

ADDENDUM D-1

DEFINITIONS

JUST CAUSE - Is defined as a legitimate reason, often used to refer to the reason why an individual was suspended, expelled or removed from office. This term “just cause” means a real cause or basis as distinguished from an arbitrary whim; that is some cause or grounds that a reasonable individual, officer or responsible group, acting in good faith would regard as a good and sufficient basis for terminating the services of a member. Some examples are as follows:

- A. **Dishonesty** - Any violation of trust or acts which would result in legal action being brought about by the act.
- B. **Withholding Information or Giving False Information** - Giving false information on a membership application, report to the membership, or at a membership meeting for the purpose of hiding a problem or withholding important information that will effect the operation of the Association.
- C. **Rules Violation** - Violation of any membership rules and especially violations of the KWVA, Inc. Charter and Bylaws.
- D. **Misuse or Unauthorized Use of KWVA, Inc. Resources or Information** Misuse or unauthorized use of stored data or funds or granting access to others Such resources are defined as membership personal data for other than KWVA, Inc. business.
- E. A member or officer whose conduct is untruthful to other members, or acts in a manner prejudicial to the interest of the Association.
- F. In all instances, where the Board of Directors determines a “Just Cause” issue needs to be investigated, a hearing will be held as stated in the Bylaws Article I, Section 2, B Termination of Membership or in the case of an elected Official, Article II, Section 5, Removal, shall be followed. In the case of an Officer missing two Board of Directors Meetings as called for in Article II, Section 3, C, 1 Requirements, c two unexcused absences, the Board of Directors will determine if the two (2) missed meetings are indeed grounds for dismissal by a two thirds vote of at least a quorum.

CONFLICT-OF-INTEREST - No member of the KWVA, Inc. as an Officer, Director, Appointed Official or Committee Member shall derive any personal gain or profit, directly or indirectly, by reason of their participation with the Nonprofit KWVA, Incorporated Association. Should a conflict-of-interest be suspected the individual shall so state to the Board of Directors and then refrain from participation in any decision making on the matter. Any member of the KWVA, Incorporated Association shall refrain from obtaining any list of the membership without authorization from the Board of Directors for personal or private solicitation purposes.

GOOD STANDING – A member is ruled to be in Good Standing if the following is met:

1. **Being paid up of required Membership dues.** Upon joining (or re-joining), Members pay full annual dues with the renewal date being one (1) year from date of joining. A grace period of three months from the “Dues Due Date” is allowed members to pay their renewal dues. Within these periods a member meets the Good Standing rule. Members whose dues are three (3) months in arrears shall be reverted to inactive status and *The Graybeards* mailing and membership rights cease.
2. A member that is under the E&G Procedure is in Good Standing until the Board has made a final decision on the presented complaint. If the complaint is approved for discipline action, the Board of Directors may place a member under a restriction where some privileges of a member in Good Standing may be removed.