

BY-LAWS
OF THE
FATERNAL ORDER OF POLICE



NE Protective Services F.O.P. Lodge #88

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PREAMBLE

We, the employee of the State of Nebraska, do hereby associate the Order we represent and the members thereof together for the purpose:

- To support and defend the Nebraska Constitution and the Constitution of the United States of America.
- To include loyalty and allegiance to the United States of America.
- To promote and foster the enforcement of Law and Order.
- To improve the individual proficiency of our members in the performance of their duties; To encourage social, charitable, and educational activities among Law Enforcement Officers.
- To advocate and strive for uniform application of the civil service merit system for appointment and promotion.
- To create a tradition of Esprit De Corps insuring fidelity to duty under all conditions and circumstances.
- To cultivate a spirit of fraternalism and mutual helpfulness among our members and the people we serve.
- To increase the efficiency of the Law Enforcement Profession and thus more firmly establish the confidence of the public in the service dedicated to the protection of life and property.

Wherever, in these constitution and bylaws, “Man” or “Men” or related pronouns appear, either as words or as parts of works (other than obvious reference to names of male individuals), they have been used for literary purposes and are meant for their generic sense (i.e., To include all humankind – both female and male sexes).

GOALS

The goals of this Association shall be, in general, to work for the establishment and maintenance of fair wages, hours, working conditions, and civil service classifications. Also, to foster and promote a better understanding between the members of the Protective Services unit and the public. The methods of achieving the goals of this lodge shall be by supporting, petitioning, creating, and fostering sentiment favorable to proposed reforms, by promoting legislation, or by other lawful means.

ARTICLE I

Organization

Section 1: This organization shall be known as the NE Protective Services FOP #88 and shall

consist of members as are admitted to membership, and to conform to the Order rules and regulations.

Section 2: A not for profit incorporated labor organization of the State of Nebraska.

Section 3: The right to authorize control and restrict the use of the name and insignia of the Order shall lie exclusively with the Executive Board of the Order.

ARTICLE II

Section 1: The NE Protective Services Lodge of Fraternal Order of Police is an organization of employees of the State of Nebraska in the Protective Services Bargaining Unit.

Section 2: The Fraternal Order of Police is strictly non-sectarian and shall have no affiliation, directly or indirectly, with any labor union, congress, federation or committee of like nature, or similar organization by whatever name known. The Fraternal Order of Police shall not strike, or by concerned action, cause a cessation of the performance of police duties, or include other members of Lodges to do likewise. The penalty for such action by any member shall be immediate exclusion from the Fraternal Order of Police.

Section 3: This constitution shall be the fundamental law of the Order and together, with by-laws enacted therewith and the Rituals adopted at the National Conferences, shall govern the conduct of the Lodge.

ARTICLE III

Membership

Section 1: Any employee of the State of Nebraska Protective Services Bargaining Unit shall be eligible for membership in the Fraternal Order of Police Lodge #88, subject to the provisions of this constitution and the by-laws of the Order. No person shall be denied membership on account of race, creed, sex, or religion. The Fraternal Order of Police shall deny membership to anyone who is or has been a member of the communist party or any party regardless of what name known which advocates the destruction of our government, either by force or submissive means. Any retiree may still be in membership. They must pay state and national dues and do not have any voting rights.

Section 2: Application for membership is made by completing the prescribed application form (See appendix 1). The application will then be turned into the State and National for approval. Membership in the F.O.P is not transferrable or assignable. The application may only be denied

for cause. To have an application denied it must be recommended by the President and then voted on by the Executive Board. Cause of denial must be explained to the applicant in writing within 10 days of the decision.

Subsection (A): Those applicants that are rejected may appeal in writing to the Nebraska State Board of Directors for review.

Section 3: No person shall simultaneously be a member of more than one subordinate lodge.

Section 4: The term “Member” shall mean an employee in the Protective Services Bargaining Unit that has been accepted to be a member of the FOP and is in good standing.

Section 5: The President and Vice President shall be considered members of this Organization to include if they were elected and are no longer State of Nebraska Employees.

Section 6: Member Removal

The regular membership may suspend or remove a member for cause. This is decided by a two-thirds vote of all regular members of the FOP by closed ballot after a hearing. The member being removed will be given a minimum of forty-five days’ notice. The hearing will be conducted at a regular business meeting. The President will make certain that the member in question is aware of the agenda. The member in question shall be represented at that meeting if so desired. The closed ballots will be distributed by Executive Board and balloting will continue for 72 hours after the meeting.

Members may be removed for the following reasons:

- a. Violating any provision of this Constitution and By-Laws, or the Constitution and By-Laws of the Grand or State Lodge.
- b. Failing to pay dues, fines, assessments, fees, and other financial obligations in a timely manner, Obtaining membership through fraudulent means or misrepresentation.
- c. Causing or attempting to cause withdrawal or secession of this or any Subordinate Lodge from the State or Grand Lodge.
- d. Working contrary to the interests of or accepting membership in any labor organization whose interests are contrary to those of the Fraternal Order of Police.
- e. Unreasonably, unlawfully, or improperly disturbing the peace or harmony of any meeting of the Grand or State Lodge or of this or any other Subordinate Lodge, or any of their offices.
- f. Embezzling, misappropriating, fraudulently receiving, wrongfully handling, or failing to account for the funds of this Lodge.

- g. Using the name and/or logo of this Lodge or the Fraternal Order of Police for soliciting funds or advertising or similar activities except as provided elsewhere in this Constitution and By-Laws.
- h. Furnishing a complete or partial list of the members of this Lodge; the State Lodge or the Grand Lodge to any person other than those whose governmental position or Grand, State or Subordinate Lodge office entitles them to have a list, without specific written approval from the President of the organization whose membership is being disclosed.
- i. Deliberately interfering with any officer or representative of the Grand, State or any Subordinate Lodge in the discharge of his or her duties.
- j. Violating the membership obligation or performing any acts of insubordination against the authority of the Grand, State or any Subordinate Lodge; or causing or attempting to cause withdrawal from, decertification of or undermining the exclusive status of this organization.
- k. In the case of any officer or representative of this Lodge, failing to faithfully perform the duties of his or her office or position or accepting dual compensation or expenses for the performance of duties related to his or her office or position.

Subsection (A) Member Appeal

Any member being removed will have the option to appeal to the Executive Board in writing within ten days of the effective date of the removal. The Executive Board will review the matter and report to the membership at the next general business meeting. At that time, the President will cause a vote of the regular membership present to determine if the removal will stand. A vote will be determined by two-thirds of the entire membership. If the member is not reinstated, they may appeal to the Nebraska State Lodge.

Section 7: Member Resignations

Any member may resign by filing a written resignation with the Secretary. Such resignation shall not relieve the member of the obligation to pay any dues, assessments, or other debts unpaid. Resignations will be approved during the next regular meeting.

Section 8: Member Reinstatement

In the event a member voluntarily rescinds their membership with FOP Lodge #88 and later requests reinstatement into the Association, the member must complete the new member process as stated in sections 1, 2, 4 and 5 of this Article. Further, the member requesting reinstatement must pay all dues up to a year he/she was not a member of FOP Lodge #88.

Section 9: Dues

Dues shall be 1.25 percent of base pay per pay period or Step 1 of the State of Nebraska Corrections

Corporal Pay Line, per pay period, whichever is less. Dues will not be withdrawn on the two “free” pay periods per year.

The dues shall apply to regular members. Changes will be made by simple majority vote of membership. At least thirty days’ notice to any changes in dues will be made. Article IV Section seven will be used for the instructions of providing notice.

ARTICLE IV

MEETINGS

Section 1: Regular Meeting

Executive Board meetings will be held monthly. All dues paying members will be welcome to these meetings to discuss the issues in front of the Board. The date, time, and location will be posted at a minimum of **five (5)** days before the meeting.

~~Regular General Membership Meetings of the FOP will be held bi-annually. Institutional Trustees will be required to attend these meetings. However, the President can call for additional meetings or suspend a bi-annual meeting with cause. Cause will be given to the membership within 10 days, Article IV Section 7 will be followed in delivering the notice of cause. The day, time, and location will be determined by the President or designee.~~

Section 2: Special Meeting

Special meetings of the membership can be held at the call of the President or by petition of at least 5% of the regular membership. The petition must be filed with the President and shall include the date and location for such meeting and the items to be considered. The Secretary will post notice of the meeting prominently giving at least five (5) day notice of the special meeting.

Section 3: Informal Meeting

Informal meetings are to be expected by the Executive Board members. Due to privacy and confidential information these may be closed meetings. Informal meetings may be called by the President. If a vote must be taken due to time constrictions it shall be reviewed by the Executive Board/Institutional Trustees at the next business meeting and may be reversed if they so choose.

Section 4: Voting Privileges

All regular members in good standing with the FOP may vote.

Section 5: Proxies

No proxies are allowed for any reason.

Section: 6 To have an issue brought before the board to be voted on it must be submitted in writing to the Secretary at least five (5) business days before the meeting on which it will be voted. This rule applies to all members and Executive Board members.

Section: 7 The items to be voted on by the Executive Board/Institutional Trustees will be made available to all members no later than 5 business days before the board meeting unless it is an emergency issue. It will be made available on the NE Protective Services FOP Website/Facebook page and will be shown on the workplace union boards in the institutions. It will be the duty of the Secretary to ensure that the Institutional Trustee is posting this notice in their respective institution. It will also be the duty of the Secretary to ensure these things are being posted to the Facebook page/Website.

Section 8: Filibusters are not allowed. If during a meeting the President feels like a filibuster is happening, he/she will ask for a vote by the Executive Board/Institutional Trustees to end the filibuster. If the member/elected official continues to disregard the Executive Board's/Institutional Trustees demand to end the filibuster, then that person may be asked to leave the meeting. If that elected official/member is asked to leave the meeting, then that official may have official disciplinary actions put against them.

ARTICLE V

Executive Board/Officers

Section 1: The Officers of the NE Protective Services FOP 88 shall consist of the following:

President
Vice President
Secretary
Treasurer

Section 2: Eligibility for Office

The Officer must continue in good standing as a member to keep the office or committee.

Section 3: Term of Office

The President, Vice President, Treasurer and Secretary are elected for 4-year terms. The first term for the President and Treasurer shall end in June 30th of 2025. The Vice Presidents' and Secretaries'

term shall end June 30th of 2024. All elected officials shall be voted on in April of the year their term was to expire. The persons elected shall take office on July 1st of that year. The Board of Institutional Trustees shall be voted for every 2 years. The first election for Institutional Trustees shall be February of 2021. The Executive Board shall also be up for election February of 2021. After that all elections shall be held in April of the year of the election.

Section 4: Volunteers for each office are made thirty days before the election. Elections start 10 business days before the April meeting which is held on the second Monday of the month unless it falls on a holiday which will move the meeting to the third Monday of the month. The election ballots will be distributed to all members. The election will not be held at a single meeting. Volunteers for candidacy will be required to submit their request electronically to the Election Committee or designee. If there are more than two (2) volunteers to any office, then a primary election will be held for those offices. Officers are elected on a majority vote of those regular members casting ballots. You may only be a candidate for one position. Electronic/mail ballots may be used if approved by the Election Committee or designee. If the position is vacant, the Executive Board will pick an interim member to fill the position until an election is held. The ballot for all Executive Board members and Institutional Board Trustee elections will be counted by the committee or designee.

Section 5: Elected officers will take the Oath of Office at the election Membership Meeting. The Oath of Office may be administered by any local, national, or state officer of the Fraternal Order of Police.

Section 6: Officers of the FOP may resign their office by presenting a letter of resignation to the remaining Board members. The remaining Board members will review the letter to the membership at the next scheduled membership meeting. The resignation will be accepted during that meeting.

Section 7: Vacancies in office or committees, except in the office of President, are filled by an interim member in that position. The interim member will be appointed by the President and voted on by the Executive Board/Institutional Trustees. An election will be held within ninety days to fill the position for the remainder of the term for all Executive Board positions. For Institutional Trustees, they will be appointed and voted on by the Executive Board and the Institutional Trustees for the remainder of their respective term. In the case of a vacancy in the office of President, the Vice-President shall assume that office, title, and benefits until an election can take place. Nominations will be taken within sixty to thirty days before the election.

Section 8: A recall election will be held if 150 members petition for an Officer / Board / Institutional Trustee to be removed. These petitions must be submitted, reviewed, and approved by the State of Nebraska FOP for a vote of recall. In the event of a recall, the election will be posted and held in 60 days but not more than 90 days of the petition being submitted. Section 7 will be used if the officer is removed by vote. If voted out of position the member may appeal the

action to the State of Nebraska FOP Lodge as per State of Nebraska FOP Bylaws govern.

Section 9: To discipline an Executive Board/Institutional Trustee member an Executive Board or Institutional Trustee member must begin an inquiry to possible misconduct.

Section 10: When the Executive Board member orders an inquiry all the Executive Board members except the member with accusations against them shall attend a closed-door meeting to discuss the allegations. The Executive Board member shall during this meeting either assign an investigator or investigate the allegations. All information disclosed shall remain confidential to respect the accused until formal charges are pressed.

Section 11: After the initial inquiry, the investigator will then investigate the accusations. The investigator will be required to create a disciplinary packet which shall include all written statements. It will also possess all other types of evidence. Further, it will include a narrative of if the accusation appears to be substantiated or not. The investigator will call for another inquiry. This inquiry will require that Executive Board members except the accused to attend. If the “packet” does not provide sufficient evidence, then the investigator will make the recommendation not to proceed with the formal charges of discipline. All votes will be recorded by the Secretary for evidentiary purposes.

Section 12: If, after the second inquiry meeting, the Executive Board members present decide that discipline is warranted the President shall call for a disciplinary meeting within 14 days after the inquiry unless the President is the one accused. If the President is the one accused any Executive Board member may call the meeting. The accused will be required to attend this meeting.

Section 13: The disciplinary meeting will be the Executive Board notifying the accused of their charges. If at the disciplinary meeting the charges are serious enough to warrant probable suspension or more severe punishment, then the Executive Board may suspend the accused pending their disciplinary hearing by casting a unanimous vote. Suspension will include lost of voting rights as an Executive Board member. The disciplinary hearing will be held no later than forty (40) days from the disciplinary meeting.

Section 14: The disciplinary hearing will have all Institutional Trustees summoned to attend. The Institutional Trustees shall act as the jury for this hearing. The President shall present the Union’s case as to why the accused is guilty unless he is the accused. If the president is the one accused, then the Executive Board shall decide who will present their case. The accused will be entitled to personal representation at this hearing. Each party will present their case within a 45-minute window. The Institutional Trustees will vote by secret ballot. They will put their votes in a small container. An assigned Institutional Trustee will then read the guilty and not guilty votes. The assigned Institutional Trustee will then display the ballots for both parties to see as well. If two-thirds of the Institutional Trustees present vote guilty, then the Board Member will be found guilty. The Executive Board will then decide the sentence. If voted out of position, the member

may appeal the action to the State of Nebraska FOP Lodge as per State of Nebraska FOP Bylaws govern.

ARTICLE VI

Committees:

Bargaining Committee
Legislative Committee
Membership Committee

Section 1: All committee's candidates will be appointed by the President and must be approved by simple majority of the Executive Board/Institutional Trustees.

Section 2: To create a committee, it must be appointed by the President, seconded by someone on the Executive Board or by an Institutional Trustee, and voted on by the Executive Board/Institutional Trustees. Committees may be dissolved by the approval of the Executive Board/Institutional Trustees.

Section 3: Exclusive to the Bargaining Committee: The Bargaining Committee will be a committee of six members. Four members will be from Corrections. Two of the members will be from DHHS members in the Protective Services Bargaining Unit. No two (2) committee members can be from the same institution.

ARTICLE VII

Board of Institutional Trustees:

Nebraska State Penitentiary	2 Trustees
Central Office	1 Trustee
Work Ethic Camp	1 Trustee
Residential Treatment Center (Formerly LCC & DEC)	2 Trustee
Omaha Correctional Center	1 Trustee
Nebraska Correctional Youth Facility	1 Trustee
Tecumseh State Correctional Institution	2 Trustees

Community Corrections Center – Lincoln	1 Trustee
Community Corrections Center - Omaha	1 Trustee
Lincoln Regional Center	2 Trustee
Norfolk Regional Center	1 Trustee
Youth Rehabilitation and Treatment Center- Hasting	1 Trustee
Youth Rehabilitation and Treatment Center- Kearney	1 Trustee
Youth Rehabilitation and Treatment Center- Lincoln	1 Trustee
Capitol Security	1 Trustee
Military Security	1 Trustee
Nebraska Correctional Center for Women	1 Trustee
Special Detail Crew: TSCI	1 Trustee
Special Detail Crew: NSP	1 Trustee

Section 1: All facilities will receive one Institutional Trustee per 150 allotted employees. A minimum of one (1) will be elected per institution.

Section 2: All Stewards will be appointed by the Institutional Trustee. The Institutional Trustee will appoint one Steward per fifty (50) employees. The Institutional Trustee will make it so the Stewards are spread evenly through each of the scheduled work shifts.

Section 3: The job duty of an Institutional Trustee is to attend Executive Board meetings. They shall also schedule labor management meetings frequently in their respective facility. They shall also be required to meet with an Executive Board member frequently. They shall also contact the Vice President or President when there is an issue arising in their facility. They shall also notify the President when a member needs personal representation.

ARTICLE VIII

Representatives/ Executive Board Compensation

Section 1: All board Trustees/Executive Board members will be paid federal mileage for attending meetings and all other official union business which requires travel. All Institutional Board Trustees/Executive Board members residing in the town of the meeting will not be paid mileage. Executive Board members and Institutional Trustees can be reimbursed for lost work hours. Lost work hours will be calculated as only actual meeting times not by whole shifts unless management wouldn't allow for a partial shift. Trustees/Board members will have the choice of either being reimbursed for mileage or for lost work hours, if they live out of town. If the Trustee/Board member lives more than 200 miles from the meeting, then a hotel room can be provided. The Treasurer will oversee mailing checks to the respective member's owed mileage. The Treasurer will use the institution that the Institutional Trustees/Executive Board member works at as the starting point for the mileage calculation. The Secretary will also bring up to the Executive Board/ Institutional Trustees any travel expenses they deem to be questionable. The Executive Board / Institutional Trustees may vote not to pay the expense if they deem the expense was not warranted.

Section 2: The President position shall be as follows in the subsections below.

Subsection A: The President may be a full-time salaried position.

Subsection B: The President shall not receive a Total Compensation package higher than a Nebraska Corrections Sergeant.

Subsection C: The President's take home salary shall not be higher than that of a Sergeant.

Subsection D: If the President is not fulltime then they shall retain their 750 dollar per month stipend.

Subsection E: The Executive Board shall oversee negotiating the terms of the Total Compensation for the President. The President will not get a vote in these matters. The President will submit the agreed upon proposal to the Executive Board and Board of Institutional Trustees to be voted on. A simple majority vote is required for the board to pass the compensation package. If within 14 days of the election the Executive Board and Board of Institutional Trustees and the President cannot agree on the terms than the President shall submit a proposal to the Membership to vote on.

Subsection F: The insurance plan shall be comparable in cost to the State of Nebraska's health plan for a single individual. It shall not include a "Family" or "other dependent" plan.

Subsection G: The retirement plan shall be the same as what is offered to state employees. It shall NOT include a pension.

Subsection H: The President shall maintain membership status within FOP 88.

Section 3: The Vice President shall follow the subsections below

Subsection A: The Vice President may be a full-time salaried position.

Subsection B: The Vice President shall not receive a Total Compensation package higher than a Nebraska Corrections Sergeant.

Subsection C: The Vice Presidents take home salary shall not be higher than that of a State of Nebraska Corrections Sergeant.

Subsection D: If the Vice President is not fulltime then they shall retain their 400 dollar per month stipend.

Subsection E: The Executive Board shall oversee negotiating the terms of the Total Compensation for the Vice President. The Vice President will not get a vote in these matters. The Vice President will submit the agreed upon proposal to the Executive Board and Board of Institutional Trustees to be voted on. A simple majority vote is required for the board to pass the compensation package. If within 14 days of the election the Executive Board and Board of Institutional Trustees and the Vice President cannot agree on the terms than the President shall submit a proposal to the Membership to vote on.

Subsection F: The insurance plan shall be comparable in cost to the State of Nebraska's health plan for a single individual. It shall not include a "Family" or "other dependent" plan.

Subsection G: The retirement plan shall be the same as what is offered to state employees. It shall NOT be a pension.

Subsection H: The Vice President shall maintain membership status within FOP 88.

Section 4: The Secretary shall be paid 500 dollars per month for his/her salary.

Section 5: The Treasurer shall be paid 400 dollars per month for his/her salary.

ARTICLE IX

Administrative Discipline/ Work Related Lawsuits

Section 1: All Dues paying members are entitled to the FOP Legal Defense Plan.

ARTICLE X

Grievances

Section 1: Step 1 Grievances can be filed without the Union's approval.

Section 2: For Step 2 grievances, the grievant must have the Union's approval to have legal representation. The Executive Board will convene and vote on whether to allow the grievance to continue. The decision will be made within five business days. If the union decides not to allow the grievance, the grievant will be informed in writing within five (5) business days.

OATH OF OFFICE

"Raise your right hand"

I, _____, solemnly promise that I will fulfill the duties assigned to me to the best of my ability, to support the Constitution of these United States, the Constitution, and the laws of the State of Nebraska and the By-Laws of this organization; I will bear mental reservations or for the purpose of evasion; and that I will faithfully and impartially perform the duties of the office of _____ according to the By-Laws of this organization. So help me God.

Subsection (B)

Newly elected officers will also sign the By-Laws on the last pages affirming their willingness to direct the FOP responsibly.

Subsection (C)

The oath of office will be that read from the Grand Lodge Ritual Book.

ARTICLE XI

Job Duties

Section 1: Duties of a President

The President shall always act in a manner which will enhance the Association and benefit its

membership. He shall be a member ex-officio of all committees; he shall sign all correspondence authorized by the Secretary. He shall direct and be responsible for the day-to-day implementation of the Association's legislative effort. He will be prepared to appear on the Association's behalf before the State Legislature, the City Council, the Civil Service Commission, or any other body which may influence the welfare and goals of this Association. Will also represent the association in the media. He shall oversee all Grievance Mini-Hearings or designate a person for the hearings. He will also oversee receiving all financial correspondence for the Lodge. He will then distribute this to the Treasurer. They shall also have access to administrative roles for the Unions' website. If a full-time position, they shall also be required to attend Labor management meetings with department heads at least once quarterly and other meetings as requested by the Trustees. They may also be required to attend any new hire orientation as needed by the union if the Vice President is unable. Shall also be required to attend or appoint someone to the Bi-annual State of Nebraska FOP meetings.

Section 2: Duties of a Vice President

The Vice President shall act in all matters pertaining to the FOP in the absence of the President. The Vice President shall oversee all committees. The Vice President shall maintain reports of the committees. If a full-time position, they shall also be required to attend Labor management meetings and other meetings as requested by the Trustees. They may also be required to attend any new hire orientation as needed by the union. They shall also oversee all social media for the union. Will oversee fundraising events. Shall meet with each Institutional Trustee a minimum of once bi-monthly in addition of the Labor Management meetings. Shall oversee the training of Institutional Trustees.

Section 3: Duties of a Secretary

The Secretary shall prepare and maintain the minutes of each Executive Board meeting and all special meetings. The Secretary shall prepare correspondence at the direction of the President, the membership, or the By-Laws and shall maintain a file of all correspondence sent or received by the FOP. The Secretary shall post on the FOP bulletin board the minutes of each regular or special meeting not later than ten (10) days following such meeting. Shall also post within at least 60 days of an election where the election will be held. The Secretary shall post notice of all meetings of the FOP showing the date, location, time, and agenda. The Secretary oversees entering all Per Capita entrees for membership. They shall also have access to administrative roles for the Unions' website and will oversee adding and dropping members from the website.

Section 4: Duties of the Treasurer

The Duties of the Treasurer shall be to handle all payroll, taxes, and other financial transactions for the union. The treasurer shall ensure that all bills stay current. Current shall mean payment upon the bill within 21 days of receipt. The Secretary shall oversee this in the Treasurer's absence.

Subsection (A)

The funds or property of this FOP cannot be divided gratuitously among the members. It shall remain intact for the use of the FOP for its legitimate purposes while ten (10) or more persons remain as regular members. If the FOP membership falls to less than ten (10) persons, the funds and property of the FOP following payment of outstanding bills shall be donated to a Title 501(c)(3) charity.

Section 8: Executive Board

The Executive Board shall maintain administrative control of the FOP by maintaining control over the financial interests of the FOP. This is done by recommendations on collecting, investing, and spending of funds belonging to and generated by the FOP. The Board shall cause an annual inventory of FOP property.

Subsection (A)

The Board shall see that all necessary research on all items presented to them for the monthly meetings is done. After proper research the Board Members and Institutional Trustees present will vote on the issue.

Article XII

State and National Conference Delegates

Section 1: State and Federal Conference Delegates will be elected at a general membership meeting. The members will ask to be nominated at this meeting. The individuals will be elected by a voice vote. If approved by the Executive Board/Institutional Trustees, monies may be paid for these conferences.

ARTICLE XIII

ASSOCIATION EXPENSES

Section 1: The Executive Board will authorize all expenses that pertain to the normal operation of the FOP unless otherwise specified. Single expenses more than five hundred 500 dollars that are not regular will require a majority vote of the Executive Board/Institutional Trustees

ARTICLE XIV

BY-LAW AMENDMENT

Each proposed bylaw amendment must be voted on by the Executive Board/Institutional Trustees first and, if passed, will be circulated to the membership for at least **thirty (30)** days before the amendment will be voted on by membership. **Simple majority** of the members voting must approve the bylaws for them to be ratified. Article IV Section 7 will be used in circulating the notification.

ARTICLE XV

Contract Ratification

Section 1: All contracts will be voted on by the Bargaining Committee first and then must be ratified by simple majority of the membership.

Section 2: The members will be given at least five days for notice to vote on the contract. This short notice will only be allowed if time does not allot because of state statute bargaining requirements. Absentee ballots are approved for this. If time allots a minimum of ten days will be given in notice for the vote. The Secretary will give notice within one day to the membership about the results of the vote. Article four section seven will be used in giving notice.

ARTICLE XVI

ORDER OF BUSINESS

Section 1: The following shall be the order of business for regular meetings of the FOP:

- Call to Order
- Roll Call
- Reading of minutes of previous meeting
- Treasurer report
- Correspondence
- Reports on new members
- Reports of committees
- Unfinished business
- New Business
- Adjournment

Section 2: ROBERTS RULES OF THE ORDER

The "Roberts Rules of the Order", 11th Edition or most current, shall be the guide in all cases to which they are applicable, and in which they do not conflict with these By-Laws. Additionally, O. Garfield Jones' "Parliamentary Procedure at a Glance", new edition may be used as a reference guide during meetings by the Parliamentarian when such reference does not conflict with the By-Laws or Roberts Rules of Order.



**MEMBERSHIP ENROLLMENT for the
FRATERNAL ORDER OF POLICE
NEBRASKA PROTECTIVE SERVICES LODGE 88**

NAME: _____
(PRINT)

HOME ADDRESS: _____

CITY: _____ **STATE:** _____ **ZIP:** _____

HOME PHONE NUMBER: _____

HOME EMAIL: _____

JOB CLASSIFICATION: _____

FACILITY YOU WORK: _____

TODAY'S DATE: _____

I hereby make my voluntary written individual authorization order to the employer; the employer shall deduct from my pay the dues required for membership and such dues be remitted to the FOP 88. Current dues are \$22.00 per pay period.

SIGNATURE: _____

APPENDIX I

OBLIGATION

I _____ swear or affirm and do promise to the members of the Fraternal Order of Police, that I will to the best of my ability comply with all the laws and rules of the order; I will recognize the authority of my legally elected officers and obey all orders not in conflict with my religious or political views, or my rights as a citizen of the United States of America; I will not cheat, wrong or defraud this order, any member of this order, or permit the same to be done if I can prevent it; I will always aid and assist a worthy brother or sister in sickness or distress within my power to do so; I will not divulge any secrets of this order to anyone not entitled to receive them. Should I violate this oath or affirmation, I hereby consent to be expelled from the order.

Printed Name

Date

Signature