



THE RETIRED PILOTS AND FLIGHT ATTENDANTS OF USAIR CONSTITUTION & BYLAWS EFFECTIVE OCTOBER 30, 2022

SOARING EAGLES FOUNDERS

<i>Captain Cliff Barraclough</i>	<i>Captain James Johnson</i>	<i>Captain Ray Merritt</i>	<i>Captain Robert Sheppard</i>
<i>Captain Thomas Cooney</i>	<i>Captain John Jones</i>	<i>Captain Thomas Mikita</i>	<i>Captain Herbert Silvera</i>
<i>Captain Gustav Crawford</i>	<i>Captain David Kimmel</i>	<i>Captain Frank Petee</i>	<i>Captain Dale Snider</i>
<i>Captain Matthew Dzierga</i>	<i>Captain John Kuehn</i>	<i>Captain Leroy Purcell</i>	<i>Captain Harold Stark</i>
<i>Captain Ollie Gager</i>	<i>Captain Daniel Lay</i>	<i>Captain Jack Robinson</i>	<i>Captain Harvey Thompson</i>
<i>Captain William Hicks</i>	<i>Captain Donald McCutchen</i>	<i>Captain David McInturff</i>	<i>Captain Edward Rooney</i>
<i>Captain Anthony Santorelli</i>			

ARTICLE I – NAME

SECTION 1. The name of this organization shall be the “**Soaring Eagles**”.

SECTION 2. The home office shall be that of its president or as may be established by action of the membership in an annual meeting.

ARTICLE II – PURPOSE

SECTION 1. The purpose of the Soaring Eagles is to continue the close friendships and associations of the members, to promote their general welfare, to utilize their experience to promote and contribute to the interests of aviation in order to maintain the legacy of USAir and assist those active pilots and flight attendants who are approaching retirement with the solutions to problems relating thereto.

ARTICLE III – MEMBERSHIP AND DUES

SECTION 1. REGULAR Membership shall include retired pilots and retired flight attendants of USAir or USAirways and those active pilots and active flight attendants who flew for USAir or USAirways and are 45 years of age or older. “Retired” may also apply to pilots and flight attendants who flew for USAir or USAirways or a predecessor company but retired from another company. Regular and qualified Honorary members are authorized to vote on Association Business. Proxy voting is not permitted for any Soaring Eagles issues.

- A. HONORARY membership may be bestowed on individuals selected by the Executive Board.
 - a. Honorary Members may pay regular annual dues thereby allowing full membership privileges including service as officers of the organization.
- B. Widows of deceased members will automatically be granted LIFETIME membership.

SECTION 2. Annual dues of REGULAR members shall be \$40.00 (Forty Dollars)

- A. HONORARY and LIFETIME Members will normally be carried as non-dues paying members.
 - a. **Non Dues paying Honorary** and **Lifetime** Members who do not have electronic mail service will pay an Annual Mailing Service Fee of \$20 (Twenty Dollars) if they choose to receive the Aerie and other mail services. This requirement does not apply to any Dues Paying Member.

- B. Regular members over age 70, who qualify, may be approved as non-dues paying members.
 - a. Effective 1/1/2018 Annual Dues of Members age 80 or older will be \$25.00 (Twenty Five Dollars).
 - b. NOTE: A member currently exempt by age 80, may choose to continue as exempt from paying dues.

SECTION 3. Annual Membership and service fees are due and payable by February 28th of each year.

SECTION 4. Members who are required to pay dues but have not done so for 3 consecutive years shall be dropped from the roster and must re-apply if they wish to join again.

ARTICLE IV – OFFICERS AND EXECUTIVE BOARD

SECTION 1. The officers shall be: **A President, A First Vice President, A Second Vice president, A Treasurer, A Webmaster, A Recording Secretary and the Immediate Past President.** These officers shall constitute the Executive Board. Each elected officer has one vote in all matters of business. **The Immediate Past President** shall be responsible to break any tie vote.

SECTION 2. The Executive Board shall have the power to transact the general business of the organization and shall arrange and control its current affairs. The Board shall not incur any indebtedness beyond its existing funds. A quorum shall consist of any three members of the board.

SECTION 3. The President shall be the presiding officer at all meetings of the Executive Board and shall have the responsibility of calling such meetings from time to time as the business of the organization shall require. He/She shall also act as the presiding officer at the annual meeting of the membership.

SECTION 4. The First Vice President shall execute the duties of the President in his absence at meetings of the Executive Board and at the annual meeting. He/She shall also carry out duties as assigned by the President.

SECTION 5. The Second Vice President shall assume the duties of the President in the event neither the President nor the First Vice President are present. He/She shall also carry out duties as assigned by the President.

SECTION 6. The Webmaster shall maintain the Soaring Eagles web site. If the elected Webmaster does not have the skill to maintain the web site then he/she may contract the work out and coordinate the changes and updates with the contractor.

SECTION 7. The Recording Secretary shall record and distribute the minutes of all meetings of the Executive Board and of the Annual Meeting and shall be responsible for editing and publishing "From the Eagles Aerie".

SECTION 8. The Treasurer shall assume all responsibility for the financial affairs of the organization; submit an annual financial report to the membership at each annual meeting and carry out other duties as assigned by the president.

ARTICLE V – NOMINATION AND ELECTION

SECTION 1. All candidates for office shall be nominated and elected as provided in this Article.

SECTION 2. The nominating committee shall consist of 3 members appointed by the President, (each a Past President). Nominations for any office shall not be considered without the consent of the nominee. Additional nominations may be made by any member present at the annual meeting, provided prior consent of the nominee has been secured.

SECTION 3. Each year at the annual meeting a **President, a First Vice President and a Second Vice President** shall be elected for one-year terms by a majority vote of those members present. The Recording Secretary and Webmaster shall be elected for 2-year terms in even numbered years by a majority vote of members present.

The **Treasurer** shall be elected for a 2-year term in odd numbered years by a majority vote of members present. The outgoing Treasurer shall maintain the position until the end of the year when and if there is a change, allowing the outgoing Treasurer to collect/maintain proper documentation required to file Soaring Eagles Annual Tax returns.

The **Immediate Past President** is expected to be present at all Executive Board meetings as a participating member, and shall vote in the event of a tie vote of the Executive Board. However, He/She shall not be counted as part of the Three (3) member quorum requirement to conduct an official meeting.

The Executive Board may, by a majority vote, remove any Officer for good cause.

Should an office of the Executive Board be vacated for any reason after the adjournment of the annual meeting, the remaining officers shall be responsible for appointing another member to complete the remaining term of such vacated office, according to their own dictates.

SECTION 4. Membership meeting votes shall be cast by a show of hands or by secret ballot if requested by any member present at the annual meeting. REGULAR and qualified HONORARY members are authorized to vote.

SECTION 5. The duly elected slate of Officers, except the Treasurer, shall assume their duties each year as the last function of the banquet held as part of the Annual Meeting. The Annual Meeting is normally held at the Annual Convention. EXCEPTION: The Treasurer shall assume the duties January 1st when there is a change (see Section 3, above)

ARTICLE VI – CONVENTIONS

SECTION 1. The annual meeting shall be convened during the time period from September 1 through November 30 of each year. The Place and Date of the meeting shall be designated by the Executive Board.

SECTION 2. The Executive Board shall be responsible for selecting the sites for the Annual Reunions. Suggestions from the membership shall be solicited and given due consideration. Whenever practicable, sites should be selected for two years ahead.

ARTICLE VII – AMENDMENTS TO THE CONSTITUTION

SECTION 1. These by-laws shall be amended only at the Annual Membership Meeting by a majority vote of those Members present.

POLICY MANUAL

SOARING EAGLES

(The Retired Pilots and Flight Attendants Association of USAir)

Convention Incidental Expenses

A. Convention Site Committee and Final Arrangements.

1. Normal travel expenses including parking, tolls, meals, transportation, lodging and telephone.

B. Expenses During Convention:

1. Various guests such as former USAir Chairman and President, VP-Flight Operations, Special Honored Guests, Program Speakers, and other extraordinary guests.
 - a. Most of the above are afforded lodging, certain meals (convention activities) and transportation.
 - b. They are presented with the current annual gift memento if one is utilized.
 - c. These guests would be afforded financial aid toward their convention expenses as necessary.
2. Incidental expenses such as poster boards, markers, identification badges, tickets, etc.
3. Major convention expenses are maintained current by the Treasurer.
4. Expense report including profit/loss is given by the Treasurer within three months of the convention end.
5. Registration fee for convention is waived for Lifetime Members.
6. Hotel expense for Executive Board meeting for pre-reunion planning will be reimbursed as necessary.

COMMITTEE EXPENSES

A. Committee members designated by the President and approved by the Board of Directors to attend Regular and/or Special meetings of the Board of Directors shall be eligible for expenses.

OFFICER MEETINGS

A. Telephone conference meetings may be held as needed during the October/October year.

1. A meeting should plan projects that require attention and allow a review of the current status of the organization. Additional meetings will conduct necessary business issues.
2. The Officers should meet a day prior to the year's Reunion start for final arrangements.

MEMBERSHIP ROSTER

A membership roster shall be maintained by the Treasurer. The roster should show as a minimum:

1. Regular Members
2. Flight Attendant Members
3. Exempt of Dues Members
4. Life Members
5. Honorary Members
6. It should also show address(s), telephone number(s) and email address(s) of each member to the extent possible.
7. It should show a record of at least the last 3 years dues payments for each member who is required to pay dues

MAILING LIST

- A. News and correspondence will normally be sent electronically to all current members.
- B. A limited distribution may be made to Editors of Company publications and other airlines.
- C. Deadline Dates for the Normal Four Issues per Year of "From the Eagles Aerie".
 - 1. December 15th for the First Issue (JAN-FEB-MAR)
 - 2. March 15th for Second Issue (APR-MAY-JUN)
 - 3. June 15th for Third Issue (JUL-AUG-SEP)
 - 4. Close of Reunion for Fourth Issue (OCT-NOV-DEC)

MAILINGS

- A. In addition to the Newsletter, "From the Eagles Aerie", other emails, dues notice, special letters.
- B. The Recording Secretary shall be responsible for maintaining an email address list and the internet access required to enable immediate dissemination of information. This capability is a powerful tool that must be used wisely and protected for the exclusive benefit of our Association and members. Access to this list will be protected and restricted to Association business such as our social and welfare purposes.
- C. Members who do not have electronic mail may request U.S. Mail service copies and they will be required to pay an annual Mail Service Fee of \$20 (Twenty Dollars) to cover the cost of this service. This rule does not apply to a regular dues paying member.

COMMERCIAL ADVERTISEMENTS

No commercial or promotional material of outside interests will be accepted for inclusion in "From the Eagles Aerie", our email messages, or our Convention Business unless such acceptance has been previously approved by the Board.

ILL OR DECEASED MEMBERS

Due to the size and geographic distribution of our membership, obtaining and disseminating information and providing proper, caring respect to those ill or deceased is a problem of considerable magnitude. Members are encouraged to advise your Association immediately of any serious events befalling any member. We can immediately publish this information by email and send appropriate notices as necessary. Effective May 28, 2019 disbursements from the Condolence Fund will be capped at a maximum of \$50.00.

TEMPORARY COMBINATION OF TWO OFFICER POSITIONS

In the event there are not enough volunteers to staff all the officer positions, the Board President may, after so advising the Board, temporarily combine any two officer positions for that term-year. The combined position shall only have one vote during executive board business.