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Revised September 1, 2020.
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ARTICLE I
MEMBERSHIP AND DUES

1. Classification of Membership

1.1. Membership in the Association shall consist of:
   (1) Active Members;
   (2) Life Members;
   (3) Affiliate Members;
   (4) Organizational Members; and
   (5) Friend and Supporter Members

1.2. Active Member: Any person who is current in dues and is a:
   (1) Librarian/Library Employee;
   (2) Retired Librarian/Library Employee;
   (3) Trustee/Advocate; or
   (4) Student currently enrolled in a library science, library media, or information management program

1.3. Life Member: Any person who:
   (1) Paid a life membership fee before January 1, 1971;
   (2) Received the Librarian-of the Year Award or the Trustee-of-the-Year Award prior to 1991; or
   (3) Completed the three-year term served by presidents of the Association on the Board of Directors prior to 1991.

1.4. Affiliate Member: Any person who is a member in good standing of:
   (1) Information and Technology Educators of Minnesota (ITEM);
   (2) Minnesota Chapter of the Special Library Association (SLA);
   (3) Minnesota Chapter of the American Society of Information Science and Technology (ASIS&T);
   (4) Minnesota Association of Law Libraries (MALL);
   (5) Health Sciences Libraries of Minnesota (HSLM); or
   (6) Twin Cities Chapter of the American Society of Indexers (ASI)

1.5. Organizational Member: Any library, library agency, library association, educational institution, or any company or organization having an interest in libraries or the activities of the Association and is current in dues.

1.6. Friend and Supporter Member: Any person having an interest in libraries or the activities of the Association and is current in dues.

2. Dues

2.1. Dues for each classification of membership shall be defined on the MLA web site. A change in dues and dues structure shall require approval by two-thirds of the Board and by a majority of the membership at the annual meeting.

2.2. Membership dues are to be paid on an annual basis.

2.3. The membership year shall extend through the end of the twelfth month from the date of payment of dues.

2.4. Membership shall cease if dues remain unpaid for one month from the end of the current membership year.

3. Rights and Privileges of Members
3.1. Active and Life Members may join as many Subunits as align with their interests.

3.2. All members shall receive MLA publications and communications as the Board may authorize for general distribution.

3.3. Active and Life Members shall have the right to vote in business meetings, elections, and referenda of the Association. Active, Life, and Affiliate Members shall have the right to vote in business meetings and elections of any Subunit in which they hold membership.

3.4. Active and Life Members shall have the right to hold an elective office of the Association. Active, Life, and Affiliate Members shall have the right to hold an elective office in any Subunit in which they hold membership.

3.5. Active, Life, and Affiliate Members shall be entitled to participate in conferences, workshops, and other activities of the Association and its Subunits at member rates.

3.6. Organizational Members shall have the right to a preferential rate for programs and services of the Association and its Subunits as determined by the Board.
ARTICLE II
OFFICERS

1. The officers of this Association shall be a President, a President-Elect, a Past President, a Secretary, and a Treasurer. All officers shall be Active or Life Members in good standing of the Association.

2. The President-Elect, the Secretary, and the Treasurer shall take office at the beginning of the fiscal year following their election. The President shall take office at the beginning of the fiscal year following the term as President-Elect. The President becomes the Past President when the successor takes office.

3. **President**
   
   3.1. The President shall preside at all meetings of the Association and of the Board and shall enforce all laws and regulations relating to the administration of the Association. The President shall also serve as Chair of the Executive Committee.
   
   3.2. The President shall call meetings of the Board.
   
   3.3. The President, upon authorization of the Board, shall sign contracts and agreements in the name of the Association.
   
   3.4. The President, along with the Treasurer and Executive Director, shall authorize disbursement of Association funds for purchases that fall within the approved budget.

4. **President-Elect**
   
   4.1. A President-Elect shall be elected every year at the annual meeting.
   
   4.2. The President-Elect shall serve the first year after election as President-Elect, the second year as President, and the third year as Past President.
   
   4.3. In the absence of the President, the President-Elect shall assume all the powers, prerogatives, and obligations of the President for the period of such absences.

5. **Past President**
   
   5.1. The President shall serve the following fiscal year as the Past President.
   
   5.2. The Past President shall serve as Chair of the Awards Committee, Chair of the Conference Program Committee, and voting member of the Executive Committee.

6. **Secretary**
   
   6.1. The Secretary shall be elected for a two-year term in even-numbered years.
   
   6.2. The Secretary shall perform the usual duties of the office, serve as Chair of the Bylaws and Policy Committee, and perform such other duties as may be assigned by the Board.
   
   6.3. **Duties regarding Nominations and Elections:**
   
   6.3.1. The Secretary shall ensure the preparation of a list of the nominees selected by the Nominating Committee and ensure that it is distributed as an official publication of the Association to the membership at least 8 weeks before the annual conference.
   
   6.3.2. The Secretary shall ensure that the official ballot is prepared and made available with directions
to the membership to vote by mail or electronic means no later than 6 weeks before the annual conference.

6.3.3. The Ballot submitted to the membership shall in no way distinguish between those candidates nominated by the Nominating Committee and those nominated by petition, and all candidates shall be listed at random for each position.

7. **Treasurer**

7.1. The Treasurer shall be elected for a two-year term in odd-numbered years.

7.2. The Treasurer shall perform the usual duties of the office, serve as Chair of the Budget and Finance Committee, and perform such other duties as may be assigned by the Board.

7.3. The Treasurer, along with the President and Executive Director, shall authorize distribution of Association funds for purchases that fall within the approved budget.

7.4. At the annual meeting of the Association, the Treasurer shall report to the members on the financial status of the Association.
ARTICLE III
NOMINATIONS AND ELECTIONS

1. The Nominating Committee, whose members are appointed by the Board, shall be convened by the President no later than 20 weeks before the annual conference.

2. This Committee shall solicit nominations from the membership, identify and contact any nominees of their choosing, and prepare a slate of one or more candidates for each elective office to be filled at the next annual election. The Committee shall secure written consent from each candidate.

3. Nominations from the membership shall be returned to the Nominating Committee no later than 12 weeks before the annual conference. Any eligible member of the Association shall be considered a candidate for an office upon receipt by the Nominating Committee of valid petitions from ten members nominating that member for that office, provided that the nominee’s written consent also is obtained.

4. The Committee shall submit the list of nominees to the Secretary in time to ensure that the list may be distributed to the membership at least 8 weeks before the annual conference.

5. Ballots prepared by the Secretary shall be made available to the membership with directions to vote by mail or electronic means no later than 6 weeks before the annual conference.

6. Ballots shall be submitted electronically or mailed and postmarked at least 4 weeks before the annual conference.

7. The Nominating Committee shall serve as the Tellers Committee. If a member of the Nominating Committee becomes a candidate for office, another member shall be appointed to serve as a Teller in that candidate’s place.

8. The Tellers Committee shall report election results at the membership meeting at the annual conference.

9. A candidate receiving a plurality of those votes cast for an office shall be considered elected to that office.

10. In the case of a tie vote, the determination shall be by coin toss, administered by the Secretary.

11. Subunits may follow local practice but are encouraged to stay in alignment with the procedures as outlined in this Article.
ARTICLE IV
MEETINGS

1. Association Meetings.
   1.1. Business meetings of the Association shall be held within the State of Minnesota.
   1.2. There shall be an annual business meeting of the Association.
   1.3. The Board shall determine the time and place of any business meeting.
   1.4. Other meetings of the Association may be called at any time with the approval of the Board, and shall be called upon petition signed by no fewer than 50 Active and Life Members.
   1.5. The Board shall set the fee for all individuals attending meetings of the Association.

2. Board Meetings.
   2.1. Meetings of the Board shall be called by the President at least four times a year.
   2.2. Ten days’ notice of a meeting of the Board shall be given to each Board member.
   2.3. Board meetings are open to MLA members and other interested individuals. Closed meetings may be held only for the discussion of matters affecting the privacy of individuals or institutions.

3. Quorum.
   3.1. Fifty members shall constitute a quorum at any Association business meeting.
   3.2. Six members shall constitute a quorum of the Board.
   3.3. A majority of the members of any Committee shall constitute a quorum of that Committee; with the exception of the Legislative Committee, which shall conduct business only when ten or more members, including those members at remote sites, are in attendance.

4. Electronic Meetings
   4.1. Any meeting may be conducted electronically, wholly or in part, provided those in attendance can hear each other simultaneously.
ARTICLE V
BOARD OF DIRECTORS

1. **Membership.** The Board of Directors shall consist of the Officers of the Association, the MLA/ALA Chapter Councilor, the Member-at-Large, the Chair of the Legislative Committee, the Chair of the Intellectual Freedom Committee, and the Chairs of the Divisions of the Association. The Executive Director shall be an ex-officio non-voting member of the Board.

2. **MLA/ALA Chapter Councilor.** The MLA/ALA Chapter Councilor shall be elected for a three-year term in accordance with the Bylaws of the American Library Association. The MLA/ALA Chapter Councilor shall take office in accordance with the policies of the American Library Association.

3. **Member-at-Large.** A Member-at-Large elected by the membership for a two-year term in even-numbered years shall serve as a channel of communication from the membership. They shall take office at the beginning of the fiscal year following election.

4. **Chair of the Legislative Committee.**
   4.1. A Chair-Elect of the Legislative Committee shall be elected by the membership each year. They shall take office at the beginning of the fiscal year following election.
   4.2. The Chair-Elect of the Legislative Committee shall serve the first year after election as the Chair-Elect of the Legislative Committee; the second year as the Chair of the Legislative Committee, as a member of the Board of Directors, and the Association's liaison with the Minnesota Legislature; and the third year as the Past Chair of the Legislative Committee. Each office is taken on at the beginning of the fiscal year following previous role.
   4.3. The Chair of the Legislative Committee shall also be responsible for informing the membership of legislative action.

5. **Chair of the Intellectual Freedom Committee.**
   5.1. A Chair-Elect of the Intellectual Freedom Committee shall be elected by the membership each year. They shall take office at the beginning of the fiscal year following election.
   5.2. The Chair-Elect of the Intellectual Freedom Committee shall serve the first year after election as the Chair-Elect of the Intellectual Freedom Committee; the second year as the Chair of the Intellectual Freedom Committee and as a member of the Board of Directors; and the third year as Past Chair of the Intellectual Freedom Committee.
   5.3. Each office is taken on at the beginning of the fiscal year following previous role.

6. **Duties.** The duties of the Board shall include the following:
   6.1. It shall act for the Association in intervals between meetings.
   6.2. It shall approve a Budget in December and thereafter authorize all non-budgeted expenditures of Association funds.
   6.3. Except as otherwise provided in these Bylaws, it shall appoint the chairs of all Association Committees.
   6.4. It shall appoint the members of the Nominating Committee.
   6.5. Except as otherwise provided in these Bylaws, it shall fill vacancies on the Board until successors can be chosen through normal election procedures.
6.6. It may hire an Executive Director and such other assistants as necessary to perform such administrative and clerical duties as the Board shall specify, at a stipend to be set by the Board.

6.7. It shall serve as the central management and coordinating body of the Association, keeping in close touch with the Subunits and Committees of the Association, to which it may recommend activities and from which it shall require written reports at least once a year and personal representation at Board meetings as needed.

6.8. It shall keep the membership informed of the activities of the Association and its Subunits and Committees. It shall annually review and adopt a procedures manual as a guide to the Subunits and Committees of the Association in carrying out their responsibilities.

6.9. It shall call meetings of the Association.

7. Executive Committee.

7.1. The Executive Committee shall consist of the President, the President-Elect, the Past President, the Treasurer, and the Secretary. The Executive Director shall be an ex-officio non-voting member.

7.2. The Executive Committee shall act on behalf of the Board of Directors on matters requiring action before the next scheduled Board meeting. All actions of the Executive Committee shall be reported to the Board at the next scheduled meeting.
ARTICLE VI
GENERAL POLICIES

1. Vacancies in office.

1.1. In the event of the permanent loss of the President, the President-Elect shall assume the office of President for the remainder of the current term and shall continue as President for the following term. The current Past President shall continue in that office through the next term.

1.2. In the event of the permanent loss of the President-Elect, the Board shall appoint an Acting President-Elect for the remainder of the term. Candidates for the offices of President and President-Elect shall be voted on at the following election.

1.3. In the event of the permanent loss of both the President and the President-Elect, the Board shall appoint an Acting President for the remainder of the term. Candidates for both offices shall be voted on at the following election. The current Past President shall continue in that office through the next term.

1.4. In the event of the permanent loss of the MLA/ALA Chapter Councilor, the vacancy shall be filled in accordance with ALA policies.

1.5. In the event of the permanent loss of the Member-at-Large, the Secretary, the Treasurer, or the Past President, the Board shall appoint a replacement for the remainder of the term.

1.6. Vacancies in offices of Subunits shall be governed by the bylaws of the Subunit.

1.7. In the event of the temporary absence of the Chair of a Division, the vice-chair or designated alternate may sit as the Division’s representative on the Board of Directors with the powers, prerogatives, and obligations of the chair during the period of such temporary absence.

1.8. In the event of the permanent loss of the Chair of the Legislative Committee, the Chair-Elect of the Legislative Committee shall assume the office of Chair for the remainder of the current year and shall continue as Chair for the following year.

1.9. In the event of the permanent loss of the Chair-Elect of the Legislative Committee, the Board shall appoint an Acting Chair-Elect for the remainder of the term. Candidates for the offices of Chair and Chair-Elect shall be voted on at the following election.

1.10. In the event of the permanent loss of both the Chair and the Chair-Elect of the Legislative Committee, the Board shall appoint an Acting Chair for the remainder of the year. Candidates for both offices shall be voted on at the following election.

1.11. In the event of the permanent loss of the Chair of the Intellectual Freedom Committee, the Chair-Elect of the Intellectual Freedom Committee shall assume the office of Chair for the remainder of the current year and shall continue as Chair for the following year.

1.12. In the event of the permanent loss of the Chair-Elect of the Intellectual Freedom Committee, the Board shall appoint an Acting Chair-Elect for the remainder of the term. Candidates for the offices of Chair and Chair-Elect shall be voted on at the following election.

1.13. In the event of the permanent loss of both the Chair and the Chair-Elect of the Intellectual Freedom Committee, the Board shall appoint an Acting Chair for the remainder of the year. Candidates for both offices shall be voted on at the following election.

2. Resignation.
2.1. Resignation of a member of the Board of Directors shall be submitted to the Board in writing.
2.2. An officer of a Subunit may resign from office in writing to the Subunit.
2.3. A committee chair may resign in writing to the Board.
2.4. A committee member may resign in writing to the chair of the committee.
2.5. A member of the Association may resign in writing to the Board.

3. Removal from Office.
3.1. An officer or member of the Board, or an officer of the Association’s Subunits or Committees, may be removed from office only for cause.
3.2. Before removal from office, the person accused shall have the right to due process. Due process shall include, but not be limited to: the right to receiving the charges in writing, the right to counsel, the right to face the accuser, and the right to have the accusation adjudicated by an impartial group.

4. Obligations of Officers and Committee Members.
4.1. Officers of the Association and its Subunits, Board Members, and Committee Members shall be expected to attend all meetings of their respective Board, Subunit, or Committee.
4.2. Failure to attend two consecutive Board meetings without being excused by the President in advance may be grounds for the Board to request that the person resign.

5. Notice.
5.1. Publication of any notice in official MLA communications distributed to a member at the address on file with the Association shall constitute notice as required by these Bylaws.

6.1. Votes that the Association Bylaws or a subunit’s Bylaws require to be conducted by mail may be conducted by postal mail, by electronic mail or other electronic means, or by a combination, provided that in such a vote the information relating to the vote is distributed to all members at the same time.
6.2. These same methods may be used in distributing other types of information to the entire membership.
6.3. “Postmark” as used in the Bylaws shall mean a postmark affixed by the United States Postal Service or other postal agency to postal mail or the electronic date stamp affixed by electronic mail systems and facsimile systems.
ARTICLE VII
COMMITTEES

1. All committees are responsible to the Board.

2. The Board shall annually review the charge to each Board Committee.

3. Except as otherwise provided in these Bylaws, all Committee members shall be selected by their chairs. Only Active, Life, and Affiliate Members of the Association may be members of a Committee, with the exception of the Legislative Committee; active ITEM members may also participate in the committee process that develops MLA/ITEM legislative initiatives.

4. Minutes of all Committee meetings shall be kept and distributed to the President, the Executive Director and all members of the Committee.

5. No Committee shall commit the Association to any declaration of policy.

6. The Standing Committees of the Association shall be:
   (1) Budget and Finance Committee who shall prepare and present a Budget to the Board by their December meeting;
   (2) Intellectual Freedom Committee, who shall who shall educate library workers, trustees, and the general public about the nature and importance of intellectual freedom;
   (3) Legislative Committee, who shall recommend a legislative platform and program to the Board of Directors each year and to lobby on behalf of MLA in conjunction with the MLA lobbyist;
   (4) Membership Committee, who shall develop and implement an annual plan of action to recruit and retain members;
   (5) Communications Committee, who shall coordinate communications sent to the all MLA members;
   (6) Bylaws and Policy Committee, who shall review the Bylaws and Policies of the Association and draft any recommendations for their amendment;
   (7) Continuing Education Committee, who shall offer relevant, accessible professional development opportunities for library staff in all branches of librarianship and at all stages of their careers.

7. The non-elected Chairs of Standing Committees shall be appointed by the Board, following the recommendations of the President-Elect for those chairs who would be serving after the start of the next fiscal year.

8. Except as otherwise provided in these Bylaws, the term for Standing Committee members and chairs shall be one year; re-appointment is permitted. The term shall begin at the start of the fiscal year.

9. Special, Ad Hoc, or Joint Committees may be formed as needed by the Board or the Association.

10. Except as otherwise provided in these Bylaws, Chairs of these committees shall be appointed by the Board.

11. Joint Committees may be established between the Association and other organizations.
ARTICLE VIII
SUBUNITS

1. The Subunits of the Association shall be: Divisions, Sections, and Round Tables.

2. Only Active, Life, and Affiliate members of the Association may be members of a Subunit.

3. Each Subunit shall be governed by the Bylaws of the Association. Each Division may adopt bylaws, but not in conflict with those of the Association. Copies of the bylaws and bylaws amendments shall be filed with the Secretary of the Association.

4. A Subunit may adopt a distinctive name and shall have the authority within its own field as defined by the Association to determine its own policies and to develop its own programs provided these do not conflict with the established policies and programs of the Association.

5. Minutes of the Subunit and an annual report shall be filed with the President and Executive Director.

6. A Subunit may issue policy statements in the name of the Subunit, but it may not commit the Association on any policy without proper approval of the Association.

7. A Subunit may establish committees and subordinate groups as may be required to discharge its responsibilities, except that it may not establish a committee to operate in the field of an association committee, unless it be established as a subcommittee of the larger committee.

8. A Subunit may impose a registration fee for any meetings held separately from the conference of the Association. An increased registration fee shall be imposed for non-MLA members attending subunit events.

9. Subunits shall notify the MLA Office of forthcoming meetings and programs of the units.
ARTICLE IX

DIVISIONS

1. The purpose of a Division is to promote the development of libraries, library services, library governance, and librarianship within and for a particular type of library.

2. The Divisions of the Association shall be:
   (1) Academic and Research Libraries Division;
   (2) Information and Technology Educators of Minnesota Division; and
   (3) Public Libraries Division.

3. Additional Divisions may be created by the Association upon petition from not fewer than 100 members, provided these represent service in a particular type of library not included in any existing Division.

4. Should the membership in any Division fall below 100, it may be discontinued as a Division by the Association.

5. A Division may not establish a subdivision to operate in the field of any Association Section.
ARTICLE X

SECTIONS

1. The purpose of a Section is to promote the study and development of a particular function or aspect of librarianship which has relevance for more than one type of library.

2. A Section may be established by the Association upon petition of not fewer than 50 members representing two or more Divisions, providing the activity it is proposed to promote is clearly interdivisional in nature.

3. The Association may discontinue a Section when the membership in to Section has fallen below 50, or in response to a petition signed by a majority of the Section’s members.
ARTICLE XI
ROUND TABLES

1. The purpose of a Round Table is to promote the development of types of libraries and aspects of librarianship whose representatives among the Association's members are too few to form a Division or a Section. Round Tables also may be established to discuss areas of library philosophy and concern.

2. A Round Table may be established by the Association upon petition of not fewer than 10 interested members.

3. The Association may discontinue a Round Table when the membership in the Round Table has fallen below 10, or when the membership of the Round Table has failed to elect officers in a membership year.
ARTICLE XII
MANAGEMENT AND STAFF

1. The Executive Director of the Association shall have such qualifications and duties as the Board shall determine and shall serve at the discretion of the Board.

2. MLA Board reserves the right to hire a management company to assign an Executive Director.

3. The Executive Director shall report directly to the President.

4. The Executive Director shall serve as an ex-officio non-voting member of all Association Committees.

5. MLA Office

5.1. MLA Board reserves the right to hire a management company to assign additional employees as necessary to carry out the work of the association.

5.2. The Association may hire such additional employees as are necessary to carry out the work of the Association.

5.3. All employees shall be directly responsible to the Executive Director and, together with the Executive Director, shall constitute the MLA Office.
ARTICLE XIII
RELATIONS WITH OTHER ORGANIZATIONS

1. The President may appoint liaison representatives from this Association to other organizations.

2. Membership in other organizations shall be in the name of the Association as a whole, rather than in the name of any Subunit or Committee.
ARTICLE XIV
FINANCES

1. The fiscal year of the Association shall be from January 1 to December 31.

2. No Subunit, Committee, officer, or member of the Association shall incur any expense in its name unless properly authorized, nor shall the Treasurer approve any payment except for expenditures so authorized.

3. No later than December 31 each year, the Board shall prepare and adopt a budget for the following fiscal year. This budget shall assign to each officer, Subunit, Committee, and the Executive Director of the Association the funds which may be expended during the year. The budget, subject to later revision as conditions may require, constitutes Board authorization in the amounts and for the purposes specified.

4. The Board shall establish procedures for the receipt and disbursing of Association funds. It shall provide for the bonding of the Treasurer with the premium to be paid by the Association.

5. The Board may provide for an audit of the accounts of the Treasurer at the end of the fiscal year, or for special audits at other times. Following an audit, it shall report to the membership, detailing receipts and expenditures for the year and explaining the fiscal status of the Association.

6. No Subunit, Committee, officer, or member of the Association shall establish or maintain a checking or savings account for conducting any business of the Association except by permission of the Board, nor shall any member of the Association conduct Association business through personal account except as provided by Association policy.
ARTICLE XV
REFERENDA

1. A mail vote by the membership of the Association on any question of Association policy or procedure except Bylaws amendment shall be held upon the fulfillment of one of the following requirements:
   (1) Decision of the Board;
   (2) Resolution adopted at any business meeting of the Association requiring that the question under consideration be submitted to a mail vote; or,
   (3) A petition signed by no fewer than 25 Active and Life members of the Association in good standing submitted to the Board within six weeks after the action in question was taken.

2. The action under consideration shall be suspended by the Board upon the fulfillment of one of the requirements in 15.1 and shall remain suspended until the result of the vote by mail is determined.

3. Notice of the mail vote and an exposition of the question to be decided shall be mailed to the membership at least three weeks before the receipt of the ballot. The Board shall set the time limit during which votes will be recorded and shall appoint a committee to sound and report the vote.

4. For mail votes, 200 Active and Life Members in good standing shall constitute a quorum, and a majority vote of those voting shall be required to carry.

5. The results of any mail vote shall be binding on the Association, and the question shall not again be submitted to the Association, either in a business meeting or by mail vote, within a period of one year from the close of the balloting.
ARTICLE XVI
PARLIAMENTARY AUTHORITY

1. Robert's Rules of Order, Newly Revised, in the latest edition, shall govern the Association in all cases to which it can be applied, and in which it is not inconsistent with the Articles of Incorporation, these Bylaws, or special rules of order of the Association.
ARTICLE XVII
AMENDMENTS

1. These Bylaws may be amended at any business meeting of the Association by a two-thirds vote of Active and Life Members in good standing present and voting, provided that the amendment has been submitted in writing to the membership at least 30 days in advance.

2. The Board shall include notice of a proposed amendment in the call to the meeting upon the fulfillment of any of the following conditions:

   (1) Recommendation of the Board;

   (2) The approval of the Board for an amendment submitted in writing by an Active or Life member in good standing to the Bylaws and Policy Committee Chair at least 60 days in advance of the annual meeting;

   (3) Presentation to the Secretary of the Association, at least six weeks before the meeting, of an amendment petition signed by no fewer than 25 Active and Life Members in good standing.
ARTICLE XVIII
INDEMNIFICATION

1. To the full extent permitted by any applicable law, this Association shall indemnify each person made or threatened to be made a party to any threatened, pending or completed civil, criminal, administrative, arbitration, or investigative proceeding, including a proceeding by or in the right of this Association, by reasons of the former or present capacity of the person as:

(1) A director, officer, employee or member of a committee of this Association.
(2) A director, officer, partner, trustee, employee or agent of another organization or employee benefit plan, who while a director, officer or employee of this Association is or was serving the other organization or employee benefit plan at the request of this Association or whose duties as a director, officer or employee of this Association involve or involved such service to the other organization or employee benefit plan.

Such a person shall be indemnified against judgments, penalties, fines (including, without limitation, excise taxes assessed against the person with respect to an employee benefit plan), settlements, and any reasonable attorneys’ fees and disbursements, incurred by the person in connection with the proceeding.

2. Indemnification provided by the section shall continue as to a person who has ceased to be a director, officer, employee, or committee member, shall inure to the benefit of the heirs, executors, and administrators of such person, and shall apply whether or not the claim against such person arises out of matters occurring before the adoption of this section. Any indemnification realized other than under this section shall apply as a credit against any indemnification provided by this section.

3. This Association may, to the full extent permitted by applicable law, purchase and maintain insurance on behalf of any person who is or was a director, officer, employee, or member of a committee of this Association against any liability asserted against such person and incurred by such person in any such capacity.