

BY — LAWS  
OF

RECEIVED  
1-5-26

PASCO Aerie No.2241, Fraternal Order of Eagles, instituted by authority of the Grand Aerie of the Fraternal Order of Eagles.

This Aerie was instituted on the 21<sup>st</sup> day of September in the year of 1971.

This Aerie was Incorporated under the laws of the State of Washington on September 21, 1971.

MEETINGS

**Section 1.1** The meetings of this Aerie shall be held on the first 1<sup>st</sup> and 3<sup>rd</sup> Monday of every month at the hour of 6:30 PM except when a major holiday falls on a Monday. The place of the meeting shall be 2829 W. Sylvester, Pasco, Washington 99301.

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

NOMINATION AND ELECTIONS

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

**Section 2.1 (a)** This Aerie hereby adopts the latest version of the "Model Election Rules" to answer possible questions that may arise during nominations and election.  Yes.  No.

**Section 2.2** The office of Worthy Conductor shall be filled each year by: Election  OR appointment by the Worthy President .

**Section 2.3** ELECTION OF AERIE OFFICERS. (Adopt one provision only, check either "a" or "b").

**Section 2.3**  (a) The election of officers shall be by PRINTED BALLOT during the Aerie meeting.

**Section 2.3**  (b) The election of officers shall be conducted with the polls opening at 4:00 P.M. and closing at 7:00 P.M.

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

**Section 2.5** The term of office of the Secretary of this Aerie shall be for two (2) years.

**Section 2.6** The term of office of the Treasurer of this Aerie shall be for one (1) years.

**Section 2.7** There shall be five (5) elected Trustees, and they shall be elected as follows: ONE Trustee for a term of three (3) years and FOUR trustees for a term of two (2) years (staggered).

**Section 2.7 (a)** In addition to the five (5) elected Trustees, the Junior Past Worthy President, while serving as such,  shall  shall not serve as a member of the Board of Trustees of this Aerie.

**Section 2.7 (b)** In addition to the five (5) elected Trustees, the Secretary of this Aerie, while serving as such,  shall  shall not serve as a member of the Board of Trustees of this Aerie.

**Section 2.7 (c)** The Secretary of this Aerie  shall  shall not serve as the Secretary of the Board of Trustees of this Aerie and receive for such services, the compensation as provided for in these By-Laws in addition to the per capita compensation as provided for in these same By-Laws.

**Section 2.8** The office of Outside Guard has been abolished.  Yes.  No.

### AERIE MEMBERSHIP

**Section 3.1** The fee for membership by initiation shall be \$60.00.

**Section 3.1 (a)** The fee for re-enrollment shall be \$60.00.

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

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

**Section 3.4** Non-Beneficial Life Membership Cards  may  may not be granted to members of this Aerie. The fee for such Non-Beneficial Life Membership shall be \$500.00. (Must be at least \$250.00)

**Section 3.4 (a)** The Per-Capita Tax for the Life Member shall be paid by the Aerie  OR the Life Member .. (SELECT ONE)

**Section 3.5** Any qualified member  may  may not make application for a "Golden Age Eagle" Membership.

**Section 3.5 (a)** The Per-Capita Tax for the "Golden Age Eagle" member shall be paid by the Aerie  OR the Golden Age Eagle member . (SELECT ONE)

### FUNDS

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

- |                                   |                       |
|-----------------------------------|-----------------------|
| (a) The Benefit Fund              | (b) The General Fund  |
| (c) The Building/Maintenance Fund | (d) The Gambling Fund |
| (e) _____                         | (f) _____             |

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

**DUES**

**Section 5.0** All dues shall become due on **May 31<sup>st</sup>** of each year.

**Section 5.1** Dues of Beneficial Members shall be **\$60.00** per year (**must be enough to cover all Grand Aerie and Sate per capita taxes**), payable in advance.

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

(a) Benefit Fund **\$26.00** (**must include current Grand Aerie and State per capita taxes**).

(b) General Fund **\$38.00**

(c) \$34.00 *guy* (d) \_\_\_\_\_

**Section 5.3** Dues of Non-Beneficial Members shall be **\$60.00** per year, (**must be enough to cover all Grand Aerie and State per capita taxes**), payable in advance.

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

(a) Benefit Fund **\$22.00** (**must include current Grand Aerie and State per capita taxes**).

(b) General Fund **\$38.00**

(c) \_\_\_\_\_ (d) \_\_\_\_\_

**Section 5.5** Dues of Dual Members shall be **\$30.00** per year, payable in no event for a period longer than the period for which the member has paid his dues in advance in his original Local Aerie. (**This section must be completed**).

**Section 5.6** Dues of Dual Members shall be divided annually among the various funds as follows:

(a) Benefit Fund **\$0.00**

(b) General Fund **\$30.00**

(c) \_\_\_\_\_ (d) \_\_\_\_\_

**DUTIES OF OFFICERS**

**Section 6.1** Upon having received due notice of a member being in dire circumstances, the Worthy President may provide temporary financial aid to said member, not to exceed the sum of **\$-0-** to be paid from the **NONE** Fund. (Must be **General** or **Social** Fund)

**Section 6.2** If any officer absents himself from **three (3)** consecutive meetings of this Aerie, or duly called or stated officers' meetings or trustees' meetings, or any combination thereof, so long as they are consecutive, without being excused by a vote of the Aerie in regular session, the office of such officer so absenting himself shall be declared vacant by the presiding officer.

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

*guy*

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

**DISABILITY BENEFITS**

**Section 7.1A** Every member having been initiated into this Aerie, prior to his having passed his 50th birthday and paying the amount of dues as set forth in Section 5.1 of these By-Laws and is otherwise qualified to receive sick and/or disability benefits, subject to all the provisions, limitations and prohibitions contained in Sections 115.1 to 115.6 of the Statutes, F.O.E., or Laws amendatory thereof, which Sections above referred to are made a part hereof, shall receive as follows:

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

**FUNERAL BENEFITS**

**Section 8.1A** On the death of a member having been initiated into this Aerie prior to having passed his 50th birthday and paying the amount of dues as set forth in Section 5.1 of these By-Laws, and entitled to funeral benefits, and subject to all the provisions, limitations and prohibitions contained in Section 115.3 to 115.6 of the Statutes, F .O.E., or Laws amendatory thereof, which Sections above referred to are made a part hereof, the sum of \$-0- (zero) shall be paid

**Section 8.2A** On the death of a member having been initiated into this Aerie after having passed his 50th and before reaching his 55th birthday, and has paid the amount of dues as set forth in Section 5.1 of these By-laws, subject to all the provisions, limitations and prohibitions contained in Sections 115.3 to 115.6 of the Statutes, F .O.E., or laws amendatory thereof, which Sections above referred to are made a part thereof, the sum of \$-0- (zero) shall be paid.

**PROVISIONS "B" BENEFIT PAYMENTS**  
**IF PROVISIONS "B" ARE ADOPTED. DO NOT ADOPT PROVISIONS " A "**

**DISABILITY BENEFITS**

**Section 7.1B** This Aerie does not pay benefits for any sickness or disability.

**FUNERAL BENEFITS**

**Section 8.1B** On the death of a member having been initiated into this Aerie prior to having passed his 55th birthday and paying the amount of dues as set forth in Section 5.1 of these By-Laws, and entitled to funeral benefits, and subject to all the provisions, limitations and prohibitions contained in Section 115.3 to 115.6 of the Statutes, F.O.E., or Laws amendatory thereof, which Sections above referred to are made a part hereof, a funeral benefit, in accordance with the following schedule, subject to the number of years of LAST GOOD STANDING MEMBERSHIP will be paid:

If death occurs in the first year .....	\$150.00
Second year.....	\$175.00
Third year .....	\$200.00
Fourth year .....	\$225.00
Fifth year .....	\$250.00
Thereafter .....	\$250.00

*gray*

## DECEASED MEMBER TRIBUTE

**Section 8.2** On the death of a member, the Aerie shall provide a suitable floral or other form of tribute, cost not to exceed the sum of \$200.00 to be paid from the General Fund. (Must be **General** or **Social**)

## SALARIES

**Section 9.1** For the faithful performance of his respective duties, the Worthy President shall receive the sum of \$-0- (zero) per annum, payable annually. (annually, semi-annual, quarterly, monthly)

**Section 9.2** For the faithful performance of his respective duties, the Worthy Vice-President shall receive the sum of \$-0- (zero) per annum, payable annually. (annually, semi-annual, quarterly, monthly)

**Section 9.3** For the faithful performance of his secretarial duties, the Secretary shall receive a **per capita compensation**, payable monthly, (annually, semi-annual, quarterly, monthly) and based upon the number of members who are in good standing and who are not more than **one month** in arrears as follows, \$1.50 (cents, dollars) per month, per member.

**Section 9.4** For the faithful performance of his duties, the Treasurer shall receive \$-0- (zero) per annum, payable annually. (annually, semi-annual, quarterly, monthly)

**Section 9.5** For the faithful performance of his and their duties, each Trustee shall receive \$-0- (zero) per annum, payable annually. (annually, semi-annual, quarterly, monthly)

**Section 9.6** For the faithful performance of his duties as Secretary of the Board of Trustees, The Secretary of the Aerie shall receive the sum of -0- (zero) per annum. (annum, semi-annual, quarter, month, week, meeting) in addition to his per capita compensation.

**Section 9.7** For the faithful performance of his duties the Aerie Auditor shall receive not in excess of \$-0- (zero) per annum, payable annually. (annually, semi-annual, quarterly, monthly)

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

**Section 9.9** The salary of all Aerie Employees shall be fixed by the Board of Trustees and not to exceed the maximum amounts shown below. **(Must meet all Minimum Wage Laws)** **List all employee positions along with their maximum salaries and hours worked.**

**Section 9.9A** Aerie 2241 does not currently employ individuals to provide services necessary to maintain their facility or provide social activities for membership to enjoy. Trustees coordinate the tasks necessary for daily events and activities and propose to members scheduled functions available for volunteering. Volunteers are made aware of tasks available who, in turn, share their availability with Trustees along with other members who may be volunteering as a 'lead' to help coordinate the activities.

Trustees and members appreciate their fellow members who are willing to volunteer their time to facilitate activities enjoyed by members and agree that such volunteers warrant a gesture of goodwill. It is agreed that at a minimum these individuals shall receive a reasonable amount to offset costs incurred when traveling to and from an event and/or the conveyance of appreciation.

Trustees will periodically review amounts provided to ensure both members and volunteers equally share in goodwill. On occasion Trustees may (within reason) deviate from established amounts when

circumstances warrant. In such an event, Trustee will document reasoning for deviations which will become part of the records on file.

**Section 9.9B** In accordance with Section 89.8 Grand Aerie FOE Statutes or Laws amendatory thereof, Aerie 2241 Board of Trustees reserves the right to fill the position of 'Club Manager' with compensation that meets, or exceeds, Washington state minimum wage laws but not to exceed \$2,500 per month.

**Section 9.9C** The Aerie 2241 Secretary reserves the right to procure an assistant who may share in the per capita referenced in Section 9.3.

~~**Section 9.9D** Upon having completed the faithful performance of his duties for a full year term, the current year membership dues of Aerie 2241 officers (excluding Secretary) shall be paid by said Aerie.~~ *oguz*

**Section 9.9E** In the event that the Aerie employs an individual to provide services on their behalf, such individual will be compensated no less than the current Washington State minimum wage at such time.

**Section 9.10** Whenever the Aerie, by properly adopted resolution, sends its accredited representatives to the Grand Aerie Convention, the State or Provincial Aerie Convention, Zone Conference, District Meetings, Officers' or Committee Meetings, Conference or School, they may be allowed as their expenses not to exceed **\$55.00** per day while going to, returning from and while in attendance at the sessions, their registration fee, transportation to and from the sessions by the most direct route equaling actual rail fare plus pullman, Bus or Airplane fare. If traveling by automobile **current mileage per diem** per mile, round trip.

### OFFICERS' BONDS

**Section 10.1** The Worthy President, Worthy Vice-President, Secretary, Treasurer, each Trustee and other employees or volunteers of the Aerie who handle monies of the Aerie shall each give a surety bond conditioned on the faithful performance of their duties. The Bond to be purchased by the Aerie in the amount based on the ANNUAL GROSS RECEIPTS of the Aerie as selected from the following schedule:

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

Classification Number

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

**Section 10.2** No officer, employee, or volunteer shall be permitted to assume or discharge the duties of his office or employment or volunteer until bonded and a copy of the bond or policy is forwarded to the office of the Grand Worthy President and shall be enforced under Section 82.1(b) of the Statutes. *oguz*

## MILITARY SERVICE RECEIPT

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

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

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

## INTERNAL UNITS

**Section 12.1** In accordance with Section 116.1 of the Statutes, this Aerie hereby authorizes the organization of the following Internal Unit(s), which shall be subject to the control of the Local Aerie, Constitution, and Statutes, and to the Rules and Regulations of the Grand Aerie. (A copy of all Internal Units' By-Laws **that have been approved by the Local Aerie** shall be submitted to the Grand Secretary for record keeping purposes only).

Authorized Internal Units (such as Past Presidents' Club, R.E.A.C., Eagle Riders, etc.) are as follows:

### R.E.A.C.

**Section 12.2** Rules governing these authorized Internal Units shall be: See attached R.E.A.C. By-Laws.

## MISCELLANEOUS

**Section 13.1** In appreciation of services rendered by the retiring Worthy President, the Aerie may, by resolution adopted by the Aerie, present some suitable gratuity to the retiring Worthy President, at a cost not to exceed the sum of \$100.00 to be paid from the General Fund. (**General** or **Social**)

**Section 13.2** Where the Constitution and Statutes of the Fraternal Order of Eagles, the Rituals, and the By-Laws do not cover or control, then Roberts' Rules of Order, (revised) shall govern the actions and deliberations of this Aerie.

**Section 13.3** A Trustee may purchase up to \$300.00 for discretionary expenses. Purchases of \$301.00 to \$1,000.00 must have approval of three (3) Trustees and up to \$6,000.00 for emergencies after consulting Secretary and Treasurer for availability of funds. All purchase receipts must be turned into Aerie Secretary within ten (10) days of transaction.

**Section 13.4** Funds earned from fundraising are to be distributed by the fundraising chairman through the Aerie Secretary.

**Section 13.5** Bookings of events for the Aerie 2241 facility by Trustees must be evenly diverse.

**Section 13.6** New members and reenrollees joining in June shall pay the full annual dues. For those joining or reenrolling in subsequent months, dues shall be prorated monthly at 1/12<sup>th</sup> per month, not to fall below 50% of the full annual amount. Transferring members in good standing shall pay 50% of the full annual dues.

**BY-LAWS COMMITTEE:**

Paula Bell Paula Bell

Alex Stephan Alex Stephan

Judy Massengale Judy Massengale

Jerry Thompson Jerry Thompson

Proposed at regular meeting held this 20<sup>th</sup> day of October 2025

Second reading at regular meeting held this 3<sup>rd</sup> day of November 2025

Adopted at regular meeting held this 17<sup>th</sup> day of November 2025

Attest: Carman M. Cye  
SECRETARY

Randy Hall  
WORTHY PRESIDENT

SEAL OF AERIE

.....  
(DO NOT WRITE ON THE LINES BELOW, GRAND SECRETARY USE ONLY!)

Approved this 3<sup>rd</sup> day of February 2026.

May R. Wilbur  
GRAND SECRETARY, FRATERNAL ORDER OF EAGLES