

IDAHO NURSES ASSOCIATION BYLAWS

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IDAHO NURSES ASSOCIATION BYLAWS

ARTICLE I. NAME, PURPOSES AND FUNCTIONS

Section 1. Name

The name of this association shall be the Idaho Nurses Association, hereinafter referred to as INA.

The INA is the leading voice and advocate for the nursing profession in the State of Idaho.

Section 2. Purposes

The purposes of INA shall be to:

- a. advance the nursing profession by promoting professional development of nurses, foster high standards of nursing practice, promote the safety and well-being of nurses in the workplace, and advocate on health care issues affecting nurses and the public
- b. these purposes shall be unrestricted by consideration of age, color, creed, lifestyle, nationality, race, religion, gender, disability, health status, or sexual orientation.

Section 3. Functions

The functions of INA shall be to:

- a. promote through appropriate means the standards of nursing practice, nursing education, and nursing services established by the INA and the American Nurses Association (ANA).
- b. ensure adherence to the Code of Ethics for Nurses established by ANA.
- c. propose and influence legislation, governmental programs, and state and national health policy.
- d. promote and protect the economic and general welfare of nurses.
- e. promote and support the continuing professional development of nurses.
- f. represent nurses and serve as their spokesperson with professional and community groups and the public.
- g. provide for representation in the ANA Membership Assembly.
- h. foster a relationships with the Idaho Student Nurses Association.
- i. stimulate and promote nursing research, disseminate research findings, and advocate the use of evidence-based nursing practice.
- j. provide services to Chapters.
- k. maintain communication with members.
- l. assume an active role as an advocate for health care consumers.

Section 4. Official Publication

The RN Idaho shall be the official publication of the INA.

ARTICLE II. CHAPTERS

Section 1. Definition

Groups of nurses who are members of the INA which have been or hereafter may be organized on shared nursing practice interests or geographical boundaries, and have been approved by a majority vote of the INA Board of Directors (Board), shall be recognized as Chapters. Chapters shall operate under a Memorandum of Agreement (MOA) with the Board. The MOA shall be reviewed annually by the Board.

ARTICLE III. MEMBERSHIP

Section 1. Composition

Members of the INA shall be those persons accepted as members in accordance with qualifications and other requirements described in the INA and ANA bylaws. Membership shall be unrestricted by consideration of age, color, creed, lifestyle, nationality, race, religion, gender, disability, health status, or sexual orientation.

Section 2. Members

A member is one:

- a. who has been granted a license to practice as a registered nurse in the State of Idaho, or is licensed in another state, District of Columbia, or territory of the United States, or who has retired and/or no longer chooses to practice, but whose license was in good standing with his/her licensing board at the time the nurse made the decision not to maintain an active license, and does not have a license under suspension or revocation in any state, and
- b. who is otherwise entitled by law to practice, and
- c. who held a license, and
- d. whose application for membership in INA/ANA has been accepted, and
- e. whose dues are current, and
- f. whose membership is not under revocation

The INA may, in accord with its policies and procedures, include in its membership the nurse in recovery who has surrendered a license to practice.

Section 3. Dues

- a. Dues shall be established by the Membership Assembly.
- b. Dues established by the Membership Assembly shall include the present rate of dues paid by the INA to the ANA. In the event that the rate of dues payable to the ANA by the INA is increased in the future, any such change shall be automatically added to the annual dues owed by a member to the INA.
- c. Dues rates may be changed at any meeting of the Membership Assembly, or by unanimous consent of the Board.
- d. Membership shall be forfeited if dues are not paid as required by current INA and ANA policy.

Section 4. Transfer

An individual member who has paid full dues to one Constituent/State Nurses Association (C/SNA) is permitted to transfer into another C/SNA without payment of additional dues for the remainder of the year that dues were paid. The transferring C/SNA is not required to refund to the individual member nor to the receiving C/SNA dues already paid.

Section 5. Honorary Membership

Honorary membership in INA may be conferred by a majority vote at any meeting of the Membership Assembly on persons who have rendered distinguished service or valuable assistance to the nursing profession, the name or names having been recommended by the Board.

Section 6. Membership Rights

The member shall have the right to:

- a. receive the RN Idaho, an ANA membership card, as well as all the other benefits extended by the INA and ANA.
- b. be a candidate for INA and ANA elective or appointive positions in accordance with qualifications set forth in the INA bylaws, ANA bylaws and applicable policies.
- c. participate in the election of INA representatives to the ANA Membership Assembly in accordance with INA and ANA bylaws.
- d. participate in the election of INA officers and directors in accordance with these bylaws.
- e. attend any meetings and other unrestricted activities of the INA and ANA.
- f. submit proposals for consideration by the Board.
- g. participate in INA Chapters in accordance with the provisions of the INA bylaws and polices.
- h. attend the congress of the International Council of Nurses.
- i. exercise his/her freedoms of speech and assembly, as protected by the constitution and federal and state statutes; and to form, join and assist any labor organization which is not in direct competition with INA, other ANA C/SNA members, and ANA. The exercise of these rights, in and of themselves, does not constitute grounds for disciplinary action of the constituent.
- j. be accorded other rights as provided for under common parliamentary or statutory law.

Section 7. Membership Obligations

The member shall have the obligation to:

- a. uphold the bylaws of INA and ANA.
- b. abide by the Code of Ethics for Nurses as adopted by the ANA Membership Assembly.
- c. pay dues as required by the INA and ANA.
- d. fulfill the requirements of an office or committee if elected or appointed and accepted.
- e. refrain from engaging in activities that threaten the existence and viability of INA or ANA.
- f. refrain from participating in or giving assistance to one or more directly competing labor organizations that advocate or engage in activities which would eliminate or interfere with any constituent's collective bargaining activities.

Section 8. Disciplinary Action and Appeal Procedure

- a. Cause for disciplinary action by INA against a member shall be limited to:
 - (1) violation of these bylaws and ANA bylaws
 - (2) violations of the Code of Ethics for Nurses as established by ANA
 - (3) other actions which are detrimental to the purposes, goals, and functions of INA, ANA C/SNA members or ANA.
- b. Disciplinary proceedings at the state level shall be conducted in accordance with policies and procedures established by the Board which shall have final disciplinary authority over members. Disciplinary action and appeal procedure at the state level for individual members is pursuant to common parliamentary and statutory law.
- c. Depending on the severity of the disciplinary violation, a member may be:
 - (1) reprimanded
 - (2) censured
 - (3) suspended from membership, or
 - (4) permanently expelled from membership.
- d. Any disciplinary action taken by any other ANA C/SNA against one of its individual members, or against an individual member of this organization shall be given full recognition and enforcement provided such action was taken in accordance with the disciplining C/SNA's bylaws and disciplinary procedures.

Section 9. Appeal of Disciplinary Action

Appeal of disciplinary action shall be conducted at the State level in accordance with policies and procedures established by the Board which shall have final disciplinary authority over members. Disciplinary action and appeal procedure at the state level for individual members is pursuant to common parliamentary and statutory law.

ARTICLE IV. ORGANIZATIONAL AFFILIATES

Section 1. An Organizational Affiliate of INA:

- a. is a national or state organization that meets criteria established by the INA Membership Assembly.
- b. has a governing body composed of a majority of RN's, which is not meant to preclude the participation of associate nurse organizations.
- c. has been granted organizational affiliate status by the Board.
- d. has paid an organizational affiliate fee to INA.

Section 2. Responsibilities

Each organizational affiliate shall maintain a mission and purpose harmonious with the purposes and functions of INA.

Section 3. Rights

Rights of the organizational affiliate shall be determined by the Board on an individual basis, but shall not include voting rights.

ARTICLE V. MEMBERSHIP ASSEMBLY

Section 1. Composition and Credentials

- a. The Membership Assembly shall be the governing body of INA and shall be composed of the Board and INA members who are duly accredited.
- b. Eligibility – To be duly accredited and eligible to vote at the Membership Assembly a member must be in good standing and shall be required to have paid dues and hold membership in INA at least thirty (30) days prior to the Membership Assembly.

Section 2. Voting

- a. Each eligible member shall have one vote, which shall be cast in person and by secret ballot.

Section 3. Quorum

A quorum for the transaction of business of the Membership Assembly shall consist of a simple majority of the Board, one of whom shall be the president or the past president/president-elect, and those eligible voting members that are in attendance.

Section 4. Meetings

- a. The Membership Assembly shall meet at least every two years at the time of the INA convention.
- b. Special meetings may be called by any member of the Board or upon written request of a majority of the members.
- c. The Board shall determine time and place of meetings. At the discretion of the Board, a special meeting may be convened by means other than face-to-face meeting, including the internet.
- d. Notice of meetings of the Membership Assembly shall be mailed to each member at least one month prior to the meeting.
- e. Notice of special meetings shall be mailed at least ten (10) days prior to the special meeting.
- f. All notices may be sent via mail or electronic means.
- g. Voting by eligible members on all matters shall be conducted by secret ballot, by mail or electronic means, provided, however, that a single medium shall be employed for each vote, to the extent permitted by the applicable Idaho Laws.

ARTICLE VI. BOARD OF DIRECTORS

Section 1. Definition

The Board of Directors (Board) is the corporate body composed of officers and directors.

Section 2. Composition

The Board shall consist of INA elected officers, directors, and a membership assembly delegate.

- a. There shall be four officers: president, president elect/vice-president, secretary, and treasurer.

- b. There shall be two directors at large with voting rights. There shall be one delegate with voting rights
- c. The Idaho Nurses Association will appoint one (1) INA member in good standing to serve as an ex-officio member of the Board with voting rights as the Idaho Student Nurses Association Liaison.. The ISNA liaison will work directly with the current ISNA President to mentor, teach, and advocate for ISNA.
- d. Any appointed INF Board or Committee member who is not a member of the Board shall serve as a non-voting ex-officio member.

Section 3. Authority

The Board shall have the authority delegated to it by the Membership Assembly, including the duty and power of acting for the membership in the intervals between meetings of the Membership Assembly, and other duties and powers as defined in these bylaws.

Section 4. Accountability

The Board shall report and be accountable to the Membership Assembly.

Section 5. Responsibilities

The Board shall:

- a. exercise the corporate responsibility and fiduciary duties of the association consistent with applicable provisions of law.
- b. provide for the implementation of the actions and directives of the Membership Assembly.
- c. establish policies and procedures for the transaction of business, coordination of association activities and management of office services.
- d. establish financial policies and procedures, adopt the budget, prepare an annual financial statement and provide for an annual review of the books.
- e. establish policies and procedures for approving publications and other printed materials prior to their distribution.
- f. establish policies and procedures for the collection, analysis, and dissemination of information.
- g. establish policies and procedures for nominations and elections.
- h. establish standing and special committees of the Board as deemed necessary for the performance of its duties, and define the purpose and authority of such committees.
- i. make appointments and fill vacancies as delegated to the Board in these bylaws.
- j. define qualifications for appointive office unless otherwise specified in these bylaws.
- k. appoint, define the authority and responsibilities of, and annually review the performance of the executive director as the chief executive officer.
- l. approve formation of INA Chapters in accordance with established policies and procedures and these bylaws.
- m. establish policies and procedures for disciplinary action against members.
- n. determine fees for conventions, specified activities, services.
- o. control the use of the official INA insignia and the procurement and sale of replicas thereof.

- p. provide for representation at meetings of voluntary organizations and of public or governmental agencies.
- q. maintain relationships and collaboration with the Idaho Student Nurses Association.
- r. assume other duties as may be provided for elsewhere in these bylaws and by the Membership Assembly.
- s. constitute the membership of the Idaho Nurses Foundation.

Section 6. Term of Office

- a. Officers except for the president-elect/vice president shall be elected for a two-year term. The secretary and treasurer shall be elected and take office in even-numbered years. The president elect/vice president shall be elected in odd-numbered years and assume the office of president in the succeeding even-numbered year.

Section 7. Qualifications

To be eligible to serve on the Board, a person shall hold current INA membership in good standing.

Section 8. Vacancies

In the event of a vacancy:

- a. in the office of president, the president elect/ vice president shall become president for the remainder of the term.
- b. in the office of president elect, a new president elect/vice president, shall be elected to fill the remainder of the term.

Section 9. Duties of Officers

- a. The president of INA shall serve as the official representative of the association and as its spokesperson on matters of association policy and positions; as the chairperson of the Membership Assembly, the Board, and the Executive Committee of the Board; as an ex-officio member of all committees except the Nominating Committee; and as an ex-officio representative to the ANA Membership Assembly.
- b. The vice president shall assume duties of the president in the president's absence or at the discretion of the president. The vice president serves as chair of the Council on Practice.
- c. The past president shall serve in an advisory capacity to the Board and as chair of the Council on Practice.
- d. The secretary shall be responsible for ensuring that records are maintained of meetings of the Membership Assembly, the Board, and the Executive Committee of the Board, and shall notify members of meetings of the Membership Assembly.
- e. The treasurer shall be responsible for monitoring the fiscal affairs of the association and shall provide reports and interpretations of INA financial condition to the Membership Assembly the Board, and the membership.

Section 10. Executive Committee

There shall be an executive committee of the Board composed of the officers, which shall have all powers of the Board to transact business between board meetings in accordance with rules

established by the Board. Such transactions shall be reported at the next regular meeting of the Board.

Section 11. Executive Director

- a. The Board shall delegate to the executive director the authority to manage the association according to policies established by the Membership Assembly and the Board.
- b. The executive director shall be accountable to the Board.
- c. The executive director may employ, direct, promote, and terminate staff of the association.
- d. Upon request of the Board, the executive director may represent the association and serve as spokesperson on matters of established policy and positions, including serving as the association's registered lobbyist.

Section 12. Meetings

- a. Regular meetings of the Board shall be held preceding and following each Membership Assembly, and at such other times and places as shall be determined by the Board, with at least two additional meetings a year. Special meetings may be called by the president and shall be called upon written request of a simple majority of the Board.
- b. Business requiring action of the Board may be conducted by telephone, mail or other media.
- c. Two consecutive, unexcused absences from regular meetings of the Board shall be cause for declaring a vacancy in the Board position. Such vacancy shall be determined by a simple majority of the Board members.
- d. In the intervals between regular meetings of the Board, the president of this association may refer and submit to the members of the Board definite questions relating to the affairs of this association, which in the opinion of the president, require immediate action on the part of the Board. The result of such a referendum, which requires a simple majority vote of the Board, shall control the action of the association and its Board, committees, agents, and employees. A full report on referendums shall be made at the next regular meeting of the Board.

Section 13. Quorum

A simple majority of the Board (5) including the president or the president elect/vice president shall constitute a quorum at any meeting of the Board.

ARTICLE VII. NOMINATIONS AND ELECTIONS

Section 1. Nominations

- a. Members shall be requested to submit names of members who are qualified and willing to serve in elective offices of INA.
- b. INA members shall be eligible to serve in only one elected office at any one time. This provision does not apply to the position of ANA Membership Assembly representative.
- c. Elections may be held concurrently for INA elected offices and ANA Membership Assembly representatives.

Section 2. Elections

- a. Elections shall be by secret ballot according to INA policies and procedures. A mail ballot and/or electronic ballot are permissible.
- b. All elections shall be conducted in a timely fashion as determined by the Board.
- c. All INA members in good standing are eligible to vote.
- d. Members may vote for a member whose name does not appear on the ballot by writing in the name of that member if the member is qualified and has consented to serve if elected.

Section 3. Challenge of Election

Any challenge to the election shall be filed with the secretary of INA not more than thirty (30) days after tabulation of the votes.

Section 4. Removal of Elected Officials

Any individual elected by the members of INA may be removed from office whenever such action is deemed to be in the best interest of the association, or for other just cause. Removal shall follow Disciplinary Policies and Procedures established by the Board.

ARTICLE VIII. STANDING COMMITTEES

Section 1. Definition

There shall be standing committees as appointed by the Board which shall assume such duties as are specified in these bylaws and such other duties as assigned by the Board.

Section 2. Appointment

- a. Each standing committee shall be appointed by the Board.
- b. Chairpersons of standing committees shall be appointed by the Boards. The chair of the Committee on Finance shall be the treasurer.
- c. Committee members are selected by the committee chair.

Section 3. Attendance

The absence of a member without good cause from two consecutive meetings of a committee shall constitute a vacancy which shall be filled by the committee chair.

Section 4. Quorum

A quorum of any committee meeting shall consist of those committee members present.

Section 5. Term of Office

Standing committee members shall be appointed for a two-year term. No member of a standing committee may serve more than three consecutive terms. Exceptions may be requested from the Board.

Section 6. Functions

- a. The Committee on Bylaws shall:

- (1) review the bylaws of the INA and recommend corrections or amendments as appropriate.
 - (2) draft the proposed text of all amendments to the INA bylaws and, upon approval by the Board, submit them to the Membership Assembly in accordance with the provisions of Article XIII.
- b. The Committee on Finance shall:
- (1) prepare an annual budget for the Board.
 - (2) monitor the investment and expenditures of association funds and the overall financial status of INA and report its findings and make recommendations to the Board.
- c. The Committee on Legislation shall:
- (1) recommend a legislative program to the Board.
 - (2) examine trends and developments in legislative and governmental areas as they relate to state or national health policy.
 - (3) establish positions on legislative bills using the legislative and health planning platforms of the Membership Assembly.
- d. The Committee on Nominations shall:
- (1) seek the names of members qualified and willing to serve if elected.
 - (2) prepare a slate of qualified candidates for each office to be filled.
 - (3) attempt to assure geographic and occupational group representation on the ballot.
 - (4) implement the policies and procedures for nominations and elections as established by the Board or as provided for in these bylaws.
- e. The Membership Committee shall:
- (1) develop membership goals for INA.
 - (2) develop guidelines for recruitment and retention of members.
 - (3) coordinate recruitment and retention efforts.
- f. The Professional Development Committee shall:
- (1) operate the INA CNE Approver Unit, according to ANCC-COA Continuing Nursing Education accreditation criteria and standards and INA bylaws.
 - (2) contribute to the ongoing development of nursing practice and competencies as relates to continuing nursing education
- g. The Historian/Awards committee shall:
- (1) be responsible for the ongoing duties of researching, cataloging, and storing the materials relevant to preserving the history of INA.
 - (2) evaluate and recommend to the Board the individuals to receive established awards.
 - (3) notify award recipients and make a public record of all such awards.

ARTICLE IX. COUNCIL ON PRACTICE

Section 1. Appointment

The Board shall appoint/approve as needed a Council on Practice.

Section 2. Composition

The Council on Practice shall be composed of the chairs (or their representatives) of the INA Chapters and other interested members appointed by the Board. The president elect/vice president serves as chair of the Council on Practice.

Section 3. Functions

Functions of the Council on Practice shall include the following:

- a. to interpret the professional standards of practice, education, and nursing services within the state and to provide recommendations for action.
- b. to assist Chapters and in meeting needs for continuing education and in consideration of concerns in their areas of nursing practice.
- c. to conduct, or cause to be conducted, clinical sessions at conventions, institutes, and workshops.
- d. to work with related professional and community entities on matters of nursing practice and on concerns in special areas of health care.
- e. to plan a program of work and a budget to carry out the responsibilities as defined and to submit these to the Board.

ARTICLE X. COMMISSIONS

Section 1. Definition

- a. Commissions are groups of elected and/or appointed members responsible for advancing the profession of nursing through activities which deal with:
 - (1) the educational and delivery system for practice.
 - (2) the enlargement of the knowledge base for practice.
 - (3) the economics of practice and health care.
 - (4) the rights of nurses and recipients of nursing services.
- b. Commissions are established by and accountable to the Board and report to the Membership Assembly.

Section 2. Composition

Each commission shall consist of five members who have expertise in the field related to the commission's function and who meet qualifications established by the commission. Selection of members will be under jurisdiction of the commission.

Section 3. Term of Office

Term of office shall be two years.

Section 4. Chair

The Chair shall be elected by the respective commission members for a term of two (2) years.

Section 5. Responsibilities

Each commission shall be responsible for obtaining recognition and acceptance of the extent of the association's concern, action, and influence in its respective area of responsibility:

- a. Shall appoint committees, conduct hearings and devise other means of securing opinions of members and other consultation as needed.

- b. Shall establish working relationships with other committees, commissions, and other organizations.
- c. Shall establish procedures for the conduct of its business in accordance with these Bylaws.
- d. May organize councils or devise other arrangements to meet the demonstrated needs of members which are directly related to the purposes of the commission within the guidelines determined by the board.
- e. Shall prepare a budget based on its plans, for submission to the Board.

ARTICLE XI. WORK FORCE ADVOCACY COUNCIL

Section 1. Appointment

The Board shall appoint/approve a Workforce Advocacy Council as needed and deemed necessary.

Section 2. Composition

The Work Force Advocacy Council members shall be appointed by the Board. The president elect/vice president serves as chair of the Work Force Advocacy Council.

Section 3. Functions

- a. To provide information and educational offerings to the nurses of Idaho regarding selected topics related to professional practice.
- b. The selected topics will include but are not limited to the following:
 - (1) Professional ethical issues
 - (2) Workplace issues
 - (3) Issues of employee rights and benefits
 - (4) Employee safety and health

ARTICLE XII. RELATIONSHIP WITH THE AMERICAN NURSES ASSOCIATION

Section 1. Membership

- a. INA is a constituent member of the American Nurses Association. INA shall pay dues to ANA in accordance with policies adopted by the ANA Membership Assembly.
- b. INA is responsible to ANA for the payment of dues in accordance with the ANA Membership Assembly Dues Policy until such time that 2/3 of the entire INA membership votes to disaffiliate from ANA. "INA membership," for these purposes, is defined as individual INA members in good standing who have ANA rights and privileges of membership as a result of their INA membership. The vote may occur by mail or electronic ballot, with appropriate notice and procedures to protect the integrity and validity of the vote.

Section 2. Representation

- a. ANA Membership Assembly
 - (1) INA is entitled to representation at regular and special meetings of the ANA Membership Assembly in accordance with ANA bylaws and policy.
 - (2) Representatives shall be elected by secret mail or electronic ballot to serve a two-year term or until a successor is elected. .
 - (3) The INA President will serve as an ex-officio ANA Membership Assembly representatives.
 - (4) Vacancies shall be filled with alternates, in sequence of most votes received.

- b. INA shall remain affiliated with the American Nurses Association until such time as 2/3 of the entire INA membership votes to disaffiliate from the ANA. "INA membership," for these purposes, is defined as individual INA members in good standing who have ANA rights and privileges of membership as a result of their INA membership. The vote may occur by mail or electronic ballot, with appropriate notice and procedures to protect the integrity and validity of the vote.

ARTICLE XIII. AMENDMENTS

Section 1. Amendments With Notice

- a. Amendments proposed by the Committee on Bylaws for action by the Membership Assembly shall be submitted to the INA secretary and shall be appended to the official notification of the meeting of the Membership Assembly.
- b. These bylaws may be amended with prior notice at regular or special meetings of the Membership Assembly by a simple majority vote of the eligible voting members present.
- c. Voting by eligible members on all matters may be conducted by mail and electronic means, provided, however, that a single medium shall be employed for each vote, to the extent permitted by the applicable Idaho Laws.
- d. Amendments to these bylaws become effective immediately after their passage.

Section 2. Amendments Without Notice

- a. These bylaws may be amended without prior notice at a regular or special meeting of the Membership Assembly by a 75 percent vote of the eligible voting members present.
- b. Voting by eligible members on all matters may be conducted by mail and electronic means, provided, however, that a single medium shall be employed for each vote, to the extent permitted by the applicable Idaho Laws.

ARTICLE XIV. PARLIAMENTARY AUTHORITY

Robert's Rules of Order Newly Revised governs this association in all parliamentary situations that are not provided for in the law or in the charter, bylaws, or adopted rules of INA (constituent member).

ARTICLE XV. INDEMNIFICATION CLAUSE

The INA shall indemnify and hold harmless all persons who are now or shall hereafter serve as a Director, Officer or employee of the INA from and against any and all claims and liabilities, whether the same are settled or proceed to judgment, to which such person shall have become subject by reason of their having heretofore or hereafter been a Director, Officer or employee of the INA, or by reason of any action alleged to have heretofore been taken or omitted by such Director, Officer or employee, and shall reimburse each such person for all legal and other expenses (including the cost of settlement) reasonably incurred by such person in connection with any such claims or liability, or the threat or prospect thereof, based upon or arising out of such person's own negligence or willful misconduct of the duties of Director, Officer or employee. The determination of all questions as to the existence of negligence or willful misconduct, as to the right to indemnification and reimbursement hereunder and the reasonableness of such costs and expenses may be made and shall be final and conclusive if made by the Board of Directors acting at a meeting at which a quorum consisting of disinterested Directors is present by a majority vote of all such Directors. The right accruing to any person under the provisions of this section shall not exclude any other right to which such person may be lawfully entitled, nor shall anything herein contained restrict the right of the INA to indemnify or reimburse such person in any case even though not specifically provided for herein.