



Constitution and By-Laws of the MASSACHUSETTS CALL/VOLUNTEER FIREFIGHTERS' ASSOCIATION, (INC.)

October 14, 1990 c

Preamble

It shall be the purpose of the Massachusetts Call/Volunteer Firefighters' Association to do any and all acts and deeds designed to promote the ideals, goals, General Welfare, and Professionalism of the Call/Volunteer Firefighters and Emergency Services Personnel of the Commonwealth of Massachusetts.

Furthermore, it is the intent of this organization to:

- Represent the interests of the various city, town and district Call/Volunteer Fire and Emergency Services Companies or Associations, and their members before the Great and General Court of the Commonwealth, the Executive Offices of the Commonwealth and at all levels of the Federal Government;
- Act as a liaison between the Call/Volunteer Firefighters and Emergency Services Personnel and the Commonwealth;
- Interact with the various state agencies whose function is the preservation of lives and property; and
- Do any and all acts and things designed to better serve and protect the lives and property within the Commonwealth.

and thereby fostering good will from the community at large while engendering fellowship among members of the emergency services.

ARTICLE 1

Name

Section A - This Association shall be incorporated and known as the MASSACHUSETTS CALL/VOLUNTEER FIREFIGHTERS' ASSOCIATION, INC. The Official Abbreviation of the name will be MCVFA, with principal offices at Teaticket, Massachusetts 02536 or, from time to time, wherever the governing body shall deem it appropriate.

Section B - All records, accounts, and correspondence shall bear the corporate name of MASSACHUSETTS CALL/VOLUNTEER FIREFIGHTERS' ASSOCIATION, (INC.) and shall not be deemed official unless bearing the seal of the organization and signed by the appropriate individual or board.

ARTICLE 2

Membership

Section A – Definitions

Call/Volunteer Firefighter - An individual who is a member in good standing of a legally organized volunteer, call, combination or auxiliary fire department, or industrial fire brigade, in Massachusetts, and who is not a career member of such an organization.

Fire Company – A legally organized volunteer fire department, call fire department, combination fire department, auxiliary fire department or industrial fire brigade in Massachusetts.

Fire Association or any other Group – An organization established to support the efforts and goals of a Fire Company. Generally, an association is associated with a specific Fire Company. (Revised 4/26/14)

Emergency Services Personnel – An individual who is a member in good standing of a legally organized volunteer, call, combination or auxiliary ambulance department, rescue department, EMS squad, or emergency management agency in Massachusetts, and who is not a career member of such organization

Emergency Services Company – A legally organized volunteer, call, combination or auxiliary ambulance department, rescue department, EMS squad, or emergency management agency in Massachusetts.

Emergency Services Association – An organization established to support the efforts and goals of an Emergency Services Company. Generally, an association is associated with a specific Emergency Services Company.

Member – Any organization including, but not limited to, Call/Volunteer Fire or Emergency Service Companies or Associations physically located within the Commonwealth of Massachusetts may, upon formal submission of an appropriate application and payment of any required fees including dues, shall be presented to the Executive Board of the Massachusetts Call/Volunteer Firefighters' Association, (Inc.) for approval as set forth hereunder.

Section B - MEMBERSHIP AFFILIATIONS:

Individuals listed on a member company's or association's roster shall be classified into one of the following categories:

- B-1 **ACTIVE MEMBERSHIP** - Any call/volunteer firefighter or emergency service personnel as described in Section A above may be accepted into membership of this Association after approval of the Executive Board.
- B-2 **ASSOCIATE MEMBERSHIP** - Any Friend of the Fire or Emergency Service, the criteria for acceptance shall be established by the Executive Board, but specifically with no voting power.

- B-3 CHIEF OFFICER/DIRECTOR – A Chief Officer or Director including Deputy, Assistant, etc. who serve in a volunteer, call, or combination company who otherwise does not meet the qualifications of a B-1 or B-4 membership.
- B-4 FULL TIME FIREFIGHTER/EMERGENCY SERVICE PERSONNEL MEMBERSHIP - Any full time firefighter or Emergency Service personnel, who also serves as a Call/Volunteer Firefighter or Emergency Service Personnel in a Fire or Emergency Service Company or Association affiliated with this organization.
- B-5 CHARTER MEMBERSHIP - Any Active Members of the MCVFA as of July 1, 1991.
- B-6 LIFE MEMBERSHIP - Members who, because of age or other circumstances and service to the MCVFA have earned the right of Life Membership. Life member, due to their merit and service to the MCVFA shall be recommended to the Executive Board of the MCVFA.

The Association shall waive the annual dues for all B-6 members and said members shall receive all benefits given to all other member categories. B-6 members shall also receive membership in the National Volunteer Fire Council. The Executive Board shall oversee the B-6 members. (Paragraph added 10/20/12)

- B-7 RETIRED MEMBERSHIP - Any retired individual as described in Section A above may be accepted into membership of this Association after the approval of the Executive Board.

Any Retired individual as described in Section A above, and is either:

- A. *Not Represented by a Member Company* - A retiree who has been a member in good standing of this organization for a minimum of 10 years is eligible for reinstatement into membership of the Association, after nomination by the retiree's Regional Vice President and the approval of the Executive Board. Such members will be unaffiliated members at large and, as such, do not have voting privileges but may hold elected office.
- B. *Represented by a Member Company* - Any Member Company who has members that have retired from active service may carry said retirees on the Company roster as a B-7 retired member.

(Paragraph removed 10/20/12)

- B-8 EXPLORER/JUNIOR MEMBERSHIP - Any Explorer or Junior firefighter program sponsored by a fire company or association. Any B-8 member shall have no voting power.
- B-9 MILITARY MEMBERSHIP - An individual who is on active military duty with a branch of the U.S. Armed Forces including the Coast Guard, shall have their dues waived while on active duty status. (4/27/08)

Section C – SUSTAINING MEMBERSHIP – A sustaining member is any person, organization, corporation representing manufacturers, corporations, vendors, or fire service or emergency services organizations, with no voting power. A sustaining member does not have to be physically located within the Commonwealth of Massachusetts.

Section D - Each Company shall provide one (1) delegate to the MCVFA. Each Company shall also provide an alternate delegate to serve in the event that duly appointed delegate cannot serve. Delegates and alternate delegates shall meet the criteria of Section B-1, B-3, B-4, B-5, B-6, or B-7 of this Article and shall serve at the pleasure of the Member Company. Each Company shall be allocated one (1) vote at all state and regional meetings of the MCVFA. In the absence of the Delegate and Alternate Delegate, a Delegate Pro Tem as appointed by the member company and per MCVFA policy shall have all voting privileges for the duration of the meeting.

Section E - The official delegate on any member Company shall, at a date and time specified by the Executive Board, submit the roster of members and payment of dues for their respective Company to the MCVFA in a form so designed by the Executive Board. No roster, membership list, mailing list or any parts thereof of this Association shall be given out, sold, traded, or otherwise removed from the control of this Association by any member or former member except by a two-thirds (2/3) vote of the Executive Board.

Section F - Termination of Membership - The Executive Board may, by two-thirds (2/3) vote, suspend any individual or company for cause other than for nonpayment of dues. At the next regular state meeting of the Association, the Executive Board may move to expel the suspended member. To expel a member requires a two-thirds (2/3) vote of the delegates attending. If the motion to expel fails to carry, the suspended Company, or individual shall be reinstated to the Association.

Section G – Readmittance of Membership - An expelled Member Company or individual may request in writing to the Executive Board for readmittance. The Executive Board shall consider readmittance on a case-by-case basis, and shall take any action they deem proper.

ARTICLE 3 **Association Structure**

Section A – Regions

1. The Commonwealth shall be divided into regions as necessary to facilitate efficient operation of this Association. Regions may be combined or split upon the recommendation of the Executive Board and two-thirds (2/3) majority approval of delegates attending a statewide meeting, provided notice of such alterations are given to all delegates and alternates 45 days prior to the meeting.
2. Each Region shall be administered by a vice president who shall be elected by a vote of the delegates and alternates at a regular regional meeting as defined in Article 5, Section B.

3. A Member Company may be transferred between regions upon request of one (1) or more Vice Presidents. Any transfer requires a majority vote of the Executive Board and written affirmative acknowledgement of the Member Company.
4. Each region may elect or appoint regional officers or committees as necessary for the good of the region.

Section B – Officers

1. The officers of the Association shall be the President, the Executive Vice President, the Regional Vice Presidents, Treasurer, and Secretary and shall make up the Executive Board.
2. **PRESIDENT** – It shall be the duty of the President to preside at all state meetings and executive board meetings and shall determine all points of order in conjunction with Robert's Rules of Order and shall appoint all standing committees. The President of the Association shall determine the time and place of meetings of the Executive Board and shall report regularly to the membership of the Association. The President, with the prior approval of the Executive Board, may take whatever steps are necessary for the proper function of the Association provided that said action is not specifically delegated to any other Board or Officer as provided herein. From time to time, it may be necessary for the President to make an expedited executive decision for the good of the Association; said decision will confirmed by the Executive Board at their meeting. The President of the Association shall be a member, ex-officio, of all the Association Boards and Committees.

The Association shall elect a President to serve for a term of two (2) years and whose term shall commence on January 1 following the election. He or she may serve only two (2) consecutive terms but may be considered for other positions and is eligible for election to the post of President of the Association after "sitting out" one (1) term.

3. **EXECUTIVE VICE PRESIDENT** - The Chair of the Presidents Committee (*see Section E*) shall serve as the Executive Vice President. It shall be the duty of the Executive Vice President to assist the President and Executive Board in the strategic management of the state organization and to serve in other capacities as assigned by the President. In the absence of the President, the Executive Vice President shall act in his or her place with all the powers and duties of the President. In the event of the inability of the President to perform his duties, the Executive Vice President shall act as the Interim President with all the powers and duties of the Presidency until the results of a special election can be certified. The Executive Vice President is a member of the Executive Board.

The Executive Vice President shall serve for a term of two (2) years and whose term shall commence on January 1. He or she may serve more than two (2) consecutive terms but may not hold any elected positions within the Association as defined by Article 4, Section C(1)(b).

4. **VICE PRESIDENT** - There shall be a Vice President for each region of the Association. It shall be the duty of the Vice President to preside at all regional meetings and to attend executive board meetings and assist in the management of the Association. A vice president shall implement the programs and policies of the Executive Board within their specific Region.

A Region shall elect a Vice President to serve for a term of two (2) years and whose term shall commence on January 1 following the election.

5. REGIONAL COORDINATOR - There shall be a Regional Coordinator for each region of the Association. It shall be the duty of the Regional Coordinator to assist Vice President in the management of and the implementation of the programs and policies of the Executive Board within their specific Region. The Regional Coordinator is an ex-officio member of the Executive Board.

In the absence of the Vice President, the Regional Coordinator shall act in his or her place with all the powers and duties of the Vice President. In the event of the inability of the Vice President to perform his duties, the Regional Coordinator shall act as the Vice President with all the powers and duties until the Vice President can resume his or her duties or until the next regular election.

A Region shall elect a Regional Coordinator to serve for a term of two (2) years and whose term shall commence on January 1 following the election.

6. SECRETARY - The Secretary shall be responsible for keeping of minutes of meetings of the Executive Board and all state meetings. All committees and boards shall submit minutes of their meetings to the Secretary who shall maintain a repository. The Secretary shall prepare and file annual reports with the Secretary of the Commonwealth and all other corporate filings required by law, as appropriate. The Secretary shall have and preserve the seal of the organization and do any and all acts directed by the Executive Board exclusive of those acts and deeds specifically vested in other officers of the Association. The Secretary shall be a member of the Executive Board.

The Association shall elect a Secretary to serve for a term of two (2) years and whose term shall commence on January 1 following the election.

7. TREASURER - It shall be the responsibility of the Treasurer to keep and maintain the books and accounts of the Association, and to make all filings and payments to the Federal, State and/or City or Town Governments. It shall be the responsibility of the Treasurer to report on a regular basis to the Executive Board all sums available, all assets held, all debts discharged, and the amount of cash on hand or in banks that are related to this Association. The Treasurer shall prepare and present to the Executive Board quarterly a balance sheet, revenue budget, expense budget and special fund accounting. The Treasurer shall pay all bills and invoices of the Association per policies established by the Executive Board. The Treasurer shall safely keep all monies and other delivered property belonging to the Association. No disbursements in excess of Five Thousand (\$5,000.00) Dollars shall be made without the signature of the Treasurer and the President of the Association or his designee. The Treasurer shall be bonded in an amount to be determined by the Executive Board, the cost of the bonding shall be paid by the Association. The Treasurer shall be a member of the Executive Board.

The Association shall elect a Treasurer to serve for a term of two (2) years and whose term shall commence on January 1 following the election.

Section C – Executive Board - The Executive Board shall consist of the President, the Executive Vice President, the Regional Vice Presidents, the Treasurer, and the Secretary of the Association. The Regional Coordinators shall be ex-officio members of the Executive Board. The Executive Board shall meet at least once prior to each State Meeting. The Executive Board shall be responsible for the day-to-day operation of the Association. The Executive Board shall meet at a location to be determined by the President of this Association and from place to place as determined by the President provided seven (7) days notice has been given. A majority of the Executive Board may request the President to call a meeting of the Association. The President is charged with the responsibility for filling the unexpired term of any officer of this Association, subject to a confirmation vote of the Executive Board at the next meeting. (Revised 4/26/14)

Section D – Appointed Officers

1. The Corresponding Secretary shall perform the duties of the Secretary in his absence and assist the Secretary when appropriate as determined by the Executive Board. He shall receive, file, and answer all communications pertaining to the business of the Association and keep a record thereof. The President, with the approval of the Executive Board, shall appoint the Corresponding Secretary.
2. The Membership Secretary shall keep a complete roll of all members, in all categories as described in ARTICLE 2, hereunder, showing the status of all companies and individuals. The Membership Secretary shall make a report to the membership at the Annual Meeting and certify the standing of all delegates. The President with the approval of the Executive Board shall appoint the Membership Secretary.
3. The Assistant Treasurer shall perform any of the duties of the Treasurer when called upon to do so by the Treasurer or the Executive Board. The Assistant Treasurer shall be bonded in the same amount and in the same way as the Treasurer. The President, with the approval of the Executive Board, shall appoint the Assistant Treasurer.

Section E – Committees - The standing committees are:

1. Appointed

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| 1. Legislative | 7. Training, Health & Safety (Revised 4/26/14) |
| 2. Ways & Means | 8. By-Laws |
| 3. Member's Welfare (Revised 4/26/14) | 9. Historical |
| 4. Scholarship | 10. Investment (Revised 4/26/14) |
| 5. Conference (Revised 4/26/14) | 11. Emergency Medical Services (EMS) (4/27/08) |
| 6. Membership | 12. Election (10/30/10) |

The President with the approval of the Executive Board appoints committee membership.

2. Presidents

The Presidents Committee is composed of the Past Presidents of the Association.

Section F - This Association shall maintain representation in other state and federal associations, as voted by the Executive Board.

ARTICLE 4 **Election of Officers**

Section A – State Elections - The election of the President, Treasurer, and Secretary shall occur at the annual meeting of the Association and shall proceed as provided hereunder with recourse, when appropriate to Robert's Rules of Order. The Executive Vice President will be the presiding officer for all state elections. Member Companies who cannot attend may give their proxy to an attending Member Company using the official proxy notification form. Any Company holding a proxy must notify the presiding election official prior to any vote. Companies may also attend the meeting via teleconference or video conference as available. (Revised 4/26/14)

Section B – Regional Elections - Each region shall elect a Vice President and Regional Coordinator in accordance with Article 3 Section A2 of these bylaws. Member Companies who cannot attend may give their proxy to an attending Member Company using the official proxy notification form. Any Company holding a proxy must notify the presiding election official prior to any vote. Companies may also attend the meeting via teleconference or video conference as available.

Section C – Eligibility to Hold Office

1. General

- a. Any Active Member of this Association who has been an active member in good standing for three (3) consecutive years may hold office in this Association.
- b. A member may hold only one (1) elected position at a time in the Association. For the purposes of this section, the positions of Delegate or Alternate Delegate are not included as an elected position.

2. Vice President & Regional Coordinator

- a. A candidate must be a B-1, B-3, B-4, B-5, B-6, or B-7 member.

3. President

- a. A candidate must be a duly elected sitting Vice President, a Past President or a sitting President eligible for reelection under Article 3 Section 2(a)
- b. If no candidates emerge under the above Section, then Article 4 Section E(3) will control.

Section D – Procedures for Electing a Vice President, Regional Coordinator, State Treasurer, or State Secretary

1. Each April, the Election Committee shall forward to each Delegate and Alternate Delegate a list of those positions whose term of office will conclude on December 31 of that year.

2. Persons interested in being candidates for the above offices should express their intention to the MCVFA Office no later than July 1 as described in the MCVFA Policy Manual. (Revised 4/26/14)
3. The Election Committee shall review all potential candidates to determine that they meet the requirements for the office they are seeking, and the Election Committee shall submit, on or before August 15, those qualified as a slate of candidates to be considered to the Delegates and Alternates.
4. A Regional Meeting shall take place by September 20 of each year where the position(s) of Vice President or Regional Coordinator shall be elected with the regional representative to the Election Committee presiding. The slate of candidates as prepared by the Election Committee will be presented to the Members assembled. Nominations of qualified individuals from the floor will be accepted with a second, per Article 2, Section D. Upon closure of nominations, the election shall proceed per Article 2, Section D.
5. At the Annual Meeting, the slate of candidates for Treasurer and Secretary, as prepared by the Election Committee will be presented to the Members assembled. Nominations of qualified individuals from the floor will be accepted with a second, per Article 2, Section D. Upon closure of nominations, the election shall proceed per Article 2, Section D.

Section E – Procedures for Electing a President

1. Interested candidates as defined under Section C3(a) of this Article, should express their intention to run to the MCVFA Office no later than July 1.
2. The Election Committee shall review all the potential candidates for qualifications. The Election Committee will submit a slate of candidates with at least one (1) name to the Delegates and Alternate Delegates by August 15 of each year.
3. At the Annual Meeting, the slate of candidates as prepared by the Election Committee will be presented to the Members assembled. Nominations of qualified candidates from the floor will be accepted with a second, per Article 2 Section C. In the event that no eligible candidate is able or willing to run for the office of the President, any member in good standing with a continuous membership in the Association for at least five (5) consecutive years may stand for election for the office of President provided that such member is a category B-1, B-3, B-4, B-5, B-6 or B-7 member.
4. Upon closure of nominations, the election shall proceed per Article 2, Section D.
5. If a Vice President is elected President, then that Region's Regional Coordinator shall assume the duties of the Vice President on an interim basis until a new Vice President can be elected. The Region shall meet within sixty (60) days of the Annual Meeting and elect a new Vice President who shall fill the remaining term.
 - a. Persons interested in being candidates for Vice President must express their intention to the MCVFA Office no later than thirty (30) days after the Annual Meeting.

- b. The Election Committee shall review all potential candidates to determine that they meet the requirements for the office they are seeking, and the Election Committee shall submit no later than 45 days after the Annual Meeting those qualified as a slate of candidates to be considered by the Delegates and Alternates.
- c. A Regional Meeting shall take place no later than fifteen (15) days after receipt of the slate of candidates. The election shall then proceed per Section D(4) of this Article.

ARTICLE 5

Meetings

Section A – State Meetings – The Annual Meeting shall be held in October of each year. The Executive Board shall determine the times and locations of all meetings for the purpose of transacting Association business. (revised October 17, 2015)

Section B – Regional Meetings – Each region shall meet at least quarterly with elections for regional officers to be held at the third quarter meeting in September.

Section C - Robert's Rules of Order, newly revised, shall be the controlling authority on all questions of parliamentary procedure not covered within the By-Laws. (Added 4/26/14)

ARTICLE 6

By-Laws

Section A - These By-laws may be amended by a two-thirds (2/3) vote of the delegates of the Association at any state meeting of the Association. It shall be the responsibility of any group or individual proposing a by-law change to present said change in writing to the By-Laws Committee at least forty-five (45) days prior to the meeting designated to consider said change and for the By-Laws Committee to make a recommendation on the proposed changes to the Executive Board at least 14 days prior to the next state meeting.

ARTICLE 7

Dues

Section A - Dues for membership in this Association shall be determined by the Executive Board, subject to the approval of the General Membership at the Annual Meeting by a two-thirds (2/3) vote.

Section B – Payment of Dues shall be paid annually; dues notice shall be sent sixty (60) days prior to the due date.

Section C – Membership in the MCVFA shall be suspended if dues are not paid sixty (60) days after the due date. A suspended member shall have no voting rights or benefits. The Delegate, Alternate Delegate, and Chief of Department shall be notified. (Revised 4/26/14)

Section D – If a suspended member Company, as herein defined, wishes to be reinstated after having been suspended from membership for non-payment of dues; they shall petition the Executive Board for reinstatement. The Executive Board shall consider reinstatement on a case-by-case basis, and shall take any action deemed proper.

Section E - Any Member Company that is delinquent in payment of dues for a period in excess of one (1) year shall be removed from the membership role. The Delegate, Alternate Delegate, and Chief of Department shall be notified. (Revised 4/26/14)

Section F – If a dropped Member Company, as herein defined, wishes to be reinstated after having been dropped from membership for non-payment of dues, they must reapply for membership to the Association.

ARTICLE 8

Removal

Any officer of this Association, whether elected or appointed, may be removed for cause after a hearing, by a majority vote of the Executive Board.

ARTICLE 9

Anti-Discrimination

This Association is organized under the laws of the Commonwealth of Massachusetts and membership is open to all qualified individuals without regard to race, creed, color, sex or national origin. It is the expressed intent of these by-laws to guarantee unto each and every member, all state and federal constitutional guarantees as they relate to non-discriminatory participation in this organization.

Male pronouns, wherever used, include female pronouns.

THESE BY-LAWS were ACCEPTED on October 14, 1990 at 3:30pm BY a VOTE of the MEMBERS at WEST BOYLSTON, MASSACHUSETTS

UPDATED II - THESE BY-LAW CHANGES were ACCEPTED on OCTOBER 20, 1991 BY a VOTE of the MEMBERS at WEST BOYLSTON, MASSACHUSETTS

UPDATED III - THESE BY-LAW CHANGES were ACCEPTED on OCTOBER 18, 1992 BY a VOTE of the MEMBERS at WEST BOYLSTON, MASSACHUSETTS

UPDATED IV - THESE BY-LAW CHANGES were ACCEPTED on OCTOBER 17, 1993 BY a VOTE of the MEMBERS at WEST BOYLSTON, MASSACHUSETTS

UPDATED V - THESE BY-LAW CHANGES were ACCEPTED on OCTOBER 30, 1994 BY a VOTE of the MEMBERS at WEST BOYLSTON, MASSACHUSETTS

OCTOBER 22, 1995 MEETING NO CHANGES TO THESE BY-LAWS WERE VOTED

UPDATED VI - THESE BY-LAW CHANGES were ACCEPTED on OCTOBER 20, 1996 BY a VOTE of the MEMBERS at WEST BOYLSTON, MASSACHUSETTS

UPDATED VII - THESE BY-LAW CHANGES were ACCEPTED on OCTOBER 17, 1999 BY a VOTE of the MEMBERS at WEST BOYLSTON, MASSACHUSETTS

UPDATED VIII - THIS BY-LAW CHANGE was ACCEPTED on APRIL 22, 2001 BY a VOTE of the MEMBERS at WEST BOYLSTON, MASSACHUSETTS

UPDATED IX - THIS BY-LAW CHANGE was ACCEPTED on AUGUST 3, 2003 BY a VOTE of the MEMBERS at WILLIAMSBURG, MASSACHUSETTS

UPDATED X – THESE BY-LAW CHANGES were ACCEPTED on JANUARY 22, 2006 BY a VOTE of the MEMBERS at WEST BOYLSTON, MASSACHUSETTS.

UPDATED XI – THESE BY-LAW CHANGES were ACCEPTED on JUNE 24, 2006 BY a VOTE of the MEMBERS at WEST SPRINGFIELD, MASSACHUSETTS.

UPDATED XII – THESE BY-LAW CHANGES were ACCEPTED on April 27, 2008 BY a VOTE of the MEMBERS at WEST BOYLSTON, MASSACHUSETTS.

UPDATED XIII – THESE BY-LAW CHANGES were ACCEPTED on May 23, 2010 BY a VOTE of the MEMBERS at WEST BOYLSTON, MASSACHUSETTS.

THIS COMPLETE REVISION of the BY-LAWS were accepted on October 30, 2010 BY a VOTE of the MEMBERS at TAUNTON, MASSACHUSETTS.

UPDATED XIV – THESE BY-LAW CHANGES were ACCEPTED on October 20, 2012 BY a VOTE of the MEMBERS at STOW, MASSACHUSETTS.

UPDATED XV – THESE BY-LAW CHANGES were ACCEPTED on April 26, 2014 BY a VOTE of the MEMBERS at MILLBURY, MASSACHUSETTS

UPDATED XVI – THESE BY-LAW CHANGES were ACCEPTED on October 17, 2015 BY a VOTE of the MEMBERS at MILLBURY, MASSACHUSETTS

Massachusetts Call/Volunteer Firefighters Association
Call/Volunteers Serving Today to Protect Your Tomorrow