

BY – LAWS

OF THE

PITTSBURGH AMATEUR HOCKEY LEAGUE

A PENNSYLVANIA NON – PROFIT CORPORATION

REVISED AND ADOPTED
April 15, 2014

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BY-LAWS OF THE PITTSBURGH AMATEUR HOCKEY LEAGUE
A PENNSYLVANIA NON-PROFIT CORPORATION

ARTICLE I. NAME

1. **NAME.** The corporation is a Pennsylvania non-profit corporation chartered by the court of common pleas of Allegheny County, Pennsylvania, on November 3, 1961 under the name "PITTSBURGH AMATEUR HOCKEY LEAGUE". The corporation in 1972 became subject to the Pennsylvania Non-Profit Corporation Law. In July of 1992, the Pittsburgh Amateur Hockey League was reorganized by the IRS as a non-profit organization under 501(C)(4) of the IRS Code.
2. **ABBREVIATION.** The corporation is authorized by these by-laws to utilize the abbreviation "PAHL" in lieu of its full corporate name with the same legal effect as its full name.

ARTICLE II. PURPOSE

1. **PURPOSE.** The purposes of PAHL are exclusively charitable, scientific or educational within the meaning of Section 501 of the Internal Revenue Code of 1986, (the Code) as amended, and in furtherance of these purposes, PAHL may:
 - A. Advance the ideals and aims of amateur hockey, to cooperate with USA Hockey and all other agencies, public and private, which are devoted to the cause of improving and advancing the sport of amateur ice hockey, and to stimulate a feeling of mutual devotion to good sportsmanship among all players, coaches, and officials of the game of ice hockey.
 - B. Conduct and operate amateur youth hockey programs in the Western PA and Tri-State area consistent with the rules and regulations of USA Hockey and the Mid American District of USA Hockey.
 - C. Promote and develop character, sportsmanship, and physical fitness among the youth in W PA and the Tri-State area.
 - D. Perform or participate in other activities that aid in reaching the goals and objectives of PAHL including but not limited to scheduled competitive games, in house programs, and hockey clinics and camps.
 - E. PAHL is specifically intended to be a Section 501 organization, operated as a non-private foundation described in Section 509 of the Code. Under no circumstances can these Bylaws permit PAHL to be operated for the benefit of, to perform the functions of, or to carry out the purposes of other than those which allow for the maintenance of such status under sections 501 and 509 of the Code.
 - F. No part of the net earnings of the PAHL shall inure to the benefit of or be distributable to its directors, officers or other private persons, except that the PAHL shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the

purposes set forth herein; no substantial part of the activities of the PAHL shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the PAHL shall not participate in or intervene in (including the publishing or distribution of statements) any political campaign on behalf of any candidate for public office except as authorized under the Internal Revenue Code; and notwithstanding any other provisions of these Bylaws, the Corporation shall not carry on any other activities not permitted to be carried on either by a corporation exempt from federal income tax under Section 501 of the Code or by a corporation contributions to which are deductible under Section 170 of the Code.

ARTICLE III. MEMBERSHIP

1. **MEMBERSHIP.** Membership in PAHL will be limited to those amateur ice hockey associations which are eligible for membership under the terms of this article, which have applied for membership, as an Associate or Full Member, and whose applications have been approved by the Board of Directors of PAHL.
2. **MEMBERSHIP CRITERIA FULL AND ASSOCIATE.** Any amateur ice hockey association which satisfies all of the following criteria is eligible for membership in the PAHL.
 - A. It must be organized as a non-profit corporation under Pennsylvania law.
 - B. It must have adopted a set of by-laws which have been filed with the PAHL and which require that:
 - a) A minimum of 4 meetings per year of its Board of Directors or other governing body be held at a publicized time and place, and be open to all players, parents of players, and coaches of that association.
 - b) Expulsion of any player, parent of player, or coach from that association or activities sponsored by the association be ordered only on written charges and after a hearing open to all members of the association and at which there was a right to present evidence, to cross examine adverse witnesses and to make argument to the Board of Directors or other governing body.
 - c) An annual report of the association will be drafted and approved by the Board of Directors of the association, and filed with the PAHL. The report will include as a minimum, the executive officers and voting representatives to PAHL from the association.
 - C. It must have liability insurance coverage which is satisfactory to PAHL.
3. **APPLICATION AND ACTION.**
 - A. Associate Membership. Associations may apply for associate membership in PAHL by presenting the President of PAHL a formal application that includes a letter requesting consideration for Membership with copies of documents evidencing the requirements in paragraph 5, a list of the association's Board of Directors, and evidence of the following qualifications:
 - a) It must be a member of USA Hockey in good standing.

- b) It must have at least two full teams at any age group to enter for competition in league play the first year of Associate Membership, if approved.
 - c) It must have a written developmental / growth plan to submit to PAHL, which must at a minimum describe current and planned programs / events, and anticipated source of players and team growth.
 - d) It must be geographically located within Western Pennsylvania, with the eastern most boundary being State College, PA. As of June 1, 2009, all existing member associations that are out of this area are grandfathered in as members unless they choose to resign, or are expelled according to provisions in these articles. Once removed via resignation or expulsion, they will not be permitted to reapply. In addition, the association's home ice arena must also be within the same geographic boundaries.
- B. The President of PAHL will notify the Full Member associations within thirty days of receipt of the application. Notification must be made at least fifteen days prior to the Board of Directors of PAHL meeting to vote on the application. The applicant will have the right to be present at that portion of the meeting at which it's application is taken up and discussed. Any association will have the right to make a presentation with respect to the application. Approval of Associate Membership requires a 2/3 positive vote of the Full Member associations of the Board of Directors. Associations that fail to achieve Associate Membership in PAHL may reapply after one year.
- a) Associate Members must attend all meetings of the Board of Directors of PAHL and meet all financial responsibilities to PAHL.
 - b) Associate Members will not have voting rights in PAHL except on matters directly affecting their teams in regard to league play during the league scheduled season.
- C. New applications for PAHL Associate Membership will only be accepted for consideration in the months of November, December, January, February, March, and April. If approved, membership will be for the following regular season.
- D. Full Membership. Associate Members in good standing, financially and otherwise, may be considered in the 12th month after receiving Associate Membership (or the next closest regular PAHL meeting), following a full season of league play, for full membership. Full membership requires a 2/3 positive vote of the Full Members of the Board of Directors. If an association does not attain full membership at that time they will be allowed to retain their Associate Member status.

4. EXPULSION OR RESIGNATION OF FULL AND ASSOCIATE MEMBER ASSOCIATIONS.

- A. PAHL may expel from membership any association which:
- a) Fails, after notice, to satisfy its financial obligation to PAHL.
 - b) Fails or otherwise refuses, after notice, to comply with a decision of the Board of Directors of PAHL on a matter concerning that association and within the jurisdiction of PAHL

- c) Fails, after notice, to remain in compliance with the criteria for eligibility for membership set forth in paragraph 6, above.
 - d) Otherwise conducts itself in a manner likely to cause harm to the development of amateur ice hockey.
- B. The following procedure will be followed in the event the Board of Directors of PAHL seeks to expel an association from membership:
- a) Written charges of expulsion will be drafted, adopted by the Board of Directors of PAHL, and sent to the member association.
 - b) Not less than fifteen days or more than thirty days thereafter, the Board of Directors of PAHL will conduct a hearing on the written charges. No other business may be considered at that meeting.
 - c) The association subject to the charges will have the right to be confronted with the evidence, and to make arguments in opposition to the charges.
 - d) A vote of 2/3 of all Full Members of the Board of Directors of PAHL will be required to expel an association from membership.
- C. Any member association may resign from PAHL by submitting a letter of intent to the President of PAHL. The letter will be read at the next scheduled meeting of the Board of Directors of PAHL. There will be no refunds of any fees / assessments already paid.

5. PROBATIONARY STATUS.

- A. Member associations, Full and Associate, not in full compliance with the Rules, Regulations, and By-laws of PAHL may be placed in a probationary status by a vote of the Board of Directors of PAHL at any scheduled meeting.
- B. The President of PAHL will notify that association, in writing, of their probationary status not less than 15 days prior to the next scheduled meeting. Notice will include reasons for probation and corrective actions required for return to “good standing”. Member associations may not vote nor participate in discussion of PAHL business until removed from probationary status.
- C. Any association on probation must present their corrective actions to the Board of Directors of PAHL at a scheduled meeting. The Board of Directors will then vote on their return to “good standing”. Expulsion proceedings will be started on an association that fails to make corrective actions within 3 months.

6. **INACTIVE STATUS.** Any association, Full or Associate, may apply to the Board of Directors of PAHL for inactive status. The member association must present their reasons for inability to participate as an active member of the Board of Directors. Attendance and financial responsibilities will not be required of inactive members. Inactive members will not vote on any PAHL business. A vote of the Board of Directors is required to be granted inactive status or to be removed from inactive status. Inactive status is limited to a maximum of two years. Members exceeding two consecutive years of inactive status will be eliminated from PAHL membership.

7. **GRANDFATHER STATUS.** The amateur ice hockey associations listed in Attachment 1 are Full Members and Attachment 2 are Associate Members in good standing of PAHL at the date of the adoption of these By-laws and need not apply for membership in the

manner specified by this article. The attachments may be updated for currency without a requirement to amend these By-laws. Any grandfathered association that fails to meet all criteria for membership set forth in these Bylaws, must immediately notify the Board of Directors of PAHL to determine their continued membership in PAHL.

ARTICLE IV. BOARD OF DIRECTORS

1. **BOARD OF DIRECTORS.** The Board of Directors of PAHL will consist of two designated representatives in attendance for each full member association. The President of PAHL will be Ex Officio a member of the Board of Directors of PAHL, but will vote only if necessary to break ties. Each Full Member association will be entitled to cast two votes with respect to any matter before the Board of Directors of PAHL. In the event a Full Member association is represented at any meeting by only one representative, that representative may cast both votes for that association.
2. **MEETINGS OF THE BOARD.** The Board of Directors of PAHL will meet at least four times in each year, one meeting in each quarter. Each such meeting will be a general meeting at which any and all business may be considered. In addition, the Board of Directors of PAHL will meet at the call of the President of PAHL or at the call of any two or more Full Member associations for the purpose of considering any business which the President of PAHL or the Full Member associations set forth in the call of the meeting. The general meeting of the Board of Directors of PAHL conducted in the second quarter of the calendar year will be the Annual Meeting of the Corporation.
3. **QUORUM.** No business may be conducted at any meeting of the Board of Directors of PAHL, general or called, at which less than 2/3 of the Full Member associations are present by designated representatives.
4. **DESIGNATED REPRESENTATIVES.** Each member association, Full and Associate, will submit a list of not more than five individuals who will serve as its designated representatives to the Secretary of PAHL. One of these five individuals must be the current President or Executive Director of the member association. Not more than two of such designated representatives may vote at a meeting of the Board of Directors of PAHL. The list of designated representatives may be amended or revised not more than twice in any calendar year.
5. **SIMPLE MAJORITY REQUIRED.** Unless otherwise specified in these By-laws or otherwise required by law, any action placed before the Board of Directors of PAHL will be considered duly taken, adopted, or ratified if a simple majority of votes are cast in favor of the action at a meeting at which a quorum of Full Member associations were present at the onset. Abstention votes do not count in the tally (per Robert's Rules of Order).

6. **NOTIFICATION OF MEETINGS.** The PAHL will provide all members associations with at least thirty days written notice of a quarterly meeting. The PAHL will provide all member associations with at least ten days written notice of any called meeting.
7. **PARTICIPATION OF MEETINGS.** All meetings of the Board of Directors of PAHL will be open to any player, parent of a player, coach, or official of any member association, Full or Associate. Only designated representatives of member associations, Full and Associate; however, will have the right to be recognized and heard at the Board of Directors of PAHL meetings. The President of PAHL will have the discretion, but not the duty, to permit persons other than designated representatives to be heard at meetings of the Board.
8. **PARLIAMENTARY PROCEDURE AND ORDER OF BUSINESS.** All meetings shall be governed by the rules of parliamentary procedures. Robert's Rules of Order shall govern questions of procedures. The order of business at all meetings of the Board of Directors shall be a follows:
 - 1) Call to Order
 - 2) Roll Call / Confirmation of Quorum
 - 3) Election, if any
 - 4) Consideration of Minutes of Previous Meeting
 - 5) Communications
 - 6) Treasurer's Report
 - 7) Reports of Officers, Committees, and Administration
 - 8) Old Business
 - 9) New Business
 - 10) Adjournment

ARTICLE V. EXECUTIVE OFFICERS OF THE BOARD

1. **EXECUTIVE OFFICERS.** There will be the following executive officers of PAHL: the President, the Discipline Director, the Competition Director, the Hockey Growth Director, the Secretary of Rules, and the Treasurer.
 - A. One person may hold not more than one of these positions. The President or lawful successor will be the Chief Executive of PAHL. Individual duties of the Executive Officers are listed in Attachment 3 to these By-laws.
 - B. No elected Executive Officer may cast a vote for a member association.
 - C. The Discipline Director shall have the duties and powers of the President when the latter is absent, disabled, or for whatever reason is unable to perform the duties of his/her office.
 - D. The Executive Officers will form the Executive Board of the PAHL.
2. **TERM OF OFFICE.** Each executive officer will serve at the pleasure of the Board of Directors of PAHL for a two year term. The President, Secretary of Rules, and the Hockey Growth Director elected in odd years and the Discipline Director, the Competition Director, and Treasurer elected in even years at the Annual Meeting.

3. **LIMITATION ON SUCCESSION.** There is no limitation on the number of terms which may be served by executive officers.
4. **BONDING OF OFFICERS.** All PAHL officers will be covered by the USA Hockey Directors and Officers Liability Insurance Policy, which will also include the crime policy. If necessary, the cost of such policy will be borne by PAHL.
5. **ELECTION OF OFFICERS.** Executive Officers will be elected at the Annual Meeting of the Board of Directors of PAHL in the second quarter of each calendar year. Nominations may be made, but need not be made in advance of the meeting, and nominations from the floor of the meeting will be accepted. No person will be elected to any executive office unless that person has provided the Board with indication that, if elected, he or she is willing to serve.
6. **VACANCIES.** In the event of death, resignation, or removal of any Executive Officer, the President of PAHL will appoint a substitute officer subject to ratification at the next meeting of the Board of Directors of PAHL. In the event of death, resignation, or removal of the President of PAHL, the Discipline Director will assume the duties of the President until the next regularly scheduled meeting when the election of a new President will take place to fulfill the remaining term of that office.

ARTICLE VI. FINANCE AND ASSESSMENTS

1. **PAHL ACCOUNTS.** All funds of PAHL will be deposited and maintained in insured depository accounts, checking or savings. All such accounts will be maintained in the name of the corporation. The President, the Discipline Director, the Secretary of Rules, and the Treasurer will be the sole authorized signatures for withdrawal of PAHL funds. Withdrawals will require two of the four authorized signatures. The treasurer will have the responsibility of depositing all PAHL monies. The PAHL monthly statement will be addressed to the President of PAHL, and will be available at the regular monthly meetings.
2. **WITHDRAWALS.** All withdrawals must be approved at PAHL regular or called meeting.
3. **ASSESSMENTS AGAINST MEMBER ASSOCIATIONS, FULL AND ASSOCIATE.** PAHL will have the power to levy assessments against member associations, Full and Associate, for the following purposes:
 - A. To raise funds sufficient to operate PAHL in the manner contemplated by these By-laws.
 - B. To raise funds for the purposes expressly authorized by the Board of Directors of PAHL.

- C. To levy fines and penalties authorized by the Board of Directors of PAHL in enforcement of policies and rules governing operation of PAHL and all competitive play among teams of member associations.
 - D. Due to tax exempt status, PAHL will do no direct fundraising promotions.
4. **FISCAL YEAR.** The fiscal year of the PAHL shall begin July 1st and end June 30th of the following year, and may be changed, as the Board of Directors shall at any time determine.
5. **COMPENSATION.** The PAHL Board of Directors may approve and pay stipends to persons in volunteer positions for the PAHL based on their functionality. The PAHL Board of Directors may approve and pay appropriate compensation to any hired/contracted administrators as per these Bylaws.

ARTICLE VII. POWERS OF PAHL

1. **POWERS OF PAHL.** PAHL will have the following powers with respect to its member associations, Full and Associate:
- A. The power to schedule and to conduct competition by teams of member associations during the period of October 1st through April 30th.
 - B. The power to resolve all disputes and controversies arising out of competition by teams of member associations scheduled or sanctioned by PAHL, including the power to suspend any player, parent of player, coach, or member association for cause shown, from participation in PAHL scheduled or sanctioned play.
 - C. The power to promulgate policies and rules governing all competitive play by the teams of member associations, including the setting of equipment standards.
 - D. The power to conduct clinics or other instructional programs for players or coaches, and the power to establish minimum standards of competency and experience for coaches.
 - E. The power to obtain and maintain membership in any amateur ice hockey association, including USA Hockey, and the Mid-American Hockey Association, including the power to send appropriate PAHL officers to meetings and conferences of all such organizations.
 - F. The power to publish newsletters or other similar publications to increase the awareness of PAHL and of the activities of its member associations.
2. **ADMINISTRATIVE STRUCTURE.** The PAHL will have the power to hire/contract an administrator(s) to handle operations of the league.
- A. The hiring/contracting of said administrator(s) will be handled by the PAHL Executive Board following generally accepted hiring/contracting processes, and subject to approval by the PAHL Board of Directors.
 - B. The specifics of any administrator(s) employ/contract will be determined by the PAHL Executive Board and will include job description/responsibilities, appropriate compensation, title, and position in the PAHL organizational

- hierarchy. A contract will be secured with any administrator(s) and may be either employee or independent contractor based, depending on the needs of the PAHL.
- C. A compensated administrator may serve as a non-voting member of the Executive Board at the bequest of the Executive Board.
 - D. A compensated administrator may not also be the President of a member association, and may not be a designated representative for a member association for the purposes of voting or attendance at meetings.
3. **POLICIES, PLAYING RULES AND REGULATIONS.** The Board of Directors of PAHL will have the power and the duty to publish annually, "Policies, Playing Rules and Regulations" governing member association activities, Full And Associate, including the scheduling of PAHL ice hockey games. Such "Policies, Playing Rules and Regulations" will be furnished to all member associations prior to the start of the PAHL season.
4. **NO INHERENT OR IMPLIED POWERS.** Except as set forth in these By-laws, PAHL will have no inherent or implied powers.

ARTICLE VIII. GENERAL PROVISIONS

1. INDEMNIFICATION AND INSURANCE.

- A. Any person made or threatened to be made a party to any action or proceeding, whether civil or criminal, by reason of the fact that he or she, his or her-estate, or its personal representative is or was a Board member, officer or employee of the PAHL or an individual (including a medical staff appointee) acting as an agent of the PAHL or who serves or served any other corporation or other entity or organization in any capacity at the request of the PAHL while he or she is or was a Director, officer or employee or agent of the PAHL, shall be and hereby is indemnified by the PAHL.
- B. Said indemnification shall be against all judgments, fines, amounts paid in settlement and reasonable expenses, including attorneys' fees, actually and necessarily incurred as a result of any such action or proceeding, or any appeal therein, to the fullest extent permitted and in the manner prescribed by the laws of the Commonwealth of Pennsylvania, as they may be amended from time to time, or such other law as may be applicable to the extent such other law or laws are not inconsistent with the laws of Pennsylvania.
- C. The foregoing provisions of this Article shall be deemed to be a contract between The PAHL and each Director, officer, employee and agent of the PAHL, in such a capacity at any time while this Article is in effect. Any repeal or modification of this Article or any applicable provision of the laws of Pennsylvania shall not affect any rights or obligations then existing as they relate to any action or proceeding therefore or thereafter brought or threatened, based in whole or in part upon any such state of facts. However, the right of indemnification provided in this Article shall not be deemed exclusive of any other rights to which any Director, officer, employee or agent of the PAHL may now be or hereafter become entitled apart from this Article.

- D. **Limitation on Liability** - No Director of this PAHL shall be personally liable for monetary damages as such for any action taken or for any failure to take any action unless:
- a) The Director has breached or failed to perform the duties of his or her office as set forth in applicable statutes (including but not limited to Subchapter B of the Non-profit Corporation Law of 1988, 15 Pa. C. S.A. 0 5712) relating to standard of care and justifiable reliance; or
 - b) The breach or failure to perform constitutes self-dealing, willful misconduct or recklessness.
2. **DISTRIBUTION OF ASSETS UPON DISSOLUTION OF THE PAHL.** In the event that the Corporation shall be dissolved or wound up at any time, then all of the assets of the Corporation remaining after provision has been made for payment of its known debts and liabilities, as provided by law, shall be distributed exclusively to and become the property of those non-profit corporations as determined by the Board of Directors with purposes similar to those of the Corporation set forth Article Two and which are exempt from federal income tax under section 501 of the Code. In the event that such non-profit corporations no longer exists or no longer qualify as exempt organizations under Section 501 of the Code, said assets shall be transferred to such non-profit funds, foundations or corporations as shall be selected and designated by the Board of Directors of the Corporation, and which shall at that time qualify as an exempt organization or organizations under Section 501 of the Code. Any such assets not so disposed of shall be disposed of as directed by a court of competent jurisdiction, to non-profit, tax-exempt organizations providing for the recreation and well-being of the youth of the Commonwealth of Pennsylvania. No private individuals shall share in the distribution of any corporate assets upon dissolution of the Corporation. References in these Bylaws to a section of the Code shall be construed to refer both to such Section and to regulations promulgated there under, as they now exist or may hereafter be amended in this or in subsequent Internal Revenue laws.
3. **AMENDMENTS.** These By-laws may be amended by a majority vote of the Board of Directors of PAHL. The President of PAHL will provide at least thirty days notification of the intent to present By-law amendments to the Board of Directors of PAHL. Where these By-laws or other law requires that action be taken by a higher percentage vote of the Board, then that By-law cannot be amended except by a vote of that required percentage.
4. **NON-DISCRIMINATION.** The Corporation does not and shall not discriminate on the basis of race, color, religious belief, sex or national origin.
5. **EFFECTIVE DATE.** These Bylaws shall become effective upon the adoption by a majority of the Board of Directors of the Corporation.

BY-LAWS OF THE PITTSBURGH AMATEUR HOCKEY LEAGUE

ATTACHMENT 1

FULL MEMBER ASSOCIATIONS

Allegheny Hockey Association
Altoona Area Youth Hockey Association
Arctic Fox Amateur Hockey Association
Amateur Armstrong Hockey League
Beaver County Amateur Hockey Association
Butler County Youth Hockey Association
Cambria County Student Hockey League
Crawford County Youth Hockey Association
Erie Youth Hockey Association
Fayette Area Youth Hockey Association
Greater Pittsburgh Huskies Hockey Association
Indiana Youth Hockey Association
Johnstown Amateur Hockey Association
Lawrence County Amateur Hockey Association
Mon Valley Youth Hockey Association
Morgantown Hockey Association
Mt Lebanon Hockey Association
North Hills Amateur Hockey Association
North Pittsburgh Youth Hockey Association
Pittsburgh Aviator Amateur Hockey Association
Pittsburgh Predator Amateur Hockey Association
South Hills Amateur Hockey Association
Southpointe Amateur Hockey Association
Steel City Ice Renegades
State College Youth Ice Hockey Association
Westmoreland Hockey Association
Wheeling Amateur Hockey Association
Youngstown Phantoms Amateur Hockey Association

BY-LAWS OF THE PITTSBURGH AMATEUR HOCKEY LEAGUE

ATTACHMENT 2

ASSOCIATE MEMBER ASSOCIATIONS

None

BY-LAWS OF THE PITTSBURGH AMATEUR HOCKEY LEAGUE

ATTACHMENT 3

DUTIES OF EXECUTIVE OFFICERS

The duties of the Executive Officers include at a minimum the following, but are not limited to:

President

1. Call and preside over meetings
2. Ex officio member of all committees
3. Other duties as necessary to ensure the continued operation of PAHL

Discipline Director

1. Discipline function for the PAHL
2. Chair the PAHL Discipline Committee
3. Acting President in President's absence
4. Other duties as necessary to ensure the continued operation of PAHL

Competition Director

1. Team placement function for the PAHL
2. Other duties as necessary to ensure the continued operation of PAHL

Hockey Growth Director

1. Work with Mite and entry programs in PAHL
2. Coordinate USAH initiatives with regard to growth and retention
3. Other duties as necessary to ensure the continued operation of PAHL

Secretary of Rules

1. Maintain minutes, and other written records and correspondence as needed
2. Chair the PAHL Rules Committee
3. Other duties as necessary to ensure the continued operation of PAHL

Treasurer

1. Financial function for the PAHL, including budget
2. Other duties as necessary to ensure the continued operation of PAHL