



**PAINTING
CONTRACTORS**
ASSOCIATION



MISSION STATEMENT

The Painting Contractors Association serve the coating and wall covering industry with standards, education, training, advocacy, and best practices essential to member success.

ARTICLE 1

NAMING

The Name of this Association shall be
“Painting Contractors Association” (PCA).

ARTICLE 2

PURPOSES

2.1 **The Purposes of PCA shall be:**

- 2.1.A To enhance the advancement of the coating application industry by attempting to influence and direct the painting and decorating marketplace to favor members,
- 2.1.B To provide a conduit for communication between those involved in the coating application industry by focusing on organizational unity and clarity of purpose in representing the collective interests of the membership,
- 2.1.C To provide services to members that cannot be obtained in small groups or individually,
- 2.1.D To seek out opportunities to establish strategic alliances and partnerships that can favorably impact the standing, status, and business opportunities of members,
- 2.1.E To be the voice of and for the coating application industry,
- 2.1.F To promulgate an attitude of ethical responsibility in business, and
- 2.1.G To be the premier education information organization for the paint and coatings industry.

- 3.1 Membership categories shall consist of Active, Affiliate, Associate, Past Service, International, Honorary, and Student members, all of whom are engaged in, or affiliated with, the coating application industry. The term “coating application industry” as used herein, includes the application of all and any type of coatings or coverings to any type of surface for any purpose, any type of surface treatment, and such other business or services that are incidental or related. It shall also include all preparatory work, incidental to the preceding designated services including the taping and finishing of drywall surfaces. All references to the coatings industry shall also mean the painting and decorating profession.
- 3.2 **Active Members**
- 3.2.A Any Company (hereinafter Contractor) engaged in the coating application industry in the United States or in Canada qualifies for membership upon completion of a membership application and the payment of one (1) full year’s dues in advance. Membership in PCA National includes all benefits offered by the organization. All members must be licensed, registered, and insured in compliance with the laws and regulations of the areas in which they conduct business. A fully paid active member is eligible and has the option to join any PCA Chapter, Council, or Forum (Commercial, Craftsman, and Residential) upon payment of the units’ annual fees.
- 3.3 Affiliate members shall be companies, governmental bodies, or institutions other than Contractors employing persons in connection with or incidental to the coating application industry. Affiliate members shall not be eligible to hold office other than that of Secretary or Treasurer of a Chapter, Council, or Forum. Local Affiliate members shall pay dues to respective Chapters, Councils, or Forums.
- 3.4 **Associate Members**
- 3.4.A Associate members shall consist of two (2) types: National Associate members and Local Associate members.
- 3.4.B National Associate members shall be raw material suppliers, manufacturers, wholesalers, distributors, and dealers in equipment, services, and materials

of all kinds used in connection with or incidental to the conduct of the coating application industry. National Associate members shall not be eligible to hold office other than that of Secretary or Treasurer of a Chapter, Council, or Forum or that of Treasurer of the BOD. National Associate members shall pay dues to the National Association and have voting representation on the BOD.

- 3.4.C Local Associate members shall be representatives of neighborhood, state, or regional raw material suppliers, manufacturers, wholesalers, distributors, and dealers in equipment, services, and materials of all kinds used in connection with or incidental to the conduct of the coating application industry. Local Associate members shall not be eligible to hold office other than that of Secretary or Treasurer of a Chapter, Council, or Forum. Local Associate members shall pay dues to respective Chapters, Councils, or Forums. Local Associate members may be representatives of National Associate members as defined in 3.4. B. Local Associate members may have voting representation on their local Council Boards.
- 3.5 Past Service members shall be retired Active members. A Past Service member shall be exempt from Chapter and Council membership. Past Service members shall be entitled to all privileges of membership, except that they will not be eligible to vote or hold office.
- 3.6 International members shall be those engaged as Contractors in the coating application industry whose principal place of business is not within the United States or Canada, except that a Canadian Contractor may elect to be either an Active or an International member. International members will not be eligible to vote or hold office.
- 3.7 Honorary members shall be individuals recommended as such by current active members to the PCA Board of Directors for approval 30 days prior to the annual members meeting where the honor would be announced. Eligible nominees are either former active members who were active on the National level of the association and who have retired from the coating application industry as a member in good standing at the time of retirement, or persons who have performed conspicuous and meritorious service to the coating application industry nationally or achieved distinction in the coating application industry. The names

of candidates being considered for honorary membership must be submitted to the Board of Directors for review. Honorary members shall not pay dues and will be entitled to all privileges as an active member but shall not be eligible to vote or hold office.

- 3.8 Student members shall be individuals who are engaged full-time in any education and/or training program for the coating application industry. The dues for this category shall be set by the Executive Director. Student members shall automatically be eligible for Chapter and Council membership in the local geographic area where they attend an educational and/or training program. Chapters and Councils shall not charge dues to student members. Student members will not be eligible to vote or hold office.

4.1 Councils

- 4.1.A The Board of Directors (BOD) may permit Active and International members to establish a Council within a geographical area provided such Councils are chartered and operated in accordance with Policy established by the BOD and these Bylaws.
- 4.1.B Councils must meet minimum standards of operation as established by the PCA Board of Directors and in accordance with PCA Bylaws and PCA Policy.
- 4.1.C Council Bylaws and amendments must be approved by the BOD.
- 4.1.D Council membership categories must be the same as those of PCA National per Bylaws Article 3.1 and may accept non-PCA members. Any non-PCA members will not have access to any PCA benefits including but not limited to training, education, website activities, use of PCA logo, Find a Painter, any monetary discounts to PCA events or any other PCA member privileges available now or in the future.
- 4.1.E Council activities must be reported in accordance with PCA Policy.
- 4.1.F A Council must consist of a minimum of two chapters with at least three (3) PCA members or at least ten (10) PCA members regardless of Chapter affiliation. Non-member PCA restrictions are same as councils.
- 4.1.G The BOD has the authority to revoke a Council's charter in the event that the Council fails to operate in accordance with these Bylaws and Policy.
- 4.1.H PCA shall not be responsible or liable for the payment of any Council obligation.
- 4.1.I Minimum standards do not apply to Union Councils.

4.2 Chapters

- 4.2.A Councils shall designate the boundaries of Chapters as venues for local member meetings and as delivery points for member services.
- 4.2.B Councils will be responsible for the organization, management, and operation and required financial reporting of Chapters in accordance with the provisions of these Bylaws and Policy.

- 4.2.C Neither PCA nor the Council shall be responsible or liable for the payment of any Chapter obligation.
- 4.2.D A Chapter must have a minimum of (3) Active members.
- 4.2.E The Council has the authority to revoke a Chapter Charter in the event that the Chapter fails to operate in accordance with these Bylaws and Policy.
- 4.2.F An Active member may belong to any Chapter the active member so designates.
- 4.2.G Minimum Standards do not apply to Union Chapters.

ARTICLE 5

SPECIAL INTEREST GROUPS (“FORUMS”)

- 5.1 The BOD may create Forums to provide a venue for members with special interests to unite for common action. Each respective Forum BOD shall establish Forum Bylaws and submit to the PCA BOD for review. Final approval shall be made by each Forum BOD respectively and the PCA BOD.
- 5.2 Each Forum may levy upon its membership dues as it deems necessary.
- 5.3 The BOD may dissolve a Forum which fails to operate in accordance with PCA Bylaws and PCA Policy.
- 5.4 Each Forum’s membership can include Active and International members of the Association.

ARTICLE 6

COMMITTEES

- 6.1 There shall be (3) types of Committees: Ad Hoc Committees, Governance Committees, and Operational Committees.
- 6.2 Ad Hoc Committees may be appointed by the Chair for special purposes.
- 6.3 Governance Committees shall be appointed by the Chair with the exception of Forums to assist the BOD and the Association in benefiting all members in accordance with Bylaws and Policy.
- 6.4 Operational Committees shall be appointed by the Executive Director in consultation with the Chair of the BOD. Operational Committees work on projects within the delegated authority of the Executive Director and under the parameters of Bylaws and Policy.

- 7.1 Except as otherwise required by law or specifically provided in these Bylaws, the BOD shall have full authority for establishing Policy and for the supervision, control, and direction of the Association. The BOD shall be the final interpreter of the Bylaws and shall make such regulations as shall be necessary to carry out Bylaw provisions. The BOD shall determine any disputes or controversies between Councils, Forums, and other Association entities as well as any conflicts pertaining to membership classifications or eligibility for membership.
- 7.2 **Active Member Directors**
- 7.2.A.(1) Active members shall be nominated by the BOD National Recruitment Committee to serve on the BOD according to procedures defined in Policy
 - 7.2.A.(2) Each Board Member has the obligation and responsibility to represent the entire PCA membership and the Painting Industry without bias to Councils, Chapters, Forums and/or geographical areas.
 - 7.2.A.(3) Each Director has the obligation and responsibility to comply and adhere to PCA Bylaws and Policy.
- 7.2.B The Chair of the PCA Education Foundation shall be a permanent voting director of the PCA Board of Directors.
- 7.2.C The immediate past Chair, who is an Active member, shall serve as a Director until the existing Chair becomes the most immediate past Chair.
- 7.2.D Associate Director: Associate members who pay dues on a National level shall collectively elect one (1) Director according to procedures defined in Policy.
- 7.3 **Term of Office**
- 7.3.A The term of office for Directors shall be two (2) years. Directors may not serve more than three (3) consecutive two (2) year terms.
 - 7.3.B Directors shall be installed at the board meeting prior to the annual convention.

- 7.3.C In the event of a vacancy in a Director position, the Chair shall request that the National Recruitment Committee select a replacement Director for the unexpired portion of the term.
- 7.3.D The period of time a Director is required to serve in completing an unexpired term of another Director shall not be included in the calculation of the term limitations set forth in these Bylaws.

7.4 **BOD Meetings**

- 7.4.A The BOD shall meet immediately preceding each Annual Convention in the city where such convention is held. Other meetings of the BOD may be convened by the Chair for the ensuing year.
- 7.4.B A majority of the BOD shall constitute a quorum.
- 7.4.C Director's expenses for attendance at BOD Meetings shall be reimbursed in accordance with Policy 2.10.
- 7.4.D BOD meetings may be conducted by conference telephone call if a majority of the Directors so agree.

7.5 **Director Removal**

- 7.5.A As determined by the BOD, a Director who is negligent of duty, exhibits improper conduct, or violates Bylaws or Policy may be removed from office by a three-fourth (3/4) vote of the BOD. No less than thirty (30) days prior to the date that the removal vote is to be taken the Director shall be provided written notice of the reason for the removal and given the opportunity to answer the charges in person or in writing if the vote is to be taken by mail or email.
- 7.5.B The BOD, in accordance with the procedures set forth in the Illinois Not for Profit Corporation Statute (805 ILCS 105/108.35), may petition a court of competent jurisdiction to remove the Director from office.

ARTICLE 8

OFFICERS

- 8.1 The officers shall consist of Chair, Vice-Chair, Treasurer, and Secretary. The Executive Director shall perform the duties of the Secretary.
- 8.2 The officers, except for the Secretary, shall be elected by the BOD from its membership. The election shall be held at the BOD Meeting immediately preceding the Annual Convention. Officers so elected shall be installed and officer terms shall commence at the conclusion of the Annual Convention.
- 8.3 The term of office for elected officers shall be limited to one (1) year.
- 8.4 **Officer Qualifications**
- 8.4.A Officers must be Active members in good standing, except that the office of Treasurer may be held by an Associate Director and the office of Secretary shall be held by the Executive Director.
- 8.4.B Candidates for office shall have served as a Director for at least one(1) term. In the event any second and/or third term Director who chooses to decline the Officer position of Vice Chair and/or Treasurer, the BOD Officer Nominating Committee may slate a current Director who has completed one year of their first two year term for either of the two positions.
- 8.5 **Duties of Office**
- 8.5.A Chair
- 8.5.A.(1) The Chair shall be the chief elected officer. The primary duties of the Chair shall be to assure the integrity of the BOD process, periodically represent the Association to outside parties, and preside at all meetings of the BOD and the membership. The Chair shall be an ex-officio member of all Committees without a vote. The chair will serve as a voting director of the Education Foundation.
- 8.5.A.(2) The Chair shall appoint liaison representatives, Ad Hoc Committees, Governance Committees, and respective Committee Chairs. The Chair shall have the authority to fill all respective Committee vacancies and remove Committee Chairs and members as described in Policy and provided herein.

- 8.5.A.(3) The Chair shall perform such other duties as are usually performed by a presiding officer.
- 8.5.B Vice-Chair: It shall be the duty of the Vice-Chair to assist the Chair in all duties assigned by the Chair. If the Chair is incapacitated or otherwise unable to serve, or if the office of the Chair shall become vacant, regardless of the reason, the Vice-Chair shall assume the duties of the Chair for the remainder of the Chair year .
- 8.5.C Treasurer: It shall be the duty of the Treasurer to inspect the financial planning, activities, and conditions to insure compliance with Policy. The Treasurer shall provide a budget for consideration at the BOD meeting held not less than two (2) months prior to the beginning of the following calendar year.
- 8.5.D The Secretary: The Executive Director shall serve as the Secretary of the Corporation known as “Painting and Decorating Contractors of America”, but shall be exempt from the usual requirements of membership. The Executive Director shall serve as an ex-officio member of the BOD without a vote. The Secretary shall be responsible for sending notices and keeping minutes at Annual Members’ Meetings, BOD Meetings, and at other functions and meetings of the Association. The Secretary shall have custody of the files, records, correspondence, and corporate seal of the Association.

ARTICLE 9

ANNUAL MEMBERS’ MEETING & SPECIAL MEETINGS

- 9.1 The annual meeting shall be held in conjunction with the annual board of directors meeting prior to the annual convention. Chapters, Councils, or Forums shall not schedule conventions, major membership meetings, or events which conflict with the Annual Convention.
- 9.2 The purpose of the Annual Members Meeting is to provide members with the opportunity to hear various Committee and progress reports regarding member programs and the health and welfare of the Association.

ARTICLE 10

RULES OF ORDER

- 10.1 The meetings and deliberation of the Association, its BOD, and Committees shall be regulated and governed according to the then current edition of Robert's Rules of Order, except as may be otherwise provided in these Bylaws.

ARTICLE 11

EMPLOYEES

- 11.1 The BOD shall employ an Executive Director who shall be the Chief Executive Officer. The terms and conditions of employment shall be approved by the BOD and specified in an employment agreement.
- 11.2 The Executive Director shall manage the affairs of the Association in accordance with Policy, and shall employ and terminate members of the staff as necessary to carry out the work of the Association. The Executive Director shall establish salaries for staff, define duties, supervise performance, establish titles, and delegate operational responsibilities. The Executive Director shall be an ex-officio member of all Committees, without a vote.
- 11.3 The Executive Director shall be employed or terminated by the affirmative vote of three-fourths (3/4) of the Directors casting a vote, provided that a quorum is present.
- 11.4 There may be a General Counsel who shall be retained by the BOD. The General Counsel may report to the Executive Director or BOD as circumstances require, with primary allegiance and responsibility to the BOD.
- 11.5 Auditors may be retained or terminated by the BOD.

- 12.1 All categories of National membership, except honorary members, shall pay dues in accordance with procedures established in Policy 2.1.
- 12.2 The authority and responsibility to collect National dues rests with Association. Chapters, Councils, and Forums will bill and collect fees as determined by their subsidiary BOD and in accordance with PCA Policy.
- 12.3 It shall be the duty of Chapters, Councils, and Forums to inform Association of current dues levels.
- 12.4 Membership dues for all National and Associate Members shall be established by the BOD.
 - 12.4.A Dues increases shall only be considered every two (2) years.
- 12.5 Votes to adjust the dues shall be by a three-fourths (3/4) affirmative vote of the Active BOD members casting a vote, provided that a quorum is present.
- 12.6 Dues shall be payable in the currency of the United States of America.
- 12.7 Non-payment of dues shall be cause for termination of membership.
- 12.8 National Office shall pass through monies to Chapters, Councils, and Forums quarterly. If monies owed are more than one hundred dollars (\$100.00), then checks will be issued monthly.

- 13.1 These Bylaws and any amendments thereto shall be binding upon all members and Association entities.
- 13.2 The provisions of these Bylaws shall prevail in the event of a conflict between these Bylaws and the Bylaws or Policy of any Chapter, Council, or Forum.
- 13.3 Bylaw Amendment Procedure. Amendments to these Bylaws may be submitted to the PCA BOD by an Active Member in good standing to an active Governing Documents Committee, or by a Board member, and may be adopted by a vote of the Board of Directors, in accordance with the procedures described in this Section.
- 13.3.A Active Member. An amendment submitted by an Active member must be in writing and seconded in writing by five (5) Active PCA members in good standing. The proposed Amendment and the second must be submitted on PCA Policy Form Appendix H and sent by regular mail or email to the Secretary/Executive Director of PCA. The Secretary / Executive Director shall send Active Member submittals to and active GDC for their recommendation and to the PCA BOD for their consideration and action.
- 13.3.B The Governing Documents Committee (GDC). Amendments proposed by an active GDC shall be sent to the Secretary/Executive Director using PCA Policy Form Appendix H and to the BOD for their consideration and action.
- 13.3.C Board Members. Board members must submit amendments in writing which must be seconded in writing by (2) other Board members. Written amendments shall be transmitted to the Secretary/Executive Director using PCA Policy Form Appendix H who shall send proposed amendments to an Active GDC for their recommendation and the BOD for further action.
- 13.3.D Active Member fourteen (14) day Review. The Secretary/Executive Director will send all proposed Bylaws amendments to the Active Members by mail or email no less than fourteen (14) days prior to the date that the vote on the amendment is to be taken by the BOD. Any Active member desiring to comment on proposed amendments may do so in writing sent by email or regular mail to the Secretary/Executive Director. Active member comments

shall be considered by the Board.

13.3.E Voting. The Board of Directors will vote on all amendments properly submitted in accordance with the procedures set forth in this section by Active Members, an active GDC, and Board members. They may adopt an amendment by a three-fourths (3/4) vote of the Directors taken at any regular or special meeting, held in person or telephonically, where a quorum is present; or by mail or email ballot by a three-fourths (3/4) vote of the Directors.

13.4 All notices, as described herein, shall be transmitted to the membership by either electronic or regular mail as determined by the BOD.

ARTICLE 14 MEMBERSHIP CONDUCT

14.1 Members shall conduct themselves in accordance with the terms and conditions of Association Bylaw and Policy, the Federal and State antitrust laws, all other relevant State, Federal and Local laws, and the PCA Code of Ethics. The BOD is empowered to impose appropriate penalties upon any member found guilty of misconduct. Such penalty may include, but shall not be limited to, suspension or termination of membership.

ARTICLE 15 INDEMNIFICATION

15.1 The Association shall indemnify any Director, Committee member, or employee against expenses actually and necessarily incurred in connection with the defense of any action, suit, or proceedings in which such person is made party by reason of being or having been such Director, Committee member, or employee except in relation to matters as to which the Director, Committee member, or employee shall have been adjudged to be liable for negligence or willful misconduct in the performance of a duty. Such indemnification shall not be deemed exclusive of any other rights to which such Director, Committee member, or employee may be entitled, under any Bylaw, agreement, and vote of the BOD or members or otherwise.