

**RESTRUCTURING FROM 4 TO 3 PRINCIPAL OFFICERS PROPOSED CHANGES  
TO THE CONSTITUTION  
RECOMMENDED BY SOCIETY COUNCIL NOVEMBER 12&13, 2017**

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 be 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 be 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 Vice-President, a chairperson chosen by the meeting shall preside at all Society Council meetings.	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 Council meetings.	The President is the Chair of the meeting and can appoint an alternate Chair. <b>Oct 11/17 - made the statement gender neutral in the language</b>

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				<b>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	<p>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</p>	<p>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</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>
13	Art 24.5	<p>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 of the Standing Panel, and any three of whom will be chosen by the EB to</p>	<p>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 of the Standing Panel, and any three of whom will be chosen by the EB to</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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		<p>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>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>	
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</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</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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		<p>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>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>	