

<b>Recommendation #1</b>	
<b>Section</b>	Article 1.1
<b>Current Wording</b>	NA
<b>Proposed Revision</b>	Add the definition of “Ex-Officio” meaning “a board member who serves on a board not through election or appointment, but by virtue of their existing position or office to provide expertise and advice to the board and hold no voting power. The Ex-Officio members shall be the Executive Director and the Immediate Past President.”
<b>Action If Approved</b>	Article 1 – Include Ex-Officio definition as bullet (f); all other definition would move down one in the alphabet.  Article 1.1 (c), (i), would require updating to remove reference to “Immediate Past President”;
<b>Vote Results</b>	<b>In Favour</b> _____; <b>Contra minded</b> _____;
<b>Approval</b>	<b>Yes</b> <input type="checkbox"/> ; <b>No</b> <input type="checkbox"/>

<b>Recommendation #2</b>	
<b>Section</b>	Article 1.1
<b>Current Wording</b>	NA
<b>Proposed Revision</b>	Add the definition of “In-Session” meaning “a confidential part of a board meeting where only board members (and sometimes invited individuals like legal counsel) are present. These sessions are used to discuss sensitive matters such as personnel issues, legal matters, or confidential financial information”
<b>Action If Approved</b>	Article 1 – Include In-Camera Session definition; all other definition would move down one in the alphabet.
<b>Vote Results</b>	<b>In Favour</b> _____; <b>Contra minded</b> _____;
<b>Approval</b>	<b>Yes</b> <input type="checkbox"/> ; <b>No</b> <input type="checkbox"/>

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<b>Recommendation #3</b>	
<b>Section</b>	Article 1.2
<b>Current Wording</b>	“Words importing the singular number only shall include the plural and vice versa; wording importing the masculine gender shall include the neuter and female gender; words importing persons shall include bodies corporate, corporation, companies, partnerships, syndicates, trusts and any number or aggregate of persons; and”
<b>Proposed Revision</b>	“Words importing the singular shall include the plural and vice versa; words importing any gender shall include all genders and gender identities; words importing persons shall include individuals of all backgrounds and identities, as well as bodies corporate, corporations, companies, partnerships, syndicates, trusts, and any number or aggregate of persons.”
<b>Action If Approved</b>	If approved, section 1.2 Updated
<b>Vote Results</b>	<b>In Favour</b> _____; <b>Contra minded</b> _____;
<b>Approval</b>	<b>Yes</b> <input type="checkbox"/> ; <b>No</b> <input type="checkbox"/>

<b>Recommendation #4</b>	
<b>Section</b>	Article 1.3
<b>Current Wording</b>	The headings used in these by-laws are inserted for reference purposes only and are not to be considered or taken into account in construing the terms or provision thereof or to be deemed in any way to clarify, modify or explain the effect of any such terms or provisions
<b>Proposed Revision</b>	The headings in these by-laws are for reference only and should not be used to interpret or affect the terms or provisions.

<b>Action If Approved</b>	If approved, section 1.3 Updated
<b>Vote Results</b>	<b>In Favour</b> ____; <b>Contra minded</b> ____;
<b>Approval</b>	<b>Yes</b> <input type="checkbox"/> ; <b>No</b> <input type="checkbox"/>

<b>Recommendation #5</b>	
<b>Section</b>	Article 2.1 (a)
<b>Current Wording</b>	all Newfoundland and Labrador employers whether individuals, corporations, or partnerships, involved in industries, trades, callings, operations, undertakings or works to which the provisions of the Occupational Health and Safety Act, R.S.N.L. 1990, c. O-3 and c. W-11 as amended apply;
<b>Proposed Revision</b>	all Newfoundland and Labrador employers whether individuals, corporations, or partnerships, involved in industries, trades, callings, operations, undertakings or works to which the provisions of the <i>Workplace Health, Safety and Compensation Act, 2022</i> ;
<b>Action If Approved</b>	If approved, section 2.1(a) Updated
<b>Vote Results</b>	<b>In Favour</b> ____; <b>Contra minded</b> ____;
<b>Approval</b>	<b>Yes</b> <input type="checkbox"/> ; <b>No</b> <input type="checkbox"/>

<b>Recommendation #6</b>	
<b>Section</b>	Article 2.3
<b>Current Wording</b>	A Member or Honorary Member may resign his or her membership at any time by a letter sent by mail, e-mail, delivered, or facsimiled to the Secretary-Treasurer of the Association at the Registered office of the Association. The resignation of a Member or Honorary Member shall be effective upon its receipt by the Secretary-Treasurer.
<b>Proposed Revision</b>	Remove
<b>Action If Approved</b>	If approved, section 2.3 removed; 2.4 becomes 2.3
<b>Vote Results</b>	<b>In Favour</b> ____; <b>Contra minded</b> ____;

<b>Approval</b>	<b>Yes <input type="checkbox"/>; No <input type="checkbox"/></b>
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<b>Recommendation #7</b>	
<b>Section</b>	Article 3.1
<b>Current Wording</b>	The number of directors shall not be fewer than the minimum and not more than the maximum provided for in the Articles.
<b>Proposed Revision</b>	Deletion of Article 3.1
<b>Action If Approved</b>	If approved, section 3 Updated to remove 3.1; 3.2 will become 3.1.
<b>Vote Results</b>	<b>In Favour _____; Contra minded _____;</b>
<b>Approval</b>	<b>Yes <input type="checkbox"/>; No <input type="checkbox"/></b>

<b>Recommendation #8</b>	
<b>Section</b>	Article 3.2
<b>Current Wording</b>	All directors must be employed by a Member of the Association .
<b>Proposed Revision</b>	All directors must be employed by a Member of the Association.  (a) If at any point during the appointment term a Director becomes unemployed for reasons outside their control, Director will be given 6 months to find employment at a member organization;
<b>Action If Approved</b>	If approved, section 3 Updated to add section (a).
<b>Vote Results</b>	<b>In Favour _____; Contra minded _____;</b>
<b>Approval</b>	<b>Yes <input type="checkbox"/>; No <input type="checkbox"/></b>

<b>Recommendation #9</b>	
<b>Section</b>	Article 4.1
<b>Current Wording</b>	The Board of Directors of the Association shall consist of the offices of the following:

	<ul style="list-style-type: none"> <li>(a) President;</li> <li>(b) Executive Director;</li> <li>(c) First Vice-President;</li> <li>(d) Second Vice-President;</li> <li>(e) Immediate Past President</li> <li>(f) Secretary-Treasurer, and</li> <li>(g) seven other Members</li> </ul>
<b>Proposed Revision</b>	<p>The Board of Directors of the Association shall consist of the offices of the following:</p> <ul style="list-style-type: none"> <li>a. President;</li> <li>b. First Vice-President;</li> <li>c. Second Vice-President;</li> <li>d. Secretary-Treasurer, and</li> <li>e. seven other Members</li> <li>f. Ex-officio</li> </ul>
<b>Action If Approved</b>	If approved, section 4.1 updated to remove Executive Director and Immediate Past President from and add Ex-officio to section 4.1.
<b>Vote Results</b>	<b>In Favour</b> _____; <b>Contra minded</b> _____;
<b>Approval</b>	<b>Yes</b> <input type="checkbox"/> ; <b>No</b> <input type="checkbox"/>

<b>Recommendation #10</b>	
<b>Section</b>	Article 4.2.2
<b>Current Wording</b>	NA
<b>Proposed Revision</b>	<p><b>4.2.1 Extenuating Circumstances Leave Clause for Board Members</b></p> <p>In recognition that unforeseen and exceptional personal or professional circumstances may arise, the Board permits temporary leave of absence for members under extenuating circumstances. These may include, but are not limited to:</p> <ul style="list-style-type: none"> <li>• Serious illness or injury (personal or immediate family)</li> <li>• Bereavement</li> <li>• Parental Leave</li> <li>• Natural disasters or emergencies</li> <li>• Significant professional obligations or conflicts</li> <li>• Other extraordinary personal matters</li> </ul> <p><b>4.2.2 Procedure:</b></p> <p>4.2.2.1 <b>Notification:</b> The board member must notify the President in writing as soon as reasonably possible, outlining the nature of the extenuating circumstance and the anticipated duration of the leave.</p> <p>4.2.2.2 <b>Approval:</b> The President, in consultation with the Executive, will review the request and determine whether to grant the leave and under what conditions.</p> <p>4.2.2.3 <b>Duration:</b> Leave may be granted for a period of up to [e.g., 3–6 months], with the possibility of extension upon review.</p> <p>4.2.2.4 <b>Participation:</b> During the leave, the board member will not be expected to attend meetings or fulfill board duties but may be kept informed of major developments, if appropriate.</p>

	<b>Reinstatement:</b> Upon conclusion of the leave, the board member may resume duties without prejudice, subject to any conditions agreed upon at the time of leave approval.
<b>Action If Approved</b>	If approved, section 4.2.2 inserted.
<b>Vote Results</b>	<b>In Favour</b> _____; <b>Contra minded</b> _____;
<b>Approval</b>	<b>Yes</b> <input type="checkbox"/> ; <b>No</b> <input type="checkbox"/>

<b>Recommendation #11</b>	
<b>Section</b>	Article 4.9
<b>Current Wording</b>	NA
<b>Proposed Revision</b>	To ensure equitable representation, only one individual may be nominated to stand for election from any single Member organization. This applies to all positions, including Director and Executive roles. If multiple nominations are received from the same organization, only the first valid nomination received in accordance with these bylaws shall be accepted, unless otherwise determined by the Board in its sole discretion.
<b>Action If Approved</b>	If approved, section 4.9 inserted.
<b>Vote Results</b>	<b>In Favour</b> _____; <b>Contra minded</b> _____;
<b>Approval</b>	<b>Yes</b> <input type="checkbox"/> ; <b>No</b> <input type="checkbox"/>

<b>Recommendation #12</b>	
<b>Section</b>	Article 4.9 – Terms of Office
<b>Current Wording</b>	Subject to Article 4.8, the term of office of each director serving on the Board of Directors shall be a period of two (2) years or as determined at the time of a director's election at an annual general meeting. Terms for board positions are split in odd/even years.

<b>Proposed Revision</b>	The Executive and each Director is up for election every 2 years during the annual general meeting.
<b>Action If Approved</b>	If approved, section 4.9 replaced with section 4.10.
<b>Vote Results</b>	<b>In Favour</b> _____; <b>Contra minded</b> _____;
<b>Approval</b>	<b>Yes</b> <input type="checkbox"/> ; <b>No</b> <input type="checkbox"/>

<b>Recommendation #13</b>	
<b>Section</b>	Article 4.9.2
<b>Current Wording</b>	The 7 other member positions on the Board shall be identified as Director 1 through Director 7
<b>Proposed Revision</b>	The 7 Director positions on the Board shall be identified as Director 1 through Director 7
<b>Action If Approved</b>	If approved, section 4.9.2 replaced with section 4.10.2.
<b>Vote Results</b>	<b>In Favour</b> _____; <b>Contra minded</b> _____;
<b>Approval</b>	<b>Yes</b> <input type="checkbox"/> ; <b>No</b> <input type="checkbox"/>

<b>Recommendation #14</b>	
<b>Section</b>	Article 4.14
<b>Current Wording</b>	In the event of a vacancy on the Board of Directors due to a resignation or otherwise, other than in the office of the President and Immediate Past President, the Board of Directors shall have the power to appoint a replacement who will serve until the next annual general meeting out the term of that position.
<b>Proposed Revision</b>	In the event of a vacancy on the Board of Directors due to a resignation or otherwise, other than in the office of the President and Immediate Past President, the Board of Directors shall have the power to appoint a replacement who will serve out the term of that position.
<b>Action If Approved</b>	If approved, section 4.1.14 replaced.

<b>Vote Results</b>	<b>In Favour _____; Contra minded _____;</b>
<b>Approval</b>	<b>Yes <input type="checkbox"/>; No <input type="checkbox"/></b>

<b>Recommendation #15</b>	
<b>Section</b>	Article 4.18
<b>Current Wording</b>	Any person serving on the Board of Directors shall be required to tender their resignation after missing three (3) consecutive board of director's meetings without valid cause.
<b>Proposed Revision</b>	Any person serving on the Board of Directors shall be required to tender their resignation after missing three (3) consecutive board of director's meetings without valid cause as determined by the Executive. If meetings are missed for valid cause, this shall be noted in the minutes.
<b>Action If Approved</b>	If approved, section 4.18 updated.
<b>Vote Results</b>	<b>In Favour _____; Contra minded _____;</b>
<b>Approval</b>	<b>Yes <input type="checkbox"/>; No <input type="checkbox"/></b>

<b>Recommendation #16</b>	
<b>Section</b>	Article 4.19
<b>Current Wording</b>	Add responsibilities of Executive
<b>Proposed Revision</b>	<p>4.8 The Executive is responsible for the following:</p> <ul style="list-style-type: none"> <li>i. Provide strategic leadership and ensure alignment with the organization's mission, goals, strategic plan and bylaws.</li> <li>ii. Act on urgent matters between board meetings, reporting all decisions to the full board.</li> <li>iii. Support the development and implementation of board policies and</li> </ul>

	<p>governance practices.</p> <ul style="list-style-type: none"><li>iv. Serve as the primary liaison between the Board and the Executive Director.</li><li>v. Provide guidance, support, and performance feedback to the Executive Director.</li><li>vi. Conduct or oversee the annual performance evaluation of the Executive Director.</li><li>vii. Approve key operational decisions, staffing changes, or initiatives as delegated by the board.</li><li>viii. Collaborate with the Executive Director and Secretary to set agendas for board meetings.</li><li>ix. Ensure that board meetings are focused, strategic, and well-informed.</li><li>x. Review financial reports and budgets prior to full board presentation.</li><li>xi. Monitor financial health and risk exposure of the organization.</li><li>xii. Recommend financial policies and practices to the board.</li><li>xiii. Lead board recruitment, orientation, and evaluation processes.</li><li>xiv. Ensure compliance with bylaws, legal obligations, and ethical standards.</li><li>xv. Recommend changes to governance structures or practices as needed.</li></ul>
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	<p>xvi. Act as the decision-making body in times of organizational crisis.</p> <p>xvii. Coordinate with the Executive Director and legal counsel as appropriate.</p>
<b>Action If Approved</b>	If approved, section 4.19 updated.
<b>Vote Results</b>	<b>In Favour</b> ____; <b>Contra minded</b> ____;
<b>Approval</b>	<b>Yes</b> <input type="checkbox"/> ; <b>No</b> <input type="checkbox"/>

<b>Recommendation #17</b>	
<b>Section</b>	Article 4.19(d)(ii)
<b>Current Wording</b>	Executive Committee meetings detailing the names of the Officers and Directors present at each meeting;
<b>Proposed Revision</b>	Executive meetings detailing the names of the Officers and Directors present at each meeting;
<b>Action If Approved</b>	If approved, section 4.19(d)(ii) updated.
<b>Vote Results</b>	<b>In Favour</b> ____; <b>Contra minded</b> ____;
<b>Approval</b>	<b>Yes</b> <input type="checkbox"/> ; <b>No</b> <input type="checkbox"/>

<b>Recommendation #18</b>	
<b>Section</b>	Article 4.21
<b>Current Wording</b>	Notice of the Board of Directors meeting shall be posted on the Association's website and emailed to each of the Directors
<b>Proposed Revision</b>	Notice of the Board of Directors meeting shall be posted on the Association's website and/or social media and emailed to each of the Directors
<b>Action If Approved</b>	If approved, section 4.21 updated.
<b>Vote Results</b>	<b>In Favour</b> ____; <b>Contra minded</b> ____;
<b>Approval</b>	<b>Yes</b> <input type="checkbox"/> ; <b>No</b> <input type="checkbox"/>

<b>Recommendation #19</b>	
<b>Section</b>	Article 5.3 – Nominating Procedures
<b>Current Wording</b>	<p>5.3 Subject to Articles 5.4-5.5, a Member may not occupy more than one slate for election.</p> <p>5.4 A Member or its delegate may be on the same slate for election to the Board of Directors and the slate for election to the office of First and/or Second Vice-President.</p> <p>5.5 In the event that a Member, or Member's delegate on more than one slate, is elected to the position of First Vice-President or Second Vice-President, then his or her name is removed from the other slates and in the event that a Member or Member's delegate whose name is on the slate for election to that position, then his name is removed from the other slates.</p> <p>5.6 Members or their delegates whose names have been placed on the slates and who are prepared to stand for elections and meet the eligibility requirements of Article 4.8 shall be considered as nominated and standing for election.</p> <p>5.7 In addition to the slate, nominations may be made and will be received from the floor if duly made by one (1) Member or Member's delegate and duly seconded by another member or Member's delegate and those who are thus nominated and meet the requirements of Article 4.8 and accept nomination will have their names added to the slate respecting the office for which they have been nominated and shall be considered as standing for election.</p> <p>5.8 All positions up for election in any given year shall be voted on under a separate ballot.</p>
<b>Proposed Revision</b>	<p>5.3 Subject to Articles 5.4 and 5.5, a Member or their delegate may not appear on more than one slate for election unless running for an Executive position.</p> <p>5.4 A Member or their delegate may be included on both:</p> <ul style="list-style-type: none"> <li>i. the slate for election to the Board of Directors, and</li> <li>ii. the slate for election to the office of any Executive position, provided they meet the Executive eligibility requirements outline in Article B.</li> </ul>

	<p>5.5 If a Member or their delegate is elected as an Executive member, their name will be removed from the slate.</p> <p>5.6 However, if a candidate is not elected to an Executive position, and their name also appears on the slate for election to the Board of Directors, they shall remain eligible and continue to stand for election as a Director.</p> <p>5.7 Members or their delegates listed on a slate, who meet the eligibility requirements under Article 4.8 and are willing to stand for election, shall be deemed nominated and standing for election.</p> <p>5.8 Nominations for election will not be accepted from the floor and shall follow the advanced nomination procedure outlines in Article 5.9.</p> <p>5.9 Voting Procedure</p> <p>a) The Executive positions will be voted on first, to ensure alignment with Articles 5.3 and 5.4.</p> <p>b) Each position up for election shall be voted on using a separate ballot.</p> <p>5.9 Advance notice of nominations</p> <p>a) Nominations of persons for election to the Board may be made at any annual or special meeting of the Board but only if the election of directors is a matter specified in the notice of meeting.</p> <p>b) In the case of an annual meeting of persons wishing to hold a position on the board of Directors, written notice of the nomination must be given to the Board not less than 30 days, unless otherwise specified by the board, prior to the date of the annual meeting; provided, however, that in the event that the annual meeting is to be held on a date that is less than 30 days after the date on which the notice of the date of the annual meeting was given, notice may be made not later than the close of business on the 10th day following such notice. Notwithstanding the foregoing, the Board may, in its sole discretion, waive any requirement in this paragraph (b).</p> <p>c) In the case of a special meeting of the Board(which is not also an annual meeting) called for the purpose of</p>
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	<p>electing Directors (whether or not called for other purposes), written notice of the nomination must be given to the Board not later than the close of business on the 15th day following the day on which notice of the date of the special meeting was made.</p> <p>d) The notice of nomination must set forth:</p> <ul style="list-style-type: none"> <li>i. the name, business name, business address, phone number and email address of the person, and</li> <li>ii. statement as to whether the person meets all eligibility requirements established by the Act and these bylaws to be elected to the Board.</li> </ul> <p>e) A candidate for election, whether nominated by the Nominations Committee or otherwise, must have delivered to the Board at the registered office of the Board, not less than fifteen (15) days prior to the date of the meeting of Board, a written representation and agreement (in the form provided by the Board) that such candidate,</p> <ul style="list-style-type: none"> <li>i. meets all eligibility requirements established by the Act and these bylaws to be elected to the Board; and</li> <li>ii. if elected as a Director of Board, will comply with all applicable conflict of interest, confidentiality, and other policies and guidelines of NLOHSA applicable to Directors and in effect during such person's term in office as a Director (and, if requested by any candidate for nomination, the Secretary-Treasurer of NLOHSA shall provide such candidate for nomination all such policies and guidelines then in effect).</li> </ul> <p>f) In no event shall any adjournment or postponement of a meeting of members or the announcement thereof commence a new time period for the giving of notice as described in paragraphs (b) and (c) or the delivery of a representation and agreement as described in paragraph (e).</p> <p>g) The Chair of the meeting of Members shall have the power and duty to determine whether a nomination was made in accordance with the procedures set forth in the foregoing provisions and, if any proposed nomination is not in compliance with such foregoing provisions, to declare that such defective nomination shall be disregarded.</p>
<b>Action If Approved</b>	If approved, Nominations procedure updated.

<b>Vote Results</b>	<b>In Favour _____; Contra minded _____;</b>
<b>Approval</b>	<b>Yes <input type="checkbox"/>; No <input type="checkbox"/></b>

<b>Recommendation #20</b>	
<b>Section</b>	Article 6.1
<b>Current Wording</b>	The Board of Directors may constitute committees from time to time to assist the Board of Directors or Association in carrying on the affairs of the Association. The Board of Directors shall constitute such committees as it deems necessary and shall prescribe their duties.
<b>Proposed Revision</b>	The Board of Directors may constitute committees (that may include individuals who do not sit on the Board) from time to time to assist the Board of Directors or Association in carrying on the affairs of the Association. The Board of Directors shall constitute such committees as it deems necessary and shall prescribe their duties.
<b>Action If Approved</b>	If approved, section 6.1 updated.
<b>Vote Results</b>	<b>In Favour _____; Contra minded _____;</b>
<b>Approval</b>	<b>Yes <input type="checkbox"/>; No <input type="checkbox"/></b>

<b>Recommendation #21</b>	
<b>Section</b>	Article 6.4
<b>Current Wording</b>	NA
<b>Proposed Revision</b>	Each committee shall be required to create a Terms of Reference (TOR) based on the TOR templates. Each TOR is required to be sent to the Executive for approval.
<b>Action If Approved</b>	If approved, section 6.4 added.
<b>Vote Results</b>	<b>In Favour _____; Contra minded _____;</b>
<b>Approval</b>	<b>Yes <input type="checkbox"/>; No <input type="checkbox"/></b>

<b>Recommendation #22</b>
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<b>Section</b>	Article 7.4
<b>Current Wording</b>	An extraordinary general meeting or annual general meeting may be requisitioned by at least fifty percent (50%) of the registered members signing a petition to that effect and causing same to be presented to the Board of Directors, who shall proceed forthwith to cause such a meeting to be convened within thirty (30) days of the presentation. If the Board of Directors do not cause such meeting to be convened within thirty (30) days of the presentation, those signing the petition can convene a meeting by giving notice in accordance with these Articles and in the event, that either of the President, First Vice-President or Second Vice-President shall fail or refuse to preside thereat, those in attendance shall elect by majority a Chairman who shall preside at such a meeting.
<b>Proposed Revision</b>	An extraordinary general meeting or annual general meeting may be requisitioned by at least fifty percent (50%) of the Board of Directors and then presented to the entire Board. shall proceed forthwith to cause Such a meeting shall be convened within thirty (30) days of the requisition. If the Board of Directors do not cause such meeting to be convened within thirty (30) days of the presentation, those signing the petition can convene a meeting by giving notice in accordance with these By-Laws and in the event, that either of the President, First Vice-President or Second Vice-President shall fail or refuse to preside thereat, those in attendance shall elect by majority a Chairman who shall preside at such a meeting.
<b>Action If Approved</b>	If approved, section 7.4 updated.
<b>Vote Results</b>	<b>In Favour</b> _____; <b>Contra minded</b> _____;
<b>Approval</b>	<b>Yes</b> <input type="checkbox"/> ; <b>No</b> <input type="checkbox"/>

<b>Recommendation #23</b>	
<b>Section</b>	Article 7.7
<b>Current Wording</b>	The notice shall be placed in a newspaper of province-wide circulation and this will be deemed notice.
<b>Proposed Revision</b>	The notice shall be posted on the organizations social media platforms .
<b>Action If Approved</b>	If approved, section 7.7 updated.

<b>Vote Results</b>	<b>In Favour _____; Contra minded _____;</b>
<b>Approval</b>	<b>Yes <input type="checkbox"/>; No <input type="checkbox"/></b>

<b>Recommendation #24</b>	
<b>Section</b>	Article 7.12
<b>Current Wording</b>	<p>At all annual general meetings, the order of business shall be as follows:</p> <ul style="list-style-type: none"> <li>(a) Call to order;</li> <li>(b) Reading of the minutes of the previous Annual general meeting;</li> <li>(c) Business arising out of Minutes;</li> <li>(d) Committee Reports;</li> <li>(e) Unfinished business</li> <li>(f) New business</li> <li>(g) Election of officers Executive and Directors</li> </ul>
<b>Proposed Revision</b>	<p>At all annual general meetings, the order of business shall be as follows:</p> <ul style="list-style-type: none"> <li>(a) Call to order;</li> <li>(b) Approval of Agenda</li> <li>(c) Reading and approval of the minutes of the previous Annual general meeting;</li> <li>(d) Chairperson's Report</li> <li>(e) Financial Report</li> <li>(f) Auditor's Report</li> <li>(g) Board Elections</li> <li>(h) Special Resolutions</li> </ul>

	<ul style="list-style-type: none"> <li>(i) Committee Reports;</li> <li>(j) Q &amp; A Session</li> <li>(k) Other business</li> <li>(l) Closing remarks adjournment</li> </ul>
<b>Action If Approved</b>	If approved, section 7.12 updated.
<b>Vote Results</b>	<b>In Favour</b> _____; <b>Contra minded</b> _____;
<b>Approval</b>	<b>Yes</b> <input type="checkbox"/> ; <b>No</b> <input type="checkbox"/>

<b>Recommendation #25</b>	
<b>Section</b>	Article 7.13
<b>Current Wording</b>	NA
<b>Proposed Revision</b>	<p>7.13 At all other quarterly meeting of the board, the order of business shall be:</p> <ul style="list-style-type: none"> <li>(a) Call to order;</li> <li>(b) Approval of Agenda</li> <li>(c) Reading and approval of the minutes;</li> <li>(d) Financial Report</li> <li>(e) Committee Reports;</li> <li>(f) New Business</li> <li>(g) Closing remarks adjournment</li> </ul>
<b>Action If Approved</b>	If approved, add section 7.13.
<b>Vote Results</b>	<b>In Favour</b> _____; <b>Contra minded</b> _____;
<b>Approval</b>	<b>Yes</b> <input type="checkbox"/> ; <b>No</b> <input type="checkbox"/>

**Recommendation #26**

<b>Section</b>	Responsibilities of Officers
<b>Current Wording</b>	Responsibilities of Officers
<b>Proposed Revision</b>	Responsibilities of the Executive
<b>Action If Approved</b>	If approved, section updated.
<b>Vote Results</b>	<b>In Favour</b> _____; <b>Contra minded</b> _____;
<b>Approval</b>	<b>Yes</b> <input type="checkbox"/> ; <b>No</b> <input type="checkbox"/>

<b>Recommendation #27</b>	
<b>\Section</b>	7.19
<b>Current Wording</b>	NA
<b>Proposed Revision</b>	The chairperson at a meeting of the board, shall only vote in the event of a tie.
<b>Action If Approved</b>	If approved, section 7.19 updated.
<b>Vote Results</b>	<b>In Favour</b> _____; <b>Contra minded</b> _____;
<b>Approval</b>	<b>Yes</b> <input type="checkbox"/> ; <b>No</b> <input type="checkbox"/>

<b>Recommendation #28</b>	
<b>Section</b>	10.2
<b>Current Wording</b>	The President; The Secretary-Treasurer; and one (1) other Officer, Director or Member appointed by the Board of Directors.
<b>Proposed Revision</b>	<p>10.2 The President; The Secretary-Treasurer; and the Executive Director.</p> <p>10.3 Cheques on bank accounts, drafts drawn or accepted by the Association, promissory notes given by the Association, acceptances, bills of exchange, orders for the payment of money and other instruments of a like nature may be made, signed, drawn accepted or endorsed, as the case may be, under the joint signatures of two (2) of the three (3) Signing Officers.</p>

<b>Action If Approved</b>	If approved, section 10.2 updated.
<b>Vote Results</b>	<b>In Favour</b> ____; <b>Contra minded</b> ____;
<b>Approval</b>	<b>Yes</b> <input type="checkbox"/> ; <b>No</b> <input type="checkbox"/>

<b>Recommendation #29</b>	
<b>Section</b>	Schedule "A" (6)
<b>Current Wording</b>	To cooperate with, liaise with, the Workplace Health, Safety and Compensation Commission and the Government of Newfoundland & Labrador for the furthering of the objectives of the association and the promotion of occupational Health & Safety.
<b>Proposed Revision</b>	To cooperate with, liaise with, the Workplace NL and the Government of Newfoundland & Labrador for the furthering of the objectives of the association and the promotion of occupational Health & Safety.
<b>Action If Approved</b>	If approved, section updated.
<b>Vote Results</b>	<b>In Favour</b> ____; <b>Contra minded</b> ____;
<b>Approval</b>	<b>Yes</b> <input type="checkbox"/> ; <b>No</b> <input type="checkbox"/>

<b>Recommendation #30</b>	
<b>Section</b>	Schedule "A" The following restrictions apply
<b>Current Wording</b>	The corporation shall not permit its members, Directors or, Trustees, or Officers to be comprised so that a majority of the same are related or do not deal at arms length;
<b>Proposed Revision</b>	The corporation shall not permit its Executive, Directors or Trustees to be comprised so that a majority of the same are related or do not deal at arms length;
<b>Action If Approved</b>	If approved, section updated.
<b>Vote Results</b>	<b>In Favour</b> ____; <b>Contra minded</b> ____;
<b>Approval</b>	<b>Yes</b> <input type="checkbox"/> ; <b>No</b> <input type="checkbox"/>

<b>Recommendation #31</b>	
<b>Section</b>	4.0 Board meetings
<b>Current Wording</b>	NA
<b>Proposed Revision</b>	<p>Official Meetings called to Order by the chair of the meeting usually the President, verification there is a quorum and the agenda motioned, seconded from the floor, discussion and call for a show of hand for and against the motion. Results then record as motion adopted / passed, or motion not passed / failed. This would be the same process for all topics, reports, committees, finances etc. during official board meetings.</p> <p>Script</p> <ol style="list-style-type: none"> <li>1. Announce motion – I move we accept this report, chair asks for a seconder.             <ol style="list-style-type: none"> <li>a. Seconder Identified – Seconder raises their hand and / stats I second the motion.</li> </ol> </li> <li>2. Call for discussion - Chair calls from the floor is there any discussion? If there are the motion is now discussed.             <ol style="list-style-type: none"> <li>a. If no discussion is required or once the discussion has happened the chair will now call for a vote.</li> </ol> </li> <li>3. Call for Vote – The chair shall call for a vote by show of hands from the floor for those in favor and a second call for any votes against the motion. Results are announced as motion adopted / passed or motion not passed / failed</li> </ol>
<b>Action If Approved</b>	If approved, section added.
<b>Vote Results</b>	<b>In Favour</b> _____; <b>Contra minded</b> _____;
<b>Approval</b>	<b>Yes</b> <input type="checkbox"/> ; <b>No</b> <input type="checkbox"/>

<b>Recommendation #32</b>	
<b>Section</b>	6.0 Other committees
<b>Current Wording</b>	NA
<b>Proposed Revision</b>	<p>The Board may establish subcommittees as necessary and shall operate under the authority of the Board and report regularly on its activities. Subcommittees must have at least one Board member and may include non-Board volunteers with relevant expertise. The Board shall approve the purpose, scope, and membership of each subcommittee. Subcommittees do not have independent decision-making</p>

	authority; all recommendations require Board approval. The Board may dissolve any subcommittee at its discretion.
<b>Action If Approved</b>	If approved, bullet point 6.5 added.
<b>Vote Results</b>	<b>In Favour</b> ____; <b>Contra minded</b> ____;
<b>Approval</b>	<b>Yes</b> <input type="checkbox"/> ; <b>No</b> <input type="checkbox"/>