



## **BYLAWS**

### **ARTICLE I.           *PASNAP Objectives***

The objectives of PASNAP shall be as follows:

- A. To protect and advance PASNAP's organizational security;
- B. To improve the structure of PASNAP in order to ensure full and effective participation of all members, thereby establishing and maintaining an independent, self-governing organization;
- C. To promote and to protect the rights and welfare of its members;
- D. To advance professional rights and to enhance professional responsibilities in order to further the consistent development and improvement of the profession and its practitioners.

### **ARTICLE II.           *Membership Categories***

- A. Regular membership shall be available to any person actively employed as a health care professional or technical employee and in a certified bargaining unit represented by PASNAP who has completed a membership application to PASNAP, and is current in their dues.
- B. Regular membership may be either full-time, part-time, casual or per diem. Membership dues for all members employed in bargaining unit facilities shall be 1.2% of gross wages.
- C. Dues cap. The monthly cap will increase for RNs by \$14 in July 2023. The monthly cap will increase by \$20 in July of 2024 and July of 2025. There will be no increase in 2026. The monthly cap will increase by \$20 in 2027. There will be no increase in 2028. In 2029, the monthly cap will increase by \$20 for all members. The monthly cap will then increase moving forward by \$10 annually for all members.

For professional and technical staff, the monthly cap will increase by \$11 in July of 2023. The monthly cap will increase by \$15 in July of 2024 and July of 2025. There will be no increase in 2026. The monthly cap will increase by \$15 in 2027. There will be no

increase in 2028. In 2029, the monthly cap will increase by \$20 for all members. The monthly cap will then increase moving forward by \$10 annually for all members.

- D. Reserve membership is available to employees who are on unpaid leave from health care employers and in a bargaining unit represented by PASNAP. A person on unpaid leave shall be obligated to pay three-quarters' annual dues if receiving three-quarters' annual salary or less, one-half annual dues if receiving one-half annual salary or less, and one-quarter annual dues if receiving one-quarter annual salary or less.
- E. Retired membership is available to any person formerly a member of a health care bargaining unit represented by PASNAP at the time of retirement or resignation.
- F. Associate membership shall be available to any individual employed in a health care profession who is not employed in a bargaining unit represented by PASNAP.
- G. Regular members have the right to vote in PASNAP elections, and in local association elections and in any election regarding approval of a collective bargaining agreement or a decision to strike. The Executive Board shall determine the rights, responsibilities, and dues, if any, for members in categories other than active, except that they may not vote on the matters referenced in this section.

*Amended at House of Delegates May 2, 2023*

### **ARTICLE III.       *Powers and Duties of Officers***

- A. The President shall have the following powers and duties:
  - 1. To represent PASNAP as spokesperson;
  - 2. To serve as chairperson of the Executive Board;
  - 3. To perform such functions as may be approved by the Executive Board or which are customarily performed by the President of an organization including the right to delegate certain duties to the officers.
- B. The Vice-President shall have the following powers and duties:
  - 1. To perform the duties of the President in the absence of the President;
  - 2. To perform such duties as are delegated by the President.
- C. The Treasurer shall have the following powers and duties:
  - 1. To receive all monies of PASNAP and to pay out the same upon order of the Executive Board;
  - 2. To report to the Executive Board on all PASNAP receipts and disbursements;

3. To maintain or cause to be maintained all financial records required by regulation of the Department of Labor and the LMRDA;
4. To serve as chair of the Finance Committee.
5. To perform such other duties as may be assigned by the Executive Board.

D. The Secretary shall have the following powers and duties:

1. To write, or cause to be written, and maintain the minutes of all meetings of the Executive Board, the Annual Assembly, and any special meetings called under the authority of this Constitution and Bylaws.
2. To maintain, or cause to be maintained, paper and electronic archives of the minutes and all proceedings of the above referenced meetings, and all non-financial union records required by the Department of Labor and the LMRDA.
3. To perform such other duties as may be assigned by the Executive Board.

E. At-large board members shall have the following powers and duties:

1. To serve on a minimum of two committees.
2. To act as a liaison to assigned locals as assigned by the executive committee.
3. To perform such duties as may be assigned by the executive committee.

#### **ARTICLE IV.       *Powers and Duties of the Executive Board***

A. The Executive Board shall have the following powers and duties:

1. To carry out the mandates set at the Annual Meeting, to establish PASNAP policies which are consistent with those mandates, and to perform such other duties as may be required by the Constitution and Bylaws;
2. To adopt a Code of Ethics for PASNAP and its members, to adopt procedures for investigation, hearing and review of alleged violations of the Code of Ethics, and to appoint hearing panels as needed;
3. To censure, suspend, or expel a member of PASNAP for conduct inconsistent with the goals and objectives of PASNAP upon recommendation of an appointed hearing panel. The Executive Board shall be the only entity with the ability to censure, suspend, or expel members of PASNAP from membership at either the local or state level;
4. To call a Special Meeting of the membership upon three-fifths vote of all Executive Board members;
5. To approve the establishment of new local associations;
6. To delegate such duties as it deems appropriate and to perform such duties and exercise such powers which are expressly or by implication provided for in the Constitution and Bylaws;
7. To adopt policies to implement this Constitution and Bylaws and for the operation of PASNAP.
8. A majority of the Executive Board shall constitute a quorum sufficient for conducting the business of PASNAP unless otherwise specified in these documents.

- B. Members of the Executive Board shall not be personally liable for monetary damages for any action taken or any failure to take any action, except as provided for by the Director's Liability Act of 1986.
- C. Standing Committees. The following standing committees of the Board shall be appointed by the President with approval of the Board. The Board shall have the ability to create or dissolve committees as they are relevant to the needs of the Union. Such committees shall have the responsibilities as listed in the relevant policies of the Board. Standing committees may include but not be limited to: Finance, Personnel, PAC, Education, Elections, HOD, Strategic Planning, Bylaws, Grievance.

**ARTICLE V.           *Annual Membership Meeting***

- A. The membership at its Annual Meeting shall have the following powers and duties:
  - 1. To conduct the business of PASNAP at its Annual Meeting;
  - 2. To elect the executive officers of PASNAP;
  - 3. To recall an executive officer of PASNAP;
  - 4. To exercise all other powers which are customarily conferred upon the supreme governing body of an organization.

**ARTICLE VI.           *Elections***

- A. Each year, at the October meeting of the Executive Board, an Elections committee shall be appointed by the President with the approval of the Board for a one-year term. The committee shall consist of three (3) members of the Board who are not candidates for election at the Annual Meeting in the following year, unless there are not three Board members who meet that criteria in which case the committee shall consist of three (3) PASNAP members in good standing appointed by the President.
- B. The committee shall certify the eligible voters, as defined in this Constitution and Bylaws, and the number of delegates to the Annual Meeting for each chapter.
- C. The committee shall adopt a standard practice for nomination of delegates, other than ex officio delegates, and Executive officers and Board members, and insure that such information is communicated to all regular members at least thirty days prior to the close of nominations.
- D. Nominations shall close two weeks prior to the Annual Meeting.
- E. The election committee shall prepare the ballot, the voting rosters, and count the ballots at the Annual meeting.
- F. All election materials will be retained for three years.

**ARTICLE VII.      *Local Associations***

- A. Local associations shall be organized by the active members within a healthcare facility or bargaining unit represented by PASNAP. Where multiple bargaining units exist within a single facility, represented members may choose to have distinct locals for each distinct bargaining unit.
- B. A local association shall have categories of membership which are consistent with PASNAP's categories of membership.
- C. Local associations shall require recognition and approval of the Executive Board.
- D. The Constitution and Bylaws of local associations shall be consistent with the Constitution and Bylaws of PASNAP.
- E. Any local association wishing to amend, revise, replace or otherwise change its constitution or Bylaws may do so by a two-thirds vote of the members voting, provided that proper and adequate notice of at least 30 days has been given to all members of the proposal to amend, revise, replace or otherwise change such local constitution or Bylaws and subject to the provisions of Paragraph D of this Article. Any proposed amendments must be verified by the Executive Board of PASNAP in advance of notice and submission to the members in order to be effective. Should any provision of any local association's constitution and Bylaws contravene the laws or regulations of the United States or the Commonwealth of Pennsylvania, PASNAP shall (1) deem such provision invalid; and (2) conform the local association constitution and Bylaws to the relevant statutes or regulations. Decisions made by the PASNAP Executive Board may be appealed to the full Board by filing a written notice of such appeal within ten (10) days after the decision is issued. The Executive Board shall provide the opportunity for all interested parties to be heard and shall consider all other information obtained in the investigation conducted by a member or members of the Executive Board.
- F. The constitution of each local association shall contain:
  - (a) a provision establishing a quorum for each local association executive board and membership meetings and, in the case of any local association whose constitution and Bylaws do not contain a provision establishing a quorum, the quorum for meetings of such local association shall be ten percent of the membership in good standing in such local union and for the local executive board, more than 50% of its members; and
  - (b) a provision stating that "except to the extent specified in this constitution, no officer of this local association shall have the power to act as agent for or otherwise bind the association in any way whatsoever. No person or group of persons shall have the power to act on behalf of or otherwise bind this association except to the extent specifically authorized in writing by the president of the association or by the executive board of the association."

- G. The financial books and other records of local associations, including financial books and other records concerning any health and welfare, pension, insurance or other benefit programs covering members of such local associations, shall be open to inspection at any time by representatives designated by the Executive Board of PASNAP. Such inspection may be made at reasonable places and times designated by the accredited representatives and the books and records may be taken into possession by the representative upon giving receipt therefor. The principal financial officer of each local association shall see that any financial reports required by this Constitution or by the local association constitution and Bylaws be submitted to PASNAP within thirty (30) days of completion.
  
- H. If any local association ceases to exist, all monies, books, collective bargaining agreements and any other memoranda of understanding or other agreements concerning wages, hours, or terms and conditions of employment of members of such local association and other properties shall be transmitted to the Treasurer of PASNAP and assigned to PASNAP.

**ARTICLE VIII.     *Trusteeship***

- A. The PASNAP Executive Board is empowered to place a local association under trusteeship pending notice and hearing if the PASNAP Executive Board finds that a local association has (1) seceded or purports to have seceded, or (2) threatens to dissolve or secede, or (3) threatens to dissipate its funds or assets, or (4) has deliberately filed false dues reports or other financial reports, or (5) is engaged in financial malpractice or corruption, or (6) interferes publicly with a PASNAP organizing campaign, or (7) conducts the affairs of the local association in such a manner as to jeopardize the fundamental rights and interests of the membership of the local association or PASNAP, or (8) violates the PASNAP Constitution and Bylaws or any lawful order of PASNAP, and that such conduct cannot and will not be immediately remedied by the local association, such that the PASNAP Executive Board believes that an emergency exists.
  
- B. During the trusteeship, the PASNAP Executive Board shall assume the affairs and business of such local association and may appoint a trustee. All actions of the trustee shall be subject to the direction, instructions and approval of the PASNAP President. Such trustee shall have the right, upon demand, to take possession of all the funds, property, books and other assets of such local association for the period that the trustee is in charge, with such assets to be held in trust for the benefit of the local association and to be expended only to the extent necessary for the proper conduct of the affairs of the local association. The trustee shall institute all necessary action to recover money or other property of the local association. The trustee shall be authorized and empowered to suspend from office any or all the officers and appoint temporary officers, from among the members in good standing of such local association, for the duration of the trusteeship; to remove or replace representatives or other employees of such local association; and to take such other actions as are necessary for the preservation of the rights and interests of the members of the local association and of PASNAP. The trustee may manage the affairs of the local association with the assistance of the officers or

temporary officers herein provided for until the trusteeship is terminated. The trustee shall submit complete monthly reports of the trustee's actions and of the affairs of the local association to the PASNAP Executive Board. Such Trusteeship shall be continued no longer than is necessary. The local association shall have the right to appeal to the PASNAP Executive Board for removal of the Trusteeship on the ground that such Trusteeship has been continued longer than is necessary; provided, that no such appeal may be made within six months after a prior decision by the PASNAP Executive Board.

- C. When the PASNAP Executive Board places a local association under trusteeship, the President of PASNAP shall appoint from among the members of the Executive Board a Trusteeship Hearing Board composed of three members. Said panel shall designate one of the members to serve as Chairperson. The Chairperson of the Trusteeship Hearing Board shall be responsible for making all hearing arrangements and for giving adequate notice to the local association.
- D. A hearing shall be held before the Trusteeship Hearing Board as soon as is consistent with due process, but with not less than seven days' notice, and not later than twenty-one days after the imposition of any Trusteeship. All interested parties shall be given a fair opportunity to present their views on the matter.
- E. The Trusteeship Hearing Board shall as expeditiously as possible decide whether the local association has committed any of the acts enumerated above.
- F. If a majority of the Trusteeship Hearing Board decide that the local association has not committed any of the acts enumerated in Section 1, the trusteeship shall be vacated. If a majority of the Trusteeship Hearing Board decides that the local association has committed any of the acts described in Section 1, then the Executive Board of PASNAP shall take such action as it deems appropriate.
- G. When a Trusteeship is terminated, the trustee shall return all funds, books, property and other assets of the local association to its appropriate officers. The trustee shall make a final accounting of the Trusteeship and submit it to the PASNAP Executive Board and to the local association.
- H. No financial obligation or liability of the local association which may exist at the time the Trusteeship is instituted or which may have been incurred before that time, shall be assumed by or become an obligation of PASNAP.

**ARTICLE IX.       *Recall***

An officer of PASNAP or an Executive Board representative at large may be recalled from office by two-thirds vote of the representatives at the Annual Meeting. Recall shall be initiated by a recall petition signed by 25 percent of the membership.

**ARTICLE X.       *Parliamentary Authority***

Robert's Rules of Order shall be the parliamentary authority for PASNAP on all questions not covered by this Constitution and Bylaws or by rules of procedure adopted at the Annual Meeting.

## **ARTICLE XI.**

Except to the extent specified in this Constitution and Bylaws or expressly authorized by PASNAP, no member of PASNAP nor any officer or representative of any local association shall have the power to act for or otherwise bind PASNAP in any way whatsoever.

## **ARTICLE XII.      *Elections Code***

### **A.      General provisions**

1. No funds of PASNAP or any local association shall be used to support the candidacy of any member for any elective office within PASNAP or any local association.
2. No publication sponsored by or supported by PASNAP or any local association shall endorse or support any candidate for elective office within PASNAP or any local association.
3. Any nominee or announced candidate for elective office shall have the right once prior to the election to have mailed, through the union office but at private expense, campaign literature. In a local association election, such literature may be mailed to each member in good standing. In a PASNAP election, such literature may be mailed to each affiliated local association and/or to each member in good standing.
4. No member whose eligibility for membership is based upon employment in a position for which another organization is the exclusive representative with regards to wages, hours, or other terms and conditions of employment shall be eligible to seek or hold office with PASNAP or a local association; provided, that any member now serving a term of office shall not be barred by this Section from completing the remainder of such term of office.

### **B.      Election of local association officers**

1. To be eligible for election, a nominee must be a member in good standing of the local association and must meet such other conditions as are stipulated in the constitution of the local association.
2. An Election Committee shall be established and shall have general responsibility for the conduct of the election in accordance with this Constitution and the constitution of the local association. Any challenge concerning the eligibility of any nominee shall be referred to the Election Committee for decision and the decision shall be reported to the local association prior to the election. The Election Committee shall also report, as expeditiously as possible, the results of the balloting, together with recommendations regarding any protests which have been lodged regarding the conduct of the election. No member of the Election Committee may be a candidate for office.
3. The terms of office for officers of local associations shall be set forth in the constitution of each subordinate body but may not exceed three years.



4. Not less than fifteen days prior to the holding of nominations for local union officers, a notice of the nominations and elections shall be mailed to each member at the member's last known address.
5. Nominations may be made at a regular or special meeting by a local association member. Nominations may also be made by a nominating committee, unless prohibited by the constitution of the Local association. Those nominated shall be afforded the opportunity to decline, and the name of any nominee who declines shall not appear on the ballot. Write-in votes shall not be valid for any purpose.
6. In any case where there is only one nominee for office, such nominee shall be declared elected. In all other cases, election shall be by secret ballot. All local association members shall be afforded a reasonable opportunity to vote.
7. Local association elections may be conducted at the same meeting as nominations, at the following meeting, by referendum, and/or by mail or electronic ballot depending on the method selected by the local Executive Board and as provided in the local association constitution or Bylaws.
8. For in-person or elections by mail, any candidate whose name is to appear on the ballot shall have the right to have present an official observer of the candidate's own choosing, who must be a member of PASNAP, in all places where ballots bearing the candidate's name are to be cast or counted. There shall be no campaign activity within 50 feet of the polling area.
9. Upon completion of the voting, the ballots shall be tabulated and the candidate for each office receiving a majority of the votes cast for that office shall be declared elected. Those elected shall be installed in office within 14 days. The names, addresses and terms of office of the newly elected officers shall be submitted to the Secretary of PASNAP.
10. Upon completion of the voting, the ballots shall be tabulated and the candidate for each office receiving a majority of the votes cast for that office shall be declared elected. Those elected shall be installed in office within 7 days. The names, addresses and terms of office of the newly elected officers shall be submitted to the Secretary of PASNAP.
11. Vacancies in office shall be filled in accordance with provisions of the constitution of the local association. If no constitutional provision exists, vacancies shall be filled by vote of the executive board of the local association.
12. All election records, including ballots, shall be retained by the local association for at least one year after the election.

C. Challenges and protests

1. Any member of a local association may challenge the eligibility of any nominee by filing a challenge with the Election Committee prior to the holding of the election. The Election Committee shall make a determination regarding the challenge, and shall report its ruling to the local association. The local association shall either accept or reject the ruling of the Election Committee prior to the election.
2. Any protest concerning the conduct of the election may be lodged at the meeting at which the election is conducted or by filing such protest in writing with the local

- association within seven days following the election. All interested parties shall be afforded an opportunity to be heard. Such protests shall be decided by the local association not later than thirty days after the filing of the protest.
3. If the local association determines that there were violations which may have affected the outcome of the election, it may order such election or any part thereof set aside, and a new election held. Any officers who have been installed prior to such determination shall remain in office pending the outcome of any new election or of a future appeal.
  4. Any protestant or nominee adversely affected by a decision on a challenge or a protest may file a written appeal with PASNAP within ten days of the local association's decision, or, if no decision has been rendered, within 30 days after filing the original protest with the local association. Upon receipt of such an appeal, the President of PASNAP shall designate one or more members of the PASNAP Executive Board to conduct an investigation, affording all interested parties an opportunity to be heard, and such member or members shall issue a decision within forty days after the filing of the protest. If the investigation shows that there were violations which may have affected the outcome of the election, the election or any part thereof may be set aside and a new election held. In such circumstances, the new election may be conducted under the supervision of a representative designated by the PASNAP Executive Board member(s) who conducted the investigation.
  5. Decisions made by a PASNAP Executive Board member or members may be appealed to the full Executive Board by filing written notice of such appeal within ten days after the decision is issued. Should a decision not be issued within the time limit set forth above, an appeal to the full PASNAP Executive Board may be filed within ten days after the expiration of such time limit. The PASNAP Executive Board shall hear and decide such appeal at its next meeting. The PASNAP Executive Board shall provide an opportunity for all interested parties to be heard, and shall consider all other information obtained in the investigation conducted by a member or members of the PASNAP Executive Board.
  6. No local association funds shall be used to institute legal action outside the union to challenge election rulings.

### **ARTICLE XIII.     *Rights of Members***

- A. Any member may file charges against any other individual member for actions taken while a member of PASNAP or a local association. Any and all charges must be filed solely under this Constitution and Bylaws and will be governed by the procedures set forth herein.
- B. The following and no other shall constitute the basis for filing of charges:
  1. Violation of any provision of the PASNAP Constitution and Bylaws;
  2. Misappropriation, embezzlement, or improper or illegal use of PASNAP and/or local association funds;

3. Any action by an officer or member of PASNAP or local association which results in the expenditure of PASNAP or local association funds without proper authorization;
  4. Acting in collusion with management to the detriment of the welfare of PASNAP and/or a local association to the detriment of the membership;
  5. Any action or activity which assists or is intended to assist a competing organization within the jurisdiction of PASNAP;
  6. Refusal or deliberate failure to carry out legally authorized decisions of PASNAP;
  7. Willful violation of a legally negotiated and approved collective bargaining agreement;
  8. Using the name of PASNAP and/or a local association in an unauthorized manner or for an unauthorized purpose.
  9. Obtaining membership through fraud or misrepresentation;
  10. Deliberately interfering with an official, officer or employee of PASNAP in the lawful performance of such person's lawful duties;
  11. The solicitation or acceptance of a bribe or acceptance of any gift of more than nominal value from any employer, member, group of members or employee of PASNAP and/or a local association, or from any person or entity which has or is seeking to establish a business relationship with PASNAP or any local association;
  12. Conviction of a crime, the nature of which is to bring PASNAP as an organization into disrepute;
  13. Making abusive statements or discriminatory statements demonstrating hostility on the basis of race, sex, color, national origin, religion, creed, sexual orientation or gender in the performance of one's duties as an officer of PASNAP or a local association or as a member of PASNAP at a function authorized or sponsored by PASNAP or a local association;
  14. Knowingly submitting a false report as to dues or other financial or/other audit report to PASNAP or any local association or knowingly and intentionally making any false financial report or statement to any lawfully constituted body at any level of the union.
- C. Charges shall be in writing and shall be signed by the member or members bring the charges. The charges shall be specific, citing in detail the nature, the date and the circumstances of the alleged offense and where a violation of a constitutional provision is alleged, the specific section shall be cited, along with the specific act or failure to act which constitutes the alleged violation. The charges shall be filed with the Secretary of PASNAP.

- D. Within fifteen (15) days of receipt of the charges, the Secretary or designee shall send by registered mail, return receipt requested, an exact and full copy of the charge to the accused party or parties, together with a copy of this Article of the Constitution and Bylaws and an explanation of the trial procedure. The President shall designate three (3) members in good standing of PASNAP to serve on a hearing panel.
- E. The hearing panel shall fix the date, time and place for the trial, in such manner as to afford the maximum convenience to both the accused and the accuser. Except as otherwise specifically provided in this Constitution, it shall not be necessary to maintain a verbatim record of the trial unless request for such record is made by a directly interested party to the proceedings. If such request is made, the party making it shall be responsible for the cost of such record and of three copies of the transcript, one of which will be furnished to the trial body and one to the opposing party.
- F. The accused member(s) shall be guaranteed the following rights:
1. The right to be served personally with, or to have forwarded by registered mail to the accused person's current address of record with the local union, return receipt requested, a full copy of the charges within fifteen days after they are filed and to receive a copy at least thirty days before the trial date.
  2. The right to file a written answer to the charges.
  3. The right to be tried within sixty days after having been personally served, or sixty-three calendar days after having been forwarded, a copy of the charge(s) as provided in this Article.
  4. The right to have at least fifteen days' advance notice of the date, time, and place of the trial.
  5. The right to confront the accuser.
  6. The right to cross-examine the accuser and any witnesses.
  7. The right to present witnesses in the accused person's behalf.
  8. The right to compel the production of union records pertinent to the case.
  9. The right to choose another member to act as the accused person's counsel in the case.
  10. The right to be presumed innocent unless proven guilty.
  11. The right to refuse to testify; provided, however, that this right shall not include the right to refuse to produce at the trial any papers, books, or financial or other records which are the property of the union and which are pertinent to the case.
  12. The right to appeal, in the manner hereafter provided.
  13. The right to choose either an open or closed hearing.

14. The member(s) bringing the charge shall be guaranteed the following rights:
  15. The right to receive a copy of any written answer to the charge which may be filed by the accused at the time such answer is filed.
  16. The right to have the initial trial body convened no later than seventy-eight calendar days after the charge(s) have been filed.
  17. The right to have at least fifteen days' advance notice of the date, time, and place of the trial.
  18. The right to give personal testimony.
  19. The right to present the testimony of others and to cross-examine witnesses presented by the accused.
  20. The right to compel the production of union records pertinent to the case.
  21. The right to choose another member to act as the charging party's counsel in the case.
  22. The right to appeal, in the manner hereafter provided.
- G. The member bringing the charge shall be under the following obligations:
1. To file the original charge in sufficient detail as to afford the accused person full opportunity to prepare a defense.
  2. To appear in person at the trial.
  3. To assume the burden of proof.
- H. The hearing panel may, if it finds the accused person guilty, assess any one or more of the following penalties:
1. A formal reprimand, accompanied by a formal warning against any repetition of the act or acts of which the accused is found guilty.
  2. Full or partial restitution, where the consequences of the offense can be measured in material terms.
  3. Removal from office of PASNAP or the local association.
  4. Suspension from the right to hold any elected position with PASNAP or a local association at which the charges originate for a period not to exceed four years.
  5. Suspension from the right to hold or seek any elected position with PASNAP or a local association for a period not to exceed four years.
  6. Suspension from membership for a specified period of time, not to exceed two years.
  7. Expulsion from membership.

8. Suspension from employment by PASNAP or a local association.
  9. Removal from employment by PASNAP or a local association.
  10. Any individual who has been suspended, expelled or removed as provided in paragraphs e, f, g, h, i or j, above, may not, during the period of such penalty, be employed in any capacity by PASNAP or any local association.
- I. All decisions must be rendered by the hearing panel, within thirty days following completion of the trial, except by mutual consent of the accuser and the accused.
  - J. The decision of the hearing panel body may be appealed by either party to the PASNAP Executive Board.
  - K. If the charges are not sustained, and the hearing panel or PASNAP Executive Board is convinced that the charges were not brought in good faith or were actuated by malice, either forum may impose such penalty on the charging member(s) as in its judgment is deemed proper under the circumstances. In any case, the member(s) against whom the penalty is imposed shall have the right to appeal the imposition of the penalty in the manner provided for other appeals, beginning at the level immediately above the trial or appellate level at which the penalty was imposed, and no such penalty shall take effect while an appeal of such penalty is pending.
  - L. Either party may, within thirty days following receipt of the decision, file an appeal to the PASNAP Executive Board in the same manner as is provided for the filing of original charges with such trial body. The appeal shall be in writing, and shall be accompanied by a copy of the original charge and of the decision which is being appealed. The appeal shall set forth in substance the appellant's reasons for believing the trial body was in error and the nature of the error.
  - M. Decisions of the hearing panel shall be in full force and effect from the date of the decision until and unless reversed or modified by the PASNAP Executive Board; provided, however, that except in matters subject to Section I of this Article, the PASNAP Executive Board, upon receiving a notice of appeal, may order a delay in the carrying out of any penalty which has been assessed, pending its hearing and disposition of the appeal.

*Revised and adopted 4/27/21*