



# PUNISHERS L.E.M.C.

## Worldwide

### Standard Operating Policy

#### November 2025

## Part 1 – General

### Section I: Intro

- 1) The International By-laws (a separate document) are the Fundamental Law of the Punishers LEMC.
  - A. The Standard Operating Policy of the Punishers Law Enforcement Motorcycle Club (PLEMC SOP), or any other document, will not conflict with the intent of the International By-laws.
- 2) The PLEMC SOP is provided as the rules and guidelines for club operations and outlines an in-depth breakdown of how each chapter shall operate their day-to-day operations, functions and situations.
- 3) The PLEMC SOP is provided for the chapters and the members as a guideline covering most situations. If a situation occurs outside the scope of the SOP, the Worldwide Board will decide what is best for the club.

### Section II: Colors

- 1) The PLEMC trademarks™ include but are not limited to Punishers Law Enforcement Motorcycle Club, Punishers LEMC, PLEMC, and PMC. The names used and the Punishers LEMC skull™ (The Guardian) are proprietary trademarks of the Punishers LEMC. They are exclusively owned, controlled, operated, and administered by the by-laws/SOP.
- 2) The International President shall be the exclusive chartering authority of the PLEMC. It shall be responsible for securing, owning, licensing, protecting the colors, and overseeing their use following the by-laws/SOP.

### Section III: Composition

- 1) The PLEMC comprises a Worldwide Board of Officers, a National Board of Officers (where necessary), and Chapters worldwide.
  - A. Worldwide Board of Officers (WBO)
    1. The Worldwide Board will consist of the
      - a. International President
      - b. International Vice-President(s)
      - c. International Secretary
      - d. U.S. National President
      - e. U.S. National Vice-President

- f. U.S. National Enforcer Captain
  - g. U.S. Chief Regional Captain
  - h. U.S. National Master Sergeant at Arms
  - i. U.S. National Treasurer
  - j. U.S. National Public Relations Officer
  - k. U.S. National Chief Admin Officer
2. The WBO has full authority to interpret and enforce the by-laws/SOP.
  3. The WBO shall be the overall governing body of the PLEMC.
  4. The International President, International Vice President(s), and International Secretary have the authority to discipline all PLEMC members worldwide.
  5. All US members of the WBO have the authority to discipline PLEMC members.
  6. Members of the Worldwide Board of Officers will wear a WORLDWIDE bottom rocker.
- B. National Board of Officers (NBO)
1. A National Board of Officers may be implemented in countries with at least three active PLEMC chapters.
  2. The NBO will consist of the International President, the IVPs, and the National Officers (President, VP, Secretary, Treasurer, National Enforcer Captain, Chief Regional Captain, and Master Sergeant at Arms).
  3. The NBO shall be the governing body of the PLEMC in their area.
  4. The discipline authority for the NBO of other countries will mirror that of the NBO of the U.S.
- C. Chapter
1. A Chapter is a term used for a group of members in a specific location approved by the International President and inducted into the Punishers LEMC.

#### **Section IV: PLEMC Code of Conduct**

- 1) All members will adhere to the PLEMC Code of Conduct regardless of rank.
  - A. Members are expected to conduct themselves in a manner that promotes our club's positive image.
  - B. Members must perform membership duties conscientiously and honestly according to PLEMC policies and bylaws.
  - C. Members are expected to govern their conduct during club functions and in public with the highest standards of behavior to maintain the integrity of the PLEMC consistently.
  - D. Members shall not take on any attitude or dress that will make the public mistake them for an outlaw or 1% club member (Treat others with respect. Do not wear large sheath knives, other large weapons or tools, large flashlights, etc. that extend below your vest).
  - E. Attendance at Events outside of the PLEMC
    1. If members attend a public event with 1%er's in attendance, colors may be worn. Do not do anything that will bring disrespect to our colors or bring negative attention to the PLEMC.
    2. No member will attend any function or party hosted or sponsored by a 1% MC or its affiliates. If a member must attend a funeral or other event for a close friend who happened to be in a 1% or affiliated club, nothing identifying the member as being in the PLEMC will be worn.
  - F. All members will treat their brothers with respect and dignity.
  - G. No member will secretly record conversations with another brother.
  - H. No member will discuss PLEMC business with any non-member.
  - I. All members will always treat a brother's wife/girlfriend/significant other with respect. No member will attempt to start a "more than platonic" relationship with any brother's wife/girlfriend/significant other. Doing so could be grounds for immediate removal from the PLEMC in bad status.
  - J. All members will follow the chain of command, starting with the president of their chapter. Failure to utilize the proper chain of command may result in disciplinary action.
- 2) Marijuana use.
  - A. While many states have legalized the medical and recreational use of marijuana, it remains a Schedule I drug under federal law.

1. The use or possession of marijuana in any form (leaf, vapes, edibles, wax, etc.) while at PLEMC events, while wearing PLEMC colors, or any identifying PLEMC apparel is prohibited.
2. Violation of this section will result in disciplinary action up to removal from the PLEMC.

## Part 2 – INTERNATIONAL OFFICERS

### Section I: International Officers

#### 1) International President (IP)

- A. The IP shall be a full-time or retired full-time Police Officer.
- B. The International President shall be responsible for the overall governing function of the Punishers LEMC by the by-laws/SOP and shall have completed at least five years as a member in good standing of the Punishers LEMC.
- C. The IP shall serve a lifetime term. Upon his departure for any reason, the U.S. National President will assume the position of International President (IP).
- D. Primary responsibilities include but are not limited to:
  1. Approving and authorizing all Punishers LEMC chapters.
  2. Implementing and enforcing the by-laws/SOP of the Punishers LEMC.
  3. Securing and protecting the colors/trademark of the Punishers LEMC.
  4. Promoting communication, cooperation, and brotherhood between all PLEMC Chapters.
  5. Securing the rightful respect for the individual dignity of every PLEMC member.
  6. Ensuring the autonomous and independent operation of each PLEMC chapter is consistent with the by-laws/SOP.
  7. Establishing and enhancing the public reputation of the PLEMC.
  8. Has the final right of refusal on any decision or procedure implemented by the WBO/NBO or any vote brought about by the club body (veto power).
- E. Wears a WORLDWIDE bottom rocker.

#### 2) International Vice-Presidents (IVP)

- A. The International President appoints two (2) International Vice-Presidents for an indefinite term and answers directly to him.
- B. Primary responsibilities include but are not limited to:
  1. Filling in for the International President temporarily as needed.
  2. Collecting and disseminating information to the PLEMC members outside the United States for Club purposes.
  3. Promoting communication, cooperation, and brotherhood between all PLEMC Chapters outside the United States.
- C. Wears a WORLDWIDE bottom rocker

#### 3) International Secretary

- A. The International Secretary will be responsible for attending WBO and President's meetings and recording minutes of the same.
- B. The International Secretary is appointed for an indefinite term by the International President and will answer to the International VP.
- C. Primary responsibilities include but are not limited to:
  1. Keep all records of minutes and votes of the WBO at National Meetings or "Electronic" meetings.
  2. Maintain a membership record in all PLEMC chapters worldwide and regularly disseminate that information to the club.
  3. Maintain a record of all club correspondence at an International, National, or multi-chapter level and disseminate as needed.
- D. Wears a WORLDWIDE bottom rocker.

## Section II: Other Appointed Positions

- 1) Other positions, such as European National President/VP or South American National President/VP, etc., may be appointed by the International President by the SOP.
- 2) These positions will oversee PLEMC operations in their assigned areas and will be the direct chain of command between their assigned areas and the WBO.

# Part 3 – National OFFICERS

## Section I: National Officers

- 1) National President (NP)<sup>1</sup>
  - A. The National President shall be a full-time or retired Police Officer.
  - B. The National President shall be responsible for the overall governing of the Punishers LEMC in their respective country by the by-laws/SOP.
  - C. Is appointed to an indefinite term by the International President and answers to the International President/IVP.
  - D. Will work closely with the International Officers to keep them informed of the health of their chapters and situations that need to be dealt with.
  - E. Will be responsible for ensuring International Officers (primarily International Secretary) always have an up-to-date list of chapters and membership in their assigned area.
  - F. Primary responsibilities include but are not limited to:
    1. Organizing PLEMC chapters in their area with the approval of the International President.
    2. Implementing and enforcing the by-laws/SOP of the Punishers LEMC.
    3. Ensuring the autonomous and independent operation of their Punishers LEMC chapters is consistent with the by-laws/SOP.
    4. Establishing and promoting a chain of command in their assignment and promoting qualified men to that chain of command to ensure strong communication, cooperation, and brotherhood between their assigned chapters.
    5. Establishing respect and enhancing the public reputation of the Punishers LEMC.
  - G. Wears a NATIONAL bottom rocker (U.S. National President wears WORLDWIDE bottom rocker and a WORLDWIDE kidney rocker).
- 2) National Vice-President (NVP)
  - A. The National VP shall be responsible for overseeing the chapter functions of the PLEMC in their area in accordance with the by-laws/SOP.
  - B. The National VP is appointed by the National President (with approval from the International President) for an indefinite term and answers directly to him.
  - C. Primary responsibilities include but are not limited to:
    1. Filling in for the National President temporarily as needed.
    2. Collecting and disseminating information to the PLEMC members in their area of responsibility.
    3. Overseeing all appeals in their area (Part 4, Section VIII).
  - D. US National Vice-President wears a WORLDWIDE bottom rocker and a WORLDWIDE kidney rocker.
  - E. All other countries will follow their respective SOP for bottom rocker/kidney rocker requirements. (Part 5 - Section I -1-A)

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<sup>1</sup> The Police Officer status requirement is for the U.S. only and, while preferred in countries outside the U.S., exceptions may be made for Emergency or Military personnel with the approval of the International President.

3) National Enforcer Captain

- A. The National Enforcer Captain is appointed as an arm of the National President to enforce the by-laws/SOP of the PLEMC.
- B. The National Enforcer Captain is selected for an indefinite term by the National President and answers directly to him.
- C. The National Enforcer Captain is directly in charge of all National Enforcers
- D. Primary responsibilities include but are not limited to:
  - 1. Overseeing all chapters and members to ensure compliance with by-laws/SOP.
  - 2. Assigning /working with National Enforcers to handle SOP & by-law enforcement with chapters/members.
  - 3. Spot-checking chapters randomly to ensure conformity with by-laws/SOP.
  - 4. Initiating investigations for criminal/chapter by-law/PLEMC SOP infractions.
- E. U.S. National Enforcer Capt. wears a WORLDWIDE bottom rocker and either a CAPTAIN or WORLDWIDE kidney rocker.
- F. All other countries will follow their respective SOP for bottom rocker/kidney rocker requirements.  
(Part 5 - Section I -1-A)

4) National Master Sergeant at Arms

- A. The National Master Sgt at Arms is directly in charge of all National Sgt at Arms.
- B. The National President appoints the National Master Sgt at Arms to an indefinite term and answers directly to him.
- C. Primary responsibilities include but are not limited to:
  - 1. Assign security details for all PLEMC National functions.
  - 2. Work directly with and build relationships with the appointed National Sgt at Arms to get regular reports on chapters and relationships with outsiders in their area.
  - 3. Dealing with/handling relationships outside the club.
  - 4. Spot-checking chapters randomly to ensure conformity with by-laws/SOP.
  - 5. Overseeing all Club Social Media Sites.
- D. U.S. National MSA wears a WORLDWIDE bottom rocker and a WORLDWIDE kidney rocker.
- E. All other countries will follow their respective SOP for bottom rocker/kidney rocker requirements.  
(Part 5 - Section I -1-A)

4) Chief Regional Captain (CRC)

- A. The National President selects the Chief Regional Captain for an indefinite term and answers to the National VP.
- B. The Chief Regional Captain is directly in charge of all Regional Captains.
- C. Primary Responsibilities include but are not limited to:
  - 1. Acting as a buffer between the NVP and the Regional Captains when needed.
  - 2. Assigns Regional Captains to hear appeals.
  - 3. Receiving reports from appeal investigations to prepare a recommendation to the NVP.
  - 4. Receiving reports from Regional Captains to determine if an issue needs to be referred to a National Enforcer.
- D. U.S. Chief Regional Captain wears a WORLDWIDE bottom rocker and either a CHIEF/WORLDWIDE kidney rocker.
- E. All other countries will follow their respective SOP for bottom rocker/kidney rocker requirements.  
(Part 5 - Section I -1-A)

6) National Secretary

- A. The National Secretary will be responsible for attending assigned national meetings and recording minutes of the same.

- B. The National Secretary is appointed (when needed) for an indefinite term by the National President and will answer to the National VP.
  - C. Primary responsibilities include but are not limited to:
    1. Keep all minutes and records of national meetings, including votes.
    2. Maintain a record of their assigned membership of all chapters.
    3. Ensure the International Secretary has an updated list of members each month.
    4. Maintain a record of all national or multi-chapter-level club correspondence and disseminate it as needed.
    5. Will have no authority to discipline members.
  - D. Wears a NATIONAL bottom rocker and a NATIONAL kidney rocker.
- 7) National Treasurer
- A. The National Treasurer will attend National meetings and record transactions and all monies that have come into the National Accounts.
  - B. The National Treasurer is appointed (when needed) for an indefinite term by the National President and answers directly to the National VP.
  - C. Primary responsibilities include but are not limited to:
    1. Keeping and maintaining a National Bank Account.
    2. Handling all monies coming into and out of National.
    3. Keeping Worldwide Board of Officers or National Board of Officers aware of funds in account.
    4. Reporting transactions and bank account specifics to ensure the integrity of the PLEMC.
    5. Will have no authority to discipline members. (U.S. National Treasurer DOES have authority to discipline members due to being a WBO member).
  - D. US National Treasurer wears a WORLDWIDE bottom rocker and a WORLDWIDE kidney rocker.
  - E. All other countries will follow their respective SOP for bottom rocker/kidney rocker requirements.  
(Part 5 - Section I -1-A)
- 8) National Public Relations Officer (NPRO) – U.S. ONLY
- A. The National Public Relations Officer is selected for an indefinite term by the International President and answers to the IP and U.S. National President.
  - B. Primary responsibilities include but are not limited to:
    1. The NPRO will work to enhance the public perception of the PLEMC through maintaining the PLEMC website.
    2. The NPRO will be responsible for ensuring that the PLEMC history is being documented.
    3. The NPRO will work directly with the National Historians.
  - C. U.S. NPRO wears a WORLDWIDE bottom rocker and a WORLDWIDE kidney rocker.
  - D. All other countries will follow their respective SOP for bottom rocker/kidney rocker requirements.  
(Part 5 - Section I -1-A)
- 9) Chief Admin Officer (CAO) – U.S. ONLY
- A. The Chief Admin Officer is selected for an indefinite term by the International President and answers to the IVP and NP.
  - B. Primary responsibilities include but are not limited to:
    1. The CAO is responsible for creating and maintaining a structured vetting system for all new chapters and members.
    2. The CAO will complete all criminal and social media background checks.
    3. The CAO will be the initial contact person for all new Chapters joining the PLEMC.
    4. The CAO will work with the Regional Captains to ensure that all new Chapters comply with the proper procedures and documentation and adhere to all International By-Laws and SOPs.
  - C. Wears a WORLDWIDE bottom rocker and a WORLDWIDE kidney rocker.

# Part 3A – Other Appointed NATIONAL Positions

## Section II: Other Appointed/Elected Positions

### 1) Senior National Enforcer

- A. The National Enforcer Captain selects the Senior National Enforcers with the approval of the National President for an indefinite term. The Senior National Enforcers answer directly to the National Enforcer Captain.
- B. The National Enforcer Captain will assign Senior National Enforcers areas of responsibility.
- C. Primary Responsibilities include but are not limited to:
  - 1. The Senior National Enforcer will have authority over National Enforcers.
  - 2. Senior National Enforcers will provide the National Enforcer Captain with appropriate and timely updates about relevant National Enforcer activity.
  - 3. Initiating investigations for criminal/chapter by-law/PLEMC SOP infractions.
  - 4. Has the authority to suspend members/chapters pending investigation with immediate notification being made to the National Enforcer Captain.
  - 5. Has the authority to discipline members in reference to investigations conducted or for observed by- law/PLEMC SOP infractions.
  - 6. Will immediately notify the National Enforcer Captain of member/chapter suspensions or members arrested in his coverage area.
  - 7. If a National Sergeant at Arms is not available, Senior National Enforcers may be called on to collect/secure patches/cuts from suspended/dismissed members.
- D. Wears a STATE bottom rocker and NATIONAL kidney rocker.

### 2) National Enforcer

- A. The National Enforcer Captain appoints the National Enforcers with approval from the National President to enforce the by-laws/SOP in the Punishers LEMC.
- B. National Enforcers are selected indefinitely and answer directly to the Senior National Enforcer and National Enforcer Captain.
  - 1. Must be a full patch member for at least three years.
    - a. the time requirement may be waived at the discretion of the National Enforcer Captain if the member has significant experience that would benefit the position.
  - 2. Must maintain a PFL patch and BAPMF status.
- C. Primary responsibilities include but are not limited to:
  - 1. Investigating/handling all by-law/SOP issues to ensure conformity within the PLEMC.
  - 2. An arm of the National Enforcer Captain to enforce by-laws/SOP within the membership. Monitor suspended chapters and oversee that discipline is carried out and that the SOP is being adhered to (Part 4, Section VII).
  - 3. Initiating investigations for criminal/chapter by-law/PLEMC SOP infractions.
  - 4. Has the authority to suspend members/chapters pending investigation with immediate notification being made to the Sr. National Enforcer.
  - 5. Has the authority to discipline members in reference to investigations conducted or for observed by-law/PLEMC SOP infractions.
  - 6. Will immediately notify the Senior National Enforcer of member/chapter suspensions or members arrested in his coverage area.
  - 7. Hearing appeals for member suspensions (Part 4, Section VIII, #1).
  - 8. May be called on to collect/secure patches/cuts from suspended/dismissed members if a National Sergeant at Arms is unavailable.
- D. Wears a STATE bottom rocker and NATIONAL kidney rocker.

3) Senior National Sgt at Arms

- A. The National Master Sergeant at Arms selects the Senior National Sgt at Arms with the approval of the National President for an indefinite term and answers directly to the National Master Sergeant at Arms.
- B. The National Master Sgt at Arms will assign National Sgt at Arms areas of responsibility.
- C. Primary Responsibilities include but are not limited to:
  - 1. The Senior National Sgt at Arms will have authority over the National Sgt at Arms.
  - 2. The Senior National Sergeant at Arms will provide the National Master Sergeant at Arms with appropriate and timely updates regarding relevant National Sergeant at Arms activity.
  - 3. Senior National Sgt at Arms will be assigned areas of responsibility by the National Master Sergeant at Arms.
  - 4. A Senior National sergeant at Arms may be called on to collect or secure patches or cuts from suspended or dismissed members.
  - 5. Has the authority to discipline member in reference to an investigation being conducted.
- D. Wears a STATE bottom rocker and NATIONAL kidney rocker.

4) National Sgt at Arms (NSA)

- A. The National Sgt at Arms is appointed as an arm of the National Master Sgt at Arms to handle situations with individuals/club(s) outside the PLEMC.
- B. National Sgt at Arms are selected as needed by the National Master SAA with the approval of the National President and answer directly to the Senior National Sgt at Arms and National Master SAA.
- C. Their responsibilities include but are not limited to:
  - 1. The National MSA may call upon them to handle security issues within Chapters in their coverage area.
  - 2. They will listen to members they encounter regarding security-related issues and ensure chapters receive intelligence regarding 1% activity in their area.
  - 3. Police matters in dealing with issues or people outside the club.
  - 4. May be called upon to do security for International and National Meetings.
  - 5. May be called upon to collect/secure patches/cuts from suspended/dismissed members.
  - 6. Has the authority to discipline member in reference to an investigation being conducted.
- D. Wears a STATE Bottom Rocker and a NATIONAL Kidney Rocker.

5) Senior Regional Captain

- A. The Chief Regional Captain selects the Senior Regional Captains for an indefinite term with the approval of the National President/VP. The Senior Regional Captains answer directly to the Chief Regional Captain.
- B. The Chief Regional Captain will assign Senior Regional Captains areas of responsibility.
- C. Primary Responsibilities include but are not limited to:
  - 1. The SRC will have authority over Regional Captains.
  - 2. Senior Regional Captains will provide the Chief Regional Captain with appropriate and timely updates about relevant Regional Captain activity.
  - 3. Will immediately notify the Chief Regional Captain of member/chapter suspensions or members arrested in his coverage area.
  - 4. Has the authority to suspend members pending an investigation conducted by a National Enforcer with immediate notification to the Chief Regional Captain.
  - 5. Senior Regional Captains may be called on to collect/secure patches/cuts from suspended/dismissed members if a National Sergeant at Arms is unavailable.
- D. Wears a STATE bottom rocker and NATIONAL kidney rocker.

6) Regional Captain (RC)

- A. The Regional Captains are selected by the Chief Regional Captain with the approval of the National President/VP for an indefinite term and answer to the Senior Regional and Chief Regional Captains. Regional Captains may also be elected in certain areas if the National President sees the need.
  - 1. Must be a full patch member for at least three years.
    - a. The time requirement may be waived at the discretion of the Chief Regional Captain if the member has significant experience that would benefit the position.
  - 2. Must maintain a PFL patch and BAPMF status.
- B. Their responsibilities include but are not limited to:
  - 1. Works with the National Recruitment Officer to vet new chapters coming into the club in their area to ensure all questions are answered, paperwork is turned in correctly, and by-laws/SOP are understood.
  - 2. Handling chapter problems in their region to ensure conformity and unity.
  - 3. May secure financial records/meeting minutes to resolve disputes/issues.
  - 4. Be a “go-to” for Chapter Presidents/members in their Region for answers to simple questions and handling issues in and outside chapters.
  - 5. Ensures that the process of members who desire to transfer chapters is followed.
  - 6. Hearing appeals for member suspensions (Part 4, Section VIII, #1).
  - 7. Communicate with National Enforcers in their area regarding chapter issues. The national enforcer will investigate any problem that is deemed to be a violation of by-laws or SOP.
  - 8. Has the authority to suspend members pending an investigation conducted by a National Enforcer, with immediate notification to their Senior Regional Captain.
  - 9. Has the authority to discipline members in reference to observed by-law/PLEMC SOP infractions.
  - 10. Forward all Chapter roster updates received to the International Secretary.
  - 11. May be called upon to collect/secure patches/cuts from suspended/dismissed members if a National Sergeant at Arms/National Enforcer is unavailable.
- C. Wears a STATE bottom rocker and a NATIONAL kidney rocker.

7) National Black Ops Captain (NBOC)

- A. The Black Ops Captain will be responsible for awarding new Black Ops Members.
- B. Appointed by the National President for an indefinite period. The NBOC will answer directly to the U.S. National Vice President.
- C. Responsibilities include but are not limited to:
  - 1. Discussing with members the qualifications and taking applications for Black Ops Members.
  - 2. Working with an appointed Black Ops Crew Board to choose the most qualified candidates for this exclusive fellowship.
  - 3. Awarding the Black Ops Crew Patches to new members. (Can have Board member award also)
  - 4. Will have no authority to discipline members.
- D. Wears a NATIONAL bottom rocker and a CAPTAIN kidney rocker.

8) National Road Captain (NRC)

- A. The National Road Captain is directly in charge of any nationally sanctioned rides.
- B. The National Road Captain is appointed for an indefinite term by the National President and answers directly to the National President.
- C. Primary responsibilities include but are not limited to:
  - 1. Responsible for the route and safety of any nationally sanctioned ride.
  - 2. Work directly with and build relationships with the appointed road captains to ensure the enjoyment and safety of all club rides.
  - 3. Will have no authority to discipline members.
- D. Wears a NATIONAL bottom rocker and a NATIONAL kidney rocker.

9) Regional Road Captain (RRC)

- A. The National Road Captain selects Regional Road Captains with the approval of the National President/VP for an indefinite term.
- B. Primary responsibilities include but are not limited to:
  - 1. RRCs will assist Chapters in their assigned region when asked to ensure proper ride etiquette and ride safety.
  - 2. Will have no authority to discipline members.
  - 3. RRCs answer directly to the National Road Captain.
- C. Wears a STATE bottom rocker and NATIONAL kidney rocker.

10) National Quartermaster

- A. The National Quartermaster is directly in charge of maintaining a record of all merchandise produced by each chapter of the Punishers LEMC.
- B. Appointed by the National VP for an indefinite term and answers directly to him.
- C. Will have no authority to discipline members.
- D. Responsibilities include but are not limited to:
  - 1. Works with Chapter QM to ensure all merchandise marketed to the club is approved.
  - 2. Chapters must contact the National Quartermaster for approval before marketing merchandise.
  - 3. Once the new idea for merchandise is submitted to the National Quartermaster, he will contact the International President for final approval.<sup>2</sup>
  - 4. The National Quartermaster must log merchandise to record each chapter's merchandise available to members and supporters.
  - 5. Will have no authority to discipline members.
- E. Wears a STATE bottom rocker and NATIONAL kidney rocker.

11) National Chaplain

- A. The National Chaplain is responsible for organizing and leading elected and appointed Chapter Chaplains across the nation where he is assigned.
- B. Appointed by the National Vice President for an indefinite term and answers directly to him.
- C. Will have no authority to discipline members.
- D. Responsibilities include but are not limited to:
  - 1. Organizing and being a leader to Chapter Chaplains in their assigned area.
  - 2. Maintaining contact with and being a help to Chapter Chaplains.
  - 3. Making sure all spiritual needs are taken care of within the club.
  - 4. Ensures that all chaplains understand that they are a resource for brothers in need and know local crisis counseling resources.
  - 5. Enforce that conversations with Chaplains are in confidence, providing all brothers with a safe place to seek advice.
  - 6. Will have no authority to discipline members.
- E. Wears a STATE bottom rocker and NATIONAL kidney rocker.

12) Regional Chaplain

- A. The National Chaplain selects Regional Chaplains with the approval of the National President/VP for an indefinite term.
- B. Regional Chaplains are responsible for leading and assisting chaplains in their assigned areas.
- C. Regional Chaplains answer directly to the National Chaplain.
- D. Responsibilities include but are not limited to:

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<sup>2</sup> Since the International President is ultimately responsible for our trademark, he will have final approval on all merchandise (Part 2, Section I, #1, D).

1. Organizing and being a leader to Chapter Chaplains in their assigned region.
  2. Making sure all spiritual needs are taken care of within their region.
  3. Enforce that conversations with Chaplains are in confidence, providing all brothers with a safe place to seek advice.
  4. Will have no authority to discipline members.
- E. Wears a STATE bottom rocker and REGIONAL kidney rocker.

13) National Historian

- A. National Historians will be responsible for researching the present and history of the PLEMC in their country and keeping records.
- B. The National President appoints them for an indefinite period. The National Historian answers to the NP and National Public Relations Officer.
- C. Responsibilities include but are not limited to:
  1. Keeping up with the club's daily major happenings to create a timeline of events/growth/significant changes, etc.
  2. Will have no authority to discipline members.
- D. Wears a STATE bottom rocker with a HISTORIAN kidney rocker.

14) National Admin Officer

- A. Appointed by the U.S. National President to assist in any duties relating to the Chief Admin Officer.
  1. Will have no authority to discipline members.
  2. Wears a STATE bottom rocker and a NATIONAL kidney rocker.

15) Assistant Public Relations Officer

- A. Appointed by the U.S. National President to assist in any duties relating to the U.S. National Public Relations Officer.
  1. Will have no authority to discipline members.
  2. Wears a STATE bottom rocker and a NATIONAL kidney rocker.

**\*\*\*NOTE \*\*\*** Any member who fails to return phone calls, emails, text messages, or any other means of communication from an International or National member within 24 hours may be subject to discipline.

**Section III: Social Media**

1) Punishers LEMC Members Only Page

- A. This private page is created for **full-patch** members only.
- B. No shared Facebook accounts will be allowed on the Members Only Page.
- C. It is meant to be an avenue for discussing club-related business, events, social networking, etc., to build a bond of camaraderie with the PLEMC members.
- D. Any private club business on this page that is shared publicly will result in immediate suspension or removal from the club.

2) Chapters

- A. Chapters are encouraged to set up a local chapter page on social media to help further their cause and reputation in their area.
- B. Chapters should only discuss club business on a private Members Only page, not a public one.
- C. Serious issues are not to be dealt with on social media.
- D. International or National social media pages will only be set up with the prior written approval of the WBO/NBO.

- 3) ALL Social Media
  - A. Any post or comment on any social media platform that could tarnish the reputation of the PLEMC or its members will be cause for discipline.

#### **Section IV: Websites**

- 1) Worldwide Website is for public information and will be maintained by the U.S. National Secretary.
- 2) Chapter Websites may be created as long as the club business stays private.

#### **Section V: Meetings**

- 1) WBO, NBO, and President's meetings will be conducted as necessary as logistics permit.
- 2) Every effort will be made to hold a Chapter Presidents meeting semi-annually.
- 3) Quorum: A quorum for business transactions requires a majority of the members to be present at any official meeting.
  - A. No action taken at any meeting shall be binding unless a quorum is present.
  - B. Roberts Rules of Order will be followed unless otherwise inappropriate.

#### **Section VI: Committees, Optional Officers, Advisors.**

- 1) The National President or International VP may create or disband committees, appoint/remove members from each committee, and designate each committee chair, subject to the consent or direction of the International President.
- 2) The International President/VP may appoint other officers or advisors, such as National Sgt. at Arms, Regional Captains, Information Officers, Webmasters, and so forth, as may be deemed necessary for the efficient operation and administration of the Punishers LEMC.

#### **Section VII: Resignation**

- 1) International/National Officers may resign by presenting written notice to the IP/IVP.
- 2) Such resignation shall take effect upon receipt thereof by the International P or VP unless otherwise specified therein.

#### **Section VIII: Emergency Suspension of International and National Officers**

- 1) At any time, the International President or National President may suspend/remove any member (in any appointed position) under their authority.
- 2) An International Officer may be immediately suspended upon a vote of three-fourths of the local chapter Presidents worldwide or from a unanimous vote of the WBO.
- 3) A National Officer may be immediately suspended upon a vote of three-fourths of the local chapter Presidents in their respective country or from a unanimous vote of the NBO.
- 4) Such emergency action should be taken only in the case of conduct so egregious that the Punishers LEMC's property, assets, or public reputation are being jeopardized.
  - A. It should only be done if an investigation is not completed and an International Board or National Board meeting has not yet been convened.
  - B. The results of such a vote should be immediately reported to the WBO/NBO and the membership, along with the specific reasons for such suspension.

## **Section IX: Temporary Implementation of Policy and Submission from Membership for Changes**

- 1) The International President or WBO may implement temporary policies throughout the year (as needed) to ensure the efficient operation of the PLEMC.
  - A. The new policy is introduced to the membership via social media and email and is considered a permanent part of the SOP.
  - B. This policy will be updated in the SOP as soon as possible, and an updated SOP will be sent to the membership at most twice per year.
- 2) Members can submit requested changes to the SOP through Chapter Presidents.
  - A. Chapter Presidents will submit requested changes to their National Enforcer, who will then present the request to the National Enforcer Captain.
  - B. The National Enforcer Captain will present the suggested changes to WBO/NBO.
  - C. The WBO/NBO can decide to agree to the change, reject the change, or, in some cases, call for a vote from the chapters.
  - D. If a vote is required, Chapter Presidents will be notified of the vote through Facebook.
  - E. Deadlines for getting votes to the NVP will be posted/ sent to all chapter presidents.
  - F. Votes will be counted and made public within one month after closing the voting period.

# **Part 4 – Local Chapters/Members**

## **Section I: Chapters**

- 1) Chapters shall:
  - A. Have members in place responsible for the chapter, making sure all paperwork is filled out and turned into the International Secretary.
    1. Chapters must send regular roster updates to their Regional Captain and National Enforcer and update the electronic roster system each time a change is made.
    2. Chapters are required to send any updated chapter bylaws to their National Enforcer and Regional Captain.
    3. Failure to comply with regular or mandated updates may result in chapter discipline.
  - B. Each chapter's operating policy will determine the duties and responsibilities of individual chapter officers.
    1. The Chapter President is responsible for his chapter and held accountable by the Chain of Command for its actions and integrity.
    2. The WBO has the authority to ensure the integrity of each chapter.
  - C. Establish Chapter operating policy (local by-laws/SOP).
    1. Will not contain any provision in conflict with the international by-laws/SOP.
    2. Will not change the intent of any article in the international by-laws/SOP.
    3. It may be stricter but not more liberal than the International/National by-laws/SOP.
  - D. It consists of at least five members at inception, two of which must be active or retired LEOs. There is no cap on chapter membership, although it is advised that chapters seek "quality, not quantity."
  - E. Act independently of all other Punisher LEMC chapters and be solely liable for its actions, members, functions, and operations.
  - F. Conduct meetings to settle chapter-level disputes consistent with the operating policy.
  - G. Be authorized to use the Punishers LEMC colors as outlined in these SOPs, which must be done by the by-laws/SOP and trademark agreement.
  - H. Upon dissolution of a chapter, the chapter agrees to return all club property bearing the club name or logo and agrees to donate all chapter funds to a local charity. No members will profit from chapter funds.

## Section II: Members

### 1) Members:

#### A. Requirements for Membership

1. Members and prospective members must be biological males who identify as men and are at least 21 years old.
2. Must own or have long-term access to and regularly ride a motorcycle. (Exceptions can be made on a case-by-case basis with WBO/NBO approval)
3. Must possess a valid motorcycle license or permit.
4. Are required to obey local, state, and federal law (no previous felony convictions) and be able to pass a Background Check conducted by the PLEMC – Chief Admin Officer.
5. Act by Local and International by-laws/SOP.
6. Must support other Punisher LEMC events.
7. You may be allowed to patch over from another approved LEMC Club if sponsored by a full patch member. The vetting and approval of both the member and the LEMC they are transferring from will be completed by the Regional Captain for that area and submitted to the Chief Regional Captain. The patch-over is voted on by chapters on a case-by-case basis. Patch-overs will be required to serve a six (6) month probationary period, during which time they cannot vote on chapter issues or suggest any changes to policy or by-laws. The probationary period can be extended at the discretion of the Chapter President.
8. Members are not authorized to belong to and wear the cut of another motorcycle organization (RC, RA, MA, MM, etc.).
9. Upon resignation or removal, agree to return club property bearing the club name/logo.

### 2) Membership status (Patched members may be placed in the following categories).

#### A. Active

1. Membership as described by the by-laws and Standard Operating Policy.

#### B. Inactive

1. A member can request to be placed in a temporary “inactive status” due to health, personal, employment, or family matters where he cannot meet the requirements for participation in his chapter.
2. It will be left up to each individual chapter to determine if a member meets the requirements for inactive status and must be approved by the Regional Captain. Once approved, the chapter must update their chapter roster indicating his inactive status and forward the updated roster to the Regional Captain.
3. Any member receiving this status must have a notation placed on the chapter roster with an update sent to the International Secretary and their Regional Captain.
4. Inactive members will not vote on any Chapter or PLEMC issues.
5. When a member is placed on inactive status, the chapter president must collect/secure patches/cuts from the inactive member. If the chapter president is unavailable, any chapter officer may be called upon to collect/secure patches/cuts from the inactive member.

#### C. Life

1. A member may be placed on a long-term “life” status due to illness/age, etc., when he is no longer able to maintain “active” status and meet the minimum requirements for membership (operating a motorcycle). To qualify, the member must have achieved five years as a full-patched member.
2. Members placed on “life” status will have the same rights and privileges as active members and can hold any position in the club.
3. Each chapter will be left up to determine when one of its members will be recommended to the board for life membership. The medical issue for seeking life status must be one of a permanent nature, and it is expected that the member will never be able to ride a standard or three-wheeled motorcycle again.
4. It is up to the member in this status to maintain the integrity of the PLEMC SOP/by-laws.
5. Any member receiving this status must have a notation placed on the chapter roster with an update sent to the International Secretary and their Regional Captain.

6. For a member to be considered for “life” status, a request must be submitted from the chapter President to the Regional Captain for pre-approval. If all the prerequisites for this status have been met, the Chief Regional Captain will forward the request to the WWB for final approval.

D. NOMAD

1. The NOMAD status was established to provide continued membership in the PLEMC when a member is currently residing in an area, be it in the U.S.A. or another country, where there is no chapter within sixty (60) miles of them or their work takes them away from home more than six (6) months out of the year.
2. The NOMAD status is a temporary status and will be reviewed annually by a Regional Captain with a report given to the Chief Regional Captain.
3. NOMAD members will make every effort to attend functions hosted by other PLEMC Chapters.
4. NOMAD members will work towards the building of a new Chapter in their area in order to promote growth of the PLEMC.
5. NOMAD members will be held to the same standard as is stated in the Members section of the SOP.
6. All transfers to the NOMAD chapter will be approved by the Chief Regional Captain.
7. The Chief Regional Captain can transfer members to the NOMAD chapter at his discretion.

E. RESIGNATION

1. A member may resign from the PLEMC by notifying any Chapter Member in writing or verbally.
2. The resigning member will be given 24 hours to rescind his resignation.
3. The Chapter will vote on whether they will accept the rescinded resignation.
4. A majority vote is required to be accepted.
5. If the chapter does not vote the resigning member back into the chapter, the resigning member has 30 days to find a new chapter. The chapter president will secure his cut until he finds a new chapter.

3) RE- Acceptance

- A. A member will be allowed to leave the club and come back once. Once he leaves the second time, he will not be allowed to join again.
- B. If a member has decided to quit the club and then wants to return, it will be left up to the chapter (he is coming to) and considered a chapter issue.
- C. If extenuating circumstances surround this person's acceptance back into the club, the WBO can be asked to review.
- D. The following are mandatory before consideration:
  1. He must have left the club in good standing.
  2. He must complete a new membership application and submit a background check.
  3. If he left the club with a chapter other than the chapter he is asking to rejoin, the former Chapter President must be asked for his opinion and recommendation. The opinion/recommendation will be presented to the new Chapter's members before a vote is taken.
  4. If accepted back into the club, the following will apply:
    - a. Minimum 6-month prospecting period before eligibility to be voted in as a member.
    - b. Lose the privilege of wearing the PFL patch.
    - c. A member can earn his PFL patch back after completing a minimum of three years from his new patch-in date on a case-by-case basis with the approval of the WBO. The chapter's president will send a written request to the Chief Regional Captain, who will present it to the WBO for consideration and approval with a majority vote.

4) Prospects and Hang-Arounds

A. Acceptance

1. Any person meeting the membership requirements (Part 4 – Section II, #1-A) may be considered to prospect for the PLEMC.
2. All Prospects and Patch-Overs will be subject to a mandatory background check to be included with the membership paperwork. (Background checks for Hang-Arounds are not required but should be

considered to protect the integrity of the Chapter). Felony charges/arrests and particular misdemeanor charges/arrests, regardless of conviction, may be grounds for rejection of the applicant.

3. The PLEMC-authorized electronic Application and payment form will be used. The link to the form can be found on the Facebook Members page. [Punishers LEMC Electronic Application](#)<sup>3</sup>
  - a. Contact the Chief Admin Officer for instruction if you need help to use the electronic form.
  - b. All patches will be issued verifying that the electronic application and background check were completed.
4. Prospects will undergo a minimum 6-month prospecting period with their chapter before being considered for a vote to become a full patch member. This period will start once the background check is completed and approved.
5. Prospects must follow the “Code of Conduct” as any member (Part 1 - Section IV).
6. After completion of their minimum prospecting period:
  - a. The Prospect may be brought into the chapter as a fully patched voting member of the PLEMC upon a unanimous vote.
  - b. Chapter members can decide not to accept the prospect at the end of the six (6) month minimum period and continue his prospecting time until a time deemed necessary by the Chapter.
  - c. The Chapter may decide that the prospect is not worthy of membership and terminate his prospecting period.
7. If a prospect is put out of a chapter and reapplies for membership in another chapter, the presidents of the prior chapter and the new chapter must agree to the readmittance. If both presidents disagree with readmittance, the Regional Captain will be contacted to decide.
8. No former members of 1% clubs or support clubs shall be allowed membership.

B. Prospects shall:

1. Be sponsored by a full-patch member who is in good standing.
2. Comply with club by laws and National and Chapter Operating Policy.
3. Not vote.
4. Be responsible for any lawful task assigned to them by a patch member.
5. Be active in chapter activities and wear their Prospect Cuts whenever and wherever a full patch brother is expected to wear theirs.
6. Do not wear, display, or use any image representing the PLEMC back patches as a profile picture on social media.

C. Relating to Prospects, Members shall:

1. Treat Prospective members respectfully
2. Ensure that the prospect is fully aware of the concept of “brotherhood” before being a fully patched member.
3. Ensure that when the Prospect Period is completed in its entirety, a “Patch in” will be conducted in good taste and in a way that will not tarnish the reputation of the PLEMC if the act is made public (This includes social media).

5) Prospect Patches/Vests

- A. See Part 5 – Patches

6) Prospect Chapter Transfers

- A. The following criteria must be met if a prospect wishes to transfer chapters.
1. If the Prospect has a valid reason, he must ask his Sponsor for a transfer.
  2. The Sponsor must notify the Chapter President of the Prospect’s desire to transfer.
  3. Both Chapter Presidents must agree that this is in the best interest of the chapters and the club.

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<sup>3</sup> Electronic Application

[https://fs23.formsite.com/FuONrW/cputixhevg/index.html?1580257513390&fbclid=IwAR3VOWGdASzKMTQJvPpJqkXE35uI9nUmZT MGwtkZyG\\_kYQdAbfG-eoesbY](https://fs23.formsite.com/FuONrW/cputixhevg/index.html?1580257513390&fbclid=IwAR3VOWGdASzKMTQJvPpJqkXE35uI9nUmZT MGwtkZyG_kYQdAbfG-eoesbY)

4. Suppose a unanimous vote approves the transfer from all full patch members of the original and destination chapters. In that case, the prospecting time does not need to be restarted.
  5. If the chapter member vote approving the transfer is not unanimous, the transferring Prospect will have to start his Prospect time over from the beginning, regardless of how far along he is in the process.
- B. Regional Captains will monitor this and mediate if Presidents cannot agree.
- 7) Hang-Around meets the membership requirements and is interested in prospecting for the PLEMC. A person not interested in joining the brotherhood is simply a PLEMC Supporter.

### **Section III: Chapter Officers/Appointed Positions**

- 1) President and Vice-President are elected positions and will serve two (2) year terms.
  - A. Presidents will be voted on in November of even years, and Vice Presidents will be voted on in November of odd years. A simple chapter majority vote is all that is needed to be elected. In the event of a tie vote that the Chapter cannot resolve, then the reigning Officer will remain in the position.
  - B. The President will appoint all other chapter officers, and every effort will be made to reward club dedication, loyalty, and participation.
- 2) Each member may hold only one position in the club: International, National, Regional, or local. In smaller chapters, an officer can “act” in another capacity until the position is filled by another member (the Chapter Chaplain is the only exception to this rule).
- 3) Each chapter may maintain the positions of President, VP, Secretary, Treasurer, Master Sgt. at Arms, Sgt at Arms, Road Captain, Quartermaster, Chaplain, and Tail Gunner.
- 4) Only the President, VP, Secretary, Treasurer, and Master Sgt. at Arms are considered club Officers at the Chapter level.
- 5) In the event of a permanent vacancy during the term of the President or Vice President positions, the chapter will hold a special election to fill the vacant position on an interim basis for the remainder of the original term.
- 6) A special Chapter meeting will be held if the Chapter wants to remove a President or Vice President for just cause. A motion to remove must be made. All Chapter members will vote on the motion in person or writing (excluding prospects, probationary members, and Center Punched members). A simple majority vote is required to remove the President or Vice President from their position.
- 7) Chaplain Requirements/Responsibilities:
  - A. Must be a member in good standing.
  - B. Must be at least an ordained minister.
  - C. May be called upon by the National Chaplain when assistance is needed.
  - D. The National Chaplain must be advised of the appointed Chaplain for the chapter.

### **Section IV: Meetings**

- 1) Meetings (or Church) will be conducted at a Chapter level at least once a month without exception.
  - A. Meeting dates and times are to be determined at the chapter level.
  - B. Roberts’ Rules of Order will be followed.
- 2) Quorum: A majority of the Chapter’s fully patched members must be present to constitute a quorum for the transaction of business at any meeting. No action taken at any meeting shall be binding unless a quorum is present.

- 3) Minutes of all meetings, including any business conducted, will be kept by the Chapter Secretary and Chapter President. These minutes are subject to review by Regional Captains attempting to resolve a dispute or National Enforcers who may be conducting an investigation. Copies of the minutes will be provided within seven days of a request by the RC/NE. Failure to provide said minutes may result in the suspension of the Chapter President and Secretary or any other sanctions as deemed necessary by the National President.
- 4) All financial transactions will be recorded and reported to the chapter members during their Church by the Chapter Treasurer and the Chapter President. The Chapter Secretary will keep the financial "books" and the Treasurer's Report. These financial reports are subject to review by Regional Captains attempting to resolve a dispute or National Enforcers who may be conducting an investigation. Copies of the "books" and reports will be provided within seven days from a request by the Regional Captain or National Enforcer. Failure to provide said documents may result in the suspension of the Chapter President and Treasurer or any other sanctions as deemed necessary by the National President.
- 5) Sr. Regional Captains/Regional Captains, Sr. National Enforcers/National Enforcers, and Sr. National Sergeant at Arms/ National Sergeant at Arms may attend any chapter-level meeting to ensure compliance with PLEMC policies and to disseminate information to chapter members.

#### **Section V: Dues**

- 1) Dues will be determined at the chapter level.
- 2) No dues will be paid on any International or National level.

#### **Section VI: Merchandise**

- 1) Chapter Merchandise
  - A. Each chapter is free to market merchandise to members and supporters of the PLEMC.
  - B. Merchandise produced and marketed by a chapter must be a "new idea" and not copied from any other chapter merchandise. We must ensure that no Chapter suffers loss of income because another chapter is producing merchandise of "like kind."
  - C. There will be no altering or modifications to the "Guardian" symbol, including support gear. The "Guardian" will be as it is on our kutts unless it is on white merchandise, and then the colors may be inverted. You are not authorized to change the color of the "Guardian" on any merchandise, patches, FaceBook pictures, etc. This includes personal items you may make that are not for sale.
  - D. Merchandise, flyers, banners, T-shirts, or anything else with our back patch will only have a State, Nomad, Worldwide, National, International, Armed Forces, or 31<sup>st</sup> Chapter as the bottom rocker. You can put your chapter name on a banner below that on your merchandise, flyers, and banners.
- 2) National Quartermaster
  - A. The National Quartermaster will be responsible for ensuring that each chapter is making original merchandise and not merchandise of "like kind."
  - B. All merchandise available before this Operating Policy must be photographed and sent to the Club Quartermaster with the Chapter name and description so that it can be logged.
  - C. All "new idea" merchandise must be sent to the National Quartermaster. The Quartermaster will get final approval from the International President. The new merchandise will be logged and ready for the chapter to produce if approved.

#### **Section VII: Corrective Action / Suspension of Members and Chapters**

- 1) Progressive Discipline
  - A. The PLEMC's progressive discipline policy and procedures are designed to provide a structured corrective action process to improve and prevent a recurrence of undesirable member behavior. The WBO/NBO reserves the right to combine or skip steps depending on the facts of each situation and the nature of the

offense. Some of the factors that will be considered are whether the offense is repeated despite coaching, counseling, or training; if any criminality is involved; and the impact the conduct may have on the PLEMC. Behavior that is illegal is not subject to progressive discipline and may result in immediate removal from the PLEMC.

## 2) Chapter level discipline

### A. Counseling and verbal warning

1. Presidents/Chapter Officers can council and issue verbal warnings to their chapter members for violations of the PLEMC SOP/Chapter bylaws. These incidents should be documented in writing and maintained by the chapter.

### B. Written warning

1. Presidents/Chapter Officers can council and issue written warnings to their chapter members for violations of the PLEMC SOP/Chapter bylaws. These incidents should be documented in writing and maintained by the chapter.

### C. Center Punch

1. Presidents/Chapter Officers can center punch their chapter members for violations of the PLEMC SOP/Chapter bylaws. These incidents should be documented in writing and maintained by the chapter.
  - a. Center Punched members cannot hold a title within the Chapter while center punched.
  - b. Center Punched members lose their voting rights on Chapter issues while center punched.
  - c. Center Punched members will lose the privilege of wearing the BAPMF patch. (see Part 5, Section I, 3-A,4(d)).
  - d. Center Punched members will wear their Cuts with the Guardian removed whenever and wherever it is expected for a fully patched brother to wear theirs.
  - e. Center Punched members are not permitted to transfer chapters until the discipline term has been fulfilled.
  - f. Presidents will notify their RC/NE with the start date and end date of the Center Punch.

### D. Suspension (not including suspension pending investigation)

1. Presidents can suspend their chapter members for violations of the PLEMC SOP/Chapter bylaws.
  - a. A Center Punch is the highest form of discipline a chapter can implement without national review. Any suspension at the chapter level must be immediately forwarded to the National Enforcer. The National Enforcer will make all necessary notifications and will post the suspension notice on the members page.
  - b. Presidents will notify their RC/NE with the start date and end date of the Center Punch.

### E. Removal from PLEMC

1. Presidents can call for a vote to remove the member from the chapter or remove them from the PLEMC. (see Part 4, Section 7, #4-B-4).

## 3) National level discipline

A. The WBO, or any National Officer who is authorized to administer disciplinary sanctions, may discipline a member as the result of an investigation or for violations of the PLEMC SOP.

B. National Enforcers/Regional Captains can determine that an incident is best handled at the chapter level, and may direct the chapter president to issue a disciplinary action up to a Center Punch at the conclusion of an investigation.

## 4) Members

### A. National Officers and Appointed Positions

1. If a member of a Chapter who is in a Nationally Appointed Position must be disciplined, if the action that caused the need for discipline occurred while performing the duties of their National Position, then it shall be reported to the National President/VP and proceed to a National Board or WBO review.
  - a. The National Board or WBO has the authority to discipline any National Officer.
  - b. The Board will decide what discipline needs to be handed down, if any.

2. If they are/were acting as a chapter member at the time of the incident, then the discipline will be handled within the chapter.
  - a. It is required that ALL members be members of a local chapter and (regardless of rank or responsibility) abide by International/ chapter bylaws/SOP. Members holding a national position have the same voting rights as all full patched members in the Chapter.
  - b. Presidents and Chapter Officers may discipline any member if the accused acted as a member.
  - c. If a chapter is suspended, all duties and positions will also be suspended at the national level.
  - d. Any disciplined member may have appeal rights subject to Part 4, Section H of this policy.
  - e. Any national member disciplined on a chapter level will have the discipline reviewed by the WBO, which may determine whether it was justified.
  - f. A member on suspension is not permitted to attend any Punishers events, Punishers sponsored events, nor congregate with Punishers groups or gatherings anywhere for any reason; this includes events considered open to the public. (i.e., This means you cannot say I'm going as Johnny, not Riddler).

#### B. Chapter Members

1. No matter their title or rank, chapter members must abide by International Bylaws/SOP, Chapter bylaws/SOP, and the code of conduct expected with membership.
2. Any member who does not follow the rules for membership or the code of conduct may be subject to discipline within their chapter or by filing a formal complaint with any member of the WBO.
3. Any member arrested for a criminal act or charged with a crime (misdemeanor equivalent or above) must advise their chapter president within 24 hours. That member will be immediately suspended, and the chapter will secure his cut.
  - a. The Chapter President is to advise his National Enforcer (NE) immediately. The Chapter President and the NE are to work together to promptly obtain all and any police/court documentation regarding the case from the suspended member. The NE will communicate with the Regional Captain regarding the situation. The RC may assist the NE upon request. If the member refuses to provide documents, he will be considered OUT BAD.
  - b. The National Enforcer Captain will receive a full report from his NE and present it to the WBO. The suspension will last until the court process or until the board decides on the matter. There is no time limit attached to this.
  - c. Failure by the brother or President to file the reports will be cause for immediate suspension and removal from the club with no right to appeal this decision.<sup>4</sup>
  - d. Any suspensions at the chapter level will be forwarded to the assigned National Enforcer by the Chapter President for review. The NE will advise the assigned Regional Captain of the situation, and the information will be delivered up the chain. Suspended members (except members suspended while an investigation is pending) will lose the privilege of wearing the BAPMF patch. (see Part 5, Section 3-a,1, iv(c)). A member on suspension is not permitted to attend Punishers events or Punishers-sponsored events or congregate with Punishers groups or gatherings anywhere for any reason. This includes events considered open to the public. (i.e., this means you cannot say I'm going as Johnny, not Riddler.)
  - e. All club removals are to be forwarded to the assigned Regional Captain. The RC will advise the assigned National Enforcer of the situation, and the information will be delivered up the chain. Any member suspended or removed as a form of discipline may request an appeal (see Part 4, Section VIII). It will be up to the NVP to determine whether an appeal process will be initiated.

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<sup>4</sup> The Board agrees that criminal arrests of any kind are unacceptable and are grounds to be removed from this Club without further explanation. We need to hold our LEMC membership to a higher standard or risk being tied in with a "1%er" type reputation which is unacceptable. The Board does understand that some arrests can be bogus and therefore, will look at each incident on an individual basis. If the Board decides that it would be in the best interest to remove that member, it will be done immediately with no right to appeal the decision. If the Board decides to retain said member, any future negative police contact and/or arrests will result in immediate removal.

- f. If the NVP determines that the punishment is warranted, the member will be removed with no further action and no right to appeal the decision.
  - g. Any members who feel that they have been suspended/center punched unjustly at the chapter level may contact their Regional Captain or National Enforcer without receiving further disciplinary action from their chapter.
    - 1. If the NVP feels that the appeal is warranted, he will notify the Chief Regional Captain, who will initiate the appeal process.
  - h. Note - Not all suspensions or disciplines are subject to appeal. The NVP will determine this.
  - i. At their discretion, the WBO can review any discipline levied against a member to ensure the punishment is proper and just.
  - j. Members suspended or center-punched are permitted to transfer chapters once the discipline term has been fulfilled.
4. Chapter members (not including prospects) can only be removed from the PLEMC with a UNANIMOUS vote of all fully patched members from said chapter or by a majority vote of the Worldwide Board of Officers. Probationary members (and Prospects) will not have a vote. There are three classifications of removal from the PLEMC: Out Good, Out and Out Bad.
- a. A chapter can vote a member in an “out good status”, which means the member could come back to the PLEMC at any time. He must complete a new background check and prospect. Those voted out in this status will be allowed to attend Punishers events.
  - b. A chapter can vote a member in just an “out status” of the PLEMC which means the member could come back to the PLEMC after a minimum of eighteen months, a new background check and must prospect. If a chapter votes a member out in this status, the ex-member will be allowed to attend Punishers events and functions. A member voted in this status has the right file an appeal.
  - c. A chapter can vote a member in an “bad status”. This status is reserved for actions that were detrimental to the PLEMC’s reputation, or that could be considered an egregious act.
  - d. If a member leaves the club to avoid discipline or refuses to return his colors, he will be out in bad status.
  - e. A member voted out in bad status will not be allowed to attend any Punishers sponsored events. If a member is voted out bad, the Chapter President must immediately notify their Regional Captain and National Enforcer. The out bad status will be reviewed and National approval is required prior to making a post on the member’s page. A member that is voted out in this status has the right to file an appeal.
  - f. A vote can be taken to remove a member from the Chapter. An affirmative vote from a MAJORITY of all fully patched members in the Chapter is needed. If the motion to remove from the chapter passes, the affected member will turn his cut over to the Chapter President (or designee) and be considered inactive for a maximum of 30 days to find a new Chapter.
5. Chapter members can be disciplined by the Worldwide or specific National Board of Officers. If disciplined by a member of the WBO/NBO, there is no right of appeal.
6. While certain National members can discipline chapter members, the member still has the normal rights of appeal as outlined.

## 5) Chapters

- A. In the case of severe or notorious criminal allegations from a credible source or highly offensive public conduct that threatens (or has the potential to threaten) the reputation of the Punishers LEMC, the International P/VP or National President may immediately suspend a Chapter until an investigation can be completed and the matter heard by the WBO/NBO.

1. While suspended, a chapter may not expand its operations or accept new members or prospects, and its President shall not have a vote or proxy in club affairs.
2. The International P/VP/National President may also impose such further special restrictions as he deems necessary on any rights or privileges conferred by club membership during any period of suspension, including changes in leadership, the public display and use of the club colors, and attendance at club meetings and functions.
3. Suspensions are limited in duration and intended to be imposed only while further consideration of a matter is undertaken.
4. If the investigations by the WBO/NBO confirm the suspension of a Chapter upon reinstatement, a one-year probationary period will be followed.
5. National Enforcers will monitor probationary chapters for adherence to by-laws/SOP.
- B. If a chapter (or multiple members) does not comply with orders from his immediate chain of command, the chapter may be suspended.
- C. If a chapter cannot be contacted or refuses to contact any National Member (for any reason), the chapter may be suspended.

6) Other

- A. Upon suspension of any member/chapter, all club property will be surrendered to a Chapter Officer, a National Sgt. at Arms, a National Enforcer, a Senior Regional Captain, or a Regional Captain.
  1. Failure to do so will result in the immediate removal of the suspended parties.
  2. The National President will decide to determine if/when parties are reinstated.

**Section VIII: Appeals of Suspensions**

- 1) If a member who is suspended (as a form of discipline) or dismissed from the PLEMC does not agree with the discipline placed upon him, he may choose to appeal if he so desires. A prospect or probationary member has no right to appeal any chapter disciplinary action or anything club or chapter-related—no exceptions.
  - A. The suspended person will contact the National VP within 72 hours of suspension or dismissal to initiate the appeals process.
  - B. The NVP will determine if the suspension/discipline is appealable.
  - C. If so, a temporary board will be formed consisting of 2 Regional Captains, selected by the Chief Regional Captain, and 2 National Enforcers, chosen by the National Enforcer Captain. This board will be organized and overseen by the Chief Regional Captain.
  - D. The member who has initiated the suspension will send allegations to the CRC, who will then distribute them to the appeal board.
  - E. The suspended member will send the CRC a rebuttal to the allegations against him, which the CRC will forward to the appeal board.
  - F. Regional Captains/National Enforcers will have two (2) weeks<sup>5</sup> to discuss and decide on the matter. The appeal board can recommend discipline or reinstatement of the member to the NVP.
  - G. The appeal board can recommend that:
    1. The discipline was correct, and it should be carried out
    2. The discipline should be more/less severe and should be carried out.
    3. The discipline was unfounded, and the member should be reinstated immediately.
  - H. The Worldwide Board may review the appeal board's decision on a case-by-case basis if the NVP deems it necessary.
    1. If a review by the NVP is not requested, the appeal board's decision is final.
    2. If the WBO is asked to review, their decision is final unless the IP vetoes.

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<sup>5</sup> National VP may grant the Regional Captains extra time in deciding.

- I. The appeal board may only recommend to the chapter or member within the realm of the appeal process or their authority. The Chief Regional Captain and NVP will review to ensure compliance.

#### **Section IX: Worldwide Chapter**

- 1) The Worldwide Chapter provides a chapter to members who comprise the Worldwide Board of Officers of the PLEMC.
  - A. This chapter was established so there would be no conflict within the local chapter where the WBO member attends due to his position and so that the regional chapter where the WBO member previously held membership can operate as it should without the influence or the presence of the WBO member.
  - B. A member of the Worldwide Chapter who resigns from his position under good circumstances will remain an advisory member of the Worldwide Chapter and assist the board when needed. He will still wear the Worldwide bottom rocker and answer to the IP.

#### **Section X: 31st Chapter**

- 1) When Roger "Wholelotta" Morgan (member of the Albany, NY chapter) passed away in 2013, there were 30 chapters in the club. The 31<sup>st</sup> Chapter was established so that members/prospects who pass away may be transferred to this chapter and forever continue their membership.
  - A. If a prospect is approved to be transferred into this chapter, they will immediately receive their full membership in the club posthumously.
  - B. The Worldwide Board will oversee all inductions into this chapter.
  - C. If certain questionable or illegal circumstances surround the death of a member or prospect, the Worldwide Board will have the final say on whether the member or prospect will be transferred into this chapter.
- 2) A roster is kept and maintained for members and prospects transferred to this chapter.
- 3) When a member passes and is inducted into this chapter, the chapter they are a member of will wear mourning bands on their cuts for 31 days. They will also use the Banded Guardian for their profile picture on social media for 31 days. All other members will wear mourning bands on their cuts and use Banded Guardian for social media for ten days. The morning band shall be placed on the front round patch covering the eyes of the guardian.
  - A. Uncovering the guardian's eyes is not authorized until the morning period has ended.
  - B. Covering the eyes of the guardian with a mourning band outside of the mourning period or wearing a mourning band for a non-PLEMC member is not authorized.
  - C. Prospects are only authorized to display Guardians with eyes covered without rockers and cubes as profile pictures on social media during times of mourning by the Punishers.
- 4) When a National member passes and is inducted into this chapter, all National members will wear mourning bands on their cuts for 31 days.
- 5) The 31<sup>st</sup> Chapter Coordinator and the 31<sup>st</sup> Chapter Committee will ensure that these men are never forgotten, and their families remain cared for.

#### **Section XI: Armed Forces Chapter**

- 1) The Armed Forces Chapter was established to provide membership in the PLEMC.
  - A. To men currently Title 10 Active-Duty military in any branch of the United States military.
  - B. Traditional National Guardsmen, Traditional Reservists, Traditional National Guardsmen, Traditional Reservists serving in civil service, and Guardsmen and Reservists serving on Active Duty Title 32 (AGR) are not authorized to be in the Armed Forces Chapter.

- C. Any member of the Armed Forces Chapter who no longer meets the requirements to be a member of the Armed Forces Chapter will have up to six months from their date of discharge from active duty to find a chapter in their local area to join.
  - D. A member of the National Guard Reserves called to active duty for a deployment is not authorized to become a member of the Armed Forces Chapter. He will remain a member of his current chapter because, after his deployment, he will be returning home.
- 2) Membership in the Armed Forces Chapter
    - A. Non-members who fit the criteria and are interested in joining must contact the International President/VP or his designee to discuss membership protocol.
      - 1. Membership will follow SOP Part 4 Section B concerning membership.
      - 2. Must be active-duty military.
- 3) The Armed Forces chapter will be conducted like other chapters (such as officers and meetings).
    - A. The members of this chapter are duty-bound to keep up with club happenings and participate whenever possible.
    - B. This chapter's duty will be to ensure all members are accounted for.
    - C. The Armed Forces Chapter will inform the Regional Captain and National Enforcer assigned to them about their members' status.
- 4) The colors of this chapter will be maintained according to International by-laws/SOP.
    - A. The International President or his designee must obtain this bottom rocker.
    - B. Wears an ARMED FORCES Bottom Rocker.

## **Section XII: Transferring Chapters**

- 1) Prospects who desire to transfer chapters must... (see Part 4, Section II, #4-(6)).
- 2) Members who desire to transfer chapters must:
  - A. Inform their Chapter President of the desire to transfer Chapters.
  - B. Submit a request to transfer, verbally or in writing, to the Chapter President where the transfer is requested.
  - C. Both Chapter Presidents will discuss the transfer.
  - D. If the two Presidents agree it is best for the club that the transfer occurs, then the Regional Captain will be contacted to inform him of the transfer.
    - 1. The member must be in good standing for the transfer to be approved.
    - 2. The member can appeal to their Regional Captain if the current chapter president denies the transfer. The Chief Regional Captain and the National VP will decide whether to allow the transfer.
    - 3. If the transfer happens, both chapters will update their rosters via the electronic roster.
    - 4. The transfer will only be approved if all dues or money owed are settled.
    - 5. A transfer may not be granted if it leaves the chapter under the five-member threshold, excluding mitigating circumstances. If deemed warranted, such a transfer must be forwarded to the Regional Captain for review and to the Chief Regional Captain for approval.
- 3) Regional Captains will monitor all chapter transfers.

## **Section XIII: Starting a New Chapter (U.S.)**

- 1) Non-members
  - A. Steps to Starting a New Chapter in the Punishers LEMC
    - 1. Contact the Chief Admin Officer and inform him of your desire to start a new chapter. The International President will have final authority to determine if the request will be granted.
    - 2. Meet the requirements to start a Chapter.

- a. You must have at least five men to begin this chapter, two (2) of which must be current or retired Law Enforcement Officers.
- b. All potential members must have the Electronic Application submitted and any other forms completed as required by the Worldwide Board of Officers.
- c. Every member must complete a background and social media check by the Chief Admin Officer.
- d. After an investigation period and the applications are complete and accurate, they will be informed whether to proceed with this new chapter.
- e. After the WBO/NBO has been informed of all information about this new chapter and the IP grants approval for this chapter, an announcement will be made on the PLEMC Members Only Facebook page publicly by the IP, IVP, NP or NVP to introduce you to our family. ONLY those above are authorized to make this post.
- f. A Membership Roster must be sent to the International Secretary and Regional Captain.
- g. All new chapters will have a six-month probationary period and must wear a probationary kidney rocker. During this time, chapters cannot vote on club decisions, introduce changes to by-laws, etc. This time is to let you get accustomed to the way our club operates.

B. Beginning your chapter

1. Make copies of the International by-laws/SOP and give them to all new members.
2. Elect Officers for your chapter, establish Local Chapter by-laws and grow and Act independently.
3. After the initial roster is set, any new prospective members will serve a hang-around period determined by the Chapter and a minimum of six (6) months of Prospecting time. Any updates to your roster must be sent to your Regional Captain.<sup>6</sup>
4. Know the Chain of Command and who you should go to.
5. A Regional Captain and a National Enforcer will be assigned to you to help you integrate into the club. Please ask questions. We all want to see you grow and succeed in this brotherhood.
6. Operate according to the PLEMC Bylaws, Operating Policy, and Chapter Bylaws.

2) Members

- A. Members who desire to leave their chapter and start a new chapter must adhere to the following guidelines.
1. Contact your current President, asking for approval and support.
  2. Contact your Regional Captain and explain your desire and reasoning. The RC will forward your request to the Chief Administrative Officer.  
The RC will forward your request up the chain of command.
  3. Have at least five men, one (1) of which must be a current or retired LEO.
  4. Submit a written request for a new chapter approval to the Chief Admin Officer to include city and state, all original members' names, and three top choices of chapter names.
  5. The International President will have final authority to grant a new chapter.
  6. All branch-off chapters will be on six-month probation and required to wear a probationary kidney rocker.

3) Probationary Chapters

- A. All new start-up, split-off, or branch-off chapters will be considered probationary for at least six months.
- B. Will wear a probationary kidney rocker during this time.
- C. The Regional Captain will monitor and mentor the probationary chapters.
- D. The Probationary Chapter will maintain a list of all events and functions in which the chapter participates and submit it to the Regional Captain.
- E. After talking with the national enforcer and presidents in the area, the regional captain will recommend the full status of the probationary chapters to the chief regional captain and chief administrative officer. The Chief RC and CAO will make the final decision.
- F. If a chapter does not reach full status after six months, the Chief Admin Officer and Chief Regional Captain

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<sup>6</sup> These must be entered into the electronic roster

will extend their probationary period for up to six additional months. If they are not approved within that time frame, the members will have thirty days to find an existing chapter to join.

## Part 5 - Patches

### Section I: Members

- 1) All efforts will be made to comply with the patch policy. It is understood that many club vests were adorned before the administration of the by-laws and Operating Policy, but that does not exempt anyone from this policy. All members must comply.
  - A. Chapters outside the US may have different patch requirements when approved by the International President.
  
- 2) Colors are defined as the official back patches of the PLEMC. NOTHING other than the 5-piece back patch will be worn on the back of the vest. All five (5) patches in the Colors set are mandatory wear and include the following:
  - A. Top Rocker – PUNISHERS
  - B. Center Skull (Guardian)
  - C. LE “cube”
  - D. MC “cube”
  - E. Bottom Rocker
    1. Your State or other approved Designation (such as NOMAD, ARMED FORCES, etc.).
    2. NATIONAL – National Officers (President, VP, Secretary (if applicable), Treasurer (if applicable), National Enforcer Captain, National Master Sergeant at Arms, Chief Regional Captain).
    3. INTERNATIONAL – International Secretary and Treasurer.
    4. WORLD – International President and International VP.
  
- 3) Front Patches
  - A. Top Front Right (as wearing)
    1. The bottom-most tab is the Original “X.” (“X” represents the number of members that started the Chapter. Only authorized for wear by the original members of a Chapter on the date of inception of that chapter)
    2. Above that will be the Chapter designation.
    3. Above that will be club officer patches
    4. Above that will be a B.A.P.M.F. patch.
      - a. BAPMF means Benevolent Association of Police, Military and Firefighters.
      - b. Members know the true meaning. BAPMF should only be given to full-patch members. The wearing of a BAPMF patch by a prospect will result in immediate expulsion.
      - c. The Chapter may determine what is required to earn this patch.
      - d. Members of chapters who have been center-punched or suspended (except while pending investigation) will lose the privilege of wearing a BAPMF patch. A member can earn his BAPMF patch back on a case-by-case basis with the approval of the WBO. The chapter president will send a request in writing to the Chief Regional Captain, who will present it to the WBO for consideration and approval with a majority vote.
    5. The curved PFL patch will be worn at the uppermost portion of the right side of your vest if room allows. The patch can cross the shoulder seam of the vest, but only if the patch cannot be seen from the rear; for cuts that do not have space for the curved PFL patch in the designated area, a rectangular PFL patch can be requested from the IP and will be placed along the bottom-most seam to the right side of your cut.
      - a. A member can only receive the PFL patch if he has had three (3) years of continuous active service to the club. Any period of inactivity will not count towards the time needed to earn the patch. The PFL

patch can only be obtained from the International President.

- B. Top Left (as wearing)
  - 1. Nation's Flag (MANDATORY IN U.S.) (Subdued colors for United States Chapters. A single-colored line or multi-colored single line is allowed in support of Law Enforcement, Fire, and Military). There is only one colored line allowed on the flag.
  - 2. The US Flag patch must be rectangular, containing all 50 stars and 13 stripes.
  - 3. Approved member Round Patch placed below the flag (MANDATORY)
  - 4. Road Name tags can be placed underneath the Round Patch.
- C. Rockers
  - 1. Right Side Kidney Rocker
    - a. A side/kidney rocker (Chapter, BAPMF, Captain, Regional, National). Members of the WORLDWIDE chapter may wear a WORLDWIDE side/kidney rocker.
    - b. All side/kidney rockers will be in the shape authorized by the IP. (see diagram). Only one (1) kidney rocker is authorized to be worn.
  - 2. Left side PFFP, large vertical rocker.
    - a. The PFFP patch is an earned patch, and a member can only receive it after he completes his first full year as a full patch member.
- D. Other
  - 1. Our Founding Charter members (of whom there are few left) will wear a "hardcore" patch on the lower right side of the vest's front waist.
  - 2. "In Memory Of" patches may be worn on the left side at/about the seam.
  - 3. Club-related patches not listed or approved patches must be worn as close to the bottom as possible where the room allows them.
  - 4. 31 Patches (MANDATORY) must be worn to the left of the vertical or tab-style PFFP patch.
    - a. NOTE—When our first member passed away, there were 30 chapters. The 31<sup>st</sup> chapter was created for fully patched deceased members so that they could forever be in the club.
  - 5. Life Member patch shall be worn below the BAPMF patch and above the chapter name tab (or above the chapter position tab if the Life member holds a position in the chapter).
  - 6. No novelty badges or any badge that might be perceived as an official badge of authority may be worn on the cut (mini-badges and lapel pins are permitted).

#### 4) Guidelines

- A. National Enforcers will ensure all members comply with the patch layout and guidelines.
- B. NO patches other than the original "X", chapter designation tab, Chapter position, BAPMF tab, Life Member tab, PFFP tab, curved PFL, Road Name, Round Punishers Patch, and Country's Flag are to be worn on the UPPER PORTION of your cut. The Upper Portion would be identified as being above the breast line of your cut. Any other approved patches must be worn on the lowermost portion of the vest or the sides.
- C. No patches or pins of a derogatory nature will be worn on club colors.
- D. Although personal patches and pins may be worn, every effort will be made to keep your cut free from unnecessary patches and pins while maintaining a clean look.
- E. All colors (5 pc back patch) must be obtained from the International President or his designee.
  - 1. The International President and his designee are the only persons distributing the club colors.
  - 2. Punisher-related patches can be produced. Before production, the design must be submitted to the National Quartermaster, who will seek approval from the International President.

## Section II: Prospects

### 1) Patches

- A. Front Left (as wearing)
  - 1. Flag

2. Round Club patch
3. "Prospect" name tab
4. 31 Remember, the Patch can be worn in the same location as patched members.

B. Front right (as wearing)

1. Chapter Designation tab
2. No Kidney Rocker allowed

C. Rear

1. STATE or PROSPECT bottom rocker
2. LE (mandatory) and MC cube patches
3. PUNISHERS top rocker will ONLY be worn by a Prospect if an agreement with a Law Enforcement Agency exists and when the International President approves such an agreement.

- 2) NO OTHER PATCHES will be worn on the prospective member's vest. Chapter Presidents will be held responsible for unauthorized patches on a prospect vest.

### Section III: Support and Ladies

1) Approved patches

- A. Wives, girlfriends, significant others, and family members may wear approved support patches.
- B. Wives, girlfriends, and significant others considered to be "Protected by" will wear only the presently accepted "Protected by" patches on the back of their vests. The two "protected by" patches authorized are the crossed guns and the rose patch on the national patch order form. You can order the patches with different colored hand grips and roses. There is a distinct "Protected By" patch on the vest they are grandfathered in; however, if a new patch is ordered, it must be ordered via the national patch order form and be one of the two approved patches.
- C. Wives, girlfriends, and significant others considered "Protected by" Black Ops Crew will wear only the presently accepted "Protected by" patches on the back of their vests.
- D. Patches that associate said females to their male full patch member by name may be worn on vests' front or lower back. This patch will be a standard "name tape" type that does not resemble a full-size bottom rocker.
- E. Road names and other patches may be worn on the front of the vest.

2) Guidelines

- A. This club is a men's traditional, old-school (if you like) motorcycle club whose patches, insignia, logo, and name are worn only by its members.
- B. Wives, girlfriends, or significant others shall not wear patches directly mimicking those of a fully patched member, including rockers, our Guardian front round patch and tags, etc.

### Section IV: Black Ops Patches

The Black Ops patches were started to give special recognition to certain members who have at least three years as a fully patched member and have achieved recognizable specialized training in Military, Law Enforcement, Fire, or Martial Arts. The special patches are "blacked out" and are only given to those individuals who can provide documentation proving their service. For approval, contact the Black Ops Captain, who will provide you with the Policy. The BOC can approve up to ten new members annually and will determine who is awarded these colors and when.

### Section V: Return of Patches

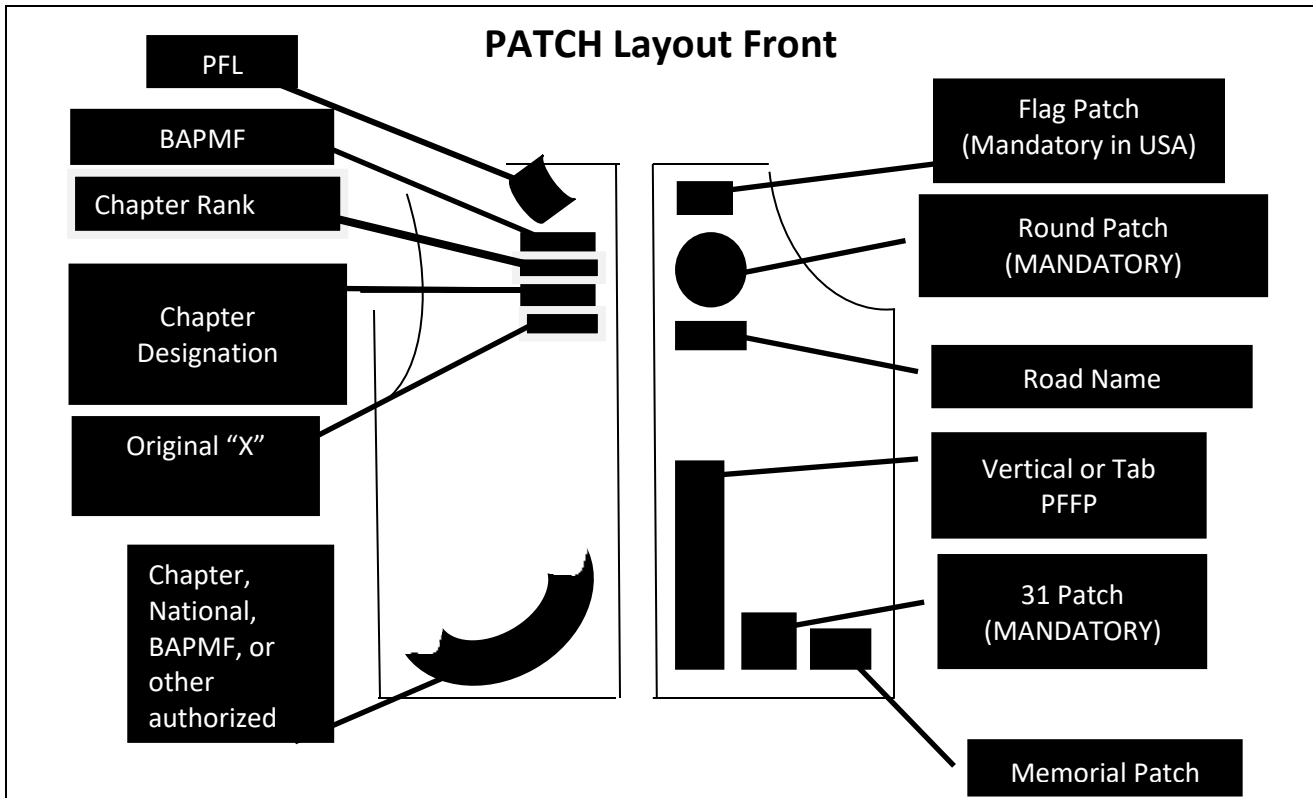
- 1) All patches collected by any member of the PLEMC from someone leaving the club must be returned to the National Vice President unless directed otherwise by the IP. Failure to comply will be grounds for discipline, including removal from the PLEMC.
  - A. All PLEMC back patches and the front PLEMC round patch are the intellectual property of the PLEMC and must be returned upon leaving the club.
  - B. There will be no refund issued for any returned patches.

C. It is the responsibility of the chapter to facilitate the return of the patches to the NVP through guidance provided by the NMSAA. The chapter MSAAs will secure the patches, complete the form provided on the MSAAs' page, and either return the patches or the chapter may purchase them as notated on the instructions on the return of patches form. Any shipping charges incurred will be the responsibility of the chapter.

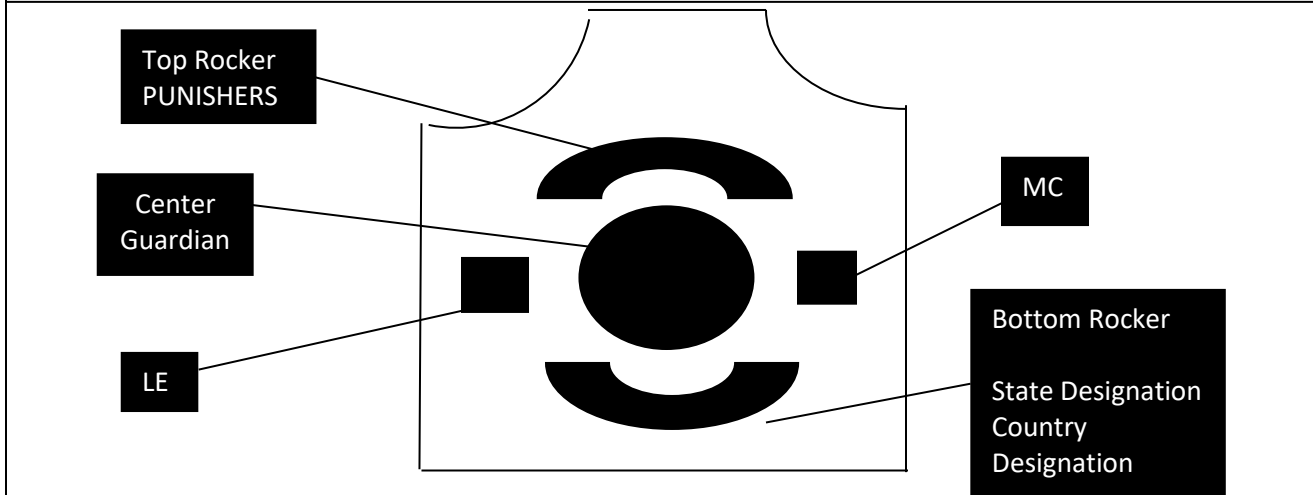
- 2) Any Chapter member who uses the patches of a prior Prospect or Member to patch a new Prospect or Member (recycling patches) to avoid obtaining the PLEMC Colors from the proper authority will be disciplined.

## **Part 6 - Conclusion**

This Operating Policy is subject to change by the Worldwide Board of Officers. This document is not just a guideline but a rule governing each chapter and member of the PLEMC. Rules are put into place to keep order. Ride hard. Be proud. Stand Strong BAPMF's.



**NOTE – all patches worn on the front are OPTIONAL (except for the American Flag), but if you choose to wear these patches, use this diagram for patch placement.**



**NOTE – No other patches are to be worn on the back of the vest**

**Please REMEMBER:**

- Club-related patches not listed, or **approved** non-club-related patches, must be worn as close to the bottom as possible on the front of the vest (see Part 5, Section I, #3).
- No patch of a derogatory kind will be worn on club colors.
- Every effort will be made to keep club colors free from unnecessary patches. While job-related patches are permitted, **a cleaner look is preferred.**
- Recycling of PLEMC Colors is not allowed.