

**BYLAWS**

**OF**

**LOCAL UNION 37**

**INTERNATIONAL BROTHERHOOD**

**OF**

**ELECTRICAL WORKERS**

**FREDERICTON, NEW BRUNSWICK, CANADA**

**APPROVED: September 10, 2013**

## **ORDER OF BUSINESS**

1. Opening.
2. Roll Call of Officers and Reading of Minutes.
3. Communications and Bills.
4. Reports of Executive Board and Officers.
5. Propositions for Membership.
6. Reports on Candidates.
7. Balloting or Voting on Candidates.
8. Obligations of Candidates.
9. Reports of Delegates and Committees.
10. Reports of Accidents, Sickness or Death of Members.
11. Roll Call of Members.
12. Unfinished Business.
13. New Business. (Under this heading comes matters relating to any election and installation of officers.)
14. Good of the Union.
15. Receipts and Expenses.
16. Closing.

**NOTE:** This sheet **ORDER OF BUSINESS** is not a part of the Local Union bylaws. It is attached to the bylaws to provide rules for the orderly conduct of Local Union meetings. Roll Call of Members is optional to the Local Union and may or may not be used as the Local Union decides.

**ARTICLE 1**  
**Name – Jurisdiction – Objects**

Sec. 1. This Organization shall be known as Local Union 37 of the International Brotherhood of Electrical Workers, Fredericton, New Brunswick, Canada. Local Union 37 shall have jurisdiction over all **Outside and Utility** work as defined in Article XXVI, Section 4 of the IBEW Constitution, when performed as follows:

(a) **Outside work** when performed in the Province of New Brunswick.

(b) **Utility work** when performed by:

Employees of N.B. Power

Employees of Algonquin Power, Tinker Hydro Generating Station

Employees of Emera Utility Services

(c) **Professional Technical and Clerical** work when performed by:

Administrative employees of the Atlantic Regional Council of Carpenters,  
Millwrights and Allied Workers.

(d) **Communications and voice, data video installation and repair** work when performed by:

Employees of Emera Utility Services

(e) **Television Production** work when performed by:

Employees of Rogers TV

(f) **Municipal Work** when performed by:

Employees of the Village of Perth Andover

However, the right of the International President to change this jurisdiction is recognized, as provided for in the IBEW Constitution.

Sec. 2. The objects of this Local Union shall be to promote by all proper means the material and intellectual welfare of its members.

Sec. 3. Local Union 37 shall cover the “A” and “BA” types of membership.

## **ARTICLE II**

### **Meetings**

Sec. 1. Meetings of the Units shall constitute and be considered the regular meetings of the Local Union.

Sec. 2. Regular meetings shall be held once a month at the time and date as decided by the Local Union. When decided, the International Office shall be so advised also of any changes later made. The membership is to be properly notified of any change in regular meeting dates.

Sec. 3. Special meetings may be called only by the Business Manager or the Executive Board. The Local Union Office shall notify the members in writing (by mail, leaflets, website in the Union newsletter or on accessible bulletin boards) of any special meeting. No business shall be transacted at any such special meeting except that for which it is called.

**ARTICLE III**  
**Officers – Elections – Duties**

Sec. 1. The officers shall perform such duties as are stated in Article XVII of the IBEW Constitution. In addition, they shall perform such duties as may be assigned to them by the Local Union and which are not in conflict with the IBEW Constitution and these bylaws.

Sec. 2. Failure of officers to perform their duties, the suspension or removal of any officer and the filling of any vacancies, shall be dealt with as stated in Article XVI of the IBEW Constitution.

Sec. 3. All officers and representatives and all employees shall be bonded to the extent required by the International or any applicable Federal or Provincial law whichever is greater. The bond shall be secured through the International and the premium shall be paid by the Local Union.

Sec. 4. (a) Nominations for Local Union Offices shall be held at the regular meeting of each Unit in **April** of election years.

(b) Members of one Unit may nominate members of another Unit for Local Union office. It is not necessary that such nominees be confined to a particular Unit. A member placing the name of another member in nomination for office when the nominated member is not present, shall at the time the nomination is made, give to the Unit Recorder evidence in writing signed by the nominee, that the nominee agrees to be a candidate for a specific Local Union office. However, any member being nominated cannot signify his/her intentions to be a candidate for more than one (1) specific Local Union office or Unit office.

(c) Immediately after nominations, the Unit Recorder shall forward a list of the names of the candidates, signed by the Unit Recorder and the Unit Chairman, to the Recording Secretary of the Local Union.

(d) After nominations have closed, the President shall appoint an Election Judge and as many Tellers as are required who shall serve as an Election Board to conduct the election. No candidate for office shall be eligible to serve on the Board.

(e) After nominations have been made and those nominated are found to be qualified, the Election Board shall have ballots prepared, listing in alphabetical order, the names of all candidates for each respective office, beginning with President and continuing in the order named in the IBEW Constitution. Such ballots shall not contain any identifying numbers or marks.

**(f) Local Union Elections shall be by mail ballot. Unit Elections shall be by secret ballot at the June meetings.**

(g) The Financial Secretary shall furnish to the election Judge not less than twenty-one (21) days before the election, an alphabetical list of all members eligible to vote. All members in good standing and qualified shall be entitled to vote.

(h) The Executive Board shall decide the last day on which ballots shall be received, and the date, time and place when the ballots will be counted. This date shall be in the month of June and this information shall be enclosed with the ballot sent to each member, eligible to vote.

(i) The Election Judge shall mail or cause to be mailed to all eligible voters, an official ballot and two envelopes. One envelope shall be smaller than the other and shall have the words: **OFFICIAL BALLOT** stamped or printed on it. The larger envelope shall be pre-addressed to the Election Board and shall contain a space in the upper left upper hand corner where the member shall place his name and address.

(j) Upon receiving his ballot, the member shall mark same and enclose it in the smaller envelope marked: **OFFICIAL BALLOT**. This envelope shall be placed in the larger pre-addressed envelope and mailed to the Election Board.

(k) The Election Board shall select a depository to which the envelopes containing the ballots shall be mailed. This shall not be the Local Union Post Office Box or the Local Union Headquarters. (Cost of such depository shall be paid by the Local Union). This Board shall advise the Local Union of the location of such depository in sufficient time to prepare the pre-addressed envelopes.

(l) The Election Board shall open the envelopes, remove the small envelope marked **OFFICIAL BALLOT** and deposit same in the ballot box with the other ballots. No envelope received later than the time and date as determined and announced by the Executive Board shall be opened by the Election Board.

(m) The Election Board shall count the ballots and certify the results in writing to the Executive Board immediately after the ballots have been counted.

(n) All election records including ballots shall be preserved for one year from the date of election, after which same shall be destroyed unless a question has arisen in connection therewith.

(o) Any candidate for office may be present or have an IBEW member as an observer present at the counting of the ballots.

(p) Write-in votes shall not be permitted.

(q) The elections shall be decided for a candidate receiving the most votes for a specific office; should a tie occur, a run-off election shall be held within 21 days from the date of the official count.

Sec. 5. (a) The officers shall be those provided for in Article XVI of the IBEW Constitution.

(b) The offices of Business Manager and Financial Secretary shall be combined.

Sec. 6. The Executive Board shall consist of fifteen (15) members. The President, Vice President, Recording Secretary, Treasurer and five (5) "Member At Large" positions representing: **Conventional Generation** (1 Executive Board Member), **Customer Service and Transmission** (1 Executive Board Member), **Nuclear Generation** (1 Executive Board Member), **Head Office** (1 Executive Board Member) and (1 Executive Board Member) position to represent **Local 37 members not employed at NB Power**. Additionally, each of the six (6) elected Unit Chairman from each unit as listed below shall serve on the Executive Board:

- 37.1 Northern New Brunswick**
- 37.2 Southern New Brunswick (A)**
- 37.3 Southern New Brunswick (B)**
- 37.4 Eastern New Brunswick**
- 37.5 Western New Brunswick**
- 37.6 Central New Brunswick**

Sec. 7. (a) Nominations for officers shall be held in **April, 2014** and election of officers shall be held in **June, 2014** and every 4 years thereafter, as stated in Article XVII of the IBEW Constitution. Notice shall be mailed to all members at least twenty(20) days prior to the meeting for nominations in election years with all information regarding nominations, list of offices to be filled, date, time and place of election, and the date, time and place of run-off election if required.

(b) No member shall be a candidate for more than one office, except as provided in these bylaws and with approval of the International President. If nominated for more than one office, the member shall immediately declare for which office the member will be a candidate. However, this shall not apply to offices which have been combined with the approval of the International President.

(c) Every candidate shall have the right once within thirty (30) days prior to the election to inspect a list containing the names and last known addresses of all the members of the Local Union. Such list of members shall be maintained and kept by the Local Union. The membership list shall not be copied for the use of any candidate.

(d) No member shall be eligible for office unless they have been a member of Local Union 37 in continuous good standing for at least two years immediately prior to nomination.

**ARTICLE IV**  
**Executive Board**

Sec. 1. The duties of this Board are outlined in Article XVII of the IBEW Constitution and these bylaws.

Sec. 2. It shall be the duty of the Board to investigate all applications for membership and submit its report to the Local Union for action in accordance with Article XX of the IBEW Constitution. The preceding sentence shall not apply to apprentices as covered elsewhere in these bylaws. The Board shall also investigate and pass upon all travelling cards in full accordance with Article XXIII of the IBEW Constitution. The Board shall make its final report and recommendation to the Local Union within sixty(60) days after the application or travelling card has been presented for Board consideration.

Sec. 3. Special meetings of the Board may be called by the Chairman or the Business Manager.

Sec. 4. The Board shall meet regularly between regular meetings of the Local Union.

Sec. 5. The President shall serve as Chairman and the Recording Secretary shall serve as Secretary.

Sec. 6. A copy of the minutes of the meetings of the Executive Board shall be furnished to each Unit.



**ARTICLE V**  
**Business Manager**

Sec. 1. The Business Manager shall perform such duties as are stated in Article XVII of the IBEW Constitution and these bylaws. Also, such duties as may be assigned to him by the Local Union and which are not in conflict with the IBEW Constitution and these bylaws.

Sec. 2. The Business Manager shall report to the Executive Board and the Local Union when called upon, or when he deems such necessary. The Executive Board and Local Union officers shall co-operate with the Business Manager in the performance of the duties of the office and shall not work in conflict with the Business Manager.

**ARTICLE VI**  
**Salaries**

Sec. 1. Salaries shall be:

President	\$125.00 per month
Vice President	75.00 per month
Recording Secretary	75.00 per month
Treasurer	75.00 per month
Executive Board Members/Unit Chairman	75.00 per month

Business Manager -  
Financial Secretary based on the salary in place on October 2, 2003, the salary will increase annually on September 1 by the average of the general increases excluding marketplace adjust adjustments and licensing bonuses brought forward out-side of normal contract negotiations) within the collective agreements between Local 37 and NB Power.

Assistant Business Manager(s) a weekly salary equal to 75% of the Business Manager - Financial Secretary's salary.

Business Agent a weekly salary within a range of 50% to 60% of the Business Manager - Financial Secretary's salary.

Sec. 2. Should any two offices be combined, then the officer shall receive the salary of only one(1) office, whichever is the higher.

Sec. 3. All disbursements for authorized expenditures made on behalf of the Local Union shall be supported by receipts, vouchers, or other reasonable proof of claim.

Sec. 4. Union Officers shall be entitled to a per diem allowance equal to \$10.00/hour, to a maximum of \$80.00/day, when they attend Executive meetings, negotiations or other meetings on their time off. This payment will not apply when IBEW Local 37 or the Employer is paying them for their time, nor will this payment apply to Union Officers attending any Unit meeting.

Sec. 5. Members authorized to conduct Union business shall be reimbursed for lost wages at the straight time hourly rate for a maximum of normal work hours per day.

Sec. 6. The Business Manager, Assistant Business Managers and office staff will have all rights, benefits and vacation entitlements as contained in the Collective Agreements between IBEW Local 37 and NB Power. (E.g. Equivalent employer pension contribution, Health and Dental benefits, vacation, retirement allowance, etc.).

Sec. 7. When the Business Manager/Financial Secretary has been defeated in an election, he or she's employment with the Local Union will be deemed to have been terminated. The defeated Business Manager will be entitled to a termination package of two weeks of salary for each year of service as Business Manager up to a maximum of six months.

Sec. 8. Upon retirement of the Business Manager/Financial Secretary, OR if he/she decides not to re-offer for the position of Business Manager, he or she will be entitled to a package of two weeks of salary for every year of service as Business Manager up to a maximum of six months.

**ARTICLE VII**  
**Committees and Delegates**

Sec. 1. Committees and Delegates shall be appointed in accordance with Article XVII of the IBEW Constitution.

Sec. 2. The Delegates and Alternates to the International Convention shall be nominated and elected in accordance with the nomination and secret ballot election procedure as set forth in these bylaws and Article II, Section 10 of the IBEW Constitution.

Sec. 3. The Business Manager and President shall, by virtue of their offices, serve as delegates to the International Convention. The Ballot to state, *Business Manager – Delegate to International Convention* and *President – Delegate to International Convention*.

**ARTICLE VIII**  
**Stewards**

Sec. 1. Stewards shall be appointed where needed by the Business Manager. They shall work under the direction of the Business Manager and be subject to his authority. The Business Manager may remove any Steward, as such, at any time.

Sec. 2. Duties of Stewards shall be:

- (a) To have a copy of the IBEW Constitution, these bylaws, and the working agreement with them at all times.
- (b) To see that Union membership is encouraged, and all workmen at their respective shops or jobs have paid-up dues receipts or valid working cards of the Local Union.
- (c) To report any encroachment upon the jurisdiction of this Local Union.
- (d) To report to the Business Manager any violation of the bylaws or agreements.
- (e) To perform such other duties as may be assigned to them by the Business Manager.

Sec. 3. Stewards shall in no case cause a stoppage of work. In case of any trouble on a job or at a shop, Stewards shall immediately notify the Business Manager.

**ARTICLE IX**  
**Assessments – Admission Fees – Dues**

Sec. 1. All assessments imposed in accordance with the IBEW Constitution and these bylaws must be paid within the time required to protect the member's continuous good standing and benefits. The assessments must be paid prior to the acceptance of basic dues.

Members shall not be required to pay assessments for welfare benefits in which they cannot participate.

Sec. 2. No money shall be collected from anyone working within the jurisdiction of this Local Union other than to apply on admittance fees, dues and assessments established in accordance with the IBEW Constitution and these bylaws.

Sec. 3. The admission fees shall be:

(a) **“A” or “BA” Membership**

All classifications \$5.00

(b) Each applicant eligible for “A” membership shall pay an additional \$2.00.

(c) Approval of these admission fees is given by the International President with the understanding that if conditions in the jurisdiction of the Local Union do not justify such fees, then the International President will be free to change the amounts.

Sec. 4. All applications must be accompanied by the full admission fee and admission must be completed within 90 days of making application, as required in Article XX of the IBEW Constitution.

Sec. 5. Dues are payable monthly in advance.

Sec. 6. The monthly dues shall be:

**“A” and “BA” Members**

All classifications (Working)	1.3 hours pay
All classifications (Non-working)	\$1.00
All Local 37 Members (on LTD)	\$1.00

(b) Applicable International per capita and all assessments to be paid in addition to the above dues.

**ARTICLE X**  
**Funds**

Sec. 1. The funds of this Local Union are for the legitimate expenses required in its conduct and maintenance and shall not be diverted therefrom. No disbursements shall be made except in strict accordance with Article XVIII of the IBEW Constitution and these Bylaws.

Sec. 2. No money shall be loaned from the funds of this Local Union for any purpose, unless approved by the International President of the IBEW.

Sec. 3. The President shall appoint an auditing committee of three members, (or the President or the Executive Board as the Local Union decides - shall employ a public accountant) to audit the books and accounts of the Local Union every three months. A report of this audit must be made to the membership. The President shall inspect the bank books of the Treasurer to see that Local Union monies turned over to the Treasurer have been properly and promptly deposited in the Local Union's name. The fiscal year shall be the twelve month period ending **December 31<sup>st</sup>**.

**ARTICLE XI**  
**Admission of Members**

Sec. 1. Qualification and admission of members shall be in accordance with Article XIX and XX of the IBEW Constitution.



## ARTICLE XII Units

Sec. 1. Unit officers shall be members of their respective Units. Each Unit shall have the following officers: Chairman, Vice Chairman, Recorder and an Executive Committee consisting of the Chairman and four (4) elective members. The Unit Chairman will be elected as per Article III, Section 6.

Sec. 2. Unit officers shall be nominated and elected at the regular meeting of each Unit in June of the year the local union elects officers. Only members of each such Unit in good standing are eligible to nominate and vote for the unit's officers.

Sec. 3. No member shall be a candidate for more than one (1) Unit office. If nominated for more than one (1) office, the member shall immediately declare for which office he/she will be a candidate. No member shall be nominated for Unit office unless they are present or signify their willingness in writing to be a candidate.

Sec. 4. A member must have at least six (6) months continuous standing in their Unit immediately prior to nomination to be eligible for office in their Unit, provided the Unit has been in existence for six (6) months or more.

Sec. 5. One (1) Judge and as many Tellers as are required shall be appointed by the Unit Chairman to conduct the election. Any candidate may be present or have an IBEW member as an observer present during the voting and at the counting of the ballots.

Sec. 6. **Voting shall be by secret ballot.** The candidate receiving the highest number of votes for each Unit office shall be declared elected.

Sec. 7. (a) Regular meetings of Units shall be held once monthly as decided by members of each Unit and approved by the Local Union Executive Board.

(b) However, no Unit shall hold any regular or special meeting on the night of any regular or special meeting of the Local Union.

(c) Special meetings of a Unit may be called only by the Business Manager or Executive Board of the Local Union, or by the Executive Committee of the Unit involved. The officer or Executive Committee calling the special meeting shall see that the members of the particular Unit and the Business Manager are notified. No business shall be transacted at any special meeting except that for which it is called.

Sec. 8. The duties of Unit officers within the Unit shall be as follows:

**Chairman:** The duties shall be similar to those of the Local Union's President but shall in no way conflict.

**Vice Chairman:** The duties shall be similar to those of the Local Union's Vice President but in no way conflict.

**Recorder:** The duties shall be similar to those of the Local Union's Recording Secretary but shall in no way conflict. The Recorder shall supply a copy of the Minutes of Unit meetings to the Business Manager and to the Recording Secretary of the Local Union as soon as possible after each such meeting.

**Executive Committee:** The duties shall be similar to those of the Local Union's Executive Board but shall deal only with affairs of the particular Unit, and shall be subordinate to the Local Union's Executive Board. However, the Executive Committee has no authority to act as a Trial Board in lieu of the Local Union Executive Board. The Unit Chairman shall preside over this Committee and it shall meet regularly at such time as it may decide and shall select one(1) of its members as Secretary. (The Business Manager shall be notified and may attend all meetings of this committee with voice but no vote.) Immediately after each meeting of the Committee, a copy of its Minutes shall be furnished to the Business Manager and the Recording Secretary of the Local Union.

Sec. 9. All Units and Unit officers shall be under the supervision of the Local Union and its Executive Board. Failure of Unit officers to perform their duties and the suspension or removal of any Unit Officer and the filling of any vacancies shall be handled by the Local Union Executive Board.

Sec. 10. The eligibility of any member to attend meetings or hold office in the Local Union shall not be affected in any way by participation in the affairs of a Unit.

Attendance at Unit meetings shall be considered attendance at Local Union meetings.

Sec. 11. The following Units are hereby established in the jurisdiction of Local Union 37:

- 37.1 Northern New Brunswick**
- 37.2 Southern New Brunswick (A)**
- 37.3 Southern New Brunswick (B)**
- 37.4 Eastern New Brunswick**
- 37.5 Western New Brunswick**
- 37.6 Central New Brunswick**

## **ARTICLE XIII**

### **General Laws**

Sec. 1. The Executive Board shall act as the Trial Board to hear charges and try members (except officers or representatives of a Local Union, Railroad Council, or System Council) for violation of the IBEW Constitution, these bylaws, or an approved working agreement. All charges against a member must be in writing and signed, specifying the provision(s) of the Constitution, bylaws, or working agreement allegedly violated. A brief factual written statement of the act(s) considered to be in violation, including relevant dates, places and names, should be given by the charging party. A copy of the charges must be furnished to the accused by the Recording Secretary with notice of when to appear before the Trial Board.

Sec. 2. A charged member may, upon request, have an IBEW member in good standing as Counsel. However, no lawyer, as such may serve as Counsel in a hearing of the Trial Board. No person not a member of the IBEW may be present at such hearing, except as a witness.

If the accused willfully fails to stand trial or attempts to evade trial after having been notified in writing to appear, the Trial Board shall hear and determine the case just as though the accused were present. When a member files charges against another member and fails to appear before the Trial Board to prosecute the case, unless reasonable excuse is given, he/she shall be subject to discipline by the Trial Board.

Sec. 3. A majority vote of the Trial Board shall be sufficient for a decision, which is to be in writing. The Trial Board report of its findings and sentence, if any, shall be reported to the next regular meeting of the Local Union. The action of the Trial Board shall be considered the action of the Local Union, and the report of the Board shall conclude the case.

Sec. 4. All financial obligations (including but not limited to fines, assessments and unpaid dues and fees) owed by a member under the IBEW Constitution or the bylaws of this Local Union shall constitute debts owed by the member to the IBEW or the Local Union, and may be recovered through court action brought by the IBEW or the Local Union. If it is necessary for the Local to institute legal proceedings in order to recover any such debt, the individual member shall also be liable for all costs of said proceedings, together with a reasonable attorney's fee incurred by the Local, the amount thereof to be fixed by the Court.

Sec. 5. Each member shall keep the Financial Secretary informed of their correct address. The Financial Secretary shall, in turn, notify the International Secretary.

Sec. 6. The parliamentary rules of this Local Union shall be those stated in Article XVI of the IBEW Constitution.

Sec. 7. The IBEW Constitution is hereby made a part of these bylaws. Where there is doubt concerning any section of these bylaws or where such might appear to be in conflict with the IBEW Constitution, then the IBEW Constitution shall control and must be followed.

Sec. 8. Words in these bylaws in the masculine gender shall include the feminine.

Sec. 9. Members shall be supplied with copies of the IBEW Constitution, these bylaws, and the working agreement upon request to the Local Union.

Sec. 10. The Local Union may spend a sum, as determined by the Executive Board for a suitable tribute upon the death of a member or their family. Family to include wife, son, daughter, father, mother, brother, sister or any relative living in the household. A committee may also be appointed to extend the sympathy of the Local Union to the family. The Unit Chairman must ensure that the Business Manager has been notified of the death of a member.

Sec. 11. Members shall show their working cards or receipts upon request of the Business Manager or Steward.

Sec. 12. No strikes or stoppages of work shall take place except in accordance with Article XV of the IBEW Constitution.

Sec. 13. A copy of Unit meeting Minutes shall be forwarded to the Business Manager by the Unit Recorder within 10 days after the meeting.

Sec. 14. Minutes of the meeting of the Executive Board must be approved at the next Local 37 meeting.

Sec. 15. All grievances not satisfactorily answered at the third level of the grievance procedure must be submitted to and passed upon by the Executive Board of Local Union 37 before further steps are taken. A majority of votes cast by the Executive Board members of Local 37 shall rule.

Sec. 16. The voting procedure to be used in accepting or rejecting a Contract Proposal shall be as follows:

- (a) The Proposal shall be presented and explained at Special Unit meetings throughout the Province.
- (b) One week after the Proposal is presented at the last Unit a vote will be conducted either by secret ballot at all Units on the same day, at a location to be designated.

**ARTICLE XIV**  
**Amendments**

Sec. 1. These bylaws become effective upon approval by the International President.

Sec. 2. (a) These bylaws may be amended or changed only after a proposal for change or amendment has been presented at a regular Unit meeting and a majority of the members present vote in favor of the proposed change or amendment.

(b) Such proposals shall be read at two (2) regular consecutive meetings of all Units of the Local Union. Voting for acceptance or rejection of same shall be at the second regular meeting of each Unit. The Recorder of each Unit shall tabulate and certify the results of such voting to the Recording Secretary of the Local Union.

(c) However, dues, admission fees and/or assessments shall not be increased except by a majority vote by secret ballot of the members in good standing voting at the second regular or special membership meetings of the respective Units. The secret ballots, together with the voters list showing those who voted, shall be forwarded to the Executive Board who shall combine the unopened ballots prior to the counting of the total vote.

A written notice specifically stating the proposed assessments or changes in initiation fees or dues shall be mailed to each member in good standing at the member's last known home address at least twenty (20) days prior to the meetings at which the membership is to be vote on the question.

Sec. 3. No assessments, amendments or changes shall become effective until approved by the International President, in accordance with the IBEW Constitution.

**LOCAL UNION 37  
RECORD OF AMENDMENTS**

District: First

Location: Fredericton, New Brunswick, CANADA

Bylaws Retyped in Entirety: July 18, 2000

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DATE                   ARTICLES AND SECTIONS AMENDED

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- 7/31/00           Article II, Sec. 2; Article XI, Sec. 11 corrected.
- 12/6/00           Article 1, Section 1(d) added.
- 7/17/02           Article III, Section 6 amended.
- 1/12/06           Article VI, Section 1 and Article XII, Section 2 amended.
- 2/7/06            Article VI, Section 1 amended.
- 3/30/06           Article VI, new Sections 7 and 8; Article IX, Section 6(a) amended.
- 9/10/13           Article I, II, III, VI, XII and XIII amended. Updated to pattern.