



Bylaws
of the
Connecticut State
Firefighters Association

INCORPORATING THE CONNECTICUT STATE FIREMEN'S ASSOCIATION.

Resolved, by this Assembly: SECTION 1. That G. A. Gerdiener, of Bridgeport, A. C. Hendrick, of New Haven, W. B. Thomas, of New London, H. P. Stevens, of Danbury, Isaac B. Hyatt, of Meriden, Samuel O. Snagg, of Waterbury, John S. Jones, of Westport, Henry J. Eaton, of Hartford, and Joseph B. Carrier, of Norwich, and such other persons as are associated with them, and their successors, be and they hereby are constituted a body politic and corporate, by the name of The Connecticut State Firemen's Association, and by that name may sue and be sued and prosecute and defend suits in all courts in this state and may have and use a common seal, and alter the same at pleasure, may make contracts, and shall be capable in-law of purchasing, holding, and conveying any real or personal estate for the use and benefit of said association or corporation; provided, that said corporation shall not at any time hold real and personal estate of a greater value than ten thousand dollars.

SEC. 2. The purposes for which said association is organized are: the protection and promotion of the best interests of the firemen of Connecticut, the compilation of fire statistics, the collection of information concerning the practical workings of different systems of organization, the examination of and inquiry concerning the merits of the different kinds of apparatus in use and the improvement in the same, and the cultivation of a fraternal fellowship between the different companies of the state.

SEC. 3. Said association or corporation shall have power to appoint officers, hold meetings, to adopt a constitution, and enact such by-laws and in such manner as their constitution may prescribe, and make such rules and regulations as may be necessary to carry into effect the objects of the association, provided that such constitution, by-laws, rules and regulations be not repugnant to the constitution and laws of this state and of the United States.

SEC. 4. This resolution may be amended at the pleasure of the general assembly.

Approved, March 24, 1885.

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Certification

I hereby certify that the foregoing Bylaws of the Connecticut State Firefighters Association were duly adopted by the membership at the Annual Convention of the Association held on the (day) of September 2026 in Waterbury Connecticut. These bylaws supersede the bylaws adopted on September 17th, 2022.

Secretary

Connecticut State Firefighters Association

President

Connecticut State Firefighters Association

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Record of Changes

This page records amendments and revisions to the bylaws.

- Initial adoption: _____

- Amendments:

• _____

• _____

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ARTICLE I — NAME AND PURPOSE

Section 1. Name.

The name of the organization shall be the Connecticut State Firefighters Association (“the Association”).

Section 2. Purpose.

The Association is organized exclusively for charitable, educational, historical, and advocacy purposes in support of the Connecticut fire service, including but not limited to:

- A. promoting the welfare, safety, and professionalism of firefighters across the State of Connecticut;
- B. representing the interests of the fire service before governmental bodies and partner organizations;
- C. administering benefit, relief, and memorial programs established by state law or by the Association;
- D. honoring firefighters who have fallen in the line of duty and preserving the history of the Connecticut fire service; and
- E. undertaking any activities consistent with Section 501(c)(3) of the Internal Revenue Code and applicable Connecticut statutes.

Section 3. Principal Office.

The principal office of the Association shall be in the State of Connecticut at a location designated by the Executive Board. The Board may establish additional offices as needed.

Section 4. Registered Agent and Registered Office.

The Association shall continuously maintain a registered agent and registered office in the State of Connecticut as required by law.

Section 5. Authority.

The Association operates in accordance with its Certificate of Incorporation, these bylaws, and all applicable federal and state laws governing nonprofit organizations.

ARTICLE II — MEMBERSHIP

Section 1. Classes of Membership.

The Association shall include the following membership classes:

- A. Company Members (Group)
- B. Department Members (Chief Officers/Admin Staff)
- C. Active Members
- D. Retired Members
- E. Cadets/Explorers/Juniors
- F. Life Members
- G. Honorary Members
- H. Sustaining Members

Section 2. Company Members. (Group)

A. A Company Member (Group) is any fire company, fire department, private fire company or association, volunteer fire police patrol, rescue squad, fire-based ambulance/Emergency Medical Service (EMS), fire prevention/inspection/investigation unit or office, training staff, dispatch staff, repair staff, or other eligible operational entity that has paid the annual dues established by the Association.

B. Each Company Member shall be considered an organizational member of the Association.

C. All individuals who are active members of a Company Member (Group), by virtue of their status within that company, are recognized as Association Members for purposes of participation in programs and benefits administered by the Association.

D. Each station of a multi-station volunteer department shall be considered a separate Company Member (Group) unless otherwise determined by policy.

E. Each company of a multi-company station career department shall be considered a separate Company Member (Group) unless otherwise determined by policy.

F. Any fire school/fire academy may join as Company Members (Group) with all staff except the training director or directors covered under this membership class.

G. Unions may join if the company or department are not members of the association and are subject to the same rules as any other Company Member (Group). Union members with a chief rank must join as a Department Member (Chief Officer/Admin).

H. Any Association Member that is temporally assigned to another company, station, or duty shall be covered by these bylaws until they are permanently transferred, promoted, or otherwise

moved. This includes but is not limited to volunteer personnel operating in another station or company other than their assigned company, or career personnel working overtime or temporarily assigned to another company or duty.

I. For the purpose of these bylaws, when a Company or Department Membership (Group, Chief Officer, or Active) are paid by a fire department, union, or other entity, each position no matter the individual in the position is covered as an association member.

Section 3. Department Members. (Chief Officers/Admin Staff)

A Department Member is an individual serving in one of the following positions within a recognized fire department, fire service organization, or performs fire related duties:

- Chief
- Assistant, Deputy, Battalion, or District Chief
- Fire Marshal or Deputy Fire Marshal (state or local)
- State Fire Control Officer or District Fire Control Officer
- Master Mechanic or equivalent administrative fire service officer
- Training or Communications Director
- Any person whose position is equivalent to a chief executive officer rank.

These individuals may join the Association upon payment of the prescribed dues.

Section 4. Active Members.

An Active Member is an individual serving in one of the following positions within a recognized fire department, fire service organization, or performs fire related duties:

- Firefighter
- Fire Police
- Engineer/Apparatus Operator
- Lieutenant
- Captain
- Any person whose position is equivalent to one of the above ranks in a fire service unit or bureau such as inspection, prevention, investigation, training, and/or special service.
- Any sworn law enforcement officer formally assigned, certified, or appointed to perform fire/arson investigation duties under the authority of a fire marshal, fire department, state fire marshal, or other legally recognized fire-service agency, when such duties meet the applicable statutory or memorial definition of firefighter/fire investigator.

These individuals may join the Association upon payment of the prescribed dues.

A. Individuals that are members of the Connecticut fire service may apply for Active Membership and must meet the following requirements.

B. Any person whose primary responsibility is firefighting in an organized fire department, company, or brigade in which that organization is not a member of the association.

C. Perspective member must be in good standing in said fire service organization.

D. Perspective member shall apply, pay the established dues, and be approved for membership at an Executive Board meeting.

Section 5. Retired Members

A. Any person who has retired from active firefighting in good standing with a minimum of 20 years documented service in which their primary responsibility was firefighting. Time in service can be continuous in a single organization or concurrent with several organizations if the person was not terminated or resigned for behavior unbecoming or criminal activities. Retirees in good standing with their respective fire service organizations may continue to be members upon payment of dues and compliance with requirements established by the Executive Board; and held one of the listed ranks listed in Subsection C.

B. Retired Members are not eligible for claims benefits.

Section 6. Cadets/Explorers/Juniors

Any explorer post, cadet or junior firefighter organization affiliated with a fire company or department may be members upon payment of dues and compliance with requirements established by the Executive Board.

Section 7. Life Members.

Past Presidents of the Association in good standing shall automatically become Life Members.

A. Life Members pay no dues.

B. Life Members retain all rights and privileges of membership.

C. Life Members can be voted in by recommendation by any member of the association and majority vote at the annual convention.

D. Recommendation for life membership with supporting documentation must be received no less than thirty (30) days before the annual convention with a substantive writeup of the members achievements and contributions to the Connecticut fire service and Association as a whole.

Section 8. Honorary Members.

Honorary membership may be conferred by the Executive Board or by vote of the Annual Convention upon persons who have rendered distinguished service to the Connecticut fire service or to the Association.

A. Honorary Members pay no dues.

B. Honorary Members may attend meetings but may not vote or hold office.

C. Recommendation for honorary membership with supporting documentation must be received no less than thirty (30) days before the annual convention.

D. The State Fire Administrator by virtue of their position becomes an honorary member of the association.

Section 9. Sustaining Members.

Sustaining membership is open to manufacturers, vendors, nonprofit organizations, and related fire/emergency service support entities.

A. Sustaining Members do not vote.

B. Sustaining Members may use the Association's logo for promotional purposes as authorized by policy.

C. Sustaining members may be posted on the association website and other forms of media as proud sponsors.

D. Dues are set annually by the Executive Board.

Section 10. Rights and Privileges.

A. Voting rights shall be established in Article III (Meetings of Members).

B. Eligibility for benefits administered by the Association shall be defined in Articles governing Claims and Benefits.

C. Members in good standing may participate in all programs, services, and activities of the Association consistent with their membership classification.

Section 11. Good Standing.

Members are in good standing when dues are current and all requirements are satisfied.

Section 12. Suspension or Termination.

A. Membership may be suspended or terminated for cause by the Executive Board after notice and an opportunity to be heard.

B. Membership may also be terminated for nonpayment of dues as provided in Article III.

C. Suspended or terminated members may appeal as described in Article XI (Appeals and Grievances).

D. Any member that is arrested and charged with a crime, under investigation, suspended, terminated, or otherwise under disciplinary action, shall have their membership suspended until the matter is resolved. Any disciplinary action that results in termination or conviction is automatic grounds for termination of membership.

Section 13. Resignation.

Any member may resign by written notice to the Secretary. Dues are non-refundable.

Section 14. Reinstatement.

Any former members who wish to rejoin the Association must resubmit an application for membership to the Secretary to be read at the next Executive Board meeting. If approved for reinstatement, the member must pay a reinstatement fee established by the Executive Board. If denied, a letter will be sent to the applicant with the option to have a hearing on reinstatement.

Section 15. Dues.

The dues schedule is established by the Executive Board and can be amended with a majority vote at a regular executive board meeting. The dues schedule shall be located in the Appendix.

ARTICLE III — MEETINGS OF MEMBERS

Section 1. Annual Meeting.

- A. The Association shall hold an Annual Meeting of the Members for the purpose of receiving reports, electing officers, acting on amendments, and conducting other proper business.
- B. The Annual Meeting shall be held during the Association's Annual Convention at a date, time, and place determined by the Executive Board.
- C. Notice of the Annual Meeting shall be provided to all Company Members, Department Members, Active Members, and Life Members not less than 30 days before the meeting. Notice may be provided electronically.

Section 2. Regular Meetings.

- A. The Association can hold Regular Membership meeting when needed to discuss business to the membership at large.
- B. Regular Meetings can be held prior to or after an Executive Board meeting or be called as a Special Meeting.
- C. Regular Meetings must be posted no less than fourteen (14) days prior to the date and no less than 20% of All Members in good standing.

Section 3. Special Meetings.

- A. Special Meetings of the Members may be called by:
 - 1. the President;
 - 2. a majority of the Executive Board; or
 - 3. a written request signed by not less than 10% of All Members in good standing.
- B. Notice of a Special Meeting shall state the purpose of the meeting and provide at least 14 days' notice.
- C. Only business stated in the notice may be considered.

Section 4. Notice.

Notice of any Meeting of Members shall be provided at least thirty (30) days prior. Meetings listed on the association website constitute notice.

Section 5. Delegates.

A. Company Delegates:

1. Each Company Member in good standing shall appoint one Delegate and one Alternate for the Annual Meeting.
2. Delegates must be members in good standing of the appointing Company.
3. Delegates must be credentialed pursuant to Section 6.

B. Department Members each receive one vote.

C. Life Members each receive one vote.

D. Active Members receive one vote.

E. Honorary Members and Sustaining Members (unless also serving as Delegates) do not vote.

F. Explorers/Cadets/Juniors do not vote.

F. No member may cast more than one vote.

Section 6. Voting.

A. Each voting member identified in Section 3 shall have one vote.

B. Voting may be conducted by:

1. voice vote;
2. show of voting credential;
3. counted ballot; or
4. secure electronic voting if approved by the Executive Board.

C. Proxy voting is prohibited.

D. Unless otherwise specified in these bylaws, actions are decided by a simple majority of votes cast.

Section 7. Quorum.

A quorum for the transaction of business at the Annual Meeting of Members shall consist of:

1. Twenty-five (25) credentialed Delegates, representing Company Members in good standing; and
2. at least three (3) officers of the Association.

If a quorum is not present, no business may be conducted except to adjourn.

Section 8. Credentials

A. A Credentials Committee, appointed by the Executive Board, shall verify eligibility of all Delegates and voting Members before voting begins.

B. Delegates shall present proper documentation as required by policy.

C. The Committee's determination of eligibility is final unless overruled by a two-thirds vote of the Members present.

Section 9. Record Date.

The Executive Board may set a "record date" to determine which Members are entitled to notice, delegate appointment, and voting. The record date shall be no more than 60 days and no fewer than 10 days before the meeting.

Section 10. Participation by Electronic Means.

A. The Executive Board may permit Members and Delegates to attend or vote electronically, provided that secure technology allowing simultaneous communication is used.

B. Participation electronically shall constitute presence in person.

Section 11. Order of Business.

Meetings shall be conducted according to Robert's Rules of Order Newly Revised.

ARTICLE IV — EXECUTIVE BOARD

Section 1. Authority.

The Executive Board (“the Board”) shall have general supervision over the affairs, programs, and property of the Association between Annual Meetings, subject to these bylaws and actions taken by the Members.

The Board shall not amend these bylaws, dissolve the Association, or alter decisions reserved to the Members.

Section 2. Composition.

The Executive Board shall consist of:

1. President
2. First Vice President
3. Second Vice President
4. Secretary
5. Assistant Secretary
6. Treasurer
7. Assistant Treasurer
8. Three Chaplains
9. Eight County Vice Presidents
10. Past Presidents
11. CFPC Commission Representative
12. Representatives from Connecticut Fire Service Organizations

Life Members, who are Past Presidents, have the same voting rights as regular members.

The Board may invite advisors or staff, who shall not vote.

County Vice Presidents.

- A. The Association shall maintain eight County Vice Presidents (CVP).
- B. County Vice Presidents shall represent their county’s fire service community within the Association;
- C. Serve as liaisons between local fire companies and the Association’s leadership;
- D. Assist in communicating Association programs and initiatives;
- E. Support membership recruitment and engagement;
- F. Perform additional duties assigned by the President or the Executive Board.

Representatives from Connecticut Fire Service Organizations

A. Recognized Connecticut Fire Service Organizations shall have a seat within the Executive Board. Those are:

1. Connecticut Fire Department Instructors Association
2. Connecticut Fire Chiefs Association
3. Connecticut Career Chiefs Association
4. Connecticut Fire Marshals Association
5. Uniformed Professional Firefighters Association of Connecticut
6. Connecticut Fire Mechanics Association

B. Each Organization shall be required to hold membership in the Association as a Company Membership (Group) to have voting rights.

C. Each organization shall have one vote at executive board meetings.

D. If a recognized organization folds into another, that remaining organization will only have one vote.

E. Company (Group), Department (Chief), or Active membership through an organized Fire Company or Department is still required for full rights and privileges for Association benefits.

F. Organizations representative shall be their president or designee and said person's name along with alternates shall be furnished to the Association Secretary.

Section 3. Terms of Office.

A. Officers serve one-year terms, or until their successors are elected.

B. Term limits do not apply to the President, First Vice President, and Second Vice President unless established by policy.

C. County Vice Presidents serve one-year terms, elected annually by the delegates of their respective counties.

D. Chaplains serve one-year terms and may be reappointed indefinitely.

E. Term limits do not apply to the Secretary, Assistant Secretary, Treasurer, or Assistant Treasurer unless established by policy.

F. Representatives from Connecticut Fire Service Organizations shall be appointed by their respective organizations on an annual basis.

Section 4. Election and Appointment.

Officers are elected at the Annual Meeting. County Vice Presidents are elected by county delegates. Vacancies filled by majority vote of the Board.

Section 5. Vacancies.

Vacancies may be filled by the Board, except County Vice President vacancies which shall be filled by the county delegation or the Board if necessary.

Section 6. Removal.

Any Officer or County Vice President may be removed for cause by two-thirds vote of the Executive Board.

Section 7. Meetings.

A. The Board shall meet at least quarterly, including at the Annual Meeting.

B. Special Meetings may be called by:

1. the President, or
2. any five (5) members of the Board.

C. Notice of any meeting shall be provided at least seven (7) days in advance unless waived.

Section 8. Quorum and Voting.

A. A majority of the voting members of the Board shall constitute a quorum.

B. Unless otherwise required, actions are approved by a majority of those present and voting.

C. Electronic participation is permitted and counts as presence.

Section 9. Compensation.

A. Board members serve without compensation with the exception of the Secretary and Treasurer.

B. The Board may authorize reimbursement of reasonable expenses incurred in carrying out official duties.

C. Limitations on reimbursable expenses may be set by policy.

ARTICLE V — MEETINGS OF THE BOARD

Section 1. Regular Meetings.

- A. The Executive Board shall meet at least four times per year, including a meeting held in conjunction with the Annual Meeting of Members.
- B. The Board may, by resolution, establish an annual calendar of meetings, which shall constitute notice of such meetings.

Section 2. Special Meetings.

- A. Special Meetings of the Board may be called by:
 - 1. The President, or
 - 2. Any five (5) voting members of the Board.
- B. Requests for special meetings must state the purpose of the meeting.

Section 3. Notice.

- A. Notice of Regular Meetings shall be provided at least seven (7) days prior.
- B. Notice of Special Meetings shall be provided at least forty-eight (48) hours prior.
- C. Notice may be delivered by mail, email, or other electronic means.
- D. Notice may be waived in writing or by attendance without objection.
- E. Notice of all meetings shall be posted on the association website.

Section 4. Electronic Participation.

Members of the Board may participate in any Regular or Special Meetings by telephone, video conference, or other electronic means that permit simultaneous communication.

Such participation constitutes presence in person.

Section 5. Quorum.

A majority constitutes a quorum.

Section 6. Voting.

- A. Unless otherwise provided by these bylaws, actions of the Board shall be approved by a majority vote of those present and voting.
- B. Voting by proxy is not permitted.
- C. Electronic voting during a duly convened electronic meeting is permitted.

Section 7. Action Without a Meeting.

- A. The Board may take action without a meeting if all voting members consent in writing or electronically to the action.
- B. Consents shall be filed with the minutes of the Association and shall have the same effect as a vote of the Board taken at a meeting.

Section 8. Order of Business.

Meetings of the Board shall be conducted according to Robert's Rules of Order Newly Revised, except where inconsistent with these bylaws.

Section 9. Records.

The Secretary shall ensure that minutes are prepared and maintained for all Regular and Special Meetings of the Board.

ARTICLE VI — OFFICERS

Section 1. Officers.

The officers of the Association shall be:

1. President
2. First Vice President
3. Second Vice President
4. Secretary
5. Assistant Secretary
6. Treasurer
7. Assistant Treasurer
8. Chaplains

These officers shall perform the duties prescribed by these bylaws and by the authority of the Executive Board.

Section 2. Election and Term of Office.

- A. Officers shall be elected annually at the Annual Meeting of the Members.
- B. Officers shall serve one-year terms, or until their successors are elected and qualified.
- C. Officers may serve additional terms as permitted by these bylaws or Board policy.

Section 3. General Duties of Officers.

Officers are responsible for implementing the policies and decisions of the Executive Board, upholding the mission of the Association, and performing the duties assigned to their office.

Section 4. President.

The President shall:

- A. preside at all meetings of the Members and the Executive Board;
- B. serve as the chief elected officer of the Association;
- C. ensure that Board actions and Association programs are carried out;
- D. appoint committees as authorized by these bylaws or the Board;
- E. approve disbursements of Association funds in accordance with policy;

- F. represent the Association before governmental and partner organizations;
- G. perform all other duties commonly assigned to a presiding officer.

Section 5. Vice Presidents.

A. First Vice President:

1. performs the duties of the President in the President's absence or inability to serve;
2. assists the President as requested;
3. performs duties assigned by the Board.

B. Second Vice President:

1. performs the duties of the First Vice President when required;
2. assists the President and First Vice President;
3. performs duties assigned by the Board.

Section 6. Secretary.

The Secretary shall:

- A. maintain minutes of all meetings of the Members and the Board;
- B. maintain official records and documents of the Association;
- C. issue all notices required by these bylaws or Board direction;
- D. co-sign orders for the disbursement of Association funds;
- E. maintain membership records;
- F. provide reports as required;
- G. maintain a bond in an amount set by the Board.

Section 7. Assistant Secretary.

The Assistant Secretary shall:

- A. perform the duties of the Secretary in the Secretary's absence;
- B. assist the Secretary as assigned;
- C. perform such additional duties as the Board may prescribe.

Section 8. Treasurer.

The Treasurer shall:

- A. oversee the receipt, deposit, and disbursement of all Association funds;
- B. ensure accurate financial records are maintained;
- C. prepare or oversee preparation of annual financial reports;
- D. oversee investments in accordance with Board policy;
- E. maintain a bond in an amount set by the Board;
- F. ensure compliance with applicable financial policies and regulations.

Section 9. Assistant Treasurer.

The Assistant Treasurer shall:

- A. perform the duties of the Treasurer in the Treasurer's absence;
- B. assist the Treasurer in the execution of financial duties;
- C. perform additional duties as assigned by the Board.

Section 10. Chaplains.

- A. The Association shall maintain three Chaplains.
- B. Chaplains shall provide spiritual and emotional support to members of the fire service, attend Association events as necessary, and perform ceremonial functions.
- C. Chaplains serve without requirement of membership in a fire department and are exempt from dues.
- D. Chaplains may be reappointed annually without term limits.

Section 11. Delegation of Duties.

An officer may delegate duties to assistants or staff with approval of the President, provided that the officer remains responsible for the proper execution of those duties.

Section 12. Vacancies.

Vacancies in any office shall be filled as provided in Article IV, Section 5.

Section 13. Removal.

Officers may be removed from office as provided in Article IV, Section 6.

Section 14. Bonds and Policies.

The Board may establish policies governing bonding requirements, expense reimbursement, financial controls, and administrative procedures.

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ARTICLE VII — COMMITTEES

Section 1. Types of Committees.

The Association shall have two categories of committees:

- A. Standing Committees – established by these bylaws and continued from year to year;
- B. Special Committees – created by the President or the Executive Board for specific purposes and dissolved upon completion of their work.

Section 2. Standing Committees.

The following Standing Committees are hereby established:

1. Auditing Committee
2. Legislative Committee
3. Credentials Committee
4. Convention Advisory Committee
5. Hall of Fame Committee
6. Education Committee
7. Firefighters Memorial Committee
8. Cancer Relief Committee (as mandated by Public Act 16-10)
9. Merit Awards Committee
10. Claims and Benefits Committee

The Executive Board may recommend the creation of additional Standing Committees subject to approval by the Members at an Annual Meeting.

Section 3. Appointment and Terms.

- A. Members of Standing Committees shall be appointed annually by the President and confirmed by the Executive Board, unless otherwise required by law.
- B. Committee members shall serve one-year terms and may be reappointed.
- C. Each committee shall elect its own Chairperson unless otherwise provided with the approval of the President.
- D. A committee member may be removed by the President with approval of the Executive Board.

Section 4. Committee Authority and Limitations.

- A. Committees serve in an advisory capacity and assist in carrying out the programs and operations of the Association.
- B. No committee may bind the Association, authorize contracts, expend funds, or establish policy unless expressly granted such authority by the Executive Board.
- C. Committees must operate in accordance with these bylaws and Board-approved policy.

Section 5. Committee Responsibilities.

A. Auditing Committee

- 1. Examines the financial records of the Association annually;
- 2. Reviews required financial bonds;
- 3. Reports findings at the Annual Meeting.

B. Legislative Committee

- 1. Reviews state and federal legislation affecting the Connecticut fire service;
- 2. Recommends legislative positions to the Executive Board;
- 3. Advocates for approved positions.

C. Credentials Committee

- 1. Verifies the eligibility of Delegates and voting Members at the Annual Meeting;
- 2. Resolves credential disputes subject to appeal to the Members.

D. Convention Advisory Committee

- 1. Advises host departments on requirements for the Annual Convention;
- 2. Ensures compliance with convention policies and guidelines.

E. Hall of Fame Committee

- 1. Evaluates and recommends nominees for the Connecticut Fire Service Hall of Fame;
- 2. Ensures consistent criteria and documentation.

F. Education Committee

- 1. Supports statewide fire service training initiatives;
- 2. Coordinates with the Commission on Fire Prevention and Control and regional fire schools;
- 3. Advises on training standards and curricula.

G. Firefighters Memorial Committee

1. Plans the annual Firefighters Memorial Ceremony;
2. Maintains the Connecticut Firefighters Memorial;
3. Reviews and approves names for inclusion on the Memorial Wall.

H. Cancer Relief Committee (Statutory)

1. Administers the firefighter cancer relief program pursuant to Public Act 16-10;
2. Follows statutory composition requirements;
3. Determines eligibility, claims, and benefits as permitted by law.

I. Merit Awards Committee

1. Administer awards given to members of the association.
2. Evaluates and recommends awards for the members of the association.

J. Claims and Benefits Committee

1. Administer claims and benefits given to members of the association.
2. Evaluates and recommends approvals or denials for the members of the association.

Section 6. Special Committees.

A. The President, with approval of the Executive Board, may create Special Committees to address specific needs or projects.

B. Special Committees shall dissolve automatically upon completion of their assigned tasks unless extended by the Board.

Section 7. Reports.

All Standing and Special Committees shall provide written or oral reports to the Executive Board and an annual summary report to the Members at the Annual Meeting.

Section 8. Meetings.

Committees shall meet at the call of their Chairperson or the President. Meetings may be conducted by electronic means.

ARTICLE VIII — CONVENTION

Section 1. Purpose.

The Annual Convention serves as the principal gathering of the Association and includes the Annual Meeting of Members, elections, reports, education, memorial events, and other activities authorized by the Executive Board.

Section 2. Scheduling.

- A. The Annual Convention shall be held once each year in September and location determined as provided in this Article.
- B. The Executive Board shall set the specific schedule and agenda for the Convention.

Section 3. Selection of Host.

- A. Delegates at the Annual Meeting shall vote to select the host location for a future Convention.
- B. The convention host shall generally be selected at least one year in advance.
- C. If Delegates fail to select a host, the Executive Board shall appoint a suitable host location.

Section 4. Host Eligibility.

- A. Any fire company, combination of companies, or other eligible fire service entities may apply to host the Annual Convention.
- B. Applications shall be submitted to the Executive Board or designated Committee in accordance with timelines established by policy.
- C. The Board shall evaluate applications based on capacity, facilities, planning ability, and compliance with the Association's Convention Guidebook.

Section 5. Convention Advisory.

- A. The Convention Advisory Committee shall work collaboratively with the host entity to ensure compliance with the Convention Guidebook and Association policies.
- B. The Committee shall provide guidance, oversight, and support to the host throughout the planning and execution of the event.

C. The Convention Advisory Committee may recommend corrective actions to the Executive Board if issues arise.

Section 6. Host Responsibilities.

Host responsibilities shall be defined in the Convention Guidebook adopted by the Executive Board and may include:

1. facilities, meeting spaces, and logistics;
2. coordination of ceremonies and events;
3. compliance with insurance requirements;
4. coordination with Association committees;
5. adherence to branding, advertising, and vendor rules;
6. financial management requirements.

These details shall not be part of the bylaws.

Section 7. Failure of Host.

If a selected host is unable or unwilling to hold the Convention, or fails to comply with established requirements, the Executive Board may:

- A. remove the host designation;
- B. designate an alternate host; or
- C. assume direct management of the Convention.

The Board's decision is final.

Section 8. Special Conventions.

- A. A Special Convention may be called by the Executive Board if required for extraordinary business.
- B. Notice shall be provided at least 30 days in advance.
- C. Only business stated in the call may be transacted.

Section 9. Conduct.

- A. Proceedings of the Convention shall be conducted in accordance with these bylaws and Robert's Rules of Order Newly Revised.
- B. Credentialing of Delegates shall be conducted by the Credentials Committee.

- C. Reports, elections, and official business of the Association shall occur during the Annual Meeting held as part of the Convention.

Section 10. Convention Guidebook.

- A. The Executive Board shall maintain a Convention Guidebook outlining operational procedures, requirements for hosts, logistical expectations, and other guidelines.
- B. The Board may revise the Guidebook as needed without amending these bylaws.

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ARTICLE IX — FINANCIAL ADMINISTRATION

Section 1. Fiscal Year.

The fiscal year of the Association shall begin on July 1 and end on June 30, unless otherwise determined by the Executive Board.

Section 2. Budget.

A. The Treasurer, in coordination with the Finance Committee, shall prepare an annual budget for review and approval by the Executive Board.

B. The budget shall be presented to the Members at the Annual Meeting.

C. No expenditure shall exceed the approved budget without authorization of the Executive Board.

Section 3. Banking.

A. All funds of the Association shall be deposited in accounts at financial institutions designated by the Executive Board.

B. Accounts shall be maintained in the name of the Association.

C. The Board shall establish policies governing the opening, closing, and management of financial accounts.

Section 4. Disbursements.

A. All disbursements shall be made in accordance with policies established by the Executive Board.

B. The Board shall maintain dual-signature or equivalent financial control procedures for withdrawals above amounts set in policy.

C. Disbursements must be supported by appropriate documentation and processed in accordance with internal controls.

Section 5. Investments.

A. The Association may invest funds in accordance with an investment policy adopted by the Executive Board.

B. Investments shall be made only in instruments permitted by Connecticut law for nonprofit organizations.

C. Restricted funds shall be managed in accordance with donor requirements and applicable law.

Section 6. Contracts.

A. The Executive Board shall establish financial and contractual authorization limits for the President, Treasurer, and any staff.

B. No officer, committee, or member may enter into any contract or incur any financial obligation on behalf of the Association without authority granted by the Executive Board.

C. Multi-year contracts require express Board approval.

Section 7. Reporting.

A. The Treasurer shall prepare monthly or quarterly financial reports for the Executive Board.

B. An annual financial report shall be presented to the Membership at the Annual Meeting.

C. The report shall include income, expenses, assets, liabilities, and reserve balances.

Section 8. Audit.

A. The Auditing Committee shall conduct an annual review of the Association's financial records.

B. The Executive Board may require an independent financial review or audit by a certified public accountant, particularly if revenues exceed thresholds established by policy.

C. Audit results shall be presented to the Members at the Annual Meeting.

Section 9. Bonds.

A. The Secretary, Treasurer, and any other officer or staff member with financial responsibility shall maintain a surety bond in an amount set by the Executive Board.

B. Bond premiums shall be paid by the Association.

C. Bond documentation shall be filed with the President.

Section 10. Gifts.

- A. The Association may accept gifts, grants, bequests, and charitable contributions consistent with its tax-exempt purposes.
- B. The Executive Board shall adopt policies governing acceptance, recognition, and restrictions.
- C. Donor-restricted funds shall be used in accordance with donor intent.

Section 11. Assets.

- A. The Executive Board shall oversee the management, protection, and proper use of the Association's tangible and intangible assets.
- B. No asset of the Association may be pledged, loaned, or encumbered without Board authorization.
- C. Inventory of major assets shall be maintained in accordance with policy.

Section 12. Financial Policies.

The Executive Board shall adopt and maintain written financial policies including:

1. spending authority and approval thresholds;
2. procurement and purchasing procedures;
3. reimbursement and travel policies;
4. internal controls;
5. investment policy;
6. reserve or contingency funds.

These policies may be updated by Board action without amending the bylaws.

ARTICLE X — CLAIMS AND BENEFITS

Section 1. Purpose and Authority.

A. The Connecticut State Firefighters Association (“Association”) shall administer a Claims and Benefits Program for eligible Members in accordance with Connecticut General Statutes § 3-123 and applicable Public Acts.

B. All benefits shall be paid exclusively from State appropriations and disbursed by the State Comptroller. No Association funds shall be used for claim payments.

C. The Executive Board shall have sole authority to:

1. Determine eligibility;
2. Approve, modify, or deny claims;
3. Interpret this Article;
4. Establish and enforce claims procedures.

Section 2. Eligibility.

A. A Member shall be eligible for benefits only if:

1. The injury, illness, or exposure occurred during Fire Duties per Connecticut General Statutes § 7-314(a) and § 7-314(b);
2. The Member was in good standing at the time of the incident;
3. Membership obligations were satisfied at the time of the incident.
4. Only dependents conceived or adopted prior to the injury are eligible for payment.

B. The Executive Board shall determine all questions of eligibility.

Section 3. Benefits Authorized.

The Association shall administer the following benefit categories:

1. Disability and Injury Benefits
2. Total Permanent Disability Benefits
3. Exposure-Related Benefits
4. Death Benefits

All benefits are subject to:

- Available State appropriations
- Executive Board approval

Section 4. Rate Setting Authority.

- A. The Executive Board shall establish benefit rates at least annually.
- B. Rates shall be based on available appropriations and financial conditions.
- C. No Member shall have a vested right to any specific benefit amount.

Section 5. Claims Procedure and Timeframe.

- A. All claims shall be filed, reviewed, and processed in accordance with the following:
 - Claims must be filed within 60 calendar days of injury
 - Extensions can be granted by the Executive Board for up to 365 calendar days for good cause.
 - Claims received after 365 calendar days are automatically denied.
- B. The Executive Board may require:
 - Medical documentation
 - Employment records
 - Incident verification
- C. Failure to comply with procedures may result in denial of a claim.

Section 6. Review and Appeals.

- A. The Executive Board shall review and act on all claims.
- B. A claimant may appeal a denial to the membership at a regular or annual meeting.
- C. The membership may, by majority vote:
 1. Affirm the decision; or
 2. Refer the matter back to the Executive Board with instructions.
- D. Upon reconsideration, the Executive Board's decision shall be final.

Section 7. Compliance with Law.

If any provision of this Article conflicts with applicable law, the law shall govern.

Section 8. Administrative Authority.

The Executive Board may adopt, amend, and enforce a Claims Procedures Manual consistent with this Article.

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ARTICLE XI — ETHICS AND CONFLICTS OF INTEREST

Section 1. Ethics.

All officers, members of the Executive Board, committee members, and individuals acting on behalf of the Association shall conduct themselves with integrity, honesty, fairness, and in a manner consistent with the mission and interests of the Association and the Connecticut fire service.

Section 2. Duties.

A. Individuals serving the Association shall act in good faith and in a manner, they reasonably believe to be in the best interests of the Association.

B. They shall exercise the care, diligence, and informed judgment that an ordinarily prudent person would exercise in a similar position.

Section 3. Conflicts of Interest.

A conflict of interest exists when an individual's personal, financial, professional, or organizational interests could interfere with their obligation to act solely in the best interests of the Association.

Examples include, but are not limited to:

1. Personal or financial gain derived from Association contracts or decisions;
2. Outside employment or activities that conflict with Association responsibilities;
3. Accepting gifts, favors, or compensation from vendors or applicants seeking Association action;
4. Using Association resources, position, or confidential information for personal benefit.

Section 4. Disclosure.

A. All Executive Board members and officers shall complete a conflict-of-interest disclosure annually and whenever a potential conflict arises.

B. Disclosures shall be filed with the Secretary and maintained as Association records.

C. Individuals must disclose any conflict before participating in discussions or decisions related to the matter.

Section 5. Recusal.

A. Individuals with a conflict of interest must recuse themselves from:

1. discussion,
2. deliberation,
3. decision-making, and
4. voting on matters related to the conflict.

B. Recusal shall be recorded in the minutes.

Section 6. Prohibited Conduct.

A. No officer, Board member, or committee member may use their position, title, or influence for personal gain.

B. No individual may represent personal or outside interests as those of the Association.

C. Association resources—including its name, logo, funds, data, and equipment—may not be used for private, political, or commercial purposes without authorization.

D. Self-dealing, kickbacks, or preferential treatment of vendors or applicants is prohibited.

Section 7. Confidentiality.

A. Individuals shall maintain the confidentiality of non-public Association information, including:

1. personnel information,
2. financial or donor information,
3. claims and benefit records,
4. internal discussions or deliberations.

B. Confidential information may not be used for personal gain or disclosed without authorization.

Section 8. Gifts.

A. No officer or Board member shall accept gifts, services, loans, or favors from any entity doing business with, seeking business from, or regulated by the Association, except for items of nominal value permitted by policy.

B. The Executive Board shall maintain a Gift Acceptance Policy consistent with nonprofit best practices.

Section 9. Reporting Violations.

A. Suspected violations of this Article may be reported to the President, Secretary, or any member of the Executive Board.

B. Reports shall be reviewed promptly and confidentially.

C. Retaliation for reporting in good faith is strictly prohibited.

Section 10. Enforcement.

A. Violations of this Article may result in:

1. reprimand,
2. removal from committees,
3. suspension from office,
4. removal from the Executive Board, or
5. other actions authorized by these bylaws.

B. Enforcement actions require majority vote of the Executive Board, except where a higher vote is required by these bylaws.

Section 11. Review.

The Executive Board shall review this Article and the associated Conflict of Interest Policy annually to ensure compliance with state law, IRS requirements, and nonprofit best practices.

ARTICLE XII — INDEMNIFICATION AND INSURANCE

Section 1. Indemnification.

To the fullest extent permitted by Connecticut law, the Association shall indemnify any person who:

1. is or was an officer,
2. member of the Executive Board,
3. committee member, or
4. volunteer acting on behalf of the Association,

and who is or may be made a party to any civil, administrative, or investigative proceeding by reason of their service to the Association, provided that the individual acted in good faith and in a manner reasonably believed to be in the best interests of the Association.

Indemnification shall include:

- reasonable attorney's fees,
- court costs,
- judgments,
- settlements, and
- other expenses actually incurred.

Section 2. Advancement.

The Association may advance reasonable legal expenses to an individual covered by this Article prior to final disposition of a proceeding, subject to:

- receipt of a written affirmation of good faith conduct, and
- an undertaking to repay advances if indemnification is ultimately not permitted.

Section 3. Limitations.

Indemnification shall not apply:

- A. in cases of willful misconduct, fraud, or gross negligence;
- B. for actions outside the scope of official duties;
- C. for criminal conduct unless the individual is fully exonerated;
- D. to proceedings initiated by the individual against the Association, unless authorized by the Executive Board.

Section 4. Insurance.

A. The Association shall maintain Directors and Officers (D&O) Liability Insurance and other liability insurance as deemed necessary by the Executive Board.

B. Insurance coverage may include:

1. general liability,
2. event liability,
3. volunteer coverage,
4. property and equipment insurance,
5. fiduciary liability, and
6. cyber or data protection insurance, as the Board deems appropriate.

Section 5. Non-Exclusivity.

The rights of indemnification and insurance under this Article shall not exclude any other rights to which individuals may be entitled under:

- statute,
- common law,
- vote of the Executive Board,
- insurance contract, or
- other policies adopted by the Association.

Section 6. Survival of Rights.

Indemnification rights under this Article shall continue for a person who has ceased to serve in an official capacity and shall apply to their heirs, executors, and administrators.

Section 7. Severability.

If any portion of this Article is found unenforceable, the remainder shall remain in full force to the fullest extent permitted by law.

ARTICLE XIII — NOTICES AND ELECTRONIC PARTICIPATION

Section 1. Methods of Notice.

A. Notices required by these bylaws may be delivered by:

1. first-class mail,
2. courier or delivery service,
3. electronic mail (email), or
4. any other reliable electronic method approved by the Executive Board.

B. Notices shall be deemed delivered when:

1. deposited in the mail with proper postage,
2. sent by reputable courier, or
3. transmitted electronically to the most recent address on file, or
4. Posted on the Association website as required.

Section 2. Content.

Notices of meetings shall include:

1. the date,
2. time,
3. location or electronic platform, and
4. the purpose of the meeting when required.

Section 3. Electronic Meetings.

A. The Executive Board, committees, and Members may meet using telephone, video conference, or other electronic communication systems that allow real-time, two-way participation.

B. Participation electronically constitutes presence in person.

C. The Executive Board shall ensure that electronic meeting platforms preserve the integrity of deliberation and voting.

D. Members joining by electronic means must identify themselves at the beginning of each meeting or will be banned from participating electronically.

Section 4. Electronic Voting.

A. Electronic voting may be permitted for:

1. Board meetings,
2. committee meetings, and
3. Member meetings, when authorized by the Executive Board.

B. Electronic voting systems must:

1. verify the identity of eligible voters,
2. ensure security,
3. record votes accurately, and
4. maintain confidentiality when required.

Section 5. Record Date.

A. The Executive Board may establish a “record date” to determine eligibility for receiving notice, voting, or appointing delegates.

B. The record date shall be no more than 60 days and no fewer than 10 days before the meeting.

Section 6. Waiver.

A. A Member, Board member, or committee member may waive notice of any meeting in writing or electronically.

B. Attendance at a meeting constitutes waiver of notice unless the individual objects to the meeting at the beginning.

Section 7. Posting.

A. The Association may use electronic platforms — including its website, electronic newsletter, or approved digital communication system — to distribute notices, updates, and reports.

B. The Executive Board may adopt policies governing electronic communication standards.

ARTICLE XIV — RECORDS AND TRANSPARENCY

Section 1. Required Records.

The Association shall maintain accurate and complete records, including:

1. Minutes of all meetings of the Members, Executive Board, and committees;
2. Financial records, including income, expenses, assets, and liabilities;
3. Membership records and rosters;
4. Official correspondence;
5. Claims and benefits records;
6. Policies adopted by the Executive Board;
7. Legal documents, including contracts and insurance policies;
8. Historical and archival materials related to the Association's mission.

Section 2. Minutes.

A. The Secretary shall ensure minutes are recorded for all official meetings.

B. Minutes shall include:

1. date and time of meeting,
2. attendees,
3. motions, votes, and actions taken,
4. summaries of reports,
5. recusals due to conflict of interest, when applicable.

C. Draft minutes shall be approved at the next meeting of the applicable body.

Section 3. Financial Records.

A. Financial records shall be maintained in accordance with generally accepted accounting principles and all applicable laws.

B. These records shall be made available to the Executive Board on a regular basis and to Members during the Annual Meeting.

Section 4. Inspection Rights.

A. A Member in good standing may inspect certain Association records, at a reasonable time and place determined by the Association, upon written request for a proper purpose.

B. The following records are not available for general inspection:

1. claims and benefits records,
2. confidential personnel or volunteer information,
3. attorney-client communications,
4. records relating to litigation or investigations,
5. confidential donor information.

C. The Executive Board may adopt procedures governing inspection requests.

Section 5. Confidentiality and Privacy.

A. The Association shall maintain confidentiality of all sensitive and protected information, including claims and benefits data, financial account numbers, and member personal information.

B. Only individuals with a legitimate need may access confidential records.

C. Confidential records of the Claims and Benefits Program shall be preserved permanently unless state retention laws require otherwise.

Section 6. Record Retention Policy.

A. The Executive Board shall adopt a Record Retention and Destruction Policy that complies with Connecticut law and nonprofit best practices.

B. The policy shall include retention periods for:

1. minutes,
2. financial documents,
3. claims and benefits files,
4. tax and audit records,
5. contracts,
6. insurance policies,
7. correspondence and administrative documents.

C. No records subject to a pending investigation, audit, or legal matter may be destroyed.

D. No records shall be destroyed that pertain to active benefits administration.

Section 7. Public Reports and Transparency.

A. The Association may publish an annual report summarizing:

1. financial condition,
2. major activities,
3. committee reports,
4. legislative updates,
5. benefit program data (non-identifying).

B. The Executive Board may determine the format (printed, digital, website).

Section 8. Electronic Records.

- A. Records may be maintained in paper or electronic format.
- B. Electronic records shall be backed up regularly and stored securely.
- C. Digitized records shall be treated as original documents for all purposes.

Section 9. Ownership of Records.

All records, files, databases, documents, and materials created or maintained on behalf of the Association are the property of the Association, not of any individual officer or member.

ARTICLE XV — AMENDMENTS

Section 1. Authority to Amend.

These bylaws may be amended only by the voting Members of the Association at the Annual Meeting, except as stated in Article XV Section 9 or where a higher authority is required by law.

Section 2. Proposal of Amendments.

A bylaw amendment may be proposed by:

1. the Executive Board,
2. any Standing Committee with approval of the Executive Board,
3. any Company Member in good standing,
4. any Department Member in good standing, or
5. any ten (10) Individual Members acting jointly.

All proposed amendments must be submitted in writing to the Secretary.

Section 3. Submission Deadline.

A proposed amendment must be received by the Secretary at least ninety (90) days prior to the Annual Meeting.

The Secretary shall forward all timely proposals to the Executive Board for review.

Section 4. Notice to Members.

All proposed amendments shall be transmitted to all Company Members, Department Members, and Life Members not less than thirty (30) days prior to the Annual Meeting.

Notice may be provided electronically in accordance with Article XIII.

Section 5. Consideration and Debate at the Annual Meeting.

A. Amendments shall be presented by the Secretary or the proposing party.

B. The Rules of Debate in Robert's Rules of Order Newly Revised shall apply.

C. Amendments may be amended from the floor, provided such changes do not alter the fundamental intent of the published amendment.

Section 6. Vote Required.

A bylaw amendment shall be adopted upon receiving at least a two-thirds (2/3) vote of the credentialed voting Members present and voting at the Annual Meeting.

Section 7. Effective Date.

Unless otherwise specified in the adopted amendment, all amendments shall take effect immediately upon adjournment of the Annual Meeting.

Section 8. Certification and Publication.

A. The Secretary shall certify all adopted amendments and incorporate them into the official bylaws.

B. Updated bylaws shall be posted or distributed to Members within a reasonable period of time after adoption.

Section 9. Interim Amendments by the Executive Board.

A. Authority.

Between Annual Meetings, the Executive Board may adopt temporary amendments to these bylaws when necessary to:

1. comply with changes in federal or state law;
2. address emergencies affecting the operations of the Association;
3. ensure continuity of governance when circumstances make strict adherence to existing bylaws impractical; or
4. implement time-sensitive structural or administrative adjustments.

B. Vote Required.

Temporary amendments require a two-thirds (2/3) vote of the Executive Board present at the meeting the amendment is read at.

C. Limitations.

Temporary amendments shall not:

1. alter the fundamental rights of Members;
2. change voting eligibility or the delegate system;

3. modify dues or membership classes;
4. change benefit eligibility or payment rules;
5. conflict with Connecticut law or the Association's purposes.

D. Duration.

All temporary amendments automatically expire at the adjournment of the next Annual Meeting, unless adopted by the Members as permanent amendments.

E. Member Action.

At the Annual Meeting, temporary amendments shall be:

1. presented to the Members by the Secretary,
2. reviewed and debated as regular amendments, and
3. approved, revised, or rescinded by a two-thirds (2/3) vote of Members present and voting.

F. Recordkeeping.

The Secretary shall maintain a written record of all temporary amendments, their dates of adoption, and their disposition at the Annual Meeting.

ARTICLE XVI — DISSOLUTION

Section 1. Authority to Dissolve.

The Association may be dissolved only by:

1. a recommendation of the Executive Board, and
2. approval by at least two-thirds (2/3) vote of the credentialed voting Members present and voting at an Annual Meeting or a Special Meeting called for this purpose.

Section 2. Notice.

Written notice of a proposed dissolution shall be provided to all Members at least sixty (60) days prior to the meeting at which the vote will occur.

The notice shall state the intention to dissolve and the reasons for the proposal.

Section 3. Payment of Debts and Obligations.

Upon approval of dissolution, the Executive Board shall:

- A. wind up the affairs of the Association;
- B. pay or provide for payment of all just debts, liabilities, and obligations;
- C. ensure compliance with all state and federal laws governing dissolution.

No distribution of any part of the Association's net assets may be made to any Member, officer, company, department, or individual.

Section 4. Distribution of Assets.

After paying all debts and obligations, all remaining assets of the Association shall be distributed exclusively to one or more organizations that:

1. are organized and operated for charitable, educational, historical, or public safety purposes;
2. qualify as exempt under Section 501(c)(3) of the Internal Revenue Code; or
3. are federal, state, or local governmental entities that will use such assets for a public purpose related to the fire service or public safety.

The Executive Board shall select the recipient organization(s) consistent with these requirements.

Section 5. Historical Assets.

If the Association maintains historical artifacts, memorial records, or property related to Connecticut fire service history, such materials shall be transferred, whenever practical, to:

- a recognized fire service museum,
- a state or local historical society,
- a fire academy, or
- another suitable 501(c)(3) organization

so that the history and legacy of Connecticut firefighters are preserved.

Section 6. Filing.

A. The Executive Board shall execute all documents necessary to complete the legal process of dissolution, including filings with the Connecticut Secretary of the State and the Internal Revenue Service.

B. Final dissolution shall not take effect until all statutory requirements are satisfied.

ARTICLE XVII — SEVERABILITY AND MISCELLANEOUS

Section 1. Severability & Miscellaneous.

If any provision of these bylaws is held to be invalid, illegal, or unenforceable by a court or competent authority, such provision shall be severed, and the remaining provisions shall remain in full force and effect.

Section 2. Captions and Headings.

Captions, section titles, and headings in these bylaws are for convenience only and shall not affect the interpretation or meaning of any provision.

Section 3. Gender and Number.

Words used in the singular include the plural, and words used in the plural include the singular, unless the context clearly requires otherwise.

All gendered terms shall be interpreted in a gender-neutral manner.

Section 4. Waiver of Rights.

The failure of the Association or any officer or Member to enforce any provision of these bylaws shall not be deemed a waiver of the right to enforce such provision thereafter.

Section 5. Authority of Bylaws.

These bylaws supersede all previous bylaws and amendments and shall remain in effect until amended or repealed in accordance with Article XV.

ARTICLE XVIII — DEFINITIONS

- A. Fire Duties – Duties performed in the course of fire service operations and duties, including emergency response, suppression, rescue, training, drills, inspections, investigations, apparatus operations, and related authorized activities ordered by a superior officer per Connecticut General Statutes § 7-314(a) and § 7-314(b).
- B. Member – An individual affiliated with a Company Member or Department Member in good standing. (Definition to be updated once new membership classes are adopted)
- C. Disability or Injury – A condition directly resulting from Fire Duties.
- D. Recurrence – A medically verified return or worsening of a prior compensable condition.
- E. Exposure Incident – A documented exposure to hazardous substances or infectious agents.
- F. Dependent Child – A natural or legally adopted child under age 18.
- G. Benefit Claim Papers – Official forms required by the Association.
- H. Total Permanent Disability (TPD) – A condition rendering a member permanently incapable of Fire Duties.