

**CONSTITUTION AND BY-LAWS OF THE
MINNESOTA PEST MANAGEMENT ASSOCIATION**

* * * (As Amended in 1986) * * *

ARTICLE I - NAME

The name of this Organization shall be Minnesota Pest Management Association ("Association"), a non-profit organization. The Organization shall, hereinafter, throughout this Constitution and By-Laws, be referred to as the Association.

ARTICLE II - PURPOSE

The Purposes and Objectives for which this Association is organized are as follows:

- A. For the promotion of general standards and ethics of the pest management and fumigating industry.
- B. To foster and promote research and experimentation and to distribute knowledge thus gained to and among the members.
- C. To foster, promote, maintain, and encourage the civic, social, commercial, and industrial welfare of the industry.
- D. To abide by the Code of Ethics as set forth in the Constitution and By-Laws of the National Pest Management Association, Incorporated.

ARTICLE III - MEMBERSHIP

ACTIVE MEMBERSHIP & QUALIFICATIONS: Any person, firm, or Corporation licensed by the State of Minnesota in the Fumigation and/or Pest Management industry shall be eligible to membership. Applications shall be made on a form to be adopted by the Board of Directors. Such application shall be submitted to the Board of Directors; if the application is accepted and approved by a majority vote of the Board of Directors, the applicant shall be deemed elected to membership.

ASSOCIATE MEMBERSHIP & QUALIFICATION: Any person, firm, or Corporation engaged in the structural pest management industry outside of the State of Minnesota shall be eligible to Association membership. Application procedure is the same as for Active Membership. Associate members shall not hold an elective office nor have voting power.

HONORARY MEMBERSHIP & QUALIFICATIONS: An Honorary Membership shall be confirmed upon an individual upon the recommendation of the Board of Directors sustained by three-fifths vote of the membership. Honorary memberships are to be granted to persons who have made outstanding contributions to our industry. Honorary members shall not hold an elective office nor have voting power. This will include representatives from the Minnesota Department of Agriculture and the University of Minnesota.

ALLIED MEMBERSHIP & QUALIFICATIONS: Any person, firm, or corporation not engaged in pest management service work but who manufactures or supplies products, equipment, and other materials to the Pest Management Industry shall be eligible for membership. Election to membership shall be by the Board of Directors by a majority

vote. Allied members shall not have voting power and shall not be eligible for an elective office.

No person, firm, or corporation shall hold more than one full membership in the Association. Every active and paid member of the Association shall have one vote per firm.

ARTICLE IV - DUES – INITIATIONS – RESIGNATIONS – ETC.

INITIATION & DUES: The dues for membership shall be set annually by majority vote at the annual meeting. Every member (except Honorary) shall pay annual dues, same being payable in March of each year.

RESIGNATIONS: All resignations of members shall be presented in writing to the Board of Directors. Any dues paid are not refundable.

DELINQUENCIES: Any member who shall fail to pay his annual dues or any installment thereof, within (30) days after same shall become due and payable, shall be notified of his delinquency by the Secretary. If, at the end of an additional thirty (30) days the member is still delinquent he may be suspended or expelled by the Board of Directors. Any suspended or expelled member shall not thereafter exercise any of the privileges of membership. If, after sixty (60) days delinquency, membership will be terminated. New membership application at renewal dues will be in effect.

CONDUCT OF MEMBERS: The Association reserves to itself the right at all times to judge the conduct of its members, with respect to their duties as members of the Association. An evaluation on any complaint against a member may be made before the Board of Directors; whose findings of fact will then be submitted to a vote by quorum of the membership. The fact member in question may then be given an opportunity to be heard in his own defense before said Association. Upon a vote of two-thirds of said membership present and in good standing, such member, if found guilty may then be dropped from the rolls of the Association.

- A. Upon due notice and reasonable time (not to exceed sixty (60) days, if any member shall fail to appear before the Board of Directors, if there is sufficient proof that he has acted in bad faith, action may then be taken in his absence, as against one who had defaulted, if he gives no reason for his non-appearance.
- B. The Association reserves the right to terminate the tenure of office of all officers or directors who are not functioning in line with the most ethical practices of the office, by a two-thirds vote of the members present at the Association meeting. The officer or director in question may request a hearing in his defense by the Board of Directors and then subsequently be voted upon.
- C. All rights and privileges of the Association are disallowed to those suspended, expelled, dropped, or resigned.
- D. **RE-INSTatement:** No member, after having been suspended or expelled shall be reinstated until all dues and assessments in arrears shall have been paid, except by special order of the Board of Directors.
- E. Suspended or terminated members may re-apply for membership after a one (1) year period of time.