

**RESTRUCTURING FROM 4 TO 3 PRINCIPAL OFFICERS PROPOSED CHANGES  
TO THE CONSTITUTION AND BYLAWS  
SOCIETY COUNCIL NOVEMBER 12&13, 2017**  
(approved at the October 10, 2017 Executive Board Meeting)  
(additions appear in red)

Item	Document Reference	Existing Language	Proposed Language	Comments
<b>CONSTITUTION</b>				
1	Art 2.11	2.11 The "Principal Officers" of The Society shall consist of an elected President, and three (3) elected Executive Vice-Presidents responsible for areas outlined in the Constitution and Bylaws.	2.11 The Principal Officers of The Society shall consist of an elected President, <b>Secretary-Treasurer and Executive Vice-President</b> , responsible for areas outlined in the Constitution and Bylaws <b>and the Principal Officer Accountability Procedure.</b>	Change to reflect the new titles and location of accountabilities <b>Oct 11/17 - corrected the spelling of Principal in the second reference</b>
2	Art 2.13	2.13 The "Executive Committee" shall consist of the Principal Officers, three Local Vice- Presidents/Unit Directors from the Executive Board elected by the Executive Board, and the Staff Director (non-voting).	2.13 The Executive Committee shall consist of the Principal Officers, <b>two (2) Local Vice-Presidents/Unit Directors who sit on the Society Executive Board, elected annually by the Executive Board, and the Non-Represented Managers of the Society, (non-voting). No more than one elected member from any Local in addition to the Principal Officers can sit on the Executive Committee</b>	With the reduction in the number of PO positions, reducing the number of Board members on EC to keep the numbers consistent. Should we change to Executive Board?? <b>Oct 11/17 - replaced the definition of EC originally provided with the definition described in item 7.</b>
3	Art 8.3	8.3 Changes to Unit boundaries shall be recommended by the Local and subject to approval by the Executive Vice President responsible for member services.	8.3 Changes to Unit boundaries shall be recommended by the Local and subject to approval by the <b>Principal Officer responsible for Unit Boundaries.</b>	Moving accountability to the PO responsible for Unit Boundaries
4	Art 11.2	11.2 The Bylaws shall specify the general duties of each Principal Officer.	11.2 The Bylaws <b>and the Principal Officer Accountability Procedure</b> shall specify the general duties of each Principal Officer.	Adding the PO Accountability Procedure.

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5	Art 13.11	13.11 The Executive Board shall review Local Committee appeals on Unit Boundaries turned down by the EVP responsible for unit boundary approvals	13.11 The Executive Board shall review Local Committee appeals on Unit Boundaries turned down by the <b>Principal Officer responsible for Unit Boundaries.</b>	President will be interpreting the C&B, changes to Bylaws will reviewed by the President <b>Oct 11/17 - removed reference to the President and replaced with Principal Officer responsible for Unit Boundaries</b>
6	Art 13.12.15	13.12.15 Hear appeals to EVP-Member Services rejection of Local Bylaws.	13.12.15 Hear appeals <b>of the Principal Officer responsible for the Constitution and Bylaws</b> rejection of Local Bylaws.	President will be interpreting the C&B, changes to Bylaws will reviewed by the President <b>Oct 11/17 - removed reference to the President and replaced with Principal Officer responsible for the Constitution and Bylaws</b>
7	Art 14.1	14.1 The Executive Committee shall consist of the Principal Officers, three Local Vice-Presidents and Unit Directors who sit on the Society Board of Directors, elected annually by the Executive Board, and the Staff Director (non-voting). No more than one elected member from any Local in addition to the Principal Officers can sit on the Executive Committee.	14.1 The Executive Committee shall consist of the Principal Officers, <b>two (2)</b> Local Vice-Presidents/Unit Directors who sit on the Society Board of Directors, elected annually by the Executive Board, and the <b>Non-Represented Managers of the Society,</b> (non-voting). No more than one elected member from any Local in addition to the Principal Officers can sit on the Executive Committee.	Same as item 2 - reducing the number of PO positions, reducing the number of Board Positions to keep the number consistent.
8	Art 15.3	15.3 The President of The Society or, in his/her absence, an Executive Vice-President or, in the absence of an Executive	15.3 The President of The Society or, in <b>their</b> absence, <b>an alternate appointed by the President</b> shall preside at all Society	The President is the Chair of the meeting and can appoint an alternate Chair.

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		Vice-President, a chairperson chosen by the meeting shall preside at all Society Council meetings.	Council meetings.	<b>Oct 11/17 - made the statement gender neutral in the language by removing the his/her reference to their</b>
9	Art 20.1	20.1 A General Meeting shall be called at any time by the President or Executive Vice-President – Member Services	20.1 A General Meeting <b>may</b> be called at any time by the President	Leaving the authority with the President to call a General Meeting of the union.
10	Art 20.2	20.2 A General Meeting shall be called by the Executive Vice President – Member Services upon the written request of at least one hundred and fifty Members of the Society, or upon a resolution of the Society Council	20.2 A General Meeting shall be called by the <b>President</b> upon the written request of at least one hundred and fifty Members of the Society, or upon a resolution of the Society Council	Leaving the authority with the President to call a General Meeting of the union.
11	Art 24.1	24.1 A complaint alleging breach of this Constitution, its Bylaws and/or Society policy shall be made to the Executive Vice-President responsible for Member Services (EVP-MS) in accordance with the appropriate complaint procedure. The EVP-MS has primary responsibility for the administration of such complaints in accordance with this article and applicable Society procedures. No complaint may be received more than 12 months after the date of last occurrence	24.1 A complaint alleging breach of this Constitution, its Bylaws and/or Society policy/ <b>procedure</b> shall be made to the <b>Executive Vice-President (EVP)</b> in accordance with the appropriate complaint procedure. The <b>EVP</b> has primary responsibility for the administration of such complaints in accordance with this article and applicable Society procedures. No complaint may be received more than 12 months after the date of last occurrence	Removing references to the Member Services however the accountability remains with an EVP

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12	Art 24.2	24.2 All of the duties performed by the EVP-MS pursuant to this Article and related policies and procedures shall be performed by the Executive Vice-President - Finance (EVP-F) in the event that the EVP-MS is unable to perform the duties due to bona fide unavailability or conflict of interest. In the event that both the EVP-MS and EVP-F are unable to perform the duties due to bona fide unavailability or conflict of interest, those members of the Executive Committee who are not in a conflict of interest with respect to the complaint shall identify an alternate to the EVP-MS for the purposes of administering policies and procedures related to the complaint. Whomsoever is responsible for the administration of a complaint in accordance with this article and applicable Society procedures shall be ineligible to serve in any other capacity relating to the administration and/or disposition of the complaint	24.2 All of the duties performed by the <b>EVP</b> pursuant to this Article and related policies and procedures shall be performed by <b>another Principal Officer</b> in the event that the <b>EVP</b> is unable to perform the duties due to bona fide unavailability or conflict of interest. In the event that the <b>Principal Officers</b> are unable to perform the duties due to bona fide unavailability or conflict of interest, those members of the Executive Committee who are not in a conflict of interest with respect to the complaint shall identify a member of the Executive Committee for the purposes of administering policies and procedures related to the complaint. Whomsoever is responsible for the administration of a complaint in accordance with this article and applicable Society procedures shall be ineligible to serve in any other capacity relating to the administration and/or disposition of the complaint	Removing references to the Member Services however the accountability remains with an EVP and in the event of a conflict will be assigned to another PO or EB member not in conflict.
13	Art 24.5	24.5 <u>Disciplinary Committee:</u> The Executive Board (EB) shall establish a Standing Panel of Disciplinary Committee members composed of members who are Local Vice-Presidents (LVPs) or Unit Directors (UDs) and who have volunteered to be members	24.5 <u>Disciplinary Committee:</u> The Executive Board (EB) shall establish a Standing Panel of Disciplinary Committee members composed of members who are Local Vice-Presidents (LVPs) or Unit Directors (UDs) and who have volunteered to be members	Removing references to the Member Services however the accountability remains with an EVP and in the event of a conflict will be assigned to another PO or EB member not in conflict.

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		<p>of the Standing Panel, and any three of whom will be chosen by the EB to constitute the Disciplinary Committee on a given complaint. EC members cannot be members of the Standing Panel. After a brief presentation of the charge by the EVP-MS or, in the case of complaints under the Internal Harassment Policy and Procedures a brief presentation by the EVP-MS on the appropriate penalty to be imposed as recommended by the EC where there has been a finding of harassment, a LVP or UD from the Standing Panel may be excused from serving on the Disciplinary Committee because of a bona fide lack of availability or a conflict of interest with respect to the matter before the Disciplinary Committee. The members of the Standing Panel shall receive appropriate training in their duties as Disciplinary Committee members. Members of Disciplinary Committees shall have access to legal or professional advice as required to perform their duties</p>	<p>of the Standing Panel, and any three of whom will be chosen by the EB to constitute the Disciplinary Committee on a given complaint. EC members cannot be members of the Standing Panel. After a brief presentation of the charge by the <b>EVP or designate</b>, or in the case of complaints under the Internal Harassment Policy and Procedures a brief presentation by the <b>EVP</b> or on the appropriate penalty to be imposed as recommended by the EC where there has been a finding of harassment, a LVP or UD from the Standing Panel may be excused from serving on the Disciplinary Committee because of a bona fide lack of availability or a conflict of interest with respect to the matter before the Disciplinary Committee. The members of the Standing Panel shall receive appropriate training in their duties as Disciplinary Committee members. Members of Disciplinary Committees shall have access to legal or professional advice as required to perform their duties</p>	

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14	Art 24.10	<p>24.10 The EB shall establish a Standing Panel of Appeal Committee members composed of members who are LVPs or UDs and who have volunteered to be members of the Standing Panel, and any three of whom will be chosen by the EB to constitute an Appeal Committee on a given complaint. Members of the Executive Committee and members of the Disciplinary Committee for a particular charge shall not be eligible to sit on the Appeal Committee. After a brief presentation of the charge and the appeal by the EVP-MS, a LVP or UD from the Standing Panel may be excused from serving on the Appeal Committee because of a bona fide lack of availability or a conflict of interest with respect to the matter before the Appeal Committee. The members of the Standing Panel shall receive appropriate training in their duties as Appeal Committee members. Members of Appeal Committees shall have access to legal or professional advice as required to perform their duties.</p>	<p>24.10 The EB shall establish a Standing Panel of Appeal Committee members composed of members who are LVPs or UDs and who have volunteered to be members of the Standing Panel, and any three of whom will be chosen by the EB to constitute an Appeal Committee on a given complaint. Members of the Executive Committee and members of the Disciplinary Committee for a particular charge shall not be eligible to sit on the Appeal Committee. After a brief presentation of the charge and the appeal by the <b>EVP or designate</b>, a LVP or UD from the Standing Panel may be excused from serving on the Appeal Committee because of a bona fide lack of availability or a conflict of interest with respect to the matter before the Appeal Committee. The members of the Standing Panel shall receive appropriate training in their duties as Appeal Committee members. Members of Appeal Committees shall have access to legal or professional advice as required to perform their duties.</p>	<p>Removing references to the Member Services however the accountability remains with an EVP and in the event of a conflict will be assigned to another PO or EB member not in conflict.</p>

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<b>BYLAWS</b>				
15	Bylaw 2.1	2.1 Appointment of Chief Returning Officer  The Executive Vice-President – Member Services shall annually recommend a candidate for Chief Returning Officer to the Society Executive Board.	2.1 Appointment of Chief Returning Officer  The <b>Executive Vice President</b> shall annually recommend a candidate for Chief Returning Officer to the Society Executive Board.	Removed reference to Member Service
16	Bylaw 2.3.2.	2.3.2 The amount of release time will be based on the CRO’s request to the EVP – Member Services	2.3.2 The amount of release time will be based on the CRO’s request to the <b>Principal Officer responsible for Elections.</b>	Removed reference to Member Service Oct 11/17 - removed reference to the EVP and replaced with Principal Officer responsible for Elections
17	Bylaw 4.1		<b>4.1 The Principal Officers of the Union are the President, The Executive Vice-President and the Secretary-Treasurer. The normal duties of the Principal Officers are defined below and in the Principal Officer Accountability Procedure. Depending on workload, skills and preferences, the Principal Officers may transfer responsibility for certain programs amongst themselves with the approval of the Executive Board of Directors.</b>	New language
18	Bylaw 4.1.1	4.1.1 President:  The responsibilities of the President or her/his designate(s) normally includes the	4.1.1 President	Delete what was in Bylaw 4.1.1 a. – j. including the preamble and replace with the new language.

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		following:		
19		a. chair all meetings of the Executive Committee, Executive Board and the Society Council;	a. The President shall serve as principal spokesperson for the Union;	New
20		b. provide vision and leadership and actions towards building consensus;	b. The President is a member (ex-officio) of all Society Committees;	New language
21		c. serve as principal spokesperson for The Society;	c. Except as provided elsewhere in this document, the President shall be the chief executive officer of the Union and shall enforce and interpret all the laws according to the Constitution, Bylaws and policies set by the Society Council;	New language <b>Oct 11/17 - changed union to Union</b>
22		d. manage the Society's External Relations work program;	d. It shall be the duty of the President to preside at all meetings of the Society Council, Executive Committee and Executive Board, to exercise supervision over the affairs of the union through its jurisdiction, to sign all official documents, to travel whenever required in the interests of the Union, and to submit to each Council a report of his/her activities between Council meetings;	New language
23		e. liaison with Society Staff Director;	e. The President shall act as chief executive officer of the Union in all matters wherein authority is not especially conferred upon other Principal Officers of the Union;	<b>New language</b> <b>Oct 11/17 - added chief in front of executive officer.</b>
24		f. sign collective agreements;	f. The President shall direct the Union's leadership development program subject to	New language

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			the approval of the Executive Board;	
25		g. member (ex-officio) of all Society Committees;	g. The President shall be required to examine all rules and Bylaws adopted by the Locals and ascertain they are not in conflict with the Society Constitution and Bylaws. If any violation is found to exist, then such Local Bylaws shall be inoperative in that respect, and the Default Local Bylaws will be used until the Local Bylaws are revised to conform;	New language
26		h. ensures/interprets adherence to Council bargaining objectives, Society policy, statutory requirements and the Society Constitution;	h. The President shall have supervision over publicity and over editorial policy of the official publication of the Union;	New language
27		i. make appointments to the Society Grievance Appeal Board;	i. The President shall decide any questions respecting the construction or interpretation of the Constitution and Bylaws. His/her decisions may be appealed to the Executive Committee and thereafter the Executive Board. However, pending any such appeal, the President's decision shall be accepted by and binding upon the Union;	New language
28		j. act as ex-officio as Shareholder, Director and Officer of all Trustees that operate any Trust for which The Society of Energy Professionals is the Original Settlor.	j. The President will carry out decisions of the Executive Board. The President will promote the goals and well-being of the Union and exercise supervision of the Union throughout its jurisdiction.	New language

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29	Bylaw 4.1.2	4.1.2 Executive Vice President – Member Services:  The responsibilities of the Executive Vice-President Member Services shall include the following:	<b>4.1.2 Executive Vice President:</b>	Delete what was in 4.1.2 a. – n (including the preamble) and replace with the new language
30		a. carry out the duties of the President when the President is not available;	<b>a. The Executive Vice President will oversee the Grievance and Arbitration process including deciding on the progress of grievances beyond Step 2 in consultation with the Local Vice President and Staff Director;</b>	New language
31		b. serve as member of the Executive Committee;	<b>b. The Executive Vice President will oversee development and provision of member services and arbitrations. They shall direct the Union’s educational program subject to the approval of the Executive Board</b>	New language
32		c. decide on the progress of grievances beyond Step 2 in consultation with the Local Vice President and Staff Director;	<b>c. The Executive Vice President will oversee membership engagement, including member retention/affinity programs. This includes overseeing internal committees for Pensioner’s, Youth, Women, LGBTQ, Aboriginal, and others to engage members;</b>	New language
33		d. oversee development and provision of member services and training, organizing, arbitrations and constitutional complaints;	<b>d. The Executive Vice President will act as ex-officio as Shareholder, Director and Officer of all Trustees that operate any Trust for which The Society of Energy Professionals is the Original Settlor;</b>	New language

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34		e. oversee membership retention/affinity programs;	e. The Executive Vice President shall perform such other duties as may be determined and assigned to them by the President and Executive Board in carrying out the objectives of the Union	New language
35		f. sponsor ad hoc committees to deliver services with Executive Committee approval;	f. The Executive Vice President will oversee Bargaining Support and coordination for the Locals upon request. This may include, Bargaining Training, Strike Support, and Internal Organizing (Communication Action Network) and cross Local support in the event of labour action	New language <b>Oct 11/17 - added reference to Internal Organizing to clarify this is the development of the CAN. Also changed local to Local in the cross Local support</b>
36		g. may delegate authority to another senior elected representative or to a committee;	delete	
37		h. approve Local bylaws for ratification by Local;	delete	
38		i. address constitution and bylaw issues;	delete	
39		j. oversee the Society promotion/donation program;	delete	
40		k. identify issues with adherence to bargaining objectives, Society policy, statutory requirements and the Society Constitution;	delete	
41		l. mentor/coach Local Vice-Presidents;	delete	
42		m. sponsor ad hoc committees to initiate organizing drives or develop investment policy or strategy with Executive	delete	

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		Committee approval;		
43		n. act as ex-officio as Shareholder, Director and Officer of all Trustees that operate any Trust for which The Society of Energy Professionals is the Original Settlor;	delete	
44	Bylaw 4.1.3	<p>4.1.3 The responsibilities of the Executive Vice-President - Policy shall include the following:</p> <ul style="list-style-type: none"> <li>a. carries out the duties of the President when the President is not available;</li> <li>b. serves as member of the Executive Committee;</li> <li>c. oversee development of Society policies and identifies policy gaps;</li> <li>d. oversee the development of bargaining objectives for the Executive Board;</li> <li>e. can initiate internal Society policies, procedures, practices and guidelines;</li> <li>f. sponsor ad hoc committee to draft policies with Executive Committee approvals;</li> <li>g. may delegate authority to another senior elected representative or to a committee</li> <li>h. monitor adherence to Society policies;</li> </ul>		Delete - the responsibilities of the EVP Policy have been dispersed amongst the remaining 3 PO positions. If this article is being deleted than the following articles in the Bylaw will be renumbered. For this exercise, the renumbering has not happened.

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		<p>i. work with staff and other elected representatives to share negotiations and grievance experience;</p> <p>j. coordinate cross-Local bargaining/lobbying campaigns;</p> <p>k. identify issues with adherence to bargaining objectives, Society policy, statutory requirements and the Society Constitution;</p> <p>l. act as ex-officio as Shareholder, Director and Officer of all Trustees that operate any Trust for which The Society of Energy Professionals is the Original Settlor.</p>		
45	Bylaw 4.1.4 This bylaw will be renumbered 4.1.3	<p>4.1.4 Executive Vice President – Finance:</p> <p>The responsibilities of the Executive Vice-President -Finance shall include the following:</p>	<b>4.1.3 Secretary-Treasurer:</b>	Delete what was in Bylaw 4.1.4 a. – p. including the preamble and replace with the new language.
46		a. carry out the duties of the President when the President is not available;	<b>a. The Secretary-Treasurer will chair the Standing Finance Committee;</b>	New language <b>Oct 11/17 - Bylaw will be renumbered with the deletion of the EVP Policy Bylaw</b>
47		b. serve as a member of the Executive Committee;	<b>b. The Secretary-Treasurer shall serve as the Unions Chief Administration Officer, and in that capacity, shall oversee the formulation and establishment of adequate accounting and other record keeping procedures regarding all financial transactions of the Union;</b>	New language <b>Oct 11/17 - Bylaw will be renumbered with the deletion of the EVP Policy Bylaw</b>

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48		c. chair the Standing Finance Committee;	c. The Secretary-Treasurer will lead the Executive Board in its role of safeguarding The Society's financial integrity, including Risk Management;	New language <b>Oct 11/17 - Bylaw will be renumbered with the deletion of the EVP Policy Bylaw</b>
49		d. overall responsibility for financial aspects of Society operations;	d. The Secretary-Treasurer is responsible for the books, documents, files and property of the Union. Any member of the Union can inspect the books, documents, files and property of the Union at any time with the exception of personnel records, matters relating to staff labour relations and other documents which must remain confidential for bona fide reasons;	New language <b>Oct 11/17 - Bylaw will be renumbered with the deletion of the EVP Policy Bylaw</b>
50		e. lead the Executive Board in its role of safeguarding The Society's financial integrity;	e. The Secretary-Treasurer shall cause an annual audit of the financial records and condition of the Union, including a recommendation of the appointment of The Society's External Auditor to the Audit Committee. The Audit shall be submitted to the Executive Board;	New language <b>Oct 11/17 - Bylaw will be renumbered with the deletion of the EVP Policy Bylaw</b>
51		f. Society asset management;	f. The Secretary-Treasurer will cause a financial statement of the Union to be prepared for each meeting of the Executive Board;	New language <b>Oct 11/17 - Bylaw will be renumbered with the deletion of the EVP Policy Bylaw</b>
52		g. recommend the appointment of The Society's External Auditor to the Audit Committee;	g. The Secretary-Treasurer shall oversee development of the Society budget and overhead work programs for Executive Board approval;	New language <b>Oct 11/17 - Bylaw will be renumbered with the deletion of the EVP Policy Bylaw</b>

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53		h. review Society financial statements with the Executive Committee, the Audit Committee and review financial reports that have been submitted to Society Council with the auditor;	<b>h. The Secretary-Treasurer shall act as ex-officio as Shareholder, Director and Officer of all Trustees that operate any Trust for which The Society of Energy Professionals is the Original Settlor;</b>	New language <b>Oct 11/17 - Bylaw will be renumbered with the deletion of the EVP Policy Bylaw</b>
54		i. oversee development of the Society budget and overhead work programs for Executive Board approval;	<b>i. The Secretary-Treasurer in conjunction with the President shall be responsible for all Organizing activities within the Union. The Union's organizing program shall be formulated and directed by the Secretary-Treasurer;</b>	New language <b>Oct 11/17 - Bylaw will be renumbered with the deletion of the EVP Policy Bylaw</b>
55		j. long-term financial planning;	<b>j. The Secretary-Treasurer will oversee the responsibilities of Property Management for the properties owned by the Union;</b>	New language <b>Oct 11/17 - Bylaw will be renumbered with the deletion of the EVP Policy Bylaw</b>
56		k. present financial information to the Executive Board and Society Council according to Bylaw 11.5;	<b>k. The Secretary-Treasurer will be the Compliance officer of the Union;</b>	New language <b>Oct 11/17 - Bylaw will be renumbered with the deletion of the EVP Policy Bylaw</b>
57		l. ensure the Management Control Framework is followed and revised as necessary;	delete	
58		m. may delegate authority to another senior elected representative or to a committee;	delete	
59		n. identify issues with adherence to bargaining objectives, Society policy, statutory requirements and the Society	delete	

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		Constitution;		
60		o. recommends External Auditor to the Audit Committee;	delete	
61		p. act as ex-officio as Shareholder, Director and Officer of all Trustees that operate any Trust for which The Society of Energy Professionals is the Original Settlor	delete	
62	Bylaw 4.4.1	4.4.1 The Committee will work with the EVP Finance to prepare the annual budget and financial statements.	4.4.1 The Committee will work with the <b>Secretary-Treasurer</b> to prepare the annual budget and financial statements.	Changing to Secretary-Treasurer
63	Bylaw 5.3.a	5.3 a. The President or, in his/her absence, one of the Executive Vice-Presidents or, in the absence of the Executive Vice-Presidents, a chairperson chosen by the meeting shall preside at all Executive Board meetings and shall vote only in the case of a tie.	5.3 a. The President or <b>designate</b> shall preside at all Executive Board meetings and shall vote only in the case of a tie.	Change to the President or an alternate selected by the President
64	Bylaw 5.5.a	5.5 a. The President or, in his/her absence, one of the Executive Vice-Presidents or, in the absence of the Executive Vice-Presidents, a chairperson chosen by the meeting shall preside at all Executive Committee meetings and shall vote only in the case of a tie.	5.5 a. The President or, <b>designate</b> shall preside at all Executive Committee meetings and shall vote only in the case of a tie.	Change to the President or an alternate selected by the President

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TO THE CONSTITUTION AND BYLAWS  
SOCIETY COUNCIL NOVEMBER 12&13, 2017**  
(approved at the October 10, 2017 Executive Board Meeting)  
(additions appear in red)

Item	Document Reference	Existing Language	Proposed Language	Comments
65	Bylaw 6.2.h	6.2 h. The Local Committee shall review and make recommendations on Unit Boundaries to the Executive Vice President Member Services.	6.2 h. The Local Committee shall review and make recommendations on Unit Boundaries to the <b>Principal Officer Responsible for Unit Boundaries.</b>	Moving accountability to the President <b>Oct 11/17 - changing from the President to the Principal Officer accountable for Unit Boundaries</b>
66	Bylaw 6.2. i.	6.2 i. The Local Committee may submit draft policies or policy ideas to the Executive Vice- President Policy and shall review draft policies proposed by the Executive Vice-President Policy.	6.2 i. The Local Committee may submit draft policies or policy ideas to the <b>Principal Officer responsible for Policies</b> and shall review draft policies proposed by the Executive Committee.	Moving accountability to the President <b>Oct 11/17 - changing from the President to the Principal Officer accountable for Policies</b>
67	Bylaw 6.2. o.	6.2 o. The Local Committees shall have the power to determine the process to be followed for ratification of any negotiated agreements (including first or renewal agreements) and strike votes (subject to statutory requirements, the Local's Bylaws and the approval of the EVP-Member Services.	6.2 o. The Local Committees shall have the power to determine the process to be followed for ratification of any negotiated agreements (including first or renewal agreements) and strike votes (subject to statutory requirements, the Local's Bylaws and the approval of the <b>Principal Officer responsible for Elections.</b>	Removed reference to Member Service Oct 11/17 - removed reference to the EVP and replaced with Principal Officer responsible for Elections
68	Bylaw 7.2. (g) ii)	ii) the appointment of the External Auditor, in consultation with the Executive Vice President –Finance.	ii) the appointment of the External Auditor, in consultation with the <b>Secretary-Treasurer.</b>	Changing to Secretary-Treasurer
69	Bylaw 8.2	8.2 In the event that a General Meeting is requested by Members or the Society Council in accordance with the Constitution, and if the Executive Vice President - Member Services fails to issue a notice of meeting within ten working days of receipt of such a request, any two of the	8.2 In the event that a General Meeting is requested by Members or the Society Council in accordance with the Constitution, and if the <b>President</b> fails to issue a notice of meeting within ten working days of receipt of such a request, any two of the requesting Members or a	Changing to the authority of the President

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Item	Document Reference	Existing Language	Proposed Language	Comments
		requesting Members or a Member designated by the Society Council may call and issue notices of such a meeting.	Member designated by the Society Council may call and issue notices of such a meeting.	
70	Bylaw 8.4	8.4 The President or, in his/her absence, the Executive Vice President-Member Services or, in the absence of the Executive Vice President, a Member appointed by any members of the Executive Board present shall preside at all General Meetings of The Society.		Delete
71	Bylaw 9.4.1	9.4.1 The Executive Vice President - Member Services shall call a sufficient number of membership meetings at various locations across the province to allow all members to have an opportunity to attend, within thirty (30) days following the date of the motion by the Executive Board, or the Society Council, whichever established the requirement for a ballot.	9.4.1 The <b>President</b> shall call a sufficient number of membership meetings at various locations across the province to allow all members to have an opportunity to attend, within thirty (30) days following the date of the motion by the Executive Board, or the Society Council, whichever established the requirement for a ballot.	Changing to the authority of the President I believe this gone because the details have moved to the "Procedure for Elections and Referenda" document
72	Bylaw 10.1	10.1 A Member shall have the right to appeal to the Society Grievance Appeal Board any decision related to the processing of a grievance by The Society or by a Local of the Society. Such an appeal is to be filed in writing to the EVP Policy. The decision of the Society Grievance Appeal Board on any such appeal shall be final and binding	10.1 A Member shall have the right to appeal to the Society Grievance Appeal Board any decision related to the processing of a grievance by The Society or by a Local of the Society. Such an appeal is to be filed in writing to the <b>Principal Officer responsible for the Grievance Appeal Panel process</b> . The decision of the Society Grievance Appeal Board on any such appeal shall be final and binding	Changing to Secretary Treasurer <b>Oct 11/17 - changing from the Secretary-Treasurer to the Principal Officer responsible for the Grievance Appeal Panel process.</b>

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Item	Document Reference	Existing Language	Proposed Language	Comments
73	Bylaw 10.2	10.2 The Society Grievance Appeal Board shall include at least one Principal Officer other than the Executive Vice-President-Member Services and two Local Vice Presidents or Unit Directors, none of whom are members of the Appellant's Local. No member of the Society Grievance Appeal Board will be in a position of conflict of interest.	10.2 The Society Grievance Appeal Board shall include at least one Principal Officer, <b>excluding the PO responsible for Grievance Coordination and Arbitrations</b> , and two Local Vice Presidents or Unit Directors, none of whom are members of the Appellant's Local. No member of the Society Grievance Appeal Board will be in a position of conflict of interest.	Removing the reference to EVP MS
74	Bylaw 11.4	The references to the EVP Finance in 11.4 d, g and h as well as 11.5 a and b.	Replace the EVP Finance with <b>Secretary-Treasurer</b> in 11.4 d, g, h and 11.5 a and b.	Change from EVP Finance to Secretary- Treasurer  If Council agrees to the Finance Bylaw Change for 11.4 then the reference to 11.4. d, g, h can be removed from here.
75	Bylaw 13.1	13.1 The composition of the Units of each Local shall be recommended by the applicable Local Committee and approved by the Executive Vice-President - Member Services.	13.1 The composition of the Units of each Local shall be recommended by the applicable Local Committee and approved by the <b>Principal Officer responsible for Local Composition</b> .	Changing to the authority of the President Oct 11/17 - changing from the President to the Principal Officer responsible for Local Composition