approval by the majority of the Board of Directors. Dues shall be one-half (1/2) of active membership. All rights and privileges of membership will continue.

B) Retirement Membership - Any retired Wisconsin Chiropractic Association Member, not maintaining an office or actively engaging in the practice of chiropractic, may become a retired member upon payment of one hundred dollars (\$100.00) annually, and upon the approval of the majority of the Board of Directors. All rights and privileges of membership will continue.

Section 6: Student Membership - Any chiropractic student may become a student member upon payment of ten dollars (\$10.00) and upon approval of the majority of the Board of Directors. Payment of Ten dollars (\$10.00) shall be made annually and shall go into the general fund. Student members shall receive the Wisconsin Chiropractor and such other literature as prescribed by the Board of Directors. Student members shall not have the right to vote or hold office.

Section 7: Application for Membership - Application for membership shall be made on forms furnished by the Association. The application shall be reviewed by the Executive Director who may issue a 90 day temporary membership. Full membership will be granted only after the applicant's name has been

presented and has been passed upon favorably by the majority of the members present at a district meeting in the district in which the applicant resides.

The application, accompanied by the application fee and dues, shall be referred to the financial secretary, who shall submit the application or contents thereof, in ballot form, to the members of the Board of Directors for its consideration. Members who have previously resigned their membership in good standing shall not be liable for payment of an application fee, as provided in Section 1 of Article VI. The executive office shall thereupon notify the applicant of his or her acceptance, or rejection, as the case may be. Only members in good standing shall be allowed to attend sessions, vote or hold office. Student members may apply for full membership without payment of an initiation fee if application is made within six (6) months of licensure.

Section 8: **Associate Membership** - Any individual, group, organization, company or corporation who or which provides service or products to chiropractors may become an Associate Member. The term of an Associate Member shall be twelve (12) months and shall automatically expire unless renewed by the Board of Directors. The annual dues and rights and obligations of an Associate Member shall be set by the Executive Director with approval of the Board of Directors.

Section 9: **Executive Director** - The Executive Director of the Association shall, during his or her tenure, be a member in good standing of the Association.

ARTICLE IV

Section 1: **Officers** - The officers of this Association shall consist of a President, a President-Elect, a Vice President, a Recording Secretary, and a Treasurer, who shall all be members of the Board of Directors during the terms of their offices, and who shall, except the President-Elect, all be elected by the Board of Directors each year at its annual meeting held during the convention of the Association. The President-Elect shall be elected at least one hundred eighty (180) days, but not more than two hundred ten (210) days, prior to the beginning of his or her term. All members voting shall be personally present. The term of each officer shall be as follows; President two (2) years, Vice President one (1) year, Recording Secretary one (1) year; Treasurer one (1) year. The terms of each of the elected officers shall expire on September 30th. The President shall, with the approval of the Board of Directors, appoint a Financial Secretary.

Section 2: **Board of Directors** - There shall be a maximum of thirteen (13) Directors consisting of two elected Directors from each district plus the immediate past president. The immediate past president may serve as Director only if he or she is not currently representing their district as a Director. The Directors shall hold office for three years, or until their successors have been elected and qualified. There shall be two (2) Directors from each district with only one Director elected from any given district in any one year. Four (4) Directors shall be elected every year.

All elections shall be by ballot, and all members voting shall be personally present except that members may vote by absentee ballot obtained from the district secretary. Absentee ballots must be returned to the district secretary twenty-four (24) hours prior to the election. The term of each Director elected shall expire on September 30th of the year of his or her respective term. No member shall be elected to any state office until he or she has been a member in good standing for a least two (2) years. The location of the district meeting at which directors are elected must be within the geographic confines of the district.

ARTICLE V

Section 1: **Annual Convention** - Unless otherwise ordered by the Association or the Board of Directors, the annual convention shall be held in September of each year.

The President shall notify all members at least fifteen (15) days prior to the holding of the Annual Convention; such notice shall be mailed to each member in good standing, designating dates and place of the meeting.

Section 2: **Special Meetings** - Special meetings shall be called upon the affirmative vote of ten (10) Directors. Special meetings may also be called upon request, in writing, of at least twenty percent (20%) of the membership in good standing. Such requests shall state the purpose of the meeting, and shall be sent to the President, who shall thereupon call a meeting of the Board of Directors to be held within twenty (20) days so that the Board may consider an act on the request to determine its validity. The signers of the request shall be notified of the board meeting at least five (5) days in advance, and the majority of them must appear at the board meeting.

If the majority of the directors approve the request, the special meeting shall be called within (20) days at a time and place fixed by the Board of Directors. In the event the request is rejected by the Board of Directors, the signers can, within thirty (30) days after the action of the additional fifteen percent (15%) of the membership in good standing, compel the calling of a special meeting by the President not later than thirty (30) days after the filing of the petition, the exact time and place to be fixed by the Board of Directors.

When the above conditions for special meeting have been met, the President shall send out notices of such a meeting to all members of the Association at least ten (10) days prior to the date of the meeting specifying the time, place and purpose of the meeting.

ARTICLE VI

Fees, Dues and Assessments

Section 1: **Fees** - All applicants for active membership, except re-applications of former members who resigned in good standing, shall pay an application fee of twenty dollars (\$20.00) which shall go into the general fund. Former members who resigned in good standing may reapply for membership in the Association without payment of an application fee, provided they fill out the current application form. Former members who were suspended for non-payment of dues, may be reinstated only upon payment of the dues for the quarters of years for which they were delinquent. In the event of hardship (including but not limited to voluntary or involuntary retirement from practice), a majority of the Board of Directors may waive any portion of the delinquent dues.

Section 2: **Dues** - The Board of Directors shall have the authority to set the dues for each member category. The Board of Directors shall also have the authority to determine what portion of dues, if any, shall be returned to the districts.

Section 3: **Assessments** - All active members shall be subject to assessments levied by the Board of Directors as hereinafter provided. Such assessment shall go into the general fund unless otherwise designated by the Board of Directors.

Section 4: Collection - All fees, dues and assessments shall be collected by the Financial Secretary who shall remit to the Treasurer all monies collected at least every sixty (60) days or earlier as prescribed by the Board of Directors.

Section 5: All Notices of Statement of Dues - All notices shall contain the following statement: "Your failure to pay the dues appearing on this statement within a period of sixty (60) days after such dues are due and payable will automatically suspend you as a member of the Wisconsin Chiropractic Association without further notice." Hardship cases must be referred to the WCA Office within the sixty (60) day grace period to be given consideration.

ARTICLE VII

Section 1: Admission - Only members in good standing shall be eligible to attend closed sessions during any convention or meeting of the Association. The legal counsel for the Association may attend upon request of the presiding officer unless overruled by the majority of the members at the meeting.

Section 2: Quorum - Fifteen percent (15%) of the membership in good standing shall constitute a quorum for the transaction of business of the Association at any convention or regularly called meeting or special meeting.

ARTICLE VIII

Section 1: President - The President shall be the chief executive officer of the Association. He or she shall preside over all meetings of the members and the Board of Directors.

The President shall appoint all committees and shall approve the membership of all subcommittees and task forces not otherwise designated and shall be ex officio a member of all committees. He or she shall appoint all standing committees within in sixty (60) days after the annual convention of the Association and submit the same to the Board of Directors for approval.

The President shall appoint a Sergeant-at-Arms to act at such business or educational meetings and shall notify the appointees at least thirty (30) days prior to such meeting.

He or she shall have the Financial Secretary's and the Treasurer's books audited, and bonds renewed or transferred, within thirty (30) days after election or change of officers.

He or she shall call special meetings of the Board of Directors at any time, when in his or her judgment such meetings will be for the best interest of the Association and shall direct the notification to all directors of such special meetings at least forty-eight (48) hours in advance, in writing, or in an emergency, by telephone.

He or she shall sign all certificates of membership and countersign such document as the good of the Association demands.

He or she shall have the general powers and duties of the supervision and management usually vested in the office of President of an association.

Section 2: **President-Elect** - The President-Elect shall perform such duties and exercise such powers as may be delegated by the President.

Section 3: **Vice President** - The Vice President shall perform the duties and exercise the powers of the President during any absence or disability of the President.

The Vice President shall become President only in the event of death, retirement, incapacity or resignation of the President.

Section 4: **Financial Secretary** - The Financial Secretary shall receive a statement of all monies and receipts issued from the Executive Director. He or she shall receive a report from the Executive Director on the dues and membership status of all present and prospective members.

He or she shall give a complete financial report at each Annual Convention and special meeting of the Association. All reports shall be in writing, and each Board member shall receive a copy of such reports.

He or she shall be held accountable to the President and Board of Directors in the performance of his or her duties and shall perform such other duties as may be prescribed for him or her by the By-Laws.

Section 5: **Treasurer** - The Treasurer shall have the responsibility for the Association's monies and securities, and he or she shall be furnished with a full and accurate account of all receipts and disbursements in books belonging to the Association.

He or she shall submit a statement of the financial condition of the Association to the President and the Board of Directors in the performance of his or her duties, and he or she shall perform such other duties as may be prescribed for him or her by the By-Laws.

Section 6: **Recording Secretary** - The Recording Secretary shall be responsible for the recording and maintaining of accurate records and minutes of all Board meetings and of any and all general or special meetings of the Association.

Section 7: **Board of Directors** - Eight (8) members of the Board of Directors shall constitute a quorum for the transaction of business at a meeting. The Board may act upon business as necessity requires by means of the mail or telephone conference call.

The Board of Directors shall have full power in all matters except to change the Articles of Incorporation and By-Laws in the interim of the Association Meetings. Any action taken by the Board of Directors may, however, be overruled by a two-thirds (2/3) majority vote of the members present at any subsequent meeting of the Association.

The Board of Directors shall have the power of levy per capita assessments upon active members at such time in such amounts as it may deem necessary to meet a deficiency in the treasury or to carry out any program which is in the interest of the Association. All bills must be itemized and all bills must be rendered monthly.

The Board shall pass on all legislative programs. Any legislative program adopted by the Board may, however, be overruled only by a two-thirds (2/3) majority vote of the members present at regular or special meeting of the Association.

The Board may determinate under what circumstances membership in the Association may be advertised. A member must obtain approval of any advertisement, whether printed or electronic media, in which the name Wisconsin Chiropractic Association, or WCA is used.

~~The Board may select and employ an Executive Director and any other personnel it deems necessary to carry out its programs.~~

The Board shall meet during the Annual Convention and examine and report upon the condition of the Association to the membership.

The Board shall hold meetings whenever deemed advisable by the President or ten (10) Directors.

The Board of Directors shall furnish, and the Association shall pay for surety bond, the amount to be determined at the time of issuance for all officers and employees of the Association.

The Board shall perform other duties as prescribed by the By-Laws.

Section 8: **Sergeant-at-Arms** - The Sergeant-at-Arms, appointed and notified by the President at least thirty (30) days prior to each convention or session, shall guard the entrances to the meeting hall and shall take orders from the President or presiding officer.

The Sergeant-at-Arms shall admit, to closed sessions, only members in good standing and others properly authorized. When in doubt whether or not to admit an individual to any session, he or she shall refuse admission until he or she speaks with the Credentials Committee.

ARTICLE IX

Section 1: Any officer or Director who is more than thirty (30) days in arrears in his or her dues and assessments shall be so informed by the Financial Secretary and, if such dues and assessments are not fully paid within ten (10) days of such notice, the Financial Secretary shall report the fact to the President who shall thereupon declare the office vacant.

Any officer or director who, after hearing, is adjudged guilty of misconduct in office or gross negligence in the performance of his or her duties as an officer or director of the Association by two-thirds (2/3) vote of the Board of Directors, or by a majority vote of the members present at a meeting of the Association, shall be removed from office, and the office shall be declared vacant.

Vacancies on the Board of Directors resulting from any cause shall be filled by election in the district pursuant to the rules of election under Article IV, Section 2 in which the vacancy occurred. The newly elected member shall serve for the unexpired term of the vacancy.

ARTICLE X

Reimbursement

Section 1: All Elective officers shall be reimbursed for necessary expenses incurred for authorized official Association business upon the approval of expense vouchers by the Board of Directors. Reimbursement for travel expenses will be based on the current federal allowance for business use of a vehicle.

When specially authorized, the Board of Directors may also reimburse committee members for necessary expenses incurred when engaged in Association business.

The WCA President shall be reimbursed for all actual expenses incurred in performing his or her official duties.

Section 2: All elective officers, including the Board of Directors, and the Executive Director in this section only, shall have all of their expenses and costs paid by the Association with respect to any lawsuit or action filed against them if both of the following conditions apply:

- a. Such lawsuit or action concerns only a breach of, or failure to perform, any duty resulting solely from his or her status as a director or officer of the WCA.
- b. It is not established that the officers' or directors' action fell within one of the categories exempted from immunity under section 181.0855 (formerly 181.287), Wisconsin Statutes.

ARTICLE XI

Voting

Section 1: All voting at a meeting of the Association may be by voice unless a rising vote or ballot is called for any agreed upon by a majority of the members present at a meeting, except that the election of Directors shall be by ballot. All members voting shall be personally present, except as further provided in Section 2 of this Article.

Section 2: On matters not pertaining to the election of officers, a petition signed by twenty percent (20%) of the members in good standing shall be sufficient cause to require a vote by mail or any important matter. Such petition shall clearly state the reason why such ballot is necessary and shall be mailed to the President, who shall prepare and mail such ballot to each member within ten (10) days, together with full information on the matter to be decided by the vote.

A vote by mail may also be taken in like manner at the discretion of the Board of Directors when they deem it advisable.

All ballots shall be returned to the executive office by a specified date. The President shall call a meeting of the Board of Directors to be held no later than five (5) days after the closing date for the return of such ballots. The Board shall canvass the ballots and report the results to the members of the Association.

ARTICLE XII

Educational Programs

Section 1: The Association may conduct educational programs, the arrangements, fees and all details of such programs to be approved by the Board of Directors.

ARTICLE XIII

District Associations

Section 1: The State shall be divided into six (6) districts to be known as District Associations, and all members of the State Association are members of the District Association in which they reside but members may attend meetings in any district. A member of any district, after a requesting membership in another district, and after such request is granted by the Board of Directors, shall be considered a resident member of such district, and his or her membership in his or her old district shall be considered terminated.

Each district shall hold an election by ballot, pursuant to Article IV, Section 2, Paragraph 2, no less than sixty (60) days prior to the Annual Convention, if the three (3) year term of its state Director is ending or a vacancy has occurred for the purpose of electing a Director to the State Association.

District Associations shall function as separate units but shall be subordinate to and subject to the rules of the State Association. They shall cooperate with each other and with the State Association and its officers in every way possible.

Section 2: The six (6) districts shall be known as and shall comprise the following counties respectively:

Northwest District (Counties): Ashland, Barron, Bayfield, Burnett, Chippewa, Dunn, Douglas, Eau Claire, Pepin, Pierce, Polk, Rusk, Sawyer, St. Croix, Washburn.

Northcentral District (Counties): Adams, Clark, Florence, Forest, Green Lake, Iron, Langlade, Lincoln, Marathon, Marquette, Oneida, Portage, Price, Taylor, Waupaca, Washara, Wood, Vilas.

Northeast District (Counties): Brown, Calumet, Door, Fond du Lac, Kewaunee, Manitowoc, Marinette, Oconto, Outagamie, Shawano, Sheboygan, Winnebago.

Southwest District (Counties): Buffalo, Crawford, Grant, Iowa, Jackson, Juneau, LaCrosse, LaFayette, Monroe, Richland, Sauk, Trempealeau, Vernon.

Southcentral District (Counties): Columbia, Dane, Dodge, Green, Jefferson, Rock.

Southeast District (Counties): Kenosha, Milwaukee, Ozaukee, Racine, Washington, Walworth, Waukesha.

Section 3: **District Officers** - At least sixty (60) days prior to the Annual Convention, each district shall elect the following officers whose terms shall coincide with the terms of the Board of Directors of the Association: President, Vice President, Secretary and Treasurer. The Secretary and Treasurer may be the same person.

No District officer or committee member shall receive compensation for his or her services as such officer or committee member unless authorized by the Board of Directors of the Association.

Section 4: **Duties of Officers** - The President, Vice President, Secretary and Treasurer shall function in a similar manner as those of the State Association whenever such rules are applicable.

The Treasurer of each district shall submit an itemized report to the State President and State Treasurer semi-annually showing the financial status of his or her district.

The President shall act on all bills and claims made on the district. He or she shall audit the books for the secretary and Treasurer annually, and he or she shall fill any vacancies that may occur until the next annual election.

No member shall be elected to the district office until he or she has been a member in good standing for at least one year.

Section 5: **Meetings** - Each district shall hold four (4) or more meetings each year, and the annual meeting shall be held on the last meeting of fiscal year at least thirty (30) days prior to the Annual Convention.

The Secretary shall notify all members of the meetings at least ten (10) days in advance and shall also send such notice to the State President and executive office. He or she shall furnish a report of each meeting to the State President, residing directors and the executive office immediately following the meeting.

Special meeting shall be called on a district level upon the affirmative vote for four (4) district directors in which the district President, Vice President, Secretary or Treasurer function as directors. Special district meetings may be called upon request in writing of at least twenty percent (20%) of the membership of the district in good standing.

The State President shall be invited to attend at least one meeting a year by each district.

The State President may call a meeting in any district whenever such district fails to function as provided by these By-Laws.

ARTICLE XIV

County Societies

County chiropractic societies may be formed in each county, or several adjoining counties for the purpose of promoting a better professional relationship amongst its members, and to advance the interests of chiropractic in their communities through educational and publicity means.

Chiropractors who are members in good standing in the Wisconsin Chiropractic Association are eligible for membership in a county society.

Each county society may adopt a constitution and By-Laws for the regulation of its business affairs provided that it does not conflict with the By-Laws of the Wisconsin Chiropractic Association.

The Secretary shall send a report of each meeting to the executive office of the State Association.

ARTICLE XV

Committees

Section 1: Except to the extent modified in each section below, all committee members shall be appointed by the President. He or she shall request a list of potential appointees from the District Presidents at least sixty (60) days prior to the annual meeting. Each committee shall contain six (6) members, each of whom shall be approved by staggered two (2) year terms. All committees shall make their recommendations to the Board. The Board's approval shall be necessary to implement the recommendations.

The duties of all committees as herein outlined may be modified, extended or supplemented by the Board of Directors or the members in convention.

The executive office shall assist and coordinate the activities of all committees.

Section 2: **Committee on Membership** - The Committee shall study and formulate programs in the following area: New licenses, student members, dues, dues arrearage, resignations. Financial Secretary shall be member of this committee.

Section 3: **Committee on Public Relations** - The committee shall plan and disseminate chiropractic information to the public, advertising, marketing, public relation programs, Doctor/Patient newsletter, new articles to the membership and public and shall make recommendations for hiring professional help, subject to the approval of the Board of Directors.

Section 4: **Committee on Government Affairs** - The committee shall study and make recommendations to the Board of Directors in the following areas: Legislative, Lobbying, Administrative Rules, CHIEF, Fund Raising and shall make recommendations regarding professional help.

Section 5: **Committee on Peer Review** - There shall be established a committee on peer review which shall consist of six (6) members (one from each district); two (2) members at large, three (3) public members, and one (1) member from the Board of Directors. The term of office of all members except the members at large and Board of Directors liaison shall be three (3) years. The Peer Review committee will act as a forum for mediation and arbitration of disputes between patients and chiropractors, between patients and insurance carriers, and between chiropractors and insurance carriers

The forum shall usually be informal and shall require only written communication of the dispute, unless all parties request formal arbitration.

In informal review, each party to the dispute will be informed of the facts used by the Peer Review Committee in reaching a recommendation of fair settlement of the dispute.

If, in its role as an arbitrator, the Peer Review Committee learns of illegal or unethical acts by a party to the dispute, it will refer such acts to the appropriate authorities in consultation with the Board of Directors of the WCA

Other committees which have an area of responsibility involved with consultation to insurance companies, such as Medicare, Medicaid, etc., with the exception of Workers' Compensation Committee, shall fall under the oversight of the Peer Review Committee.

The members of the Peer Review Committee shall be indemnified by the Association for acts in their authorized capacity until appropriate legislation is enacted.

The Peer Review Committee is not a forum for internal disputes or grievances within the Association.

Section 6: **Committee on Worker's Compensation** - The committee shall formulate programs and make recommendations in the following areas: Worker's Compensation claims, Worker's Compensation Administration (state), Health Care Cost Containment, Worker's Compensation Advisory Council, Worker's Compensation Laws and any other so directed by the Board of Directors.

Section 7: **Committee on Health Care** - The committee shall formulate programs and make recommendations in the following areas: Medicare, Medicaid, Insurance Company Relations, Industrial Relations, Health and Safety, Health Care Policy, Research and Second Opinion Examiners.

ARTICLE XVI

Section 1: **Suspensions**

- (a) Being more than sixty (60) days in arrears in any dues or assessments as provided in Section 5 of Article VI of these By-Laws.
- (b) Conduct inimical or prejudicial to the best interest of the Association or the Board of Directors, or the members assembled in meeting.
- (c) Unprofessional conduct.
- (d) Violation of the Code of Ethics.
- (e) Making slanderous, libelous or untrue statements concerning the Association or any member or officer thereof, or the members assembled in meeting, with relation to Association matters.

- (f) For aiding, abetting or encouraging others to violate any of the above-mentioned cases.
- (g) Failure to obtain approval of any advertisement, whether printed or electronic media, in which the name Wisconsin Chiropractic Association, or WCA is used.

The President shall immediately notify suspended members of their suspension from membership in this Association, stating the causes, thereof, excepting in cases of automatic suspension for non-payment of dues as herein before provided. They shall be immediately taken off the mailing list of the Association and all withheld from them. Any other member knowingly giving such information to a non-member or suspended members shall, himself or herself, be subject to suspension.

Members thus suspended may be reinstated by the affirmative vote of a majority of the Board of Directors and the committees involved, and upon furnishing satisfactory evidence that the violation or the causes for suspension have been rectified, and upon payment of a reinstatement fee of ten dollars (\$10.00), plus any arrearage at the time of the suspension, but they shall not be reinstated as officers if the vacancies have been filled.

Members who have not engaged in the continuous full-time practice of chiropractic for a period of three (3) years shall be automatically suspended from membership and shall be readmitted to active membership only upon submitting to the Board of Directors satisfactory proof of their qualifications, except that persons whose practice has been interrupted by illness or by service in any branch of the armed forces of the United States shall be exempt from this provision.

Section 2: **Expulsions** - Any member who has been suspended for any cause for a period of one (1) year shall be expelled without further notice.

Any member who has been suspended repeatedly or is deemed a flagrant violator or the causes given for suspension in Section 1 of this Article may be expelled from membership by a two-thirds (2/3) vote of the Board of Directors, or by a majority vote of members present at a meeting, provided that such member shall first be given an opportunity to be heard in his or her defense.

Any member who shall institute suit against the Association or any officer or member with regard to Association matter, without having submitted the grievance exhausted his or her rights within the Association, including the right of appeal to the Board of Directors and upon the institution of such suit, to be a member of the Association, his or her membership terminating simultaneously with the institution of such suit.

All members expelled shall be immediately taken off the mailing list and denied all rights and privileges of membership. They may again become members only in the manner provided for new members in Article III of these By-Laws.

Suspended and expelled members shall pay a reinstatement fee of ten dollars (\$10.00) upon re-application.

ARTICLE XVII

Hearings and Appeals

Section 1: Where any committee has before it a matter involving the Association, or its officers or members, such committee shall not proceed until a written complaint has been filed and a written notice of the accusation has been given to all parties in produce witnesses, documentation and other proof.

Section 2: The committee shall submit all evidence and make such recommendations to the Board of Directors as it deems necessary for the best interest of the Association. The decision of the Board of Directors shall be final unless appealed to the Association.

Section 3: The decision of the membership, by a majority vote of the members present at a meeting, shall be the final appellate tribunal and shall be binding upon the Association and all of its members.

Section 4: The right to appeal shall be exercised by mailing to the President and executive office, by Certified Return Mail, a statement setting forth the action taken and the reason why the member considers himself or herself aggrieved by the action taken. Such notice must be mailed within ten (10) days from the taking of the action from which appeal is claimed.

Section 5: Members expelled from a county society may appeal to the State Association, whose decision shall be final.

ARTICLE XVIII

Rules of Order

Robert's Rules of Order shall govern all questions of order in all cases where they are applicable and in which they are not inconsistent with or in conflict with the Articles of Incorporation, By-Laws, or other rules adopted by the Association.

ORDER OF BUSINESS

The Business of every session of the Association meetings shall be taken up in the following order:

1. Calling the roll of officers and directors.
2. Reading the minutes of the last regular or special meeting or both.
3. Appointment of committees. (By-Laws and convention resolutions, etc.)
4. Revision of the Rules of Order.
5. Reports of officers in order: President, Financial Secretary, Treasurer.
6. Introduction and reference of resolutions and other communications.
7. Elections of Directors.

8. Reports of committees.
9. Old business.
10. New business.
11. Miscellaneous business.
12. Presentation of new officers.
13. Adjournment.

Definition of Chiropractic as submitted by the Wisconsin State Board of Examiners in Chiropractic and confirmed by the Wisconsin Chiropractic Association:

The Science of Chiropractic is based upon the premise that disease or abnormal function is caused by interference with normal nerve transmission and expression, due primarily to pressure, strain, irritation or tension upon the spinal nerves as they emit from the spinal column, as a result of bony segments, especially of the spine, deviating from their normal juxtaposition.

The practice of Chiropractic consists of the analysis of any interference with normal nerve transmission and expression and the correction thereof by a specific adjustment with the hands of the abnormal deviations of the bony articulations, especially of the spine, for the removal of the cause of disease, without the use of drugs or surgery.

The term, analysis, is construed to include the use of X-ray and other analytical instruments generally used in the practice of chiropractic.

ARTICLE XIX

Affiliation

The Association may affiliate with any other organization having the same or similar objectives, if there is no conflict with the purpose of this Association, upon such terms and conditions as may be agreed upon by and between this Association and such other organization.

ARTICLE XX

Amendments

These By-Laws may be altered or amended only upon the affirmative vote of at least two-thirds (2/3) of the members present at a regular or special meeting of the Association, provided that all proposed amendments and alterations shall be written and mailed to the executive office at least twenty-five (25) days prior to the date of the meeting and a copy thereof be mailed to each member in good standing at least (10) days prior to

such meeting. A proposed amendment may be amended by such two-thirds (2/3) vote, without additional notice so long as the new amendment does not increase the modification of the provision to be amended.