

**POLICY FOR ESTABLISHING AND
MAINTAINING ACTIVE MEMBERSHIP
IN GOOD STANDING WITHIN THE
MEANING OF ARTICLE XI, SECTION 1(a)
OF THE PSCOA CONSTITUTION**

WHEREAS, the provisions set forth in Article XI, Section 2 of the PSCOA Constitution permit the PSCOA Executive Board to adopt rules and/or policies to define and/or clarify the circumstances in which an individual may be considered an active member in good standing of the Association; and

WHEREAS, the Executive Board, upon review of the constitutional provisions relating to “active members,” has determined that the rules and guidelines set forth in this policy shall govern determinations concerning whether an individual has achieved and/or maintained “active member in good standing” status within the meaning of provisions set forth in Article XI, Section 1(a), Article XI, Section 2 and other provisions in the PSCOA Constitution:

1. The term “active member” as set forth in Article XI and elsewhere in the PSCOA Constitution shall be defined as including all active employees of the Commonwealth of Pennsylvania whose job titles place them within the classification(s) included under the certifications of the Pennsylvania Labor Relations Board or recognitions set forth in Article XI, Section 1(a) of the PSCOA Constitution, when such individual has applied and been approved for membership in the Association and is otherwise in “good standing” as defined herein. In addition, but not in limitation of the foregoing, the term “active member in good standing” shall also include any individual who is elected or appointed to hold a position as an officer of the PSCOA as defined in Article V and any individual who is elected or appointed to hold a position as an Executive Board member or Business Agent of PSCOA, during their tenure in such office or position.

2. The benefits of membership as set forth in the PSCOA Constitution are strictly reserved to active members *in good standing*, pursuant to PSCOA Constitution, Article XI, Section 2. "Good standing," within the meaning of the PSCOA Constitution, is hereby defined to mean:

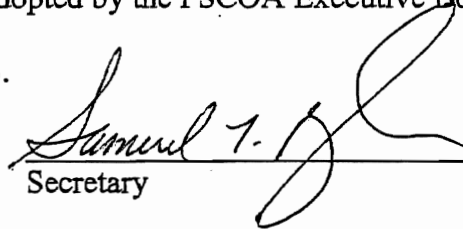
- (a) The member shall be current on all financial obligations due and owing to the Association pursuant to its rules and regulations. This means that the member shall be current in any and all dues or fee payments due and owing to the Association, and the member shall have paid any and all fines and/or other amounts due and owing to the Association as a result of proceedings against the member in accordance with provisions set forth in the PSCOA Constitution, Appendix B; provided, however, Business Agents employed by the PSCOA shall be exempted from the requirement to pay dues as a condition for "good standing" during the tenure of their employment as Business Agent;
- (b) The member shall not have been suspended, expelled or terminated from membership as a result of: (1) proceedings brought against the member pursuant to the PSCOA Constitution, Appendix B; or (2) by operation of the Constitution; or (3) by operation or application of the provisions in this policy;
- (c) The member shall otherwise satisfy all requirements for the status of "active member" as set forth in this policy or in the Constitution.

3. A member of the Association who, for any reason, fails to pay dues or fee payments for a period of ninety (90) days shall have his or her status as a member automatically

suspended. Notice of such suspension shall be provided to the suspended member, but the date of the suspension shall be effective as of the ninety-first (91st) day following the member's last dues or fee payment, notwithstanding the absence of such notice. Status as an active member, following suspension as set forth herein, may be restored only upon application by the individual for a new membership in the Association, such application to be approved by the Executive Board. An application for a new membership in the Association following suspension as provided herein shall only be granted upon payment by the individual of a reinstatement fee in the amount of two hundred dollars (\$200.00).

4. The time frame in which an individual is considered to be an "active member" or "active member in good standing" for the purposes of Article VII, Section 1(m), and Article XI of the PSCOA Constitution shall not include any time period in which an individual's membership has been "suspended" or terminated under this policy.

This policy has been duly adopted by the PSCOA Executive Board this 22nd
day of FEBRUARY, 2003.


Secretary