

Preamble

This organization is formed for the purpose of uniting such fraternal benefit societies as shall come within provisions of the Constitution and Bylaws as adopted by this body for its government, into a central organization, the object of which shall be as follows:

1. To secure for its members mutual benefit and protection.
2. To devise and to encourage the adoption of improved business methods in the conduct of the business of Fraternal Benefit Societies.
3. To promote and foster the true fraternal spirit among its members.
4. And in general to do all things necessary to more fully protect the rights and promote the interests of Fraternal Benefit Societies doing business in the Commonwealth of Pennsylvania.

ARTICLE I

Section 1. The name of this organization shall be the **Pennsylvania Fraternal Alliance**. (hereinafter the Alliance). Its headquarters shall be the address of the Secretary/Treasurer.

ARTICLE II

Section 1. The Pennsylvania Fraternal Alliance is an association of Fraternal Benefit Societies licensed to operate in the Commonwealth of Pennsylvania. Its purposes and objectives shall be as herein provided:

- a) To unite men and women who are associated with a Fraternal Benefit Society operating in the Commonwealth of Pennsylvania.
- b) To protect the rights and promote the interests of all member societies.
- c) To promote action in the development and growth of the Fraternal Benefit System.
- d) To work in harmony with the American Fraternal Alliance for the welfare of the Fraternal Benefit System.
- e) To oppose any act or movement which is contrary to the best interests of the Fraternal Benefit System and to encourage the adoption of legislation and regulations which will preserve the traditions and protect mutual interest of member societies.
- f) To create a better understanding of the Fraternal Benefit System.
- g) To promote publicity favorable to the image of the Fraternal Benefit System and to foster the true fraternal spirit among its members.
- h) To exchange ideas for the common good of its members and to establish a communications network among the officers and directors of all member societies.
- i) To do all other things incidental to and consistent with the above mentioned purposes.

ARTICLE III

American Fraternal Alliance

Section 1. The Pennsylvania Fraternal Alliance shall be guided by the Constitution of the American Fraternal Alliance. The Board of Directors of the Alliance will participate whenever possible in the State Fraternal Alliance Section and share with the State Fraternal Alliance Standing Committee in developing and implementing programs for the betterment of member societies.

Section 2. (a) The Board of Directors of the Pennsylvania Fraternal Alliance shall select the official delegate to represent the Alliance at the annual meeting of the American Fraternal Alliance and the State Fraternal Alliance Section and shall set the stipend to be allotted for such attendance if not paid by the delegate's society.

(b) "The delegate chosen by the board must be a representative of an Alliance member society.

Section 3. The Board of Directors may designate an alternate delegate to the American Fraternal Alliance in the event the official delegate is unable to attend. The alternate delegate shall have all rights and responsibilities of the official delegate, including receipt of stipend for expenses if not paid by the alternate's society.

Section 4. (a) The Board of Directors shall maintain an affiliated status of "Good Standing" as outlined in the American Fraternal Alliance and State fraternal Alliance Affiliation Standards provisions.

(b) The status of good standing shall be attained by fulfilling the minimum standards listed as:

(1) Provide reporting to the American Fraternal Alliance on an annual basis including:

(a) State Fraternal Alliance Data Sheet

(b) State Fraternal Alliance financial information

(c) State Fraternal Alliance minutes of Annual Meeting

(d) One copy of the official State Fraternal Alliance publication

(e) Evidence of promotion of or activity with Join Hands Day or a partnership with the State Fraternal Insurance Counselors (hereafter State "FICS")

(2) Conduct an annual conference according to Article X which would incorporate the following:

(a) An update on legislative issues impacting the fraternal benefit industry.

(b) Joint sponsorship of the conference with the State FIC's

(c) A service project which meets human needs in the community

(d) State legislators as attendees or presenters

(e) An American Fraternal Alliance representative to address the Alliance

(3) Disseminate information about the fraternal benefit industry

(4) Further grassroots lobbying efforts of the American Fraternal Alliance when called upon to do so

(5) Encourage membership growth and development through partnerships with community groups

ARTICLE IV Membership.

Section 1. All Fraternal Benefit Societies licensed to do business in the Commonwealth of Pennsylvania and reporting to the Insurance Department thereof, and any Fraternal Benefit Society reporting to a state regulatory agency within the United States, is eligible for membership in the Pennsylvania Fraternal Alliance.

Section 2. Applications for membership shall be made in writing to the Secretary/Treasurer of the Alliance, along with a copy of the society's Constitution and/or Bylaws. Membership applications will be referred to the Board of Directors for action. A majority vote of the Board shall qualify such applicant for membership upon payment of the first annual membership dues.

Section 3. Each member society shall be entitled to representation at Alliance meetings, and to vote for the election of officers and in the transaction of general business of the Alliance as hereinafter provided:

a) Past presidents of the Alliance shall enjoy the rights of a delegate at all annual meetings being entitled to a seat, voice and vote; but not considered as a society delegate.

b) Each society with a beneficial membership of ten thousand (10,000) or less in the Commonwealth of Pennsylvania as of the 31st of December preceding the annual meeting of the Alliance shall be entitled to two (2) delegates, and one (1) additional delegate for each additional five thousand (5,000) members or fraction thereof; however, that no society shall be entitled to more than four (4) delegates. Each society may select an equal number of alternate delegates.

c) The elective officers and directors of the Alliance.

d) Past Presidents of the Alliance, provided that the person holds membership in a member society of the Alliance.

Section 4. Only persons who are active members of a Fraternal Benefit Society shall be eligible for election to office in the Pennsylvania Fraternal Alliance.

Section 5. Each society shall certify credentials for its delegates on forms provided by the Secretary-Treasurer of the Alliance.

ARTICLE V Associate Membership

Section 1. An individual or business organization interested in the welfare of the Alliance and the Fraternal Benefit System, and who currently services a member society either in the capacity as accountant, actuary, attorney, or investment banker, may upon the recommendation of the Board of Directors of said society and upon the approval of the Alliance' Board of Directors, become an Associate Member of the Alliance.

Section 2. Application for membership shall be in writing to the Secretary-Treasurer. A majority vote of the Board of Directors shall qualify the applicant for Associate Membership upon payment of the annual membership dues.

Section 3. An Associate Member may have a voice at the pleasure of the President or presiding officer of the Alliance. An Associate Member shall have no vote and shall not be eligible to hold an office in the Alliance.

ARTICLE VI Membership Dues

Section 1. The annual membership dues for each affiliated society shall be established each year by the Board of Directors in an amount not to exceed the authorized amount set forth by the American Fraternal Alliance.

Section 2. The annual membership dues for an associate member shall be the same as those for an affiliated society.

Section 3. The Secretary-Treasurer shall bill each society and associate member for the ensuing calendar year and payment shall be remitted to said officer on or before the 31st day of January of each year.

Section 4. Failure of any society or associate member to remit dues for two (2) consecutive years shall, at the end of two years, automatically result in forfeiture of all membership rights in the Alliance.

Section 5. A society or associate member suspended for nonpayment of dues may reapply for membership upon payment of dues in arrears for a maximum of two years and current membership dues.

ARTICLE VII Officers and Directors

Section 1. The officers of the Alliance shall be:

- a) President
- b) Immediate Past President
- c) First Vice President
- d) Second Vice President
- e) Secretary/Treasurer
- f) Eight Directors

Officers and directors shall be elected at the annual meeting of the Alliance by the duly qualified delegates and shall assume the duties of their respective office effective at the conclusion of the annual meeting. All elected officers and directors will serve without remuneration, except the Secretary/Treasurer.

Section 2. The elected officers shall hold office for one year or until a successor is elected and duly installed. Directors shall be elected for two years with four directors elected at each annual meeting.

Section 3. The elected officers and directors, including the immediate past president, shall constitute the Board of Directors, provided, however, that the current presidents or duly appointed representatives of the following related associations may serve as members of the Board of Directors, with a voice and a vote.

- a) Pennsylvania Chapter, Fraternal Insurance Counselors
- b) Fraternal Societies of Greater Pittsburgh
- c) Philadelphia Fraternal
- d) Fraternal Societies of Northeast Pennsylvania

In the event said president or duly appointed representative is serving as an officer or director of the Alliance, that person will serve simultaneously in both capacities, with only one vote.

Section 4. President:

a) The **President** is the executive officer of the Alliance and, as such, shall enforce the Constitution and Bylaws and carry out the mandate of the Alliance and its Board of Directors. He/she shall preside at all meetings of the Alliance and of the Board, appoint all necessary committees, and at the conclusion of term of office, present a report to the membership of the Alliance.

b) In coordination with the Secretary-Treasurer, the President shall prepare the agenda for all meetings of the Board of Directors.

c) The President shall coordinate the efforts of the Legislative Committee, the Nominating Committee and the Publicity Committee.

d) The President shall serve as Chairperson of the Program Committee for the annual meeting of the Alliance and be responsible for the development of the program and for those areas of the Alliance related to the program.

Section 5. First Vice President:

a) The **First Vice President** shall, in absence of the President, perform the duties of that office, as well as other duties as designated by the President.

b) The First Vice President shall assist the President in the development of the program for the annual meeting of the Alliance.

c) The First Vice President shall coordinate, with the designated chairpersons, the work of the following standing committees of the Alliance:

Educational Committee and FICS

Projects Committee

Banquet Committee

Resolutions Committee

Displays Committee

Section 6. Second Vice President:

a) The **Second Vice President** shall be responsible for those areas of the Alliance related to membership, including serving as Alliance Coordinator of the Fraternal Communications Program and Chairperson of the Fraternal Communicators Committee.

b) The Second Vice President shall coordinate, with the designated chairpersons, the work of the following standing committees of the Alliance.

Auditing Committee

Credentials Committee

Memorial Service Committee

Bylaw Committee

Membership Committee

c) He/she in the absence of the President and First Vice- President performs the duties of the Alliance President, as well as other duties as designated by the President.

Section 7. Secretary/Treasurer:

The duties of the **Secretary/Treasurer** shall include, but not limited to, those as hereinafter provided:

a) Conduct all correspondence pertaining to the business of the Alliance.

b) Record the minutes of the proceedings of the Alliance and the Board of Directors. Minutes of the Board of Directors' meetings shall be provided for each Board member within thirty (30) days following the meeting.

c) Present a detailed report in writing, covering the activities of the preceding year, including a financial report, at the annual meeting of the Alliance.

d) Issue meeting notices and credentials, collect membership dues, maintain membership records and perform such other duties as may be directed by the President or Board of Directors.

e) Maintain custody of all property, records and funds of the Alliance.

f) Maintain complete financial records of the Alliance, including a record of all receipts and disbursements; disburse funds as authorized and approved by the Board of Directors; and provide a written financial statement at each meeting of the Board of Directors.

g) Submit all financial records including bank statements for annual inspection by an Auditing Committee appointed by the President.

ARTICLE VIII Election of Officers and Directors

Section 1. The election of officers and directors shall take place during the first full day session of the annual meeting of the Alliance. Newly elected officers shall be formally installed during the annual banquet of the Alliance, or at a time authorized by the Board of Directors. The term of office begins at the close of the annual meeting at which they are elected.

Section 2. Candidates for officers and directors of the Alliance shall be duly nominated by a Nominating Committee appointed by the President, provided, however, that nominations of eligible candidates may be made from the floor by delegates to the Alliance.

Section 3. Elections shall be in accordance with Roberts Rules of Order most recently revised.

Section 4. A vacancy occurring in an office during the term of that office shall be filled by an appointment of the Board of Directors.

Section 5. The Board of Directors shall have full charge of the management of the Alliance between annual meetings, subject to the direction of the Alliance. It shall transact all business of the Alliance and devise ways and means for implementing the purposes and objectives of the Alliance. Meetings of the Board of Directors shall be held at such times and places as determined by the President with the advice and consent of the Board of Directors, but no fewer than two times annually. A majority of the Board of Directors present shall constitute a quorum for the transaction of business.

ARTICLE IX Committees

Section 1. The President shall appoint those committees necessary to carry out the programs and goals of the Alliance. All members of committees shall be selected from the members of the Alliance, and all committees shall be appointed through the term of the appointing President or until duly discharged by the President.

Section 2. All committees shall consist of a minimum of three members unless otherwise designated by the President. The standing committees of this Alliance should include those as hereinafter listed, along with specific duties and responsibilities.

Section 3. All committees shall submit a report in writing at the conclusion of their work for the official records of the Alliance. The President will designate those committees who will present a report at the annual meeting of the Alliance.

Section 4. Publicity Committee

- a) Disseminate a continuing program of publicity to enhance the image of the Pennsylvania Fraternal Alliance in particular and the Fraternal Benefit System in general.
- b) Publicize through the various media program features and highlights of the annual meeting of the Alliance.
- c) Develop and maintain a listing of newspapers, radio and television stations to receive periodic news releases and special announcements.
- d) Arrange for a photographer at special events as designated by the President.

Section 5. Educational Committee and Fraternal Insurance Counselors

- a) It will be the duty of this committee to arrange for fraternal insurance seminars as well as other areas which will increase the efficiency of field workers, officers and other groups interested in fraternal insurance.
- b) Coordinate the efforts of the Fraternal Insurance Counselors (F.I.C.) state chapter in assisting with these projects.
- c) Assist the Program Committee in planning for the annual meeting of the Alliance.

Section 6. Membership Committee

- a) Maintain a current roster of those Fraternal Benefit Societies licensed to operate in the Commonwealth of Pennsylvania who are not members of the Pennsylvania Fraternal Alliance.
- b) Cultivate the interest of all non-member societies and encourage their enrolling as members of the Alliance.

Section 7. Bylaw Committee

- a) It shall be the duty of this committee to review the Bylaws of the Alliance for necessary changes and revisions to serve the best interests of the Alliance.
- b) Receive and review proposed amendments by member societies.
- c) All proposed amendments are to be processed in the manner prescribed in Article XIII of Alliance Bylaws.

Section 8. Legislative Committee

- a) It shall be the duty of this committee to be alert to and to review all proposed legislation which may affect the Fraternal Benefit System.

b) Communicate such information to the American Fraternal Alliance's Law Committee; and in coordination with the committee, assist in promoting favorable legislation and in defeating adverse legislation.

Section 9. Auditing Committee

a) Members of the Auditing Committee shall be appointed from among the Board of Directors, other than the President, First Vice President, Second Vice President, and Secretary-Treasurer.

b) It shall be the duty of this committee to conduct an annual audit of the financial records of the Alliance and report in writing at the annual meeting of the Alliance.

Section 10. Credentials Committee

a) It shall be the duty of this committee to receive and check the credentials of all delegates to the Alliance; to conduct the registration of delegates and others in attendance and to issue such identifying and other materials as provided by the Secretary-Treasurer.

Section 11. Program Committee

a) It shall be the duty of this committee to plan and execute the program for the annual meeting of the Alliance. The program shall be directed to achieve the goals and objectives of the Board of Directors.

b) Coordinate the resources of the Educational Committee in the development of the Alliance program.

c) Arrange for the printed programs for the annual meeting of the Alliance.

d) Coordinate all arrangements for societies to display their fraternal and promotional materials, including allocation of adequate space.

Section 12. Nominating Committee

a) The Nominating Committee shall consist of from three to five Past Presidents of the Alliance

b) It shall be the duty of this committee, in accordance with the provisions of Article VII and Article VIII to prepare a slate of officers and directors for consideration of the Alliance.

c) The Nominating Committee will serve to qualify candidates and secure a commitment to serve prior to presenting their names in nomination.

d) Recommend remuneration of the Secretary-Treasurer.

Section 13. Banquet Committee

It shall be the duty of this committee to coordinate all arrangements for all meal functions for the annual meeting, including table reservations and the distribution and sale of tickets. The chairperson shall notify the Officers of arrangements prior to their completion.

Section 14. Memorial Services Committee

a) It shall be the duty of this committee to prepare a suitable program to honor the memory of officers and prominent members who have died since the last annual meeting of the Alliance.

b) Materials for the annual meeting of the Alliance are to include a form for member societies to report the names and titles of those persons to be included in the Memorial Service.

Section 15. Fraternal Communicators Committee

a) There shall be a Fraternal Communicators Committee whose duty shall be to provide information and guidance to member societies interested in establishing and maintaining a network of Fraternal Communicators. Fraternal Communicators are members of the Fraternal Benefit System whose task is to know and to receive and to share information about their society and the Fraternal Benefit System.

b) The committee will suggest tasks to societies which will provide Fraternal Communicators with opportunities to be actively involved in State Fraternal Alliance and the promotion of fraternalism within the Commonwealth of PA.

c) The committee will also provide opportunities for Fraternal Communicators from various Fraternal Benefit Societies to meet for the purpose of exchanging ideas and learning more about the Fraternal Benefit System.

Section 16. Projects Committee

a) It shall be the duty of the Projects Committee to study and develop suggested programs and projects which promote the current theme of the American Fraternal Alliance as a resource for local units of member societies of the Alliance.

b) The committee will also serve to develop special projects as directed by the Board of Directors of the Pennsylvania Fraternal Alliance.

Section 17. Budget Committee

a) It shall be the duty of the Budget Committee to prepare an operating budget (income and expense) for the subsequent year which begins with the closing of the annual meeting held in accordance with Section 1 of Article X of the Constitution and Bylaws.

b) The Committee will be composed of the President, Vice President and Immediate Past President.

Section 18. Annual Award Selection Committee

Subsection a) John Jordan Upchurch Award Selection Committee

a) The John Jordan Upchurch Award, established in 1977, may be presented annually by the Alliance to a fraternal leader from within the Alliance in recognition for distinguished and exemplary service to fraternalism.

b) A Selections Committee consisting of former recipients shall seek out the candidate to be so honored. The Selections Committee may, at the discretion of the President, include Past Presidents of the Pennsylvania Fraternal Alliance.

c) The mission of the Committee is to preserve the role of the individual in fraternal history.

d) The Award is presented to the fraternalist who, in the opinion of the Committee, in the past year(s) best exemplified that "image, foresight, leadership, ingenuity, and purpose contributing most to the advancement of the fraternal movement."

e) The Pennsylvania Fraternal Alliance, in its efforts to promote the John Jordan Upchurch Award, must be careful not to encourage member societies to promote or even nominate a candidate. The individual to receive this honor must be sought out by the John Jordan Upchurch Award Selections Committee.

Subsection b) Pennsylvania Fraternal Alliance Fraternalist of the Year

a) The fraternalist of the year award may be presented annually by the Alliance to a fraternalist from within the Commonwealth of Pennsylvania in recognition for exemplary volunteer services.

b) Each Pennsylvania Fraternal Alliance member-society is encouraged to enter one name for candidacy each year who shall be a resident of Pennsylvania.

c) Candidates shall be other than fraternal leaders within the Alliance; they shall not be officers of member-societies nor delegates to fraternal Alliances.

d) Nomination may be submitted to the Annual Award Committee. The deadline for receipt of entries is to be set by the Committee, but no less than thirty (30) days prior to the annual meeting.

e) Any material mailed to the Committee will not be returned.

f) The Pennsylvania Fraternal Alliance Fraternalist of the year will receive two (2) complimentary banquet tickets and \$250 to help defray the cost of attending the banquet. The recipient will also receive a certificate and an inscribed remembrance.

Section 19.

The President may appoint such other committees as are necessary to fulfill the goals and objectives of the Alliance.

ARTICLE X Annual Meeting

Section 1. An annual meeting of the Alliance shall be held each year in October at a place as may be selected by the Board of Directors.

ARTICLE XI General Provisions

Section 1. The member societies shall select their delegates not later than forty-five (45) days prior to the annual meeting of the Alliance, and shall immediately notify the Secretary-Treasurer on forms provided therefore.

Section 2. One-fourth of the member societies shall constitute a quorum for the transaction of business at the annual meeting of the Alliance. Each member society, through its duly accredited delegates, shall cast the vote to which its membership is entitled, provided however, that no delegate may have more than one vote.

Section 3. Special meetings of the Alliance may be called by the Board of Directors or upon written request to the President by fifteen (15) member societies.

Section 4.

a) The Secretary-Treasurer of the Alliance shall provide within ninety (90) days of the annual meeting a copy of the proceedings to the Executive Vice President of the American Fraternal Alliance and to each member society of the Pennsylvania Fraternal Alliance, including name and addresses of the officers and directors elected and the time and place of the next annual meeting.

b) When Bylaws are adopted or amendments made, copies shall also be sent to the American Fraternal Alliance's headquarters office as well as to member societies. See Article XIII regarding amendments.

Section 5. Nothing in the Constitution and Bylaws of this Alliance shall be interpreted to constitute an obligation upon the funds of member societies other than payment of the annual membership dues.

Section 6. A Surety Bond, covering the office of the Secretary-Treasurer, may be provided in such amount as determined by the Board of Directors.

Section 7. Roberts Rules of Order, most recently revised, shall govern the proceedings at all meetings of the Alliance when not inconsistent with the Constitution and Bylaws.

Section 8. Notification of all notices may be sent by regular U S Mail or electronic mail.

ARTICLE XII Order of Business

Section 1. The Order of Business shall be established in advance of each annual meeting at the discretion of the President in coordination with the Board of Directors, provided, however, that a report of the Credentials Committee be presented at the beginning of each business session.

ARTICLE XIII Amendments

Section 1. The Constitution and Bylaws of the Pennsylvania Fraternal Alliance may be amended at any annual meeting of the Alliance by a two-thirds majority vote of the delegates attending the meeting. However, the proposed amendments shall be read in open meeting of the Alliance at least one day before a vote is taken thereon.

Section 2. Proposed amendments to the Constitution and Bylaws shall be filed by member societies at least sixty (60) days before the annual meeting. A copy shall immediately be forwarded to members of the Board of Directors, the Bylaw Committee and each member society.

Section 3. All amendments adopted by the Alliance shall go into effect immediately or as otherwise designated by the Alliance, provided, however, that they are approved by the American Fraternal Alliance.

ARTICLE XIV Official Publications

Section 1. The Pennsylvania Fraternal Alliance shall have the Keystone State fraternal Communicator as its official publication. It shall be published no less than twice a year. The Board of Directors shall appoint the editor. It shall feature the activities of the Alliance, as well as the activities of the three regional related associations.

Section 2. The Pennsylvania Fraternal Alliance may publish materials that promote the Alliance and its activities, as well as, the activities of the member-societies.

Section 3. The Bylaws of the Pennsylvania Fraternal Alliance may be published in such a form as directed by the Board of Directors.

ARTICLE XV Scholarship

Section 1. The Pennsylvania Fraternal Alliance shall fund one scholarship in the amount of \$500 each year. Additional scholarships of \$500 each shall be funded by donations from member and associate members.

Section 2. Total donations exceeding a multiple of \$500 by \$250 or more shall be supplemented by the Pennsylvania Fraternal Alliance to create a full \$500 scholarship.

Section 3. Total donations not exceeding a multiple of \$500 by a minimum of \$250 shall be kept in escrow and added to the following year's donations.

Section 4. Consequently, the minimum amount of scholarship funds paid out by the Pennsylvania Fraternal Alliance assets each year is \$500 and the maximum amount is \$750.

ARTICLE XVI Adoption

Section 1. The foregoing Bylaws were duly adopted by the Pennsylvania Fraternal Alliance at the annual meeting held in the City of Hershey, Pennsylvania on October 25, 26, 27, 1982.

Section 2. The changes, revisions and amendments to the Constitution and Bylaws approved at the 82nd Annual meeting of the Pennsylvania Fraternal Alliance held in King of Prussia, Pennsylvania on October 25th and 26th 1993 are included in this printing.

Section 3. The changes, revisions and amendments to the Constitution and Bylaws approved at the 85th Annual meeting of the Pennsylvania Fraternal Alliance held in White Haven, Pennsylvania on October 21st and 22nd 1996 are included in this printing.

Section 4. The changes, revisions and amendments to the Constitution and Bylaws approved at the 86th Annual meeting of the Pennsylvania Fraternal Alliance held in Pittsburgh, Pennsylvania on October 20th and 21st 1997 are included in this printing.

Section 5. The changes, revisions and amendments to the Constitution and Bylaws approved at the 87th Annual meeting of the Pennsylvania Fraternal Alliance held in Pittsburgh, Pennsylvania on October 19th and 20th 1998 are included in this printing.

Section 6. The changes, revisions and amendments to the Constitution and Bylaws approved at the 88th Annual meeting of the Pennsylvania Fraternal Alliance held in Erie,

Pennsylvania on October 24th 25th and 26th 1999 are included in this printing.

Section 7. The changes, revisions and amendments to the Constitution and Bylaws approved at the 90th Annual meeting of the Pennsylvania Fraternal Alliance held in Champion, Pennsylvania on October 28th, 29th, and 30th 2001 are included in this printing.

Section 8. The changes, revisions and amendments to the Constitution and Bylaws approved at the 92nd annual meeting of the Pennsylvania Fraternal Alliance held in Mount Pocono, Pennsylvania on October 19th, 20th, and 21st are included in this printing.

Section 9. The changes, revisions, and amendments to the Constitution and Bylaws approved at the 96th annual meeting of the Pennsylvania Fraternal Alliance held in Farmington, Pennsylvania on October 28th, 29th, and 30th 2007 are included in this printing.

Section 10. The changes, revisions and amendments to the Constitution and Bylaws approved at the 98th annual meeting of the Pennsylvania Fraternal Alliance held in Farmington, Pennsylvania on October 25th, 26th, and 27th 2009 are included in this printing.

Section 11. The changes, revisions and amendments to the Constitution and Bylaws approved at the 99th annual meeting of the Pennsylvania Fraternal Alliance held in Mount Pocono, Pennsylvania on October 24th, 25th, and 26th 2010 are included in this printing.

Theresa A Kluchinski
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