Revised date: September 2017

DELTA PIONEERS, INC. BY-LAWS

Article I
Name

Section 1: The name of this organization shall be the Delta Pioneers, Inc., hereinafter referred to as the Delta Pioneers.

Section 2: The home office of the Pioneers shall be that designated by the National Executive Board.

Section 3: The official mailing address of the Pioneers shall be:

Delta Pioneers, Inc.
C/O Delta Air Lines, Inc.
PO Box 20706, Dept. 995
Atlanta, Georgia 30320-6001

Article II
Object

Section 1: The object of the Pioneers is to maintain and strengthen the close friendships and associations of its members, both active and retired, who desire to demonstrate their goodwill to Delta Air Lines, Inc. The organization provides volunteers to serve upon request any department of Delta Air Lines, Inc., and other organizations.

Article III
Membership and Dues

Section 1: There shall be three classes of membership: Regular, Member at Large, and Honorary Lifetime.

Section 2: Regular membership shall be comprised of (a) retired employees of Delta Air Lines, Inc., (b) retired employees of airlines or other companies merged with or acquired by or a subsidiary of Delta Air Lines, Inc., (c) active employees of Delta Air Lines, Inc., and companies owned by or a subsidiary of Delta Air Lines, Inc. who have at least 7 years of continuous employment, and (d) spouse or domestic partner of the above. A surviving spouse or domestic partner shall retain membership as long as annual dues are paid. All retirees and employees who have current active membership will retain membership regardless of the status of their company.

Section 3: Member at Large status shall consist of those individuals who are not members of a chapter. The same requirements for membership as that for regular members apply to this category of membership.

Section 4: Honorary Life Member status may be awarded upon recommendation by the Executive Board at the Annual Business Meeting. An Honorary Life Member does not pay annual dues.

Section 5: Annual dues shall be set by the Executive Board and approved at the Annual Business Meeting. Annual dues are fifteen dollars ($15) per year including spouses and are due on December 31. Dues must be paid within a three month (3) period rather than the previous six (6) months, dues must be received by March 31, after the expiration in December or **the member will be dropped from the roster. The fiscal year for the Pioneers will be January 1 through December 31.**

Section 6: A member may designate a Chapter affiliation on the dues payment form or may do so in writing to the Vice-President Membership and the allotted rebate amount of the dues payment will be forwarded to that Chapter for its associated activities. A member will always be welcome to participate in the activities of any Chapter; however only one Chapter per member may be designated for this payment. A member may request by letter or email to be removed from a Chapter membership roster or to be transferred to another Chapter.

Article IV
Organization

Section 1: National Executive Board is composed of the President, First Vice President, Second Vice President, Vice President-Finance, Vice President-Membership, Executive Secretary, Chief Financial Officer, Office Manager, and new officer, Vice President-Communication.

Section 2: Advisory Board is composed of all active Past National Presidents of the Pioneers. If the number of active past Presidents is less than five (5), the National Executive Board will appoint active Pioneers to fill the openings. Appointed members must have been a member for at least five (5) years.

Section 3: President's Council is composed of all Pioneer Chapter Presidents.

Article V
Duties and Responsibilities

Section 1: The National Executive Board's Officers will be elected by a majority vote of those members present at the Pioneers Annual Business Meeting which will be held at the discretion of the Convention Committee rather than the last day of the National Convention as currently stated in the Bylaws. No President shall serve more than two (2) consecutive terms in office; however, he/she may be eligible to be elected to the office after a break of one (1) year. They will assume office upon election and their terms of office will be as follows:

President.....One year
First Vice President.....One year
Second Vice President.....One year
Vice President–Finance.....Three years
Vice President-Membership.....Two years
Executive Secretary .....Two years
Chief Financial Officer .....One year
Office Manager .....Three years
Vice President-Communication .....Three years

Each Officer will supply and have access to a computer with security on it. If needed, the Pioneers will provide financial software. There are twelve meetings plus the annual convention. All officers must attend seven (7) complete meetings, including via Skype or telephone call in. Failure to do so means the officer will be removed from their position. If an officer is removed for failure to meet the attendance requirements of seven complete meetings in a year, that officer shall be replaced by a Pioneer appointed by majority vote of the Executive Board until a duly elected representative is elected at the next Annual Meeting. (This last sentence also appears under Article 7 section 3 – Election of National Officers.)

Section 2: The Executive Board shall have the power to transact the general business of the organization.

Section 3: All business or other transactions undertaken by the *Executive* Board *requires* a majority vote of the *Executive* Board members present. A quorum will consist of three (3) members. Any Executive Board member may ask that a secret vote be taken at any time.

Section 4: These officers shall be elected by a majority vote at the Annual Meeting. Should there be more than one nominee for a given office the vote shall be taken by secret ballot. These Officers shall assume office at the conclusion of the Annual Meeting and serve until their Successors are elected or appointed.

Section 5: The National President shall exercise general supervision over all the affairs of the Pioneers, appoint special committees, and shall call and preside over all National Board meetings. The President or other appointed designee shall sign a bank signature card enabling that individual to assume the duties of the Vice President Finance should such a need arise.

Section 6: The First Vice President shall perform such duties as assigned by the President and shall assume the duties of the President if a situation arises when the President is unable to meet the obligations of office.

Section 7: The Second Vice President shall perform such duties as assigned by the President and shall assume the duties of the First Vice President if a situation arises when the First Vice President is unable to meet the obligations of office.

Section 8: The Vice President Finance shall handle the financial affairs of the Pioneers *in a timely manner* and submit a current statement of accounts at all Executive Board meetings and at the Annual Meeting. A copy of these statements shall be sent to each Chapter on a monthly basis. Each Chapter in turn will provide this office a report of all expenditures and disposition of the dues rebate money provided the Chapter for the previous year no later than January 31.
Until the office receives this report, a rebate check will not be issued for the current year. This is a requirement by the State under incorporation guidelines. Both National and Chapter financial reports will be maintained on file at National Headquarters.

Section 9: The Vice President Membership shall maintain a current roster of members including addresses, etc., also Chapter affiliation if provided on the dues payment form. This officer will keep the Executive Board and the Communications Officer current regarding the status of the roster.

Section 10: The Executive Secretary shall record the minutes of the Executive Board and shall perform such other duties as may be assigned by the President. An approved copy of the minutes will be sent to each Chapter for presentation at the Chapter's meeting following receipt of the minutes. Additionally, the Executive Secretary will record the Convention Business meeting minutes. An approved copy of the minutes will be sent to each Chapter for presentation at the Chapter's meeting following the receipt of the minutes.

Section 11: The Chief Financial Officer shall be registered with the Georgia Secretary of State, Corporations Division, and shall oversee the duties of both the Vice President-Finance and the Vice President-Membership. The results of the annual audit of all financial records shall be presented at the Annual Meeting.

Section 12: The Office Manager shall be responsible for the smooth operation of the National Office including working with the Vice President-Membership in keeping the National roster current and performing such other duties as shall be assigned by the National Executive Board.

Section 13:* The VP of Communication duties will be to maintain the Website, publish the National newsletter, and supervise current computer programs.

Section 14: The Executive Board may appoint other individuals to serve as Corresponding Secretary or to perform other duties deemed necessary for the smooth operation of the Board.

Article VI
Advisory Board

Section 1: The Advisory Board shall consist of all National Past Presidents of the Pioneers who are in good standing. The current Chairman shall call a meeting of the Advisory Board thirty (30) days prior to the Annual Meeting to elect a new Chairman to serve for the ensuing year. The National Executive Board shall be notified of the results of the election so as to include that individual on all appropriate mailing lists. The Advisory Board Chairman may call meetings as deemed necessary to conduct the business of the Advisory Board.

Section 2 The primary duty of the Advisory Board is to serve as the Nominating Committee for the candidate(s) for office on the National Executive Board. The Advisory Board shall serve in an advisory capacity to the National Executive Board.

Section 3: The Chairman of the Advisory Board shall have four (4) months prior to the Annual Meeting to contact each officer of the Executive Board to determine offices that will be vacated in the following year and notify all Chapters. Any Chapter or member may submit names of qualified nominees for these offices in writing, signed by the nominee and two (2) members. After consideration of all nominees, the Advisory Board shall notify the National Executive Board and all Chapter Presidents of the slate of candidates sixty (60) days prior to the Annual Meeting.

Section 4: Candidates for the offices of the National Executive Board must be Pioneers retired from Delta Air Lines, Inc. or a company merged with or acquired by Delta Air Lines, Inc. A spouse or a surviving spouse of a Delta Pioneer who has been a member in good standing for five (5) years or more, and has demonstrated a zeal for promoting the mission of the Pioneers through volunteer work and other activities may be considered to serve as an officer on the National Executive Board.

Article VII

Election of National Officers

Section 1: The Advisory Board shall submit their slate of candidates at the Annual Business Meeting. Any nomination from the floor will be added to this list. No nomination in either case shall be considered without the consent of the nominee. Any nominee dismissed by or who resigns from the National Executive Board shall not be considered for office for two (2) years.

Section 2: These candidates will be elected by a majority vote of all members in good standing at the Annual Business Meeting and will take office upon election.

Section 3: In the event the President is unable to perform the required duties of the office, the First Vice President shall assume those duties until a new President can be elected at the next Annual Meeting. Should any other officer find the need to relinquish the responsibilities of office, that officer shall be replaced by a Pioneer appointed by majority vote of the Executive Board until a duly elected replacement is elected at the next Annual Meeting. If an Officer is removed for failure to meet attendance requirements of seven meetings in a year, that officer shall be replaced by a Pioneer appointed by majority vote of the Executive Board until a duly elected representative is elected at the next Annual meeting. (This previous statement also appears in Article 5 section 1 Duties and Responsibilities) from 2016

Article VIII
President's Council

Section 1: The President's Council shall consist of the Presidents of all authorized Pioneer Chapters and shall represent those Chapters at the Annual Meeting. Each President shall serve as liaison between the National Executive Board and the Chapter members.

Section 2: There shall be a President's Council meeting prior to the Annual Meeting to allow consideration of Chapter concerns. In the event of a Chapter President is unable to attend the Annual Meeting, an appointed representative may serve in his/her place with notification to the National President.

Article IX
Chapters

Section 1: Local Chapters may be organized by members in a particular area that is not already being served by a local Chapter. Submission to the National Executive Board for official recognition and authorization to receive dues rebates under the By-Laws is required. A set of guidelines to assist in forming Pioneer Chapters will be provided on request. In an area that is already being served by a Chapter, but the Chapter is so located that it presents a problem for attendance due to travel distance, members may petition the National Executive Board for approval to organize a second Chapter, using a name distinctly different from the existing Chapter.

Section 2: A current list of all Chapter officers including addresses and phone numbers should be provided to the Vice President Membership at National Headquarters, and this updated information may be published in the Pioneers Newsletter and placed on the website as currently stated in the Bylaws.

Section 3: Chapters must abide by these National By-Laws as to membership and national dues requirements. National dues are collected annually. In addition, a Chapter may assess additional funds for local needs separate from the National dues. Should a Chapter elect to do so, it should be made clear to the members that this is in addition to their National dues. The requirement for the Chapter to provide the Vice President-Finance with an annual financial report only addresses those rebate funds provided on payment of the National dues of the members.

Article X

Annual Convention and Business Meeting

Section 1: The Pioneers will hold an Annual Convention and Business Meeting on dates designated. The location of the Annual Convention shall be in the *same* area as *Delta Air Lines, Inc. General Offices*. If extenuating circumstances authorize the National Executive Board to select another site, it should be made known to the membership in a timely fashion.

Section 2: Only those members in good standing are authorized to vote on business at the Annual Business Meeting.

Section 3: All business brought before the membership at the Annual Business Meeting will be conducted in accordance with the most current edition of ROBERT'S RULES OF ORDER.

Article XI

Amendments

Section 1: These By-laws may be amended by a two-thirds vote provided the proposed amendment was included in the newsletter that is mailed to members at least (30) days prior to the Annual Business Meeting.

Section 2: Sections of these By-Laws may be temporarily suspended until the next Annual Business Meeting when requested by the National Board because they are unable to comply with a section or sections. Two-thirds vote by the National Board and Chapter Presidents is required for this change. The vote may be by mail or fax signed by the Chapter President or their designee.

Section 3: The National Executive Board is authorized to have editorial corrections to the By-laws made either by the Executive Secretary or the By-laws Committee as appropriate without a formal proposed amendment for each.

Voted on and adopted by the National Board and President's Council of the Delta Pioneers, Inc., Atlanta Georgia, on the 29th day of September 2017.

- Jim Atkinson, National President _____
- Larri M. Milligan, Executive Secretary Larri M. Milligan