



Arizona Men of Leather

BYLAWS

BE IT KNOWN by all that these Bylaws were adopted by unanimous vote of the members of the Arizona Men of Leather at the General Meeting of April 8, 2017. Further, effective April 8, 2017, these Bylaws supersede and replace those Bylaws approved on March 12, 2016; March 15, 2014; March 13, 2010; June 13, 2009; and December 11, 2005 and all amendments thereto.

MISSION STATEMENT

The Arizona Men of Leather (**AML**) is a male---identified Leatherman’s Social Club consisting of individuals who seek or live the Leather/SM/Fetish lifestyle, providing opportunities for friendship, mentoring, education, and support of our community.

ARTICLE 1 QUALIFICATIONS FOR MEMBERSHIP

SECTION 1 Qualifications

Membership in AML is open to any male or male---identified transgendered individual of at least 21 years of age residing in The State of Arizona, who agrees to abide by AML’s bylaws, and submits to the Membership Pledging Process.

ARTICLE 2 MEMBERSHIP

SECTION 1 Categories

The membership will be divided into four categories as defined below:

1. Founding Members
2. Active Members
3. Associate Members
4. Inactive Members

SECTION 2 Founding Members

Founding Members are those individuals who, through a shared vision, formed AML and are members for life, although still paying annual dues, and are identified as:

Steven Bloom
Roger
Bill Fischer
John R.
Joe Kunkel
Robert Sanfratello
Mitch Schulte
Terry Commas
Mike Boyd
Michael Sanchez

Daddy Wayne
Sir Donald Hilton
Steve Goucher
John Riou
Bill Jackson
David Jones
Geoff Guth
Alan Frazier
Jim Clemens

SECTION 3 Active Members

Active Members are those Founding and other Members who join AML after the adoption of the December 11, 2005 Bylaws, and are in good standing. To be “in good standing,” a Member must have dues paid current. An Active Member is expected, to the maximum extent practicable, to participate in all AML functions. With Board approval, members who are experiencing financial hardship may be exempt from paying monthly dues, and still retain good standing status. Pursuant to ARTICLE 6, SECTION 3, the decision on the exemption will be presented to the membership excluding the member’s name.

SECTION 4 Associate Members

Associate Members are those who wish to identify with AML, yet cannot commit to the expectations for Active Membership. Associate Members, while invited to participate, will not have the ability to vote on AML business. Associate Members experiencing financial hardship are eligible for the exemption from dues provided in Section 3. Pursuant to ARTICLE 6, SECTION 3, the decision on the exemption will be presented to the membership excluding the member’s name.

SECTION 5 Change in Membership Status

A Member may, at any time, change Membership status from Active to Associate or from Associate to Active by providing written (including email) notice to the President or Recording Secretary of his decision and the effective date of his change in status. The Member’s dues obligation will change as follows:

1. Member changing from Active to Associate will, on or immediately after the effective date of the change, make up any difference between the annual dues paid for his Active Membership during the current year and the annual dues for an Associate Member. If the Active Member dues paid equal or exceed the annual dues for an Associate Member, the annual dues for the Associate Member will begin in January of the following year.
2. Member changing from Associate to Active will, on or immediately after the effective date of the change, start paying the monthly dues of an Active Member.

SECTION 6 Inactive Members

Inactive Members are those Active or Associate Members who, for their own reasons, elect to become inactive in AML. If the Member so decides, he must notify the President or Recording Secretary of his decision and the effective date of his change in status. An Active or Associate Member who has not attended a General Meeting nor paid dues for a period of two years is deemed to be an Inactive Member. A Member in Inactive status is not eligible to vote on AML matters and is exempt from payment of dues. If the Inactive Member elects to return to Active or Associate Member status, he must notify, in writing (including email, the President or Recording Secretary of his decision and the effective date of his change in status. Dues will begin to accrue from the date of return to Active or Associate Membership status. An Inactive Member remaining in such status for 12 consecutive months will be considered to have resigned from AML unless he requests to remain in Inactive Member status and relates the duration of such continuance to the Board. A member of the Board may contact an Inactive Member who has held that status for 11 months or more to

encourage the member to consider a return to Active or Associate Membership.

SECTION 7 Behavior Expectations of Members

All Members, wearing AML colors, should always maintain themselves in a manner that reflects positively on AML as a whole. Behavior that reflects poorly on AML can be brought up for discussion at any Board or General meeting. The Code of Conduct adopted as a standard for all AML Members by majority vote of the Members present at the January 14, 2017 General Meeting is incorporated into these Bylaws as Attachment A.

SECTION 8 Voting

Active Members may vote on all issues brought up for a consensus vote at General meetings.

**ARTICLE 3
THE MEMBERSHIP PLEDGING PROCESS**

SECTION 1 Votes on Membership

Votes on membership will be held quarterly as follows: February, May, August and November.

SECTION 2 Pledging

The Prospective Member will secure an Active Member to Sponsor his Membership in AML. The Sponsor will introduce the Prospective Member as a Pledge at any General Meeting or at a December Social Event. The Sponsor is responsible for ensuring the pledge completes and submits a membership application and meets the Active Membership standards of AML set forth at Article 1, Section 1.

SECTION 3 Participation Requirements

To be considered for membership, the Pledge must attend a minimum of three AML Functions between being introduced as a pledge, and a General Meeting when Voting on Membership occurs. An AML Function includes General Meetings, events sponsored by AML, and AML social events. While attending AML Functions, the Pledge is expected, to the maximum extent practicable, to interact with all active AML members and to volunteer.

SECTION 4 Becoming an AML Member

After consulting with the Pledge, the Sponsor may nominate the Pledge for Membership at a General Meeting where Voting on Membership will occur, provided at least two months have lapsed since the individual was announced as a pledge. The Sponsor and Pledge may decide to delay the Nomination for Membership to a future General Meeting where Voting on Membership will occur.

Each Active Member present may vote “Yes,” “No,” “Defer,” or “Abstain.” A Pledge will be offered Active Membership if he receives a majority vote of “Yes.” If the majority vote is “Defer,” the Pledge may be subsequently nominated. If the majority vote is “No,” the Pledge’s process is terminated. Abstentions do not count toward determining the majority vote.

All nonmembers will leave the room during Voting on Membership.

**ARTICLE 4
BOARD OF DIRECTORS**

SECTION 1 Composition

The Membership of the Board of Directors (**Board**) is composed of the: President; Vice--president; Treasurer; Recording Secretary; Corresponding Secretary; and Website Coordinator. The duties of each are set forth in ARTICLE 5.

The Board may at a time of need, establish by a simple majority vote, a new Board position. At the time of creation of the new Board position, the existing members of the Board will determine the duties and responsibilities of the new position, including whether or not the new position will carry voting privilege. This position will have full status as a Board member but must be approved at the next General Meeting by a three---fourth---majority vote of the active members present.

SECTION 2 Powers and Responsibilities

The Board will have the power to:

1. Approve AML correspondence, newsletters and other public announcements.
2. Set the time, place, and agenda for all meetings.
3. Approve all projects and spending.
4. Set the amount of the annual membership dues for Active and Associate members.
5. Hold and control all information necessary to maintain, administer, and access the domain names and websites of AML.

The Board will have the responsibility to attend all AML functions. If attendance at a function is not possible, the board member will have the responsibility of notifying another board member.

ARTICLE 5 BOARD MEMBER DUTIES

SECTION 1 President

The President will:

1. Preside over all official and regularly scheduled AML meetings.
2. Appoint committees.
3. Represent AML on official occasions and in business contracts.
4. Act as any other officer in his absence.
5. Sign checks for payment of Club authorized expenses.
6. Attend meetings and events of other clubs and organizations, as practicable and with invitation as appropriate, to officially represent AML.

The President, during any Board or AML Meeting, casts a vote only in event of a tie.

SECTION 2 Vice-president

The Vice-president will:

1. Act as President during the President's absence.
2. Serve as Parliamentarian.
3. Supervise the Pledging process for new members.
4. Have one vote on the Board.

SECTION 3 Treasurer

The Treasurer will:

1. Maintain the financial records of AML. The record keeping system will include:
 - a. Consolidation of all financial records in one or a set of files.
 - b. Allow for recording monthly and year-to-date income and source to include identification of individual members and their currency of dues.
 - c. A system for maintaining receipts for all Club authorized expenditures, including authorized expenditures of individual members using any amounts they paid in support of AML as credit toward their annual dues.
 - d. An AML checking account requiring the signature of either the Treasurer or President. The account statement will be balanced monthly.
2. Collect all membership dues.
3. Collect all funds from any AML benefit or general meeting.
4. Retain receipts and verify validity of all AML bills to be paid.
5. Sign checks for payment of Club authorized expenses.
6. Bring to the Board's attention members who are not in good standing.
7. Have one vote on the Board.

SECTION 4 Recording Secretary

The Recording Secretary will:

1. Record and distribute meeting minutes to all members of AML.
2. Maintain and distribute an up-to-date membership roster to all members. Distribution may be by E-mail as practicable.
3. Maintain the AML Bylaws, and ensure a current copy is provided to the Website Coordinator.
4. Have one vote on the Board.

In the Recording Secretary's absence, the Treasurer will act as Recording Secretary.

SECTION 5 Corresponding Secretary

The Corresponding Secretary will:

1. Be responsible for all outgoing correspondence.
2. Communicate with other clubs to coordinate AML functions in the effort to avoid duplicity of schedules.
3. Inform the Board of all contacts made and the results thereof.
4. Supervise the Website Coordinator.
5. Have one vote on the Board.

SECTION 6 Website Coordinator

The Website Coordinator will:

1. Maintain AML's Website.
2. Ensure a current copy of the AML Bylaws is posted on the website.

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3. Hold a non-voting position on the Board.

This position is supervised by the Corresponding Secretary.

**ARTICLE 6
BOARD MEETINGS**

SECTION 1 Board Meetings

Any Board member may, upon discovery of a condition warranting action by the Board, request a meeting. If a majority of the voting Board members concur, the Board will be called into session to address the condition. Such meetings may be held in person or with telephone participation of Board members, as necessary. As determined by the Board, AML Members may be notified of, and invited to attend, the meeting.

SECTION 2 Decisions Presented

Any Board decisions, pursuant to SECTION 1, will be presented to AML at the next General Meeting.

**ARTICLE 7
BOARD ELECTIONS**

SECTION 1 Nomination and Election Dates

Election of Board members will be held annually. Nominations for Board offices will begin in October and conclude prior to the election of Board Members held at the November General Meeting. Results of the election will be subsequently announced to the AML Membership.

SECTION 2 Qualifications

Any Active Member who has been in AML for at least one year is qualified to be elected to the Board; however, any member who has been placed on Inactive Membership status must have been an Active Member for at least six months following his return to active status before being eligible for nomination to the Board.

SECTION 3 Transition

Each Board position will terminate its yearly term during the January meeting, at which time the new Board members will assume their duties.

SECTION 4 Board Vacancy

In the event of a vacancy on the Board for any reason, the remaining members of the Board will, at the next General Meeting, solicit nominations for members to fill the vacancy for the duration of the current term. Any member meeting the standards of qualification in SECTION 2 may be nominated by any Active Member to fill the vacant Board position. A nominee to the vacant Board position may be elected to fill the position with a majority vote of all members present at that General Meeting.

SECTION 5 Insufficient Nominees

In the event there is no Active Member eligible for nomination, pursuant to SECTION 2, willing to accept a nomination to a Board position, a three---fourths majority vote of the Active Members present may open the nominations to otherwise ineligible members. A Member so nominated must be an Active Member.

**ARTICLE 8
BOARD MEMBER RESIGNATION OR REMOVAL**

SECTION 1 Resignation

A member of the Board may resign his position at any time. The resigning member must inform his fellow Board members, and the active membership, of his resignation. The resigning member is encouraged to provide at least thirty days' notice of his resignation, if practicable. The resigning Board member is also encouraged to provide a reason for his resignation.

SECTION 2 Removal for Cause

Any Board member subject to Disciplinary Action, pursuant to ARTICLE 11, may be removed from the board.

**ARTICLE 9
VOTES AND VOTING**

SECTION 1 Quorum Required

For purposes of AML business and Board decisions, a quorum of voting Board Members must be present. A quorum of Board members exists when a majority of the voting Board members is present.

SECTION 2 Proxy Allowed

If a majority of Voting Board Members is not present, voting by proxy may fill the requirement for a quorum. Proxy votes must be given to the Recording Secretary in written form before the meeting. "Written form" may include e---mail. The proxy vote must include: the name of the voting Board member; the issue subject to vote; the vote cast; and, if in writing, the original signature of the voting Board Member. A copy of the full e---mail is deemed to meet the signature requirement for e---mail proxies. The Recording Secretary must bring all proxy votes to the meeting for inspection by the Board. Any proxy vote not meeting these standards may not be cast and is invalid.

SECTION 3 General Meeting Voting

At each General Meeting where members are asked to vote on an issue, each Active Member will have only one vote. Voting by proxy is allowed, following the standards of SECTION 2.

SECTION 4 Recording Voting Results

The Recording Secretary will record, in the minutes for each meeting: each vote taken; the results of the voting; and the identity of any voting member casting a vote by proxy.

**ARTICLE 10
AML
COLORS**

SECTION 1 AML Colors

The AML Colors design is the intellectual property of the Arizona Men of Leather.

SECTION 2 AML Colors Vest Patch

Each Member is expected to secure a patch by paying the prevailing cost of the patch to the Treasurer. The Treasurer will then secure a patch from an appropriate vendor. The patch becomes the property of the Member.

SECTION 3 Wearing AML Colors

The AML Colors should be worn at all AML functions and at those functions with AML participation or endorsement.

**ARTICLE 11
DISCIPLINARY
PROCEDURES**

SECTION 1 Offense Subject to Disciplinary Action

Disciplinary action may be taken against any member conducting himself in a manner disrespectful to AML as described in the AML Code of Conduct in Attachment A.

SECTION 2 Process

The Board will investigate any allegations pursuant to SECTION 1 and present their determination to the Membership at the next General Meeting. The actions subject to disciplinary action along with the process for determining the validity of the action and remedy if the action is valid are set forth in the AML Code of Conduct in Attachment A.

**ARTICLE 12
AMENDMENT
S**

SECTION 1 Bylaw Revisions

The Bylaws may be revised to provide for extraordinary circumstances unforeseen at the

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time the Bylaws were adopted or last amended. The revision may be approved only with a majority vote of all Active Members present at a General Meeting. The revision will take full force and effect immediately upon recording of the majority vote by the Recording Secretary. The Recording Secretary will include in the minutes of the General Meeting where the revision was approved, the true and correct text of the agreed revision. The Recording Secretary will present, at the next March General Meeting at which the Bylaws are opened for amendment, all revisions approved by the members during the preceding year.

SECTION 2 Amending the Bylaws

The AML Bylaws will be opened for amendment only at the General Meeting held in March of each year. At that time, any Active Member may request all members present consider amendment of the Bylaws. Any proposed amendment will be presented in writing and include the ARTICLE and SECTION to be amended or added along with the full text of the proposed change. Each proposed amendment and revision will be considered by all Active Members present, and a vote will be held on each. To be incorporated into the Bylaws, any amendment or revision must be approved by a three---fourths majority vote of all Active Members present at the General Meeting.

SECTION 3 Incorporating Amendments

For each approved Amendment, the Recording Secretary will update the relevant portion of the Bylaws, and make an updated version of the Bylaws available to the Members.

SECTION 4 Maintaining Historic Record

The Recording Secretary will include in the “AMENDMENTS” attached to the Bylaws, documentation of all approved amendments. Each amendment will have a consecutively numbered heading to include the word “Amendment” followed by the date of the amendment. The “date of the amendment” is the date of the General Meeting at which the amendment was approved. Under the heading, the following information will be included: 1) a brief explanation of the reason for the amendment; 2) the original text of the ARTICLE and SECTION or SECTIONS being amended, as appropriate; and, 3) the text of the ARTICLE and SECTION or SECTIONS which replaced the original text or are added.

SECTION 5 Temporary, Extraordinary Circumstances

In event of an extraordinary circumstance which is inappropriate for application of the Bylaw Revision, as described in SECTION 1, due to its temporary nature, The members may, with a three---fourths vote of all Active Members present at the meeting where the circumstance is address, temporarily suspend the provision or provisions of these Bylaws which prevents AML from quickly or effectively dealing with the circumstance.

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ATTACHMENT A CODE OF CONDUCT

The following Code of Conduct was adopted as an AML standard for all Members at the General Meeting of January 14, 2017:

AML



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CODE OF CONDUCT

Each member is expected to conduct themselves in a respectful way at meetings and all functions.

Each AML Member agrees to conduct himself in accord with the following behaviors while attending AML meetings/events:

- Be respectful of the location in which the function is held.
- During meetings, speak one at a time so that all have an opportunity to speak if they so desire.
- Avoid interrupting speakers or engaging in individual conversations during meetings.
- Respectfully silence electronic devices during meetings.
- Participants in AML are responsible for their personal relationships. If members of AML are in a personal conflict, it is the responsibility of those persons to arrange matters among themselves so AML meetings or functions maintain an appropriate, non-disruptive environment.
- While attending any AML function or while wearing AML colors (back patch), any form of discrimination (verbal or physical) against another individual based on their race, religion, sexual orientation, disability, etc. will result in immediate revocation of AML club membership. Any such action will be reported to an AML Board Member. The offending member will be invited to come before the Board to present his case. Upon verification of the action, the Board will revoke the offender's membership, inform the member by Certified letter and inform the general membership of the action taken.

AML has a zero tolerance of violence and threats of physical violence. Any act that is

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legally considered as assault (some examples include: striking, nonconsensual grabbing, and shoving), or involves a threat of physical violence, will be grounds for immediate revocation of AML club membership. Any such action will be reported to an AML Board Member. The offending member will be invited to come before the Board to present his case. Upon verification of the action, the Board will revoke the offender's membership, inform the member by Certified letter and inform the general membership of the action. If the member fails to come before the Board, membership will be immediately revoked.

At any AML function or while wearing Club colors (back patch), any action by a member that's considered to be an embarrassment to AML will be immediately addressed by a witnessing member by talking to the offending member. The incident will also be presented to a Board member. The offending member will be invited to appear before the Board and will be issued a warning and will be reminded of the Club Code of Conduct requirements. If there is a second offense by the same member, the Board will once again invite the member to appear before the Board and the member will be informed that another incident will result in revocation of membership (three offenses within a calendar year).

Member Name (Print) _____

Member Signature _____ Date _____

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AMENDMENTS

ARIZONA MEN OF LEATHER REVISIONS-MARCH 12, 2016

Below are revisions of the 2014 AML Bylaws affecting Articles 3 and 5, as passed by unanimous vote of the active members at the General Meeting of March 12, 2016. Further, the initial paragraph of the Bylaws reflecting dates of prior changes is modified to reflect the date of the latest revision. Provisions of Article 12-AMENDMENTS, Section 4 (Maintaining Historic Records) are fulfilled by attaching this document.

1-Membership Pledging Process:

Below is a copy of the March 2014 AML Bylaws Article 3-“THE MEMBERSHIP PLEDGING PROCESS” showing revisions effected March 12, 2016.

In an attempt to make the Pledging Process less bureaucratic, announcement of a new AML Pledge (Section 2) may be undertaken at any General Meeting or the December social event. The set meeting dates for a vote on the Pledge becoming a Member (Section 1) will remain unchanged. A provision is inserted in Section 4 requiring a lapse of two months between the date of announcing the individual as a Pledge and the vote on Membership.

There are two clarifications/corrections in wording in Sections 2 and 4.

The edits are shown below. Text to be inserted is within parenthesis-()- and text to be deleted is within brackets-[].

ARTICLE 3 THE MEMBERSHIP PLEDGING PROCESS

SECTION 1 Vote on Membership

Votes on membership will be held quarterly as follows: February, May, August and November.

SECTION 2 Pledging

The Prospective Member will secure an Active Member to Sponsor his Membership in AML. The Sponsor will introduce the Prospective Member as a Pledge at (any) [a] General Meeting [, **quarterly as follows: March, June, September,**] or at a December Social Event. The Sponsor is responsible for ensuring the pledge completes and submits a membership application and meets the Active Membership (standards) of AML (set forth at Article 1, Section 1).

SECTION 3 Participation Requirements

To be considered for membership, the Pledge must attend a minimum of three AML Functions between being introduced as a pledge, and a General Meeting when Voting on Membership occurs. An AML Function includes General Meetings, events sponsored by AML, and AML social events. While attending AML Functions, the Pledge is expected, to the maximum extent practicable, to interact with all active AML members and to volunteer.

SECTION 4 Becoming an AML Member

After consulting with the Pledge, the Sponsor may nominate the Pledge for Membership at a General Meeting where Voting on Membership will occur (, **provided at least two months have lapsed since the individual was announced as a pledge**). The Sponsor and Pledge may decide to delay the Nomination for Membership to a future

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General Meeting where Voting on Membership will occur.

Each Active Member present may vote “Yes,” “No,” “Defer,” or “Abstain.” A Pledge will be offered Active Membership if he receives a majority vote of “Yes.” If the majority vote is “Defer,” the Pledge may be subsequently nominated. If the majority vote is “No,” the Pledge’s process is terminated. Abstentions do not count toward determining the majority vote.

All (nonmembers) [non-members] will leave the room during Voting on Membership.

2—Board Member Duties

Below is a copy of the March 2014 AML Bylaws Article 5-“BOARD MEMBER DUTIES,” Section 1-“President” and Section 3-“Treasurer” showing revisions effected on March 12, 2016.

In an attempt to place more structure and control into the AML accounting practices, Section 3 (Treasurer) is modified as shown below. The revisions provide for an accounting system based on general bookkeeping standards and clarifies the AML checking account allows for the signature of either the Treasurer or President on each check which allows either Officer to determine the specific account activity and the resultant balance. As AML does not have dual signature checks, “Co-sign” before “checks in Section 1 (President), paragraph 5 and Section 3, paragraph 5 is changed to “Sign” and “for payment of Club authorized expenses” is added for clarification.

The suggested edits are shown below. Text to be inserted is within parenthesis-()- and text to be deleted is within brackets-[].

SECTION 1 President

The President will:

1. Preside over all official and regularly scheduled AML meetings.
2. Appoint committees.
3. Represent AML on official occasions and in business contracts.
4. Act as any other officer in his absence.
5. (Sign) [Co-sign] checks (for payment of Club authorized expenses).
6. Attend meetings and events of other clubs and organizations, as practicable and with invitation as appropriate, to officially represent AML.

The President, during any Board or AML Meeting, casts a vote only in event of a tie.

SECTION 3 Treasurer

The Treasurer will:

1. Maintain the financial records of AML. (The recordkeeping system will include:
 - a. Consolidation of all financial documents in one or a set of files.
 - b. Allow for recording monthly and year-to-date income and source to include identification of individual members and their curranty of dues.
 - c. A system of maintaining receipts for all Club authorized expenditures, including authorized expenditures of individual Members using any amounts they paid in support of AML as credit toward their annual dues.
 - d. An AML checking account requiring the signature of either the Treasurer or President. The account statement will be balanced monthly.)

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2. Collect all membership dues.
3. Collect all funds from any AML benefit or general meeting.
4. Retain receipts and verify validity of all AML bills to be paid.
5. (Sign) [Co-sign] checks (for payment of Club authorized expenses.).
6. Bring to the Board's attention members who are not in good standing.
7. Have one vote on the Board.

ALL OTHER TERMS AND CONDITIONS REMAIN UNCHANGED

REVISIONS-April 8, 2017

Below are revisions of the 2016 AML Bylaws affecting Articles 2 and 11, as passed by unanimous vote of the active members at the General Meeting of April 8, 2017. In addition, the AML Code of Conduct passed at the General Meeting of January 14, 2017 is incorporated into the AML Bylaws as Attachment A. Further, the initial paragraph of the Bylaws reflecting dates of prior changes is modified to reflect the date of the latest revision.

The revisions of Article 2 deal with the determination of dues obligations when Members change their Membership Status from Active to Associate or the reverse.

The revisions of Article 11 deal with use of the new Attachment A in determining if a Member has committed an offense requiring disciplinary action and, if so, the disciplinary action to be taken.

Provisions of Article 12-AMENDMENTS, Section 4 (Maintaining Historic Records) are fulfilled by attaching this document.

APRIL 8, 2017 REVISIONS TO THE AML BYLAWS

The base file is the AML Bylaws passed during the General Meeting of March 12, 2016. Text to be deleted is inside double brackets ([[...]]) and text to be inserted is inside double parenthesis (((...))). The Code of Conduct adopted at the January 14, 2017 General Meeting will be attached to the Bylaws as Appendix A.

ARTICLE 2 - MEMBERSHIP

SECTION 1 Categories

The membership will be divided into four categories as defined below:

1. Founding Members
2. Active Members
3. Associate Members
4. Inactive Members

SECTION 2 Founding Members

Founding Members are those individuals who, through a shared vision, formed AML and are members for life, although still paying annual dues, and are identified as:

Steven Bloom
Roger
Bill Fischer
John R.

Daddy Wayne
Sir Donald Hilton
Steve Goucher
John Riou

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Joe Kunkel

Robert Sanfratello

Mitch Schulte

Terry Commas

Mike Boyd

Michael Sanchez

Bill Jackson

David Jones

Geoff Guth

Alan Frazier

Jim Clemens

SECTION 3 Active Members

Active Members are those Founding and other Members who join AML after the adoption of the December 11, 2005 Bylaws, and are in good standing. To be “in good standing,” [[an Active]]((a)) Member must have dues paid current[, and]]((. An Active Member)) is expected, to the maximum extent practicable, to participate in all AML functions. With Board approval, members who are experiencing financial hardship may be exempt from paying monthly dues, and still retain good standing status. Pursuant to ARTICLE 6, SECTION 3, the decision on the exemption will be presented to the membership excluding the member’s name.

SECTION 4 Associate Members

Associate Members are those who wish to identify with AML ((and are in good standing)), yet cannot commit to the expectations for Active Membership. Associate Members, while invited to participate, will not have the ability to vote on AML business. ((Associate Members experiencing financial hardship are eligible for the exemption from dues provided in Section 3. Pursuant to ARTICLE 6, SECTION 3, the decision on the exemption will be presented to the membership excluding the member’s name.))

((SECTION 5 Change in Membership Status

A Member may, at any time, change Membership status from Active to Associate or from Associate to Active by providing written (including email) notice to the President or Recording Secretary of his decision and the effective date of his change in status. The Member’s dues obligation will change as follows:

1. Member changing from Active to Associate will, on or immediately after the effective date of the change, make up any difference between the annual dues paid for his Active Membership during the current year and the annual dues for an Associate Member. If the Active Member dues paid equal or exceed the annual dues for an Associate Member, the annual dues for the Associate Member will begin in January of the following year.
2. Member changing from Associate to Active will, on or immediately after the effective date of the change, start paying the monthly dues of an Active Member.))

SECTION [[5]] ((6)) Inactive Members

Inactive Members are those Active or Associate Members who, for their own reasons, elect to become inactive in AML. If the Member so decides, he must notify the President [[and]] ((or)) Recording Secretary of his decision and the effective date of his change in status. ((An Active or Associate Member who has not attended a General Meeting nor paid dues for a period of two years is deemed to be an Inactive Member.))A Member in Inactive status is not eligible to vote on AML matters and is exempt from payment of dues. If the Inactive Member elects to return to Active ((or Associate)) Member status, he must notify((, in writing (including email,)) the President [[and]] ((or)) Recording Secretary of his decision and the effective date of his change in status. Dues will begin to accrue from the date of return to Active ((or Associate)) Membership status. An Inactive Member remaining in such status for 12 consecutive months will be considered to have resigned from AML unless he requests to remain in Inactive Member status and relates the duration

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of such continuance to the Board. A member of the Board may contact an Inactive Member who has held that status for 11 months or more to encourage the member to consider a return to Active ((or Associate)) Membership.

SECTION [[6]]((7)) Behavior Expectations of Members

All Members, wearing AML colors, should always maintain themselves in a manner that reflects positively on AML as a whole. Behavior that reflects poorly on AML can be brought up for discussion at any Board or General meeting. ((The Code of Conduct adopted as a standard for all AML Members by majority vote of the Members present at the January 14, 2017 General Meeting is incorporated into these Bylaws as Attachment A.))

SECTION [[7]] ((8)) Voting

Active Members may vote on all issues brought up for a consensus vote at General meetings.

ARTICLE 11 - DISCIPLINARY PROCEDURES

SECTION 1 Offense Subject to Disciplinary Action

Disciplinary action may be taken against any member conducting himself in a manner disrespectful to AML ((as described in the AML Code of Conduct in Attachment A)).

SECTION 2 Process

The Board will investigate any allegations pursuant to SECTION 1 and present their [[findings and recommendations]] ((determination)) to the Membership at the next General Meeting. ((The actions subject to disciplinary action along with the process for determining the validity of the action and remedy if the action is valid are set forth in the AML Code of Conduct in Attachment A.))

ATTACHMENT A CODE OF CONDUCT

The following Code of Conduct was adopted as an AML standard for all Members at the General Meeting of January 14, 2017:

AML



ARIZONA MEN OF LEATHER

CODE OF CONDUCT

Each member is expected to conduct themselves in a respectful way at meetings and all functions.

Each AML Member agrees to conduct himself in accord with the following behaviors while attending AML meetings/events:

- Be respectful of the location in which the function is held.
- During meetings, speak one at a time so that all have an opportunity to speak if they so desire.
- Avoid interrupting speakers or engaging in individual conversations during

meetings.

- Respectfully silence electronic devices during meetings.

- Participants in AML are responsible for their personal relationships. If members of AML are in a personal conflict, it is the responsibility of those persons to arrange matters among themselves so AML meetings or functions maintain an appropriate, non-disruptive environment.

- While attending any AML function or while wearing AML colors (back patch), any form of discrimination (verbal or physical) against another individual based on their race, religion, sexual orientation, disability, etc. will result in immediate revocation of AML club membership. Any such action will be reported to an AML Board Member. The offending member will be invited to come before the Board to present his case. Upon verification of the action, the Board will revoke the offender’s membership, inform the member by Certified letter and inform the general membership of the action taken.

AML has a zero tolerance of violence and threats of physical violence. Any act that is legally considered as assault (some examples include: striking, nonconsensual grabbing, and shoving), or involves a threat of physical violence, will be grounds for immediate revocation of AML club membership. Any such action will be reported to an AML Board Member. The offending member will be invited to come before the Board to present his case. Upon verification of the action, the Board will revoke the offender’s membership, inform the member by Certified letter and inform the general membership of the action. If the member fails to come before the Board, membership will be immediately revoked.

At any AML function or while wearing Club colors (back patch), any action by a member that’s considered to be an embarrassment to AML will be immediately addressed by a witnessing member by talking to the offending member. The incident will also be presented to a Board member. The offending member will be invited to appear before the Board and will be issued a warning and will be reminded of the Club Code of Conduct requirements. If there is a second offense by the same member, the Board will once again invite the member to appear before the Board and the member will be informed that another incident will result in revocation of membership (three offenses within a calendar year).

Member Name (Print) _____

Member Signature _____ Date _____

ALL OTHER TERMS AND CONDITIONS REMAIN UNCHANGED

