

CONSTITUTION AND BY-LAWS

NATIONAL ASSOCIATION OF RETIRED ASCS/FSA OFFICE EMPLOYEES (RASCOE)

As Amended:

Atlanta, 1995

Baltimore, 2004

Gatlinburg, 2009

Hot Spring 2010

Corpus Christ 2011

Asheville 2013

Oklahoma City 2014

Ft Wayne 2021

Savanah GA 2022

CONSTITUTION

ARTICLE I – NAME, OFFICE LOCATION AND PURPOSE

SECTION 1 THIS ASSOCIATION SHALL BE KNOWN AS THE NATIONAL ASSOCIATION OF RETIRED ASCS/FSA OFFICE EMPLOYEES. THE ASSOCIATION SHALL BE COMMONLY CALLED RASCOE.

SECTION 2 THE OFFICES OF THE ASSOCIATION SHALL BE LOCATED IN THE CITIES OF RESIDENCE OF THE ASSOCIATION PRESIDENT, SECRETARY AND TREASURER.

SECTION 3 THE PURPOSE OF THE ASSOCIATION SHALL BE TO PROMOTE THE WELFARE OF THE ASSOCIATION MEMBERS BY ALIGNMENT WITH OTHER ORGANIZATIONS AND ACTIVE LOBBYING TO MAINTAIN THE INTEGRITY OF BENEFITS.

ARTICLE II – MEMBERSHIP

SECTION 1 ANY MEMBER OF THE STATE ORGANIZATION WHICH IS AFFILIATED WITH THE NATIONAL ASSOCIATION SHALL BE A MEMBER OF THE NATIONAL ORGANIZATION. NO STATE IS ELIGIBLE FOR AFFILIATION WITH RASCOE UNLESS ALL RASCOE DUES COLLECTED WITHIN THE STATE ARE TRANSMITTED TO THE RASCOE TREASURER. STATES TO BE RECOGNIZED FOR MEMBERSHIP IN RASCOE ARE SHOWN IN EXHIBIT 1, ATTACHED TO THE CONSTITUTION AND BY-LAWS.

SECTION 2 ANY STATE ASSOCIATION, WHICH MAY BE COMPRISED OF ONE OR MORE STATES MAY BE AFFILIATED WITH THE NATIONAL ASSOCIATION UPON PAYMENT OF NATIONAL ASSOCIATION DUES. STATES TO BE RECOGNIZED FOR MEMBERSHIP IN RASCOE ARE SHOWN IN EXHIBIT 1, ATTACHED TO THE CONSTITUTION AND BY-LAWS.

SECTION 3 ANY ELIGIBLE RETIREE FROM ASCS/FSA, WHOSE STATE DOES NOT QUALIFY AS AN AFFILIATE OF RASCOE, MAY, UPON PAYMENT OF THE NATIONAL DUES DIRECTLY TO THE RASCOE TREASURER BECOME A MEMBER OF THE ASSOCIATION.

ARTICLE III – GOVERNMENT

SECTION 1 THE GOVERNING BODY OF THE ASSOCIATION SHALL BE VESTED IN A BOARD OF DIRECTORS COMPOSED OF THOSE REGULAR DUES PAYING MEMBERS IN ATTENDANCE AT THE ANNUAL MEETING AND SHALL SERVE IN THE MANNER PROVIDED IN THE BY-LAWS. EACH REGULAR MEMBER IN ATTENDANCE AT THE ANNUAL MEETING SHALL HAVE ONE VOTE, PROVIDED THEY ARE PRESENT WHEN THE VOTE IS TAKEN, ON ALL MATTERS PRESENTED FOR ACTION AT THE MEETING. THE EXECUTIVE COMMITTEE SHALL BE RESPONSIBLE FOR THE GENERAL MANAGEMENT OF THE ORGANIZATION AS STATED IN THE BY-LAWS.

SECTION 2 THE OFFICERS OF THIS ASSOCIATION SHALL BE A PRESIDENT, A VICE-PRESIDENT, A SECRETARY AND A

TREASURER AND SHALL BE ELECTED AND SERVE AS PROVIDED IN THE BY-LAWS.

SECTION 3 THE EXECUTIVE COMMITTEE SHALL CONSIST OF THE FOUR OFFICERS: PRESIDENT, VICE PRESIDENT, SECRETARY AND TREASURER.

SECTION 4 THE EXECUTIVE COMMITTEE SHALL CONSIDER EACH PRECEDING ACTION TAKEN BY THE BOARD TO SEE THAT SUCH ACTION IS CARRIED OUT. AT EACH MEETING OF THE BOARD OF DIRECTORS, THE PRESIDENT SHALL REPORT ON THE ACTIVITIES OF THE EXECUTIVE COMMITTEE. THE PRESIDENT'S REPORT SHALL ALSO INCLUDE PERTINENT ACTION BY COMMITTEE'S OF RASCOE. THE BOARD OF DIRECTORS MAY ACCEPT, MODIFY, REJECT OR QUESTION THE PRESIDENT'S REPORT. DURING THE INTERVALS BETWEEN LAWFUL MEETINGS OF THE BOARD, THE EXECUTIVE COMMITTEE MAY AUTHORIZE ACTION WHICH MAY BE CONSIDERED URGENT BUT WHICH HAS NOT BEEN SPECIFICALLY CONSIDERED BY THE BOARD. SUCH ACTION MUST BE IN KEEPING WITH THE CONSTITUTION AND BY-LAWS OF THE ASSOCIATION. MINUTES OF ALL EXECUTIVE COMMITTEE MEETINGS SHALL BE MADE AVAILABLE TO THE BOARD OF DIRECTORS AT EACH MEETING RELATING ACTIVITIES OF THE EXECUTIVE COMMITTEE. THE BOARD OF DIRECTORS MAY ACCEPT, REJECT, MODIFY OR QUESTION THE ACTIONS OF THE EXECUTIVE COMMITTEE.

SECTION 5 ALL PERSONS HOLDING AN OFFICE OR COMMITTEE ASSIGNMENT MUST BE A REGULAR DUES PAYING MEMBER OF THIS ASSOCIATION. ANY DUES PAYING MEMBER WHO REACHES THE AGE OF 90 AND HAS PAID DUES SINCE RETIREMENT WILL BE ELIGIBLE FOR FREE LIFETIME RASCOE MEMBERSHIP UPON NOTIFICATION TO THE NATIONAL MEMBERSHIP CHAIR.

ARTICLE IV – AMENDMENTS

SECTION 1 THIS CONSTITUTION MAY BE AMENDED AT ANY REGULAR OR SPECIAL MEETING OF THE BOARD OF

DIRECTORS BY A VOTE OF TWO-THIRDS (2/3) OF THE REGULAR MEMBERS PRESENT, PROVIDED, HOWEVER, THAT A COPY OF THE PROPOSED AMENDMENT BE PROVIDED TO THE BOARD OF DIRECTORS 24 HOURS PRIOR TO THE MEETING AT WHICH THE PROPOSED AMENDMENT IS VOTED ON.

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ARTICLE I - DUES

SECTION 1 THE ANNUAL DUES OF THIS ASSOCIATION SHALL BE SET BY THE BOARD OF DIRECTORS BASED ON THE FISCAL YEAR JULY 1 – JUNE 30.

SECTION 2 ANY STATE AFFILIATE FAILING TO SUBMIT DUES COLLECTED TO THE RASCOE'S TREASURER BY THE END OF THE FISCAL YEAR (JUNE 30) IS AUTOMATICALLY SUSPENDED. THE INDIVIDUAL MEMBERS OF A SUSPENDED STATE SHALL CEASE TO BE MEMBERS OF THE NATIONAL ORGANIZATION

UNTIL DUES ARE SUBMITTED TO THE NATIONAL TREASURER. ANY SUSPENDED STATE SHALL AUTOMATICALLY BE REINSTATED ALONG WITH ITS INDIVIDUAL MEMBERS WHEN DUES ARE SUBMITTED.

SECTION 3 INDIVIDUAL DUES MAY BE PAID FOR A FIVE (5) YEAR PERIOD. ONCE PAID, THE RATE WILL NOT INCREASE FOR THE PAYEE FOR THE DURATION OF THE FIVE YEARS. THE RATE FOR THE FIVE YEAR PERIOD IS TO BE SET AT THE ANNUAL BOARD MEETING WHEN THE DUES RATE FOR ONE YEAR IS SET.

SECTION 4 RASCOE WILL OFFER FREE FIRST YEAR MEMBERSHIP TO NEW RETIREES.

SECTION 5 RASCOE WILL WAIVE DUES FOR ANY CURRENT RASCOE MEMBER REACHING 90 YEARS OF AGE

ARTICLE II – MEMBERSHIP

SECTION 1 ANY ASCS/FSA RETIREE WHO IS A MEMBER IN GOOD STANDING OF HIS OR HER AFFILIATED STATE ASSOCIATION SHALL BE A MEMBER OF THIS ASSOCIATION UPON PAYMENT OF THE NATIONAL DUES BY THE AFFILIATED STATE TO THE NATIONAL ASSOCIATION

SECTION 2 ANY RETIREE FROM ASCS/FSA, WHOSE STATE DOES NOT QUALIFY AS AN AFFILIATE OF RASCOE, MAY, UPON PAYMENT OF THE NATIONAL DUES DIRECTLY TO THE RASCOE TREASURER BECOME A MEMBER OF THE ASSOCIATION. STATES TO BE RECOGNIZED FOR MEMBERSHIP IN RASCOE ARE SHOWN IN EXHIBIT 1, ATTACHED TO THE CONSTITUTION AND BY-LAWS.

SECTION 3 ANY INTERESTED PERSON, BUSINESS OR ORGANIZATION MAY BECOME AN ASSOCIATE MEMBER OF RASCOE BY SUBMITTING DUES TO THE TREASURER. ASSOCIATE MEMBERS MAY NOT VOTE, HOLD OFFICE OR BE A MEMBER OF A COMMITTEE OF THE NATIONAL ASSOCIATION.

SECTION 4 ANY STATE AFFILIATE MAY HAVE ASSOCIATE MEMBERS AS DETERMINED BY THE STATE'S CONSTITUTION AND BY-LAWS. STATE ASSOCIATE MEMBERS AUTOMATICALLY ARE ASSOCIATE MEMBERS OF RASCOE UPON SUBMISSION OF DUES BY THE STATE AFFILIATE TO THE NATIONAL TREASURER.

ARTICLE III – MEETINGS

SECTION 1 THERE SHALL BE AT LEAST ONE MEETING OF THE BOARD OF DIRECTORS ANNUALLY, THE TIME AND PLACE TO BE SET BY THE BOARD OF DIRECTORS. A QUORUM SHALL CONSIST OF THOSE MEMBERS PRESENT AND REGISTERED AT THE MEETING. IN THE ABSENCE OF SELECTION OF TIME AND PLACE OF THE ANNUAL MEETING BY THE BOARD OF DIRECTORS, THE EXECUTIVE COMMITTEE SHALL MAKE THIS DETERMINATION. IN ADDITION TO NORMAL ASSOCIATION BUSINESS, THE OFFICERS SHALL BE ELECTED.

SECTION 2 SPECIAL MEETINGS MAY BE CALLED BY THE PRESIDENT OR BY WRITTEN PETITION OF THE MAJORITY OF THE BOARD OF DIRECTORS. THE TIME AND PLACE OF SUCH MEETINGS SHALL BE AT THE DISCRETION OF THE PRESIDENT AND/OR THE PETITION GROUP.

SECTION 3 MEETING OF THE EXECUTIVE COMMITTEE MAY BE CALLED BY THE PRESIDENT OR BY WRITTEN PETITION OF THE MAJORITY OF THE EXECUTIVE COMMITTEE. THE SECRETARY SHALL NOTIFY ALL MEMBERS OF THE EXECUTIVE COMMITTEE AT LEAST TEN (10) DAYS PRIOR TO THE MEETING. A MAJORITY OF THE MEMBERSHIP SHALL CONSTITUTE A QUORUM.

SECTION 4 NO PROXIES SHALL BE VOTED OR ALLOWED TO VOTE IN ANY REGULAR OR SPECIAL MEETING CALLED IN THE MANNER PROVIDED HERIN.

ARTICLE IV – ELECTION OF OFFICERS

SECTION 1 THE BOARD OF DIRECTORS OF RASCOE SHALL CONSIST OF THOSE REGULAR DUES PAYING MEMBERS IN ATTENDANCE AT THE ANNUAL MEETING. THESE DIRECTORS SHALL BE RESPONSIBLE FOR THE GENERAL MANAGEMENT OF THE ORGANIZATION AND SHALL ELECT THE PRESIDENT, VICE-PRESIDENT, SECRETARY AND TREASURER.

SECTION 2 IN THE EVENT OF A VACANCY IN THE OFFICE OF THE PRESIDENT, FOR ANY REASON, THE VICE-PRESIDENT SHALL ASSUME, THROUGH SUCCESSION, THE OFFICE OF PRESIDENT AND WILL SERVE IN THIS OFFICE FOR THE REMAINDER OF THE UNEXPIRED TERM. IN THE EVENT OF A VACANCY IN THE OFFICE OF VICE-PRESIDENT, SECRETARY OR TREASURER, THE EXECUTIVE COMMITTEE SHALL APPOINT A QUALIFIED PERSON TO FILL SUCH VACANCY FOR THE REMAINDER OF THE UNEXPIRED TERM.

SECTION 3 THE OFFICERS ELECTED AS PROVIDED FOR ABOVE SHALL SERVE AS SUCH OFFICERS FOR THE BOARD OF DIRECTORS.

SECTION 4 THE PRESIDENT, VICE-PRESIDENT, SECRETARY AND TREASURER WILL TAKE OFFICE THE FIRST DAY OF THE MONTH AFTER ELECTION AT THE ANNUAL MEETING AND WILL SERVE THROUGH THE LAST DAY OF THE MONTH OF THE ELECTION AT THE NEXT ANNUAL MEETING, OR UNTIL SUCH TIME AS A SUCCESSOR HAS BEEN DULY ELECTED AND/OR QUALIFIED IN ACCORDANCE WITH THE BY-LAWS OF THE ASSOCIATION.

SECTION 5 THE EXECUTIVE COMMITTEE SHALL CONSIST OF THE PRESIDENT, VICE-PRESIDENT, SECRETARY AND TREASURER.

ARTICLE V – OFFICERS

SECTION 1 THE PRESIDENT SHALL PRESIDE AT ALL MEETINGS, REGULAR AND SPECIAL, OF THE ASSOCIATION AND AT ALL MEETINGS OF THE BOARD OF DIRECTORS AND EXECUTIVE COMMITTEE AND SHALL PERFORM ALL SUCH DUTIES AS MAY BE NECESSARY TO AND PERTAINING TO THE OFFICE.

SECTION 2 THE VICE-PRESIDENT SHALL PERFORM THE DUTIES OF THE PRESIDENT DURING HIS/HER ABSENCE AND AT SUCH TIMES AS THE PRESIDENT, AT HIS/HER DISCRETION, DEEMS NECESSARY.

SECTION 3 THE SECRETARY SHALL CONDUCT THE OFFICIAL CORRESPONDENCE OF THE ASSOCIATION, HE/SHE SHALL KEEP AN ACCURATE RECORD OF REGULAR AND SPECIAL BUSINESS MEETINGS, HE/SHE SHALL KEEP AN ACCURATE RECORD OF ALL TRANSACTIONS OF THE ASSOCIATION. HE/SHE SHALL KEEP ACCURATE MINUTES OF THE MEETINGS OF THE BOARD OF DIRECTORS AND THE EXECUTIVE COMMITTEE. HE/SHE SHALL PRESIDE AT MEETINGS DURING THE ABSENCE OF THE PRESIDENT AND VICE-PRESIDENT. HE/SHE SHALL PERFORM SUCH ADDITIONAL DUTIES AS THE ASSOCIATION BOARD OF DIRECTORS OR THE EXECUTIVE COMMITTEE SHALL PRESCRIBE.

SECTION 4 THE TREASURER SHALL RECEIVE DUES FROM ALL OF THE STATE AFFILIATES AND MEMBERS IN NON-AFFILIATED STATES. HE/SHE SHALL COLLECT AND DISBURSE ALL MONIES SUBJECT TO THE APPROVAL OF THE EXECUTIVE COMMITTEE. ALL FUNDS SHALL BE DEPOSITED IN AN ACCREDITED FINANCIAL INSTITUTION IN THE CITY OF RESIDENCE OF THE TREASURER OR OTHER ACCREDITED DEPOSITORIES SUBJECT TO THE APPROVAL OF THE EXECUTIVE COMMITTEE. HE/SHE SHALL GIVE AN AUDITED FINANCIAL REPORT OF THE ASSOCIATION ANNUALLY. HE/SHE SHALL PERFORM SUCH ADDITIONAL DUTIES AS THE ASSOCIATION BOARD OF DIRECTORS OR THE EXECUTIVE COMMITTEE SHALL PRESCRIBE.

SECTION 5 ALL DISBURSEMENTS OF THE ASSOCIATION SHALL BE MADE BY CHECKS OR DEBIT CARD SIGNED BY THE TREASURER OR SECRETARY AND SHALL BE SUBJECT TO APPROVAL BY THE EXECUTIVE COMMITTEE. ALL EXPENSES OF THE NATIONAL ASSOCIATION OF RETIRED ASCS/FSA OFFICE EMPLOYEES SHALL BE PAID FROM THE FUNDS OF THE NATIONAL ASSOCIATION RETIRED ASCS/FSA OFFICE EMPLOYEES.

SECTION 6 THE PRESIDENT SHALL GIVE AN ANNUAL REPORT TO THE ASSOCIATION.

SECTION 7 THE SECRETARY AND TREASURER SHALL GIVE AN ANNUAL REPORT TO THE ASSOCIATION.

ARTICLE VI – COMMITTEES

SECTION 1 THE STANDING COMMITTEES OF THE ASSOCIATION SHALL BE DETERMINED BY THE EXECUTIVE COMMITTEE. THE COMMITTEES OF RASCOE SHALL PERFORM DUTIES AS PRESCRIBED BY THE BOARD OF DIRECTORS AND/OR THE EXECUTIVE COMMITTEE TO FULFILL THE OBJECTIVES AND PURPOSE OF THE ASSOCIATION. THE PRESIDENT MAY APPOINT SPECIAL COMMITTEES.

SECTION 2 THE COMMITTEE CHAIRPERSON AND COMMITTEE MEMBERS OF EACH COMMITTEE SHALL BE APPOINTED BY THE PRESIDENT

SECTION 3 THE PRESIDENT SHALL BE EX-OFFICIO MEMBER OF ALL COMMITTEES.

SECTION 4 THE AREA REPRESENTATIVES FOR EACH AREA SHALL BE APPOINTED BY THE PRESIDENT

ARTICLE VII – PROCEDURE

SECTION 1 ROBERTS' RULES OF ORDER SHALL GOVERN THE PROCEEDINGS OF ALL GENERAL, REGULAR AND SPECIAL MEETINGS OF THE ASSOCIATION AND ITS CONSTITUENT PARTS EXCEPT AS PROVIDED IN THESE BY-LAWS.

ARTICLE VIII – POWER OF DELEGATION

SECTION 1 DELEGATION OF AUTHORITY TO COMMITTEES OR INDIVIDUALS SHALL BE MADE BY THE PRESIDENT SUBJECT TO APPROVAL OF THE EXECUTIVE COMMITTEE TO REPRESENT THE ASSOCIATION AT ANY CONVENTION, MEETING, ASSEMBLY OR LEGISLATIVE HEARING AS MAY BE NECESSARY. THEY SHALL HAVE NO AUTHORITY BY VIRTUE OF THEIR APPOINTMENT TO OBLIGATE THE ASSOCIATION TO ANY EXPENSE OR TO CONCUR IN ANY ACTION CONTRARY TO THE EXPRESSED POLICIES OF THE ASSOCIATION. THE PRESIDENT OR SUCCEEDING OFFICER SHALL SERVE AS CHAIRPERSON OF ANY DELEGATION BUT IN THE EVENT OF HIS/HER ABSENCE, HE/SHE SHALL APPOINT A MEMBER TO SERVE IN HIS/HER PLACE.

ARTICLE IX – AMENDMENTS

SECTION 1 THESE BY-LAWS MAY BE AMENDED BY A TWO-THIRDS (2/3) VOTE OF THE BOARD OF DIRECTORS PRESENT AT ANY REGULAR MEETINGS OR SPECIAL MEETING PROVIDED THAT THE AMENDMENT PROPOSED SHALL HAVE BEEN ACTED ON ACCORDING TO THE METHODS SET OUT IN THE CONSTITUTION AND BY-LAWS FOR AMENDMENTS TO THE CONSTITUTION AND BY-LAWS.

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EXHIBIT 1

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STATES RECOGNIZED FOR AFFILIATION WITH RASCOE

| | | |
|-------------------|-----------|--------------------------|
| ALABAMA | ARIZONA | ARKANSAS |
| CALIFORNIA-HAWAII | COLORADO | CONNECTICUT-RHODE ISLAND |
| DELAWARE-MARYLAND | FLORIDA | GEORGIA |
| IDAHO | ILLINOIS | INDIANA |
| IOWA | KANSAS | KENTUCKY |
| LOUISIANA | MAINE | MASSACHUSETTE |
| MICHIGAN | MINNESOTA | MISSISSIPPI |

| | | |
|--------------------------|----------------------|------------------|
| MISSOURI | MONTANA | NEBRASKA |
| NEVADA | NEW HAMPSHIRE | NEW JERSEY |
| NEW MEXICO | NEW YORK | NORTH CAROLINA |
| NORTH DAKOTA | OHIO | OKLAHOMA |
| OREGON | PENNSYLVANIA | SOUTH CAROLINA |
| SOUTH DAKOTA | TENNESSEE | TEXAS |
| <i>UTAH</i> | <i>VERMONT</i> | <i>VIRGINIA</i> |
| <i>WASHINGTON-ALASKA</i> | <i>WEST VIRGINIA</i> | <i>WISCONSIN</i> |
| <i>WYOMING</i> | | |