

**Volunteer and Exempt Fireman's Benevolent
Association of Uniondale, New York Inc.**

By-Laws

(Effective as of January 1, 2026)

ARTICLE I

Organization

Section 1. This Organization shall be known as "The Volunteer and Exempt Firemen's Benevolent Association of Uniondale, New York, Inc." ("Association").

Section 2. The Association is organized for the purpose of:

- a)** Promoting the general welfare of volunteer firefighters and volunteer fire service for those firefighters serving in the Uniondale Fire Department ("Department") and, in certain circumstances, in other fire districts.
- b)** Acquiring by all lawful means, funds and property to be dedicated and used to aid in the prevention of an Association's member (or their dependents) from becoming indigent or to benefit disabled members (and their disabled dependents).
- c)** Furnishing relief, aid and assistance to eligible members (or their dependents) who are disabled or to aid in the prevention of becoming indigent in accordance with the terms and requirements of the Association.

Any member, who is in good standing with the Association in accordance with the terms of these By-Laws, shall be eligible to seek aid from the Association.

Section 3. The principal office of the Association shall be located at 501 Uniondale Avenue, Uniondale, NY 11553, or such other place within or without the state of New York as the Board of Directors ("Board" or "Directors") from time to time determine. The Association's current mailing address is P.O. Box 66, Uniondale, NY 11553.

Section 4. There shall be kept at such place as the Board may from time to time determine correct books of account of the activities and transactions of the Association including a minute book, which shall contain a copy of the charter or certificate of incorporation, a copy of these By-Laws, and all minutes of meetings of the Board.

ARTICLE II

Membership

Section 1. In order to be eligible for membership in the Association, you must be: (i) an active volunteer firefighter serving in any fire company that is affiliated/associated with the Department (“Company”), and (ii) be in good standing with the Company in which you are a member. New volunteer firefighters may acquire information about the Associations from the Captain of the Company or Association’s Benevolent Representative assigned to the Company.

Section 2. Any volunteer firefighter who either: (i) has been removed for cause, expelled or dropped from the rolls of his/her fire Company and has not been reinstated therein, or (ii) has been expelled from membership in the Association, shall not be eligible for membership or benefits offered by the Association.

Section 3. Applications for membership in the Association may be received at any time and shall be referred to the Board for review and recommendation for approval to the Association’s membership. A majority vote of the Association’s membership in attendance at a duly convened membership meeting is required in order for an applicant to become a member of the Association. The Directors shall present and conduct a membership vote for all eligible membership applications.

Section 4. Application for membership in this Association shall be made in writing, upon forms provided by the Directors for this purpose, and shall be accompanied by the payment of the applicable membership fee and one (1) year dues. Such membership fee and dues shall be returned if application for membership is denied.

Section 5. Any active member of the Association shall forfeit such membership if he or she is terminated as a volunteer firefighter before serving five (5) consecutive years with any Company in the Department.

Section 6. All members of the Association shall be required to abide by the Association’s By-Laws, rules, policies and guidelines, and a copy of the Association’s By-Laws shall be provided to each new member prior to or upon approval into the membership, subject to his or her payment of the initial membership fee and payment of dues. Receipt of the By-Laws does not entitle any member to benefits under the Association.

ARTICLE III

Dues, Membership Fees and Assessments

Section 1. The annual dues for membership in the Association shall be ten dollars (\$10) and be payable by each member in advance of or at the Association's annual July meeting. The amount of annual dues may be increased from time to time by the Board, subject to ratification of the membership. However, any member who has been in the membership and paid dues for 25 years will be exempt from paying annual membership dues after their 25th anniversary in the Association; provided that he or she remains in good standing with the Association. In addition, a member who has served as President and remains in good standing with the Association will be exempt from paying annual membership dues; provided that he or she remains in good standing with the Association.

The Association shall mail invoices for annual dues to each member at their address of record and on file with the Association. Each member is responsible for notifying, in writing, the Association's Secretary, of any change to his or her address.

Section 2. The membership application fee for an active volunteer firefighter serving in the Department shall be ten dollars (\$10). The amount of the membership application fee may be increased from time to time by the Board, subject to ratification of the membership.

Section 3. If the applicant has served as a volunteer firefighter in the Department for a period of five (5) consecutive years or more, and is an active member at the time of making application into this Association, the membership fee shall be increased to include an additional ten (\$10) dollars for each year of service with the Department as set forth in its certificate and proof of service issued to such firefighter.

Section 4. If the applicant is not an active member with the Department as of the date that his or her membership application is filed with the Association, he or she shall be considered for membership pursuant to the provisions of the General Municipal Law and provision of Article II thereof. However, the ten dollar (\$10) application fee shall be increased to include an additional ten dollars (\$10) for each year of their "exempt" status or service with the Department as set forth in its certificate and proof of service issued to such firefighter. Notwithstanding the foregoing, the total application fee to be paid by any such applicant shall not exceed one hundred dollars (\$100), unless his or her membership is back-dated by more than ten (10) years. An applicant who is eligible for membership pursuant to the provisions of the General Municipal Law and Provisions of Article II will be charged a one-time fee of two hundred dollars (\$200) if his membership is back dated more than ten (10) years.

ARTICLE IV

Benefits

Section 1. Every applicant shall designate (on the membership application form) the name of his/her designated beneficiary ("Beneficiary"), and shall reserve the right to change such person at any time by notifying, in writing, the Association's Financial Secretary. A change in Beneficiary shall not be effective unless it is made on the Association's "Change of Beneficiary" form and such form is delivered to the Financial Secretary prior to the member's date of death.

Section 2. No member shall be eligible to receive benefits until he/she has been a member in good standing with the Association for one (1) full year.

Section 3. Section 3. All benefits will be given in accordance with New York State Insurance Law, Article 45 (Fraternal Benefit Societies), Section 4508 with regard to Beneficiaries, FASNY has amended its Handbook of Two Percent Tax Laws and Guidelines (2023 Edition), and industry standards set by other Chartered Firemen Benevolent Associations.

Section 4. Assistance or aid shall be provided to support a deceased member's burial or funeral expenses; and shall be made directly to the Funeral Director or the Executor/Administrator of the member's estate; provided that proof of such burial/funeral expenses are submitted to the Directors. In addition, a request for aid to support burial or funeral expenses must be made within one (1) year of the deceased member's date of death.

Section 5. The Directors, in their sole and absolute discretion, shall have authority to determine whether members (or their dependents) satisfy the eligibility requirements for relief, aid and/or assistance due to a disability or to aid in the prevention of becoming indigent in accordance with the rules set forth in the Association's By-Laws and Summary Plan Description.

Section 6. Requests for Aid & Assistance:

- a) Requests for aid must be submitted on the Association's forms, completely filled out and accompanied with a cover letter explaining the need for aid. All requested supporting documentation must be supplied, and the application must be signed and notarized. The member must also submit a copy of their most recent tax return and copies of their last four (4) pay stubs. Any application that is incomplete shall result in a rejection of the application until such application is fully completed.
- b) All aid requests may be heard by the Directors at their next regularly scheduled meeting, unless an extension for additional time is required by the Directors to review the claim.
- c) The request for aid for disability or indigent circumstances is limited up to a maximum of \$10,000 per member's household per twelve (12) consecutive month period from the date of approval by the Association, and shall be determined on a case by case basis depending on the circumstances. Under extenuating circumstances, a member may request an additional \$5,000 above the \$10,000 limit to be applied per the member's household per the same twelve twelve (12) consecutive month period from the date of approval by the Association of the member's prior disability or indigent aid requests that reached the \$10,000 limit during such 12 month period. This maximum dollar limit is

mutually independent of and does not include a request for funeral/burial benefits. However, as a general matter, an applicant should exhaust all other financial resources and available aid before making a request for aid for disability or indigent circumstances from the Association which should be approached as a resource option of last resort.

In the event that a member passes away, his surviving household (surviving spouse, dependent children, and/or parents) may apply for a one-time offering of indigent relief subject to the applicable maximum limit being applied on a per household basis under the same requirements stated above. In order to be considered a surviving member of a deceased member's household, the surviving family member (surviving spouse, dependent children and/or parents) must have been financially dependent and/or living in the same residence with the member immediately prior to his or her date of death. In addition to satisfying all the applicable requirements for this one time offering of indigent relief, the deceased member's household must apply for such relief within 12 months of the member's date of death. Once the maximum limit is reached and exhausted within such a 12 month period for any of the member's surviving household (spouse, dependent children and/or parents), the remaining household members who did not receive such relief are not eligible to apply for such indigent relief on a separate independent basis under any circumstance.

Funeral/burial benefits for each deceased member are limited up to a maximum of \$15,000, and shall be determined on a case by case basis depending on the circumstances.

d) (Annual Requests for Aid for Unreimbursed Health and Wellness Expenses)

Notwithstanding the aid provided for under Article IV, Sections 4 or 6(c) herein, effective as of January, 1, 2026, the request for aid for disability or indigent circumstances shall also include up to a \$600 annual aid relief per household for health and wellness expenses determined on a case by case basis depending on the member's or his or her family member's circumstances. Examples of qualifying health and wellness expense aid requests include, without limitation, the reimbursement of noncovered and/or unreimbursed bills/invoices for health and wellness services/goods rendered to and paid (as a direct payment, coinsurance, copay or deductible) by a member or his or her family members for the following:

- Prescription eyeglasses or contacts
- Eye exams
- Hearing aids
- Physical or chiropractic therapy
- Eligible medical, dental, prescription drug or hospital services
- Gym memberships,
- Acupuncture, and/or
- Mental health or psychiatric therapy

Requests for such aid must be submitted on the Association's forms, completely filled out by the member, and must include a copy of the supporting documentation (i.e., receipt and proof of payment) for the underlying qualifying noncovered and/or unreimbursed invoice or bill. The applicable forms will be available on the Association's website.

All requests for such aid may be submitted at quarterly membership meetings in order to

be processed on or before the following regular, quarterly membership meeting. However, aid requests that reach the \$600 annual limit may be submitted at any time during the calendar year, but must be submitted no later than by January 31st of the following year provided that the expenses are dated for the prior year. Members are encouraged to get their aid requests that reach the \$600 annual limit in by the membership meeting held in October in order to ensure such aid is processed on or before December 31st of the same calendar year. The Association will not accept requests for such aid or relief that are submitted more than 12 months after the date of the underlying health or wellness service or purchase of goods. In addition, the Association will not accept requests for such aid that are submitted after a member's date of death (or his or her family member's date of death, if such family member had requests for an underlying health or wellness service) date of death.

This maximum annual \$600 dollar aid limit (effective as of January 1, 2026) for health and wellness expenses is mutually independent of and does not include a request for other aid or assistance for indigent or need purposes, or for aid to support a deceased's member's burial or funeral expenses. This aid relief for health and wellness expenses is not and does not constitute a plan of welfare benefits under ERISA and, therefore, shall not be construed to be a benefit program sponsored or guaranteed by the Association.

Members that are denied aid/assistance can appeal in accordance with the appeal procedures set forth in the Association's Summary Plan Description.

ARTICLE V

Officers and Delegates

Section 1. The Officers of this Association shall be President, Vice President, Secretary, Financial Secretary, Treasurer and a Sergeant at Arms, all of whom shall also serve as Directors.

Section 2. The Directors shall consist of the Officers enumerated in the above Section 1 of this Article, one (1) Delegate appointed from each of the four (4) Companies affiliated/associated with the Department, and one (1) Delegate elected from the "exempt" (i.e., non-active members) membership. The President shall act as Chairman of the Board, and shall have a vote only in case of a tie results from a vote by the Directors.

Section 3. The Board shall be vested in the management of this Association. The Board shall have general power to control and manage the affairs and property of the Association in accordance with the purposes and limitations set forth in its Charter and these By-Laws.

Section 4. Any Officer or Delegate will automatically terminate his/her term of office by moving outside the limits of Nassau County, NY, and such vacancy shall be filled in accordance with Article VI. Section 5 of these By-Laws.

Section 5. A Delegate designated by a Company shall terminate his/her position as Delegate upon severance of membership from his/her respective Company, or being expelled by the Board.

ARTICLE VI

Nomination and Election of Officers and Appointment/Election of Delegates

Section 1.

- a) Any nominations for vacancy positions to serve as an Officer shall take place at the annual membership meeting and prior to the membership meeting to vote for such vacant positions.
- b) With the exception of the President and Vice President, Officers, namely, Secretary, Financial Secretary, Treasurer, Sergeant of Arms, and Exempt Delegate, when his or her five-year term expires, shall be nominated for the elected office of this Association, at the annual membership meeting held in July. Each vacancy Officer position shall be filled by the finalist who is elected by a majority vote of the membership at a duly convened meeting scheduled after the nomination of the respective candidates has taken place
- c) Any nominations for vacancy positions to serve as an Exempt Delegate shall take place at the membership meeting held in April. Following such meeting, the Secretary will mail a ballot to each exempt member to vote for the nominee. Each vacancy Exempt Delegate position shall be filled by the finalist(s) elected by a majority vote of the of the exempt members at a duly convened membership meeting held in July following the April meeting in which nominations were made for such vacancy positions. Ballots may be cast by mail or made in person at the July meeting.
- d) After serving their five-year term, in order to the seniority rotation among the existing Officers as recognized by the Board, an Officer shall serve as a Vice President for a two-year term and, following such term, shall then serve as a President for a two-year term. The President and the Vice President can also simultaneously serve as a Company Delegate while serving in such officer positions for the Association.
- e) Any candidate for a position of Officer or Delegate (including Exempt Delegate(s) – those non-active members of the Association) shall be a member in good standing of the Association for at least a minimum of five (5) years. However, except as otherwise provided herein, an eligible member can continue to serve as an Officer for consecutive five-year terms if elected by the membership to do so. The President and the Vice President can also simultaneously serve as a Company Delegate while serving in such officer positions for the Association.
- f) No member shall have his/her name placed in nomination for any office of this Association, unless he/she is present at the meeting when nominations are presented or he/she has expressed in writing, prior to his/her nomination, that he/she is willing to accept the designated office.

Section 2. When two or more candidates have been nominated for the same Officer position and no candidate receives a majority of the ballots cast on the first ballot of the voting membership, the name of the candidate receiving the least number of ballots shall be withdrawn and balloting continued, until a candidate receives a majority of the ballots cast and he/she shall be elected.

Section 3. The term of office for the President and Vice President shall be two (2) years from the date that he or she takes office, and the term of office for other elected Officers shall be five (5) years from the date of his or her election. The President and the Vice President can also simultaneously serve as a Company Delegate while serving in such officer positions for the Association.

Section 4. The term of office for a Delegate shall be five (5) years from the date of appointment by their respective Company (date of election from exempt membership, as the case may be).

Section 5. Vacancies in the Board of Directors occurring otherwise than by expiration of term shall be filled by appointment by the President until the next annual membership election is held in accordance with this Article VI.

Section 6. The election of delegates to any volunteer firefighter's association with which this Association may become affiliated may be held at any regular meeting.

Section 7. Each Director and Delegate shall hold office until the expiration of his or her term and such time as his or her successor shall have been elected and qualified, or until his or her death, resignation or removal. Any Director or Delegate may be removed, for cause or without cause, by a vote of a majority of the Directors at a special meeting called for that purpose, or by written consent of all the Directors without a meeting.

Section 8. Any Director or Delegate may resign from office at any time by delivering a resignation in writing to the Board, and the acceptance of the resignation, unless required by its terms, shall not be necessary to make the resignation effective.

ARTICLE VII

Duties of Officers and Delegates

Section 1. It shall be the duty of the President to preside over and maintain proper order at all Board and membership meetings. Subject to the Board's approval, the President shall appoint an independent auditor to review and audit the financial records/transactions of the Association. The President is hereby authorized to countersign all checks drawn by the Treasurer for the payment of the bills and claims permissible under these By-Laws. The President shall have general supervision over the affairs of the Association, and shall keep the Board fully informed about the activities of the Association. The President shall have the power to sign and execute alone in the name of the Association all contracts authorized either generally or specifically by the Board, unless the Board shall specifically require an additional signature. The President shall perform all the duties incident to the office of the President, and shall perform such other duties as from time to time may be assigned by the Board.

Section 2. It shall be the duty of the Vice-President to perform all duties of the President in case of absence. The Vice-President shall perform all the duties customarily incident to the office of Vice-President, subject to the control of the Board, and shall perform such other duties as shall from time to time be assigned to him or her by the Board.

Section 3. It shall be the duty of the Secretary to keep an accurate and true account of the Association's actions at each Board and membership meeting. To call the roll of officers, read the minutes of the previous meetings, and to keep and file all records and documents of this Association. It shall be the Secretary's duty to send out all notices of the Association, and to keep a record of all members. The Secretary shall perform all the duties customarily incident to the office of Secretary, subject to the control of the Board, and shall perform such other duties as shall from time to time be assigned to him or her by the Board.

Section 4. It shall be the duty of the Financial Secretary to collect all monies of this Association; dues, assessments, etc. The Financial Secretary shall collect such insurance money that is due to this Association by state law. The Financial Secretary shall keep a true and accurate account of all monies received by this Association. The Financial Secretary shall turn over to the Treasurer all monies collected and take his/her receipt from a book provided for this purpose. The Financial Secretary shall take the action provided in the By-Laws against all members who are delinquent of their financial obligations. The Financial Secretary shall perform all the duties customarily incident to the office of Financial Secretary, subject to the control of the Board, and shall perform such other duties as shall from time to time be assigned to him or her by the Board.

Section 5. It shall be the duty of the Treasurer to receive from the Financial Secretary all the money collected by him/her and deposit the same in such bank as is designated by the Board. The Treasurer shall keep or cause to be kept complete and accurate accounts of receipts and disbursements of the Association, and shall deposit or cause to be deposited all moneys, evidences of indebtedness and other valuable documents of the Association in the name and to the credit of the Association in such banks or depositories as the Board may designate. At each Board meeting and whenever else required by the Board, the Treasurer shall render a statement of the Association's accounts. The Treasurer shall at all reasonable times exhibit the Association's books and accounts to any Director or Officer of the Association, and shall perform all duties incident to the position of Treasurer, subject to the control of the Board, and shall

perform such other duties as shall from time to time be assigned to him or her by the Board. The Treasurer shall draw all checks for the disbursement of Association funds; such checks to be countersigned by the President. The Treasurer should maintain a record of 2% and non-2% money of record keeping. All Record keeping may be kept electronically and all bank accounts may be electronically accessible and maintained, subject to maintaining commercially reasonable measures to secure and protect the Association's and member's information.

Section 6. The Sergeant at Arms shall attend the door at all meetings, lead the members in the salute to the American Flag before starting the meeting and take care of the attendance record and present it to the Secretary. The Sergeant at Arms shall perform all the duties customarily incident to the office of Sergeant at Arms, subject to the control of the Board, and shall perform such other duties as shall from time to time be assigned to him or her by the Board.

Section 7. The Board may from time to time appoint such agents and employees as it shall deem necessary, each of whom shall hold office at the pleasure of the Board, and shall have such authority, perform such duties and receive such reasonable compensation, if any, as a majority of the Board may from time to time determine. Subject to the Association's Conflict of Interest Policy, no such employee or agent need be a Director of the Association. To the full extent allowed by law, the Board may delegate to any Officer or agent any powers possessed by the Board and may prescribe their respective title, terms of office, authorities and duties.

Section 8. The Company Delegate shall bring to the attention of the President or the Board, any volunteer firefighter or volunteer firefighter's family in need of aid/assistance or funeral/burial benefits providing that they are members of this Association. Each Delegate shall also inform the Board of any member who has resigned, been expelled or suspended from, or is no longer deemed to be in good standing with his or her Company.

Section 9. It shall be the duties of the Delegates to meet with the Officers of this Association one day of March, June, September and December of each year or at any other time, in the opinion of the President, the affairs of this Association so demand for the purpose of planning the welfare and to act upon all matters relevant to the proper management of this Association.

Section 10. All Officers and Directors of the Board shall be bonded by a reputable surety company for the amount decided upon by the Board and paid for by this Association.

Section 11. Subject to the Association's Travel and Expense Policy and approval by the Board, each Director of the Board is encouraged to and may attend the FASNY 2% meeting or convention to understand State Regulations covering 2% money.

Section 12. All members of the Board shall be subject to the Association's By-Laws and Policies including without limitation its Confidentiality and Conflict of Interest Policies.

Section 13. The Board may, by resolution adopted by a majority of the entire Board, establish and appoint executive and other standing committees. The President shall appoint the chairperson of each committee. Each committee so appointed shall consist of two (2) or more Directors and, to the extent provided in the resolution establishing it, shall have all the authority of the Board except as to the following matters:

- (i) the filling of vacancies on the Board or on any committee;
- (ii) the amendment or repeal of the By-Laws or the adoption of new By-Laws;
- (iii) the amendment or repeal of any resolution of the Board which by its terms shall not be so amendable or repealable; and
- (iv) the fixing of compensation of the Directors for serving on the Board or any committee.

Section 14. No Officer, Director or Delegate is authorized to receive compensation for services rendered in their official Officer/Director/Delegate capacity to the Association. An Officer, Director or Delegate, however, may be reimbursed for any reasonable expenses he or she incurs on behalf of the Association or for providing reasonable professional services for the benefit of the Association in accordance with the Association's Expense Reimbursement Policy and subject to Board approval. Any Officer/Director/Delegate who requests reimbursement of an eligible expense and/or payment for professional services shall not participate in the approval process and shall recuse himself or herself from voting on such matters.

Section 15. The funds of the Association may be retained in whole or in part, in cash (or cash equivalents) held in commercial banking, custody or investment accounts, and/or be invested and reinvested from time to time in such property, real, personal or otherwise, including stocks, bonds or other securities, as the Board may deem desirable.

ARTICLE VIII

Meetings

Section 1. Regular general membership meetings of the Association shall be held on the fourth Monday in January, or the third Monday in April, and October of each calendar year. The Board shall set the Agenda for each general (annual or special) membership meeting.

Section 2.

- a) The annual membership meeting of this Association shall be held on the third Monday in July of each year. At this meeting, vacant Officer positions may be elected to office.
- b) Nominations for vacant Officer positions will be made at the April or regular general meeting immediately prior to the annual membership meeting.

Section 3. The Association's fiscal year shall start on July first.

Section 4. The Board shall meet quarterly and strive to meet one day in March, June, September and December of each calendar year. The meetings of the Board shall be held at a time and place fixed by the Board. A special meeting of the Board may be called upon: (i) advanced notice by the President, or (ii) five (5) days' advanced written notice to all Directors by one half of the entire Board at any time and place specified by them. Notwithstanding the foregoing, the President may call a special meeting of the Board to discuss matters requiring prompt action, provided that notice (via text messaging, email, hand-delivery, or facsimile) is sent to each Director no less than forty-eight (48) hours before the time at which such meeting is to be held. Any Director may waive his or her right to receive notice. Notice of a special meeting need not be given for any meeting where all Directors are in attendance or for any Director who submits a signed waiver of notice whether before or after the meeting, or who attends the meeting.

At all meetings of the Board, a majority of the entire Board shall constitute a quorum for the transaction of business or of any specified item of business. Except as otherwise required by law or the By-Laws, at any meeting of the Board at which a quorum is present, the vote of a majority of the Directors present at the time of the vote shall be the act of the Board. Each Director shall have one vote, except for the President who shall only cast a vote in the event of a tie.

Section 5. Special meetings of the membership shall be scheduled by the Board upon (i) 30-days' advanced written request by seven (7) members in good standing, or (ii) upon five (5) days' advanced written notice by the President.

Section 6.

- a) Notice of regular/special meetings of the membership shall go over the Department alert system to all active members of the Uniondale Fire Department, and shall set forth the place, date and time and purpose of such meetings.
- b) Postcards will be mailed a week prior to regular meeting of the general membership to members that live in the vicinity.

- c) A summary of all dates for regular meetings with general membership for the year will go out via post card in January.
- d) Notwithstanding the foregoing, the President may call a special meeting of the membership to discuss matters requiring prompt action, provided that notice (via text messaging, email, hand-delivery, facsimile, or by any other delivery method set forth in this Section 6) is sent to each member no less than forty-eight (48) hours before the time at which such meeting is to be held. Any member may waive his or her right to receive notice. Notice of a special meeting need not be given for any meeting where all members are in attendance or for any member who submits a signed waiver of notice whether before or after the meeting, or who attends the meeting.

Section 7. A quorum for all regular or the annual membership meetings shall consist of fifteen (15) members who are in good standing with the Association. For this purpose, Directors and Officers who are in good standing shall be counted for purposes of determining a quorum for all membership meetings.

Section 8. Limitations, at special meetings no business other than that specified in the notice of the meeting shall be transacted.

Section 9. There shall be no discussion of religious, temperance or political matters at meetings of this Association.

Section 10. The Board shall set the Agenda for each membership meeting. Generally speaking, a meeting Agenda may set forth an order of business including any of the following items:

1. Pledge of Allegiance
2. Moment of Silence for Departed Members
3. Roll Call of Officers
4. Reading of the Minutes from Previous Meeting by Secretary (Sanacore)
5. Report of the Minutes of Executive Board Meeting by Secretary (Sanacore)
6. Treasurer's Report Read by Treasurer (Louis Crisci)
 - a. Financial Investment Report
 - b. Correspondence for Financial or Investment Matters
 - c. Bills by Treasurer (Louis Crisci)
7. Request for Aid (Indigent/Need, Wellness, and Funeral)
8. Collection of Dues and Assessments by Financial Secretary (Morgan)
9. Reading of Proposal of Candidates for Membership (Sanacore)
10. Resignations/Dropped/Suspended Members
11. Recognizing Members Who Are Sick or Recently Passed
12. Reports of Committees

- a. LIAFBA / 2% Mailings
 - b. Historian
 - c. Investment
- 13. Unfinished Business
- 14. New Business
- 15. Nominations of Candidates for Officers & Exempt Trustees
- 16. Election of New Officers & Trustees
- 17. Roll Call
- 18. Motion For Adjournment by, 2nd by, All in Favor, Any Against

Section 11. Roberts' Rules Manual shall be the authority for parliamentary proceedings of this Association.

ARTICLE IX

Expulsion, Suspension and Reinstatement

Section 1. Any member, Officer, Director or Delegate who knowingly defrauds this Association to the value of anything or is guilty of knowingly permitting another person to do so, may be expelled by the Board, provided a majority of the Board finds such person guilty upon examination of all the facts, at a hearing where the accused shall be given an opportunity to be heard. Failure of the accused to appear at such hearing will be a basis for expulsion, unless such member makes an advance written request for an extension of time due to unforeseen and reasonable circumstances. The Board shall report the name of any member, Officer, Director or Delegate who is expelled to the membership, but shall not be required to furnish a detailed report, if in their opinion such a report would serve no useful purpose to this Association.

Section 2. Any Officer, Director or Delegate guilty of conduct detrimental to this Association or of neglect of duty, may be removed from office by a two-thirds vote of the members present at a meeting following the meeting at which written charges, by not less than three (3) members shall have been presented. The accused shall be given fifteen (15) days advance notice of the date of the meeting at which charges will be acted upon. Failure to appear shall be deemed cause for removal from such position, unless such member makes an advance written request for an extension of time due to unforeseen and reasonable circumstances.

Section 3. Any Officer, Director or Delegate who is absent from three (3) consecutive meetings, shall be notified to appear at the next regular meeting and show cause why he/she should not be removed from office. Failure to appear shall be deemed cause for removal from such position, unless such member makes an advance written request for an extension of time due to unforeseen and reasonable circumstances.

Section 4. Any person suspended from membership in this Association for any period of time, shall be expelled, if, within six (6) months of the expiration of his term of suspension, he/she shall not have applied for reinstatement in accordance with Section 6 below. This action shall apply automatically. Once a member is expelled from the Association, they will not be eligible for reinstatement or benefits under any circumstances.

Section 5. Any person who ceases to be a member of this Association shall forfeit all interest in the property of this Association, and all rights and benefits to which he/she (or their dependents) might otherwise be eligible for under the Association. His/her certificate of membership shall be cancelled.

Section 6. If a member's dues remain delinquent and unpaid for ninety (90) days after the original due date, such member shall be considered in arrears and his or her membership shall be automatically suspended by the Association. If a suspended member wishes to be reinstated, he/she shall make application within ninety (90) days from date of suspension, and pay a fee which will include all costs incurred in processing said application in addition to the payment of all delinquent amounts owed to the Association as set forth in the books of the Financial Secretary. If a suspended member fails to apply for reinstatement within ninety (90) days from date of suspension, the Financial Secretary shall notify such suspended member by registered mail, return receipt requested that he/she has been dropped from the membership rolls and, therefore, his or her eligibility for benefits (or their dependents' eligibility for benefits) under the

Association shall be forfeited. No further action by this Association, its Officers or members is necessary to make this action legal and operative. The Financial Secretary shall report to the membership at the next regular meeting of this Association the action taken under the terms of this section of the By-Laws.

ARTICLE X

Indemnification of Directors, Officers and Others; and Insurance

Section 1. Except as otherwise provided by law or in these By-Laws, no Director or officer of the Association shall be liable to any person other than the Association based solely on such Director's or Officer's conduct in the execution of such office unless such conduct constituted gross negligence or was intended to cause the resulting harm to the Association.

Section 2. Except as otherwise provided herein, the Association shall indemnify any person made, or threatened to be made, a party to any action or proceeding, whether criminal or civil, including an action by or in the right of the Association to procure a judgment in its favor, by reason of the fact that such person, or such person's testator or intestate, is or was a Director or Officer, including also an action by or in the right of any corporation, partnership, joint venture, trust, employee benefit plan, or other enterprise in which such Director or Officer served in any capacity at the request of the Association, against judgments, fines, amounts paid in settlement, and reasonable expenses, including attorneys' fees actually and necessarily incurred as a result of such action or proceeding, or any appeal thereon, and to the extent permitted by law shall advance monies in respect thereof.

Section 3. The Association shall not indemnify any Director or Officer if the Board determines that the Director's or Officer's acts were (i) committed in bad faith, (ii) the result of active and deliberate dishonesty, (iii) material to the cause of action or harm to the Association, and/or (iv) the result that he or she personally gained in fact a financial profit or other advantage against the Association to which he or she was not legally entitled.

Section 4. The Association shall have the power, to the full extent permitted by law, to purchase and maintain insurance (fiduciary, officer and director, etc.) to indemnify its Directors or Officers, and to indemnify the Association for any obligation, which it incurs as a result of indemnification of any Director or Officer.

ARTICLE XI

Amendment and Termination

Section 1. These Bylaws may be amended, altered, or repealed at any meeting of the Board by vote of two-thirds of all Directors present and voting upon two (2) weeks' notice of the meeting, or they may be amended, altered, or repealed by the written consent of all the Directors without a meeting. All proposed amendments must be presented at least two (2) weeks prior to the vote, with notice of such proposed amendments to all Directors.

Section 2. Members are also permitted to make suggestions for changes to these By-Laws. Such changes shall be submitted, in writing, signed by five (5) members in good standing and presented to the Board.

The Board shall present those membership proposals for amendments to these By-Laws that were approved by the Board at the next regular membership meeting for ratification. Such amendments shall be voted for ratification upon by the members present, and if adopted by two-thirds of the members present, such amendment shall become part of these By-Laws and shall supersede any contradictory prior Section, Article or part of these By-Laws.

Section 3. The Association may be dissolved at any time by a majority vote of the Directors. At such time, the Board shall dissolve the Association and distribute any remaining funds in a manner consistent with the Association's certificate of incorporation and these By-Laws. At such time, the persons winding up the Association shall, after paying or making provision for the payment of all the liabilities and obligations of the Association and for necessary expenses thereof, be distributed to such organization or organizations organized and operated exclusively for purposes as shall at the time qualify as an exempt organization or organizations under Section 501(c)(4) of the Internal Revenue Code of 1986, as amended (the "Code"), as the Board of Directors shall determine. In no event shall any of such assets or property be distributed to any Director or officer, or any private individual.

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These amended and restated By-Laws of the Volunteer and Exempt Firemen's Benevolent Association of Uniondale, New York, Inc. are adopted effective as of January 1, 2026 by the Board.

By and on Behalf of the Board of Directors of the
Volunteer and Exempt Firemen's Benevolent Association
of Uniondale, New York, Inc.

By: _____

Print Name: _____

Print Title: _____

Date: _____