Date: August 19, 2013

Memo To: Members of the NECA Board of Governors

From: Traci M. Pickus
Secretary-Treasurer

Subject: Proposals for the Board of Governors Meeting

The attached proposals were properly submitted in accordance with Section 8.8 of the NECA Bylaws for review and action at the October 12, 2013 meeting of the Board of Governors. The meeting will be held at Grand Hyatt Washington in Washington, DC.

There are two proposals to amend the Bylaws and three Ordinary Proposals. If adopted the proposed changes shall become effective immediately (unless otherwise indicated). Bylaw Amendment #2 would become effective January 1, 2015.

Additional information pertaining to the Board of Governors meeting can be found at: http://www.necanet.org/events/national-events/board-of-governors.
BYLAW AMENDMENT #1 — Proposal to amend Sections 10.2, 10.3, 10.4, 10.5, 10.6 and 10.7 re Terms of Office (submitted by Executive Committee)

Whereas NECA has previously established term limits for its member officers, and

Whereas, vacancies created by the death of a District Vice President and the resignation for personal reasons of a another District Vice President raised questions regarding the application of term limits to the fulfillment of an unexpired term as defined in Section 10.4(d), and

Whereas, the NECA Executive Committee wishes to provide clearer definitions of term limits in the Bylaws,

Now, therefore, be it resolved that the bylaws be amended as follows

**Current Language**

**ARTICLE X. MEMBER OFFICERS**

**Section 10.1.** Member Officers of this Association shall include: a President, a President Elect, a District Vice President representing each District and a Vice President At Large.

**Section 10.2. The President.** The President shall be the senior elected officer of the Association.

(a) **Qualifications.** Candidates for President must, within the previous five (5) years, have served one (1) term on the Executive Committee or at least two (2) years on the Board of Governors and represent a Member who is a signatory to an I.B.E.W. labor agreement.

(b) **Nomination.**

1) By the Executive Committee. It is intended that the President Elect shall automatically ascend to the office of the President at the conclusion of each President's three (3) year term. However, in the event the President Elect is unable, unwilling or for any reason prevented from ascending to the Presidency, the Executive Committee shall nominate, from among the members of the Association or their duly accredited representatives, one or more candidates for the office of President at its last regular meeting which precedes, by at least sixty (60) days, the regular meeting of the Board of Governors in the third calendar year of a President's term.

**Proposed Language**

(strikeover indicates deleted language; underline indicates new language)

**ARTICLE X. MEMBER OFFICERS**

**Section 10.1.** Member Officers of this Association shall include: a President, a President Elect, a District Vice President representing each District and a Vice President At Large.

**Section 10.2. The President.** The President shall be the senior elected officer of the Association.

(a) **Qualifications.** Candidates for President must, within the previous five (5) years, have served one (1) term on the Executive Committee or at least two (2) years on the Board of Governors and represent a Member who is a signatory to an I.B.E.W. labor agreement.

(b) **Nomination.**

1) By the Executive Committee. It is intended that the President Elect shall automatically ascend to the office of the President at the conclusion of each President's three (3) year term. However, in the event the President Elect is unable, unwilling or for any reason prevented from ascending to the Presidency, the Executive Committee shall nominate, from among the members of the Association or their duly accredited representatives, one or more candidates for the office of President at its last regular meeting which precedes, by at least sixty (60) days, the regular meeting of the Board of Governors in the third calendar year of a President's term.
2) Other Nominations. Additional nominations for the office of President, from among the members or their duly accredited representatives, may be made by any Governor with the written concurrence of a majority of the Governors from the District in which the nominee operates the headquarters of his business, by filing the nomination with the Secretary/Treasurer at any time after the nominations of the Executive Committee and more than thirty (30) days prior to the date of such regular meeting of the Board of Governors.

(c) **Election.** In the event the President Elect is unable, unwilling or for any reason prevented from ascending to the Presidency, the President of the Association shall be elected by the Board of Governors at its last regular meeting in the third year of each President's term. Individual members shall have the right to vote by proxy one vote each for a duly nominated candidate for President. Proxy ballots shall be mailed to the Secretary/Treasurer.

(d) **Term of Office.** Presidents' term shall begin January first of the year following their election. Presidents shall serve three (3) years or until their successors are duly qualified and elected. The President shall serve no more than one (1) term.

(e) **Duties.** The President shall perform the following duties:

1) Exercise leadership necessary to promote the policies and programs of the Association.

2) Speak for the Association and the electrical contracting industry.

3) Preside at all meetings of the Board of Governors, the Executive Committee, and the Convention.

4) Appoint the Chairman and members of all Committees not otherwise specified in these Bylaws.

5) Perform other duties assigned by the Board of Governors.

Section 10.3. The President Elect. The President Elect shall be elected to succeed the President at the conclusion of the President's term.

(a) **Qualifications.** Candidates for President Elect must meet the same qualifications required of candidates.

2) Other Nominations. Additional nominations for the office of President, from among the members or their duly accredited representatives, may be made by any Governor with the written concurrence of a majority of the Governors from the District in which the nominee operates the headquarters of his business, by filing the nomination with the Secretary/Treasurer at any time after the nominations of the Executive Committee and more than thirty (30) days prior to the date of such regular meeting of the Board of Governors.

(c) **Election.** In the event the President Elect is unable, unwilling or for any reason prevented from ascending to the Presidency, the President of the Association shall be elected by the Board of Governors at its last regular meeting in the third year of each President's term. Individual members shall have the right to vote by proxy one vote each for a duly nominated candidate for President. Proxy ballots shall be mailed to the Secretary/Treasurer.

(d) **Term of Office.** Presidents' term shall begin January first of the year following their election. Presidents shall serve three (3) years or until their successors are duly qualified and elected. The President shall serve no more than one (1) **full three-year** term.

(e) **Duties.** The President shall perform the following duties:

1) Exercise leadership necessary to promote the policies and programs of the Association.

2) Speak for the Association and the electrical contracting industry.

3) Preside at all meetings of the Board of Governors, the Executive Committee, and the Convention.

4) Appoint the Chairman and members of all Committees not otherwise specified in these Bylaws.

5) Perform other duties assigned by the Board of Governors.

Section 10.3. The President Elect. The President Elect shall be elected to succeed the President at the conclusion of the President's term.

(a) **Qualifications.** Candidates for President Elect must meet the same qualifications required of candidates.
for President, and must indicate, in writing, their willingness to serve as President, if elected. (See Section 10.2(a) above.)

(b) **Nomination.** Candidates for President Elect shall be nominated in the same manner as candidates for President, specified in Section 10.2(b) above.

(c) **Election.** The President Elect shall be elected in the same manner as the President, specified in Section 10.2(c) above.

(d) **Term of Office.** President Elect terms shall begin January first of the year following their election. Presidents Elect shall serve terms of one (1) year corresponding to the third or final year of each President's term and shall serve no more than one (1) term.

(e) **Duties.** The President Elect shall perform the following duties:

1) Become fully familiar with the Association's history, structure, purposes, governance, policies, assets, obligations, ongoing activities, strategic plan and operations.

2) Assess and optimize personal circumstances and skills to undertake Presidential duties.

3) Develop clear and shared understandings with the Association's Board of Governors and the Chief Executive Officer to facilitate an optimum leadership transition.

4) Study and select appointees for approval of the Executive Committee in consultation with current and continuing leaders and staff.

5) Perform other duties that may be assigned by the President or Executive Committee.

**Section 10.4. District Vice Presidents.**

(a) **Qualifications.** At the time of nomination, candidates for District Vice President must:

1) Have served at least one (1) full year on the Board of Governors within the past five (5) years.

2) Represent a member who is a signatory to an I.B.E.W. labor agreement.
3. Be members in good standing of Chapters within that District.

(b) **Nomination.** Nominations for District Vice Presidents must be signed by a Governor from that District and received in writing by the Secretary/Treasurer, not more than sixty (60) days nor less than thirty (30) days prior to the date of the Board of Governors meeting at which elections will be held.

(c) **Election.** One (1) District Vice President shall be elected by the Governors in each District. Districts designated by even numbers shall elect District Vice Presidents in even numbered years and Districts designated with odd numbers shall elect District Vice Presidents in odd numbered years, all to take office on the first day of January following their election.

(d) **Term.** District Vice Presidents shall be elected to a two (2) year term. District Vice Presidents shall serve no more than two (2) consecutive terms.

(e) **Duties.** District Vice Presidents shall:

1) Represent the conveyed interests of the chapters in their districts to the Association and the Executive Committee.

2) Promote the policies and programs of this Association.

3) Lend counsel and advice to Chapter officers and agents and coordinate their efforts.

4) Investigate and report pertinent developments in the District that could affect this Association.

5) Perform such additional duties as the Board of Governors may from time to time assign.

**Section 10.5. Vice President At Large.** The Vice President At Large shall be appointed by the Executive Committee from among qualified representatives of member firms in the United States and having annual
payrolls in excess of nine hundred thousand (900,000) manhours. The Vice President At Large shall be appointed at the Executive Committee meeting held at the convention in odd numbered years and shall serve a term of two (2) years beginning the first day of January of the year following their selection. The Vice President At Large may serve no more than two (2) consecutive terms. The Vice President At Large shall perform those duties specified by the Executive Committee.

Section 10.6. Prohibition on Holding Multiple Offices. The President, the President Elect, District Vice Presidents or the Vice President At Large may not represent any chapter in the Board of Governors. No person may hold more than one of the following Offices or positions at the same time:

(a) President of the Association
(b) President Elect
(c) District Vice President
(d) Vice President At Large
(e) Governor representing a Chapter

Section 10.7. Vacancies.

(a) In the event the President resigns or is unable to serve —

(1) If there is a sitting President Elect, the President Elect shall immediately assume the duties of the President.

(2) If there is no President Elect, the Executive Committee shall select a District Vice President to perform the duties of the President for such period as may be necessary.
serve one (1) three-year term may be necessary.

3) However, if there is no sitting President Elect and the event the vacancy occurs after the Board of Governors has already elected the next President pursuant to Section 10.2 (c), but before the elected-candidate's term has begun, the elected-candidate shall perform the duties of President until the elected candidate's term officially begins pursuant to Section 10.2 (d).

(b) In the event a District Vice President is unable to serve, as determined by the Executive Committee, the Governors from the District where the vacancy exists, shall, at a time and in a manner determined by the NECA President, elect a qualified Member from that District (see Section 10.4) to serve the unexpired term.

(b) In the event a District Vice President resigns or is unable to serve, as determined by the Executive Committee, the vacancy shall be filled in the following manner:

1) The Governors from the District where the vacancy exists, shall, at a time and in a manner determined by the NECA President, elect a qualified Member from that District (see Section 10.4) to serve the unexpired term.

2) However, in the event the vacancy occurs after the Governors of that District have already elected the next District Vice President of that District pursuant to Section 10.4 (c), but before the elected-candidate's term has begun, the elected-candidate shall perform the duties of District Vice President of that District until the elected candidate's term officially begins pursuant to Section 10.4 (d).

(c) In the event the Vice President At Large resigns or is unable to serve, as determined by the Executive Committee, the Executive Committee shall, at a time and in a manner determined by the NECA President, appoint a qualified Vice President At Large (see Section 10.5) to serve the unexpired term.

Comment from NECA National Office:

Under advice of its legal counsel and using Roberts Rules of Order as a guide, NECA is seeking to better define the term limit provisions of its bylaws, especially with regard to fulfillment of an unexpired term of office. These amendments clarify the application of term limits in accordance with the Board of Governors original intent and are recommended for adoption.

It is recommended FOR adoption.
BYLAW AMENDMENT #2 — Proposal to amend Sections 8.2, 9.2, 9.3, 10.1, 10.2, 10.3, 10.6 and 10.7 re President Elect
(submitted by Executive Committee)

Whereas, as part of a major revision of its bylaws in 2004 NECA created the position of President-Elect, and

Whereas, the position was created for the purpose of better transitioning the office of President of the association, and

Whereas the President-Elect automatically ascends to the office of President at the conclusion of the previous President's term, and

Whereas there have been two President-Elect officers who have filled the position since it was created, and

Whereas, experience has shown the transition period is too long and not necessary to adequately prepare an individual for the office of NECA President, and

Whereas the value of the having an additional officer has been less than anticipated, and

Whereas, the NECA Executive Committee recommends that the position of President-Elect be eliminated following the term of service of the next President-Elect,

Now, therefore, be it resolved that the Bylaws be amended as follows with such amendments becoming effective on January 1, 2015:

Current Language

ARTICLE VIII. BOARD OF GOVERNORS

Section 8.1. Authority of Board of Governors. The Board of Governors is the ultimate governing body of this Association and shall control all its assets and affairs and formulate its policies and programs.

Section 8.2. Structure of Board of Governors. The Board of Governors shall consist of:

(a) One (1) Governor elected from and by the Members of each Chapter empowered to elect Governors affiliated with this Association.

(b) The President of this Association.

(c) The President Elect.

(d) The District Vice Presidents.

(e) The Vice President At Large.

Proposed Language

ARTICLE VIII. BOARD OF GOVERNORS

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Section 8.2. Structure of Board of Governors. The Board of Governors shall consist of:

(a) One (1) Governor elected from and by the Members of each Chapter empowered to elect Governors affiliated with this Association.

(b) The President of this Association.

(c) The President Elect.

(d) The District Vice Presidents.

(e) The Vice President At Large.
Section 8.3. Selection of Governors. Each chapter located in an odd-numbered District shall, in January of each odd-numbered year, select one of its active Regular Members to serve as a member of the Board of Governors of this Association for a term of two (2) years. Each chapter located in an even-numbered District shall, in January of each even-numbered year, select one of its active Regular Members to serve as a member of the Board of Governors of this Association for a term of two (2) years. Governors shall take office upon selection and notification sent to the Secretary/Treasurer in writing.

Section 8.4. Duties and Responsibilities of Governors. Governors shall be liaison officers and responsible for representing and communicating the views of their Chapters to the Board of Governors. At the same time, as Governors of this Association, they shall be responsible for communicating and promoting the objectives and programs of this Association to their Chapters and its Members.

Section 8.5. Quorum of Board of Governors. A quorum for the transaction of business by the Board of Governors shall be a majority of all Governors.

Section 8.6. Meetings of the Board of Governors.

(a) Notice. A regular meeting of the Board of Governors shall be held at a time and place determined by the President between September first and December fifteenth. Other meetings of the Board of Governors shall be called by the President upon request of at least thirty-five (35) percent of the Governors or a majority of the Executive Committee. Notice of all meetings of the Board of Governors shall be sent to all Governors and Presidents of Chapters by the Secretary/Treasurer at least twenty (20) days prior to meetings.

(b) Unit Voting. On ballot votes, except on matters pertaining to Labor Relations, each Governor shall cast, as a unit, all the number of votes as provided in the Bylaws (Section 4.4) for the members of the chapter who are in good standing thirty (30) days prior to the date of the meeting. On any matter pertaining to labor relations, the number of votes shall be limited to those attributable to members signatory to an I.B.E.W. labor agreement. The President, District Vice-Presidents and the Vice-President-at-Large shall cast one (1) vote each.

(c) Ballot or Voice Voting. In all elections of officers,
except when the candidate is unopposed, and in voting on amendments to the Bylaws, the Board of Governors shall take a ballot vote. On other matters, the usual form of viva-voce voting shall prevail with each member of the Board of Governors having one vote, provided any member of the Board of Governors may call for a ballot vote on any question before the question is put to the Board of Governors for a vote. When the Board of Governors utilizes a ballot vote, a tally of each vote showing both the number of votes cast, as well as the votes by each Governor, shall be made available to each Chapter.

(d) **Other Actions.** The Board of Governors may also act without meeting (such as conferring and acting by means of mail, e-mail, telephone conference, or facsimile communication), except to amend these Bylaws. Such action shall be recorded in the minutes of the next meeting of the Board of Governors.

Section 8.7. Alternates. Chapters authorized to select Governors may select “alternates” to represent the Chapter when they deem it appropriate. Chapters shall notify the Secretary/Treasurer in writing of the selection of “alternate” and successors to Governors.

Section 8.8. Agenda. Agenda topics or proposals such as new policies, policy changes, agreements or changes to agreements having a significant effect upon Members, Chapters, and/or this Association shall be received by the Secretary/Treasurer at least sixty (60) days prior to the meeting at which such proposals will be considered. Such agenda topics or proposals shall be distributed in writing to all Governors by the Secretary/Treasurer at least fifty (50) days prior to the meeting at which they will be considered. Responses, amendments, and/or substitutes to such topics or proposals must be submitted to the Secretary/Treasurer at least thirty (30) days prior to meetings at which they are to be considered. Proposals and modifications, or other responses to proposals, received by these deadlines shall be sent by the Secretary/Treasurer to all Governors at least twenty (20) days prior to the meeting at which they are to be considered.

Section 8.9. Chairman of the Board of Governors. The President of this Association shall Chair all meetings of the Board of Governors.

Section 8.10. Governor’s Expenses. Chapters shall be responsible for expenses related to their Governor’s attending meetings of the Board of Governors.
ARTICLE IX. EXECUTIVE COMMITTEE

Section 9.1. Authority of the Executive Committee. The Executive Committee of the Board of Governors shall be authorized to act on behalf of this Association between meetings of the Board of Governors in all matters not expressly reserved to the Members or Board of Governors by the Articles of Incorporation, these Bylaws or directives of the Board of Governors, provided that such actions are approved by the Board of Governors at its next meeting. The Executive Committee shall also be authorized to act at all times in matters specifically assigned to it in the Articles of Incorporation these Bylaws or directives of the Board of Governors.

Section 9.2. Structure of Executive Committee. The Executive Committee shall consist of the President, the President Elect, the District Vice Presidents, the Vice President At Large, the CEO, the Secretary/Treasurer and other Staff Officers (See Section 11.6). Each member of the Executive Committee shall have one vote, except that the President Elect, the CEO, the Secretary/Treasurer and other Staff Officers shall have voice but no vote.

Section 9.3. Duties and Responsibilities of the Executive Committee. In addition to responsibilities specified in Section 9.1, the Executive Committee shall:

(a) Be responsible for Labor Relations activities of this Association.

(b) Be responsible for financial management, reserve accumulation and management, investments, budgeting and safe keeping of the Association’s assets in accord with Policies and directives of the Board of Governors.

(c) Be responsible for employing the chief executive officer (CEO) and providing for the employment of staff under the direction of the CEO.

(d) Be responsible for setting the time, date and location of each “Convention” at least sixty (60) days prior to the date thereof.

(e) Be responsible for recording and furnishing copies of the minutes to the Board of Governors immediately following such proceedings.

(f) Be responsible for nominating a qualified candidate for President Elect of the Association in the year...
preceding the final year of the President's term at least sixty (60) days prior to the last regular meeting of that year.

(g) Be responsible for appointing a Vice President At Large.

(h) Be responsible for such other, as the Board of Governors may deem appropriate.

Section 9.4. Quorum of The Executive Committee. A Quorum for transaction of business of the Executive Committee shall be a majority of all members of the Executive Committee.

Section 9.5. Meetings of The Executive Committee. The Executive Committee shall meet at least three (3) times annually at the call and at such time and place as the President may specify. Meetings of the Executive Committee may also be convened by a written request of a majority of the Committee. Notice of all meetings of the Executive Committee shall be sent to all members of the Committee by the Secretary/Treasurer at least ten (10) days prior to such meetings. The Executive Committee may also act without meeting (such as conferring and acting by means of mail, e-mail, telephone conference, or facsimile communication). Such action shall be recorded in the minutes of the next meeting.

Section 9.6. Chairmanship. The President of the Association shall serve as Chairman of the Executive Committee.

Section 9.7. Expenses of Executive Committee. Expenses of members of the Executive Committee related to attending Committee meetings and meeting of the Board of Governors shall be paid by the Association.

ARTICLE X. MEMBER OFFICERS

Section 10.1. Member Officers of this Association shall include: a President, a President Elect, a District Vice President representing each District and a Vice President At Large.

Section 10.2. The President. The President shall be the senior elected officer of the Association.

(a) Qualifications. Candidates for President must, within the previous five (5) years, have served one (1) term on the Executive Committee or at least two (2) years on the Board of Governors preceding the final year of the President's term at least sixty (60) days prior to the last regular meeting of that year.

(g) Be responsible for appointing a Vice President At Large.

(h) Be responsible for such other, as the Board of Governors may deem appropriate.

Section 10.3. The President Elect. The President Elect shall be the immediate past President. The President Elect shall serve as a member of the Executive Committee and shall become President at the expiration of the term of the President.

Section 10.4. The District Vice Presidents. The District Vice Presidents shall be elected for three (3) year terms and shall serve as a member of the Executive Committee. Each District shall be represented by only one (1) District Vice President at any one time. The District Vice Presidents shall be appointed by the President.

Section 10.5. The Vice President At Large. The Vice President At Large shall be elected for a three (3) year term by a majority vote of the Board of Governors. The Vice President At Large shall serve as the President Elect.

Section 10.6. The Board of Governors. The Board of Governors shall consist of the President, the President Elect, the District Vice Presidents, and the Vice President At Large. The Board of Governors shall be elected by the voting members of the Association.

Section 10.7. The National Committee. The National Committee shall consist of the President, the President Elect, the District Vice Presidents, the Vice President At Large and the President of the National Committee.

ARTICLE XI. PROCEDURES

Section 11.1. Bylaws. The Bylaws shall be the rules and regulations governing the operations of the Association.

Section 11.2. Amendments. Amendments to the Bylaws shall be proposed by a majority vote of the Board of Governors. Amendments shall be submitted to the members of the Association for approval by a majority vote of the members.

Section 11.3. Meetings. Meetings of the Board of Governors shall be held at least three (3) times annually at the call of the President. Meetings of the Board of Governors may also be convened by a written request of a majority of the members.

Section 11.4. Quorum. A Quorum for transaction of business of the Board of Governors shall be a majority of all members of the Board of Governors.

Section 11.5. Minutes. Minutes of all meetings of the Board of Governors shall be recorded and distributed to all members of the Board of Governors.

Section 11.6. Chairmanship. The President of the Association shall serve as Chairman of the Board of Governors.

Section 11.7. Expenses of Board of Governors. Expenses of members of the Board of Governors related to attending meetings of the Board of Governors shall be paid by the Association.

ARTICLE XII. FINANCIAL MATTERS

Section 12.1. Budget. The budget of the Association shall be prepared by the President and approved by the Board of Governors.

Section 12.2. Financial Reports. Financial reports shall be prepared and submitted to the Board of Governors at least three (3) times annually.

Section 12.3. Audit. An independent audit of the financial records of the Association shall be conducted at least once every three (3) years.

Section 12.4. Reserve. A reserve fund shall be established and maintained by the Association.

Section 12.5. Contributions. Contributions shall be accepted and used for the benefit of the Association.

ARTICLE XIII. RESOLUTIONS

Section 13.1. Adoption of Resolutions. Resolutions shall be adopted by a majority vote of the members present at a regular meeting of the Association.

Section 13.2. Adoption of Amendments. Amendments to the Resolutions shall be proposed by a majority vote of the members present at a regular meeting of the Association. Amendments shall be submitted to the members of the Association for approval by a majority vote of the members.

ARTICLE XIV. AMENDMENTS

Section 14.1. Amendments to the Constitution and Bylaws. Amendments to the Constitution and Bylaws shall be proposed by a majority vote of the Board of Governors. Amendments shall be submitted to the members of the Association for approval by a majority vote of the members.

Section 14.2. Adoption of Amendments. Amendments to the Constitution and Bylaws shall be adopted by a majority vote of the members present at a regular meeting of the Association.

Section 14.3. Effective Date. Amendments to the Constitution and Bylaws shall become effective upon adoption by the members of the Association.

ARTICLE XV. DISINTEGRATION

Section 15.1. Dissolution. The Association may be dissolved by a majority vote of the members present at a regular meeting of the Association.

Section 15.2. Liquidation. The liquidation of the Association shall be conducted by the President and the Board of Governors.
and represent a Member who is a signatory to an I.B.E.W. labor agreement.

(b) Nomination.

1) By the Executive Committee. It is intended that the President Elect shall automatically ascend to the office of the President at the conclusion of each President's three (3) year term. However, in the event the President Elect is unable, unwilling or for any reason prevented from ascending to the Presidency, the Executive Committee shall nominate, from among the members of the Association or their duly accredited representatives, one or more candidates for the office of President at its last regular meeting which precedes, by at least sixty (60) days, the regular meeting of the Board of Governors in the third calendar year of a President’s term.

2) Other Nominations. Additional nominations for the office of President, from among the members or their duly accredited representatives, may be made by any Governor with the written concurrence of a majority of the Governors from the District in which the nominee operates the headquarters of his business, by filing the nomination with the Secretary/Treasurer at any time after the nominations of the Executive Committee and more than thirty (30) days prior to the date of such regular meeting of the Board of Governors.

(c) Election. In the event the President Elect is unable, unwilling or for any reason prevented from ascending to the Presidency, the President of the Association shall be elected by the Board of Governors at its last regular meeting in the third year of each President's term. Individual members shall have the right to vote by proxy one vote each for a duly nominated candidate for President. Proxy ballots shall be mailed to the Secretary/Treasurer.

(d) Term of Office. Presidents' term shall begin January first of the year following their election. Presidents shall serve three (3) years or until their successors are duly qualified and elected. The President shall serve no more than one (1) term.

(e) Duties. The President shall perform the following duties:

1) By the Executive Committee. It is intended that the President Elect shall automatically ascend to the office of the President at the conclusion of each President’s three (3) year term. However, in the event the President Elect is unable, unwilling or for any reason prevented from ascending to the Presidency, the Executive Committee shall nominate, from among the members of the Association or their duly accredited representatives, one or more candidates for the office of President at its last regular meeting which precedes, by at least sixty (60) days, the regular meeting of the Board of Governors in the third calendar year of a President’s term.

2) Other Nominations. Additional nominations for the office of President, from among the members or their duly accredited representatives, may be made by any Governor with the written concurrence of a majority of the Governors from the District in which the nominee operates the headquarters of his business, by filing the nomination with the Secretary/Treasurer at any time after the nominations of the Executive Committee and more than thirty (30) days prior to the date of such regular meeting of the Board of Governors.

(c) Election. In the event the President Elect is unable, unwilling or for any reason prevented from ascending to the Presidency, the President of the Association shall be elected by the Board of Governors at its last regular meeting in the third year of each President’s term. Individual members shall have the right to vote by proxy one vote each for a duly nominated candidate for President. Proxy ballots shall be mailed to the Secretary/Treasurer.

(d) Term of Office. Presidents’ term shall begin January first of the year following their election. Presidents shall serve three (3) years or until their successors are duly qualified and elected. The President shall serve no more than one (1) full three-year term.

(e) Duties. The President shall perform the following duties:
1) Exercise leadership necessary to promote the policies and programs of the Association.

2) Speak for the Association and the electrical contracting industry.

3) Preside at all meetings of the Board of Governors, the Executive Committee, and the Convention.

4) Appoint the Chairman and members of all Committees not otherwise specified in these Bylaws.

5) Perform other duties assigned by the Board of Governors.

Section 10.3. The President Elect. The President Elect shall be elected to succeed the President at the conclusion of the President’s term.

(a) Qualifications. Candidates for President Elect must meet the same qualifications required of candidates for President, and must indicate, in writing, their willingness to serve as President, if elected. (See Section 10.2(a) above.)

(b) Nomination. Candidates for President Elect shall be nominated in the same manner as candidates for President, specified in Section 10.2(b) above.

(c) Election. The President Elect shall be elected in the same manner as the President, specified in Section 10.2(c) above.

(d) Term of Office. President Elect terms shall begin January first of the year following their election. Presidents Elect shall serve terms of one (1) year corresponding to the third or final year of each President’s term and shall serve no more than one (1) term.

(e) Duties. The President Elect shall perform the following duties:

1) Become fully familiar with the Association’s history, structure, purposes, governance, policies, assets, obligations, ongoing activities, strategic plan and operations.

2) Assess and optimize personal circumstances and skills to undertake Presidential duties.

3) Develop clear and shared understandings with
the Association’s Board of Governors and the Chief Executive Officer to facilitate an optimum leadership transition.

4) Study and select appointees for approval of the Executive Committee in consultation with current and continuing leaders and staff.

5) Perform other duties that may be assigned by the President or Executive Committee.

Section 10.4. District Vice Presidents.

(a) Qualifications. At the time of nomination, candidates for District Vice President must:

1. Have served at least one (1) full year on the Board of Governors within the past five (5) years.

2. Represent a member who is a signatory to an I.B.E.W. labor agreement.

3. Be members in good standing of Chapters within that District.

(b) Nomination. Nominations for District Vice Presidents must be signed by a Governor from that District and received in writing by the Secretary/Treasurer, not more than sixty (60) days nor less than thirty (30) days prior to the date of the Board of Governors meeting at which elections will be held.

(c) Election. One (1) District Vice President shall be elected by the Governors in each District. Districts designated by even numbers shall elect District Vice Presidents in even numbered years and Districts designated with odd numbers shall elect District Vice Presidents in odd numbered years, all to take office on the first day of January following their election.

(d) Term. District Vice Presidents shall be elected to a two (2) year term. District Vice Presidents shall serve no more than two (2) consecutive terms.

(e) Duties. District Vice Presidents shall:

1) Represent the conveyed interests of the chapters in their districts to the Association and the Executive Committee.

2) Promote the policies and programs of this Association.
3) Lend counsel and advice to Chapter officers and agents and coordinate their efforts.

4) Investigate and report pertinent developments in the District that could affect this Association.

5) Perform such additional duties as the Board of Governors may from time to time assign.

Section 10.5. Vice President At Large. The Vice President At Large shall be appointed by the Executive Committee from among qualified representatives of member firms in the United States and having annual payrolls in excess of nine hundred thousand (900,000) manhours. The Vice President At Large shall be appointed at the Executive Committee meeting held at the convention in odd numbered years and shall serve a term of two (2) years beginning the first day of January of the year following their selection. The Vice President At Large may serve no more than two (2) consecutive terms. The Vice President At Large shall perform those duties specified by the Executive Committee.

Section 10.6. Prohibition on Holding Multiple Offices. The President, the President Elect, District Vice Presidents or the Vice President At Large may not represent any chapter in the Board of Governors. No person may hold more than one of the following Offices or positions at the same time:

(a) President of the Association

(b) President Elect

(c) District Vice President

(d) Vice President At Large

(e) Governor representing a Chapter

Section 10.7. Vacancies.

(a) In the event the President resigns or is unable to serve —

(1) If there is a sitting President Elect, the President Elect shall immediately assume the duties of the President.

(2) If there is no President Elect, the Executive Committee shall select a District Vice President to perform the duties of the President for such
(b) In the event a District Vice President is unable to serve, as determined by the Executive Committee, the Governors from the District where the vacancy exists, shall, at a time and in a manner determined by the NECA President, elect a qualified Member from that District (see Section 10.4) to serve the unexpired term.

Comment from NECA National Office:

The NECA Executive Committee has carefully considered the office of President-Elect and how it operates in relation to selecting and transitioning an individual into the office of NECA President. While well-intentioned, actual experience through the service of two President-Elects has shown that the office is not necessary. As to not interfere with the process of nominating and electing a President-Elect at this year’s Board of Governors meeting, it is proposed that the recommended bylaw changes become effective after the next President-Elect’s term of service. These amendments are recommended for adoption.

It is recommended FOR adoption.
ORDINARY PROPOSAL #1 — Re: Distance Learning (submitted by District 6 NECA)

WHEREAS, the National Electrical Contractors Association is dedicated to member services,
WHEREAS, the National Electrical Contractors Association is dedicated to member education,
WHEREAS, the members of the association are located throughout the United States and International,
WHEREAS, a many NECA members are small companies located in rural areas, or in areas where it is difficult to attend educational programs at a group location,

NOW, THEREFORE, be it resolved, that NECA through its management education services will provide education opportunities via video conferencing, streaming or online courses. NECA shall immediately strive to make as many current and future classes available via these new options, as feasible. These education opportunities may be targeted toward individual or group instruction. NECA will also strive to make these education programs available at a reasonable cost to the members, including pricing options on a per location basis.

Comment from NECA National Office:

This proposal is consistent with NECA's Mission. Providing education to our members is one of our top priorities. Recent developments in software and internet technologies have provided more cost effective options for the creation and delivery of educational programs. This proposal is recommended for adoption.

It is recommended FOR adoption.
ORDINARY PROPOSAL #2 — Proposed changes to the Rules of the Academy of Electrical Contracting (Submitted by the Board of Directors of the Academy of Electrical Contracting)

WHEREAS, Article XIII of the NECA Bylaws was adopted by the board of Governors on October 12, 1968 to establish the Academy of Electrical Contracting to recognize individuals for their exceptional and outstanding services rendered in promoting and advancing the interests of the electrical contracting industry;

WHEREAS, Article XIII of the NECA Bylaws requires approval by the Board of Governors for adoption of the Academy's operating rules and procedures;

WHEREAS, Rex Ferry, Chairman of the Academy of Electrical Contracting submitted recommendations for change to the Board of Directors of the Academy on May 23 2013, in accordance with Article VII of the Academy Rules;

WHEREAS, the Board of Directors of the Academy met on June 14, 2013 and unanimously approved, by ballot vote, these revised Rules of the Academy for submission to, and approval by, the NECA Board of Governors, now therefore, be it

RESOLVED, The revised Rules of the Academy, as adopted by the Academy Board of Directors on June 14, 2013, and distributed as part of this ordinary proposal, be approved and adopted.

Current Language

ARTICLE I - GOVERNING AUTHORITY

Sec. 1 - The Academy of Electrical Contracting (hereinafter called the “Academy”) of the National Electrical Contractors Association, Inc. (a corporation organized and existing under the laws of the District of Columbia, hereinafter called the “Association” or the “National Association”) shall be governed by these Rules, as duly amended from time to time, subject to provisions of the Articles of Incorporation, Constitution and Bylaws of the Association and the actions taken thereon by the Executive Committee and Board of Governors of the Association.

Sec. 2 - The objects and purposes of the Academy shall be the furtherance of the stated objects and purposes of the Association, particularly the promotion and advancement of the interests of the electrical contracting industry generally, and of the consuming public, by giving deserved recognition to individuals for their exceptional and outstanding services rendered in this endeavor, and by the further utilization of the talents and abilities of these distinguished individuals, through the Academy, in the accomplishment of the objects and purposes of the Association. The activities and

Proposed Language

ARTICLE I - GOVERNING AUTHORITY

Sec. 1 - The Academy of Electrical Contracting (hereinafter called the “Academy”) of the National Electrical Contractors Association, Inc. (a corporation organized and existing under the laws of the District of Columbia, hereinafter called the “Association” or “NECA” the “National Association”) shall be governed by these Rules, as duly amended from time to time, subject to provisions of the Articles of Incorporation, Constitution and Bylaws of the Association and the actions taken thereon by the NECA Executive Committee and Board of Governors of the Association.

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ARTICLE II - FELLOWSHIP IN THE ACADEMY

Requirements

Sec. 1 - Pursuant to the procedures herein provided for, any person meeting the following requirements may be nominated for Fellowship in the Academy:

(a) The nominee must have served for at least ten (10) consecutive years (computed to the date of becoming a Fellow of the Academy or to the date of retirement from the electrical contracting industry) in an executive position or positions with a member firm or Chapter of the Association, or with the Association itself, or with any two or more of these.

(b) Unless retired, the nominee must be associated with an organization which is affiliated with the Association.

(c) Each organization with which the nominee is associated as an officer, director, employee or agent, or has an ownership interest, must be affiliated with the Association, if eligible for affiliation.

(d) The nominee must have rendered to the industry, either nationally or locally, services so outstanding and exceptional as to be beyond any normal call of duty or loyalty.

(e) Any person who is, or has been, an officer or honorary member of the National Association, or a recipient of the McGraw Award, the Coggeshall Award or the Comstock Award, shall be deemed to meet the requirement in (d) and be entitled to Fellowship in the Academy if also meeting the requirements specified in subsections (a) through (c) hereof.

Nomination Procedures

Sec. 2 - A nomination for Fellowship in the Academy may be prepared and submitted at any time by:

(a) any two Fellows of the Academy. Each Fellow signing the nomination form must be well acquainted with the nominee and with the services performed by the nominee. In addition, each Fellow must write a letter of recommendation that
acknowledges the history of the relationship.

(b) by a majority of the members of the Board of Directors of any Chapter. Such a nomination must be signed by the Chapter President or Chapter Governor.

Nominations must be submitted on the forms provided by the Academy and must be forwarded to the Jury of Fellows, Academy of Electrical Contracting, in accordance with instructions attached to the nomination form.

Election Procedures

Sec. 3 - Each nomination for Fellowship shall be reviewed and acted upon by the Jury of Fellows, a committee of twelve Fellows of the Academy, appointed annually by the Chairman of the Academy. Election of a nominee to Fellowship in the Academy shall be by:

1. vote of the Jury of Fellows (which vote must be unanimous and must have been conducted at two Annual Meetings of the Jury of Fellows) and

2. subsequent approval, by majority vote of the Board of Directors.

Installation of Nominees Elected to Fellowship

Sec. 4 - Persons elected to Fellowship in the Academy shall be duly notified thereof promptly after such election and shall be installed as Fellows in a ceremony to be held in conjunction with the Annual Convention of the Association next following their election. Elected Fellows will be invited to join the Academy, will be advised of the requirements for Fellowship, and will be asked to acknowledge their understanding and acceptance of such requirements via a signed statement prior to induction.

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Requirements for Installation of Nominees Elected to Fellowship

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Installation of Fellows Others

Sec. 5 - Time of Installation

(a) Persons elected to Fellowship in the Academy in accordance with the provisions of Article II, Sec. 3, shall be duly notified thereof promptly after such election. They will and shall be installed as Fellows
Installation of Others

Sec. 5 - Persons qualified for Fellowship under Article II, Sec. 1 (e) shall be installed as Fellows in a ceremony to be held in conjunction with the Annual Convention of the Association when they receive their award or are elected.

Responsibility of Fellows

Sec. 6 - It shall be the responsibility of Fellows of the Academy to strive at all times, by their personal examples as well as by their participation in its program, to maintain its position of high honor and integrity, to uphold its dignity, and to assure that it enjoys the highest respect of all members of the industry and of the public. Fellows of the Academy shall be prepared to:

(1) Attend each annual meeting of the Academy if at all possible for them to do so, otherwise they shall notify the Academy, giving the reasons for their inability to attend;

(2) Prepare and deliver (not more often than once in any three year period) upon request of the Chairman, a paper on any subject relevant to the electrical contracting industry on which the Fellow is deemed by the Chairman to be knowledgeable;

(3) Participate in at least two surveys of the Association annually upon request of the Chairman;

(4) Register with the Academy annually, on the forms provided by it;

(5) Wear the appropriate badge, or other mark of identification, of a Fellow of the Academy, at all meetings of the Association, whether these be local, state, regional or national in nature, and

(6) Refrain from participating in any other organization or activity if it will so compete for the time of the Fellow as to prevent participation as such in the
Term of Fellowship

Section 7 - Any person who has been installed as a Fellow of the Academy shall retain the status as a Fellow for life, provided that the Fellow continue to meet the requirements of a “nominee” set out in Section 1, subsections (a), (b), (c), (d), and (e) of this Article, and provided the Fellow is not affiliated with an organization engaged in any activity which would be in conflict with, or prevent participation in, the activities of the Association.

Fellow Emeritus

Sec. 8 - A Fellow who is no longer active in the Academy due to age, health, or other reasons as approved by the Board of Directors may apply for Fellow Emeritus status at the time of the annual registration. Upon approval by the Board of Directors at the following annual meeting, the Fellow Emeritus will continue with all privileges of Fellowship but will not have to comply with items (1) through (3) in Section 6 of this Article. Any Fellow who does not attend three consecutive annual meetings of the Academy of Electrical Contracting will become a Fellow Emeritus upon action of the Board of Directors. A Fellow Emeritus may return to active status upon written request to, and approval by, the Board of Directors.

Expulsion Procedures

Sec. 9 - Anything herein stated to the contrary notwithstanding, any Fellow may at any time be expelled from the Academy by a two-thirds vote of the Board of Directors for any cause which it deems sufficient; provided, however, that before expulsion a Fellow shall be given an opportunity to be heard before the Board of Directors, in which event no member of the Board of Directors who has made accusation or charge against the Fellow to be heard shall be entitled to vote as a member of the Board of Directors; provided further, that any Fellow so expelled may, within thirty (30) days after notification of expulsion by the Board of Directors, appeal to the entire body of Fellows of the Academy for investigation of the causes for such expulsion and may, by a majority vote of the Fellows in attendance at any meeting, be entitled to vote as a member of the Board of Directors.

(a) Anything herein stated to the contrary notwithstanding, any Fellow may at any time be expelled from the Academy by a two-thirds vote of the Board of Directors for any cause which it deems sufficient; provided, however, that before expulsion a Fellow shall be given an opportunity to be heard before the Board of Directors, in which event no member of the Board of Directors who has made accusation or charge against the Fellow to be heard shall be entitled to vote as a member of the Board of Directors; No Fellow may be expelled by vote of the Board of directors unless the reasons for
expulsion are reduced to writing and made a part of the permanent minutes or records of the Board of Directors.

(b) provided further, that Within thirty (30) days after notification of expulsion by the Board of Directors, any Fellow so expelled may, within thirty (30) days after notification of expulsion by the Board of Directors, appeal to the entire body of Fellows of the Academy for investigation of the causes for such expulsion. A vote may be taken at the next annual meeting. The expelled Fellow may be reinstated and may, by a majority vote of the Fellows in attendance, at any meeting of that body, be reinstated. Pending appeal and action by the Board of Directors, the expulsion of the Fellow from the Academy shall be effective. No Fellow may be expelled by vote of the Board of directors unless the reasons for expulsion are reduced to writing and made a part of the permanent minutes or records of the Board of Directors.

ARTICLE III - CHAIRMAN

Sec. 1 - The Chairman of the Academy will be the Immediate Past President of NECA and will take office as Chairman when his term as President is completed. [Art. 5, Sec. 1 (a)]

Sec. 2 - The Chairman will serve as Chairman of the Board of Directors. [Art. 5, Sec. 1 (a)]

Sec. 3 - The Chairman will annually:

• Appoint a Nominating Committee to nominate candidates for elective positions on the Board of Directors next becoming vacant; [Art. 5, Sec. 2]

• Appoint a Jury of 12 Fellows to review nominations for Fellowship; [Art. 2, Sec. 3]

• Request Fellows to submit Papers for presentation at the annual meeting on topics on which they are deemed to be knowledgeable. [Art. 2, Sec. 6]

Sec. 4 - The Chairman will determine the location of the Annual Meeting in cooperation with the NECA President. [Art. 3, Sec. 1]

Sec. 5 - The Chairman shall submit a written report for the Board of Directors to the Executive Committee of the Association following the Annual Meeting. The report shall contain such observations and recommendations.
ARTICLE III - MEETINGS

Date of Annual Meeting

Sec. 1 - The Academy shall hold an Annual Meeting during the period from April 1 through July 31 of each year at a time and place to be designated by the Chairman, and shall also hold a dinner during the Convention of the Association. Written notice of the Annual Meeting shall be sent to all Fellows at least sixty (60) days before it is to occur.

Quorum

Sec. 2 - A quorum for the transaction of business at any meeting of the Board of Directors, any Standing Committee or Special Committee, of the Academy, shall be a majority of the members thereof. A quorum for the transaction of business at any Annual Meeting of the Academy shall be a majority of the Fellows enrolled as attending such Annual Meeting.

ARTICLE V - BOARD OF DIRECTORS

Members

Sec. 1 - Subject to the provisions of Article 1, Sec. 1 of these Rules, the affairs of the Academy shall be governed by its Board of Directors. The Board of Directors shall consist of (a) the immediate past president of the Association (who shall serve as its Chairman and also as Chairman of the Academy); (b) each of the other past presidents of the Association, who are Fellows of the Academy; (c) each of the other officers of the Association, who are Fellows of the Academy, for the periods that they respectively serve as such officers, and as the Board of Directors of the Academy may wish to submit to the Executive Committee for its consideration. [Art. 5, Sec. 6]

Sec. 6 - The Chairman of the Academy shall have authority to establish and appoint members of a Committee for a particular purpose consistent with these Rules, and to dissolve such Committee. The Chairman shall have authority to appoint a chairman and committee members. [Art. 6, Sec. 1]

Article IV ADMINISTRATION & FINANCES moved to Article VII
(d) twelve (12) Fellows of the Academy who shall be elected, for the terms hereinafter specified, by majority vote of the all Fellows of the Academy present and voting at the meeting at which such election occurs.

Nominating Committee

Sec. 2 - Each year the Chairman shall appoint a Nominating Committee of Fellows to nominate candidates for elective positions on the Board of Directors next becoming vacant. Other nominations to be made from the floor at the meeting at which the election occurs. At each Annual Meeting, the Fellows of the Academy shall elect four members to serve for a term of three years each.

Unable to Serve

Sec. 3 - If for any reason the immediate past president of the Association is unable or unwilling to serve as Chairman of the Academy and of its Board of Directors, then the Board shall select by majority vote one of its members to serve the term of such immediate past president. Elected members of the Board of Directors, and any officers by reason of Association election, shall take membership on the Board of Directors immediately following their election and shall serve until their successors take membership on the Board. Any vacancy with respect to an elected member of the Board of Directors by reason of resignation or inability to serve shall remain a vacancy until the next regular annual election.

Election of Directors Nominating Committee

Sec. 2 - Each year the Chairman shall appoint a Nominating Committee of Fellows to nominate candidates for elective positions on the Board of Directors next becoming vacant. As noted in (d) of Sec. 1, at each Annual Meeting, the Fellows of the Academy shall elect four of its members to serve for a term of three years each. In addition to nominations made by the Nominating Committee, other nominations may be made from the floor at the meeting at which the election occurs. At each Annual Meeting, the Fellows of the Academy shall elect four members to serve for a term of three years each.

Vacancy Unable to Serve

Sec. 3 - If for any reason the Immediate Past President of NECA the Association is unable or unwilling to serve as Chairman of the Academy and of its Board of Directors, then the Board, under the direction of the current NECA President, shall select, by majority vote, one of its members to serve the term as Chairman of such immediate past president. Any vacancy with respect to an elected member of the Board of Directors by reason of resignation or inability to serve shall remain a vacancy until the next regular annual election.

Term of Office

Sec. 4 - Elected members of the Board of Directors, and any officers by reason of Association election, shall take membership on the Board of Directors at the beginning of the next calendar year immediately following their election and shall serve until their successors take membership on the Board. Any vacancy with respect to an elected member of the Board of Directors by reason of resignation or inability to serve shall remain a vacancy until the next regular annual election. [Art. V, Sec. 3]
Meetings

Sec. 4 - The Board of Directors of the Academy shall hold its Annual Meeting during the Annual Meeting of the Academy.

Mail Ballot

Sec. 5 - At the direction of its Chairman, a vote of the Board of Directors may be taken on any subject (except proposals to amend these Rules) which are deemed appropriate, by mail or facsimile. A vote of the Directors returned by mail or facsimile shall be equivalent for all purposes to a vote of the same Directors if given at a meeting at which a quorum was present. Mail or facsimile votes may be counted only if received within fifteen (15) days of the date request for vote is mailed or faxed to the directorate.

Report of Chairman

Sec. 6 - The Board of Directors, through its Chairman, shall submit a written report to the Executive Committee of the Association following the annual Meeting of the Academy. The report shall contain such observations and recommendations as the Board of Directors of the Academy may wish to submit to the Executive Committee for its consideration.

ARTICLE VI – COMMITTEES

Sec. 1 - The Chairman of the Academy shall have authority to establish and appoint the members of Committees for particular purposes consistent with these Rules, and to dissolve such Committees.

Reports

Sec. 2 - Each committee shall prepare and submit a report of its studies, findings or recommendation to the Board of Directors of the Academy at each Annual Meeting of the Board of Directors.

Committee Chairmen

Sec. 3 - The Chairman of the Academy shall appoint a Fellow of the Academy as Chairman of each Committee. The term of members so appointed to a Standing Committee shall be for one year. There shall be no
ARTICLE IV - ADMINISTRATION AND FINANCES

Sec. 1 - The affairs of the Academy shall be administered in the same manner as the other activities of the Association as set forth in Article VIII of the Constitution and Article VIII of the NECA Bylaws of the Association.

Sec. 2 - The anticipated expenses of operating the Academy for the coming calendar year shall be budgeted and submitted to the Executive Committee of the Association for approval in the same manner as those for other anticipated activities of the Association, as prescribed in Article VII, Section 2 of the NECA Bylaws of the Association.

Sec. 3 - The personal expenses of the Fellows of the Academy incurred by them in attending its meetings and participating in its programs shall be borne by them.

ARTICLE VII - AMENDMENTS

These Rules may be revised or amended at any meeting of the Board of Directors of the Academy at which a quorum is present by a two-thirds ballot vote of the Directors present, provided the proposed revision or amendment shall have been submitted in writing by a member of the Board of Directors to the Academy at least thirty (30) days prior to the meeting of the Board of Directors and a copy of the same sent to all Directors at least twenty (20) days prior to such meeting, and further provided that any such proposed revision or amendment so adopted by the Board of Directors shall become effective upon approval by the Board of Governors of the Association.

ARTICLE VIII - DISSOLUTION OF THE ACADEMY

Sec. 1 - The Academy may be dissolved at any time by a two-thirds ballot vote of the Board of Governors of the Association, provided that notice that such action will be proposed at the next meeting of the Board of Governors shall have been submitted in writing by one of its members to the Secretary of the Association at least sixty (60) days prior to such meeting, and a copy of the same sent by the Secretary to all Governors at least fifty (50) days prior to such meeting.
prior to such meeting, and a copy of the same sent by the Secretary to all Governors at least fifty (50) days prior to such meeting.

Sec. 2 - Any funds and assets of the Academy shall prior to and at time of dissolution of the Academy be and remain the funds and assets of the Association.

Comment from NECA National Office:

The Rules of the Academy were last reviewed and revised in 1999.

Here’s a brief recap of areas that are addressed by these changes:

- Eliminate the references to the NECA Constitution and update titles of Articles and Sections.
- A new article to define the specific duties of the Chairman. Duties in the current Rules appear throughout the Rules.
- Clarify the terms of directors—to calendar years.
- Require an elected Fellow to agree in writing with the Rules before induction—and appear in person for induction.
- Rather than trying to mirror specific language in the NECA Bylaws—that could change—this just references the Bylaws.
- Relocate some information to more appropriate sections.
- Eliminate redundancies so that conflicting language isn't in different places.
- Improve the overall readability.

This proposal is recommended FOR adoption.
ORDINARY PROPOSAL #3 — Proposed changes to Labor Relations Policy 13 (Submitted by the Executive Committee)

In accordance with Policy 1, all Standing Policies are reviewed by the Board of Governors in alternate years (ending with an odd number). Adoption dates and the dates of any revisions are noted at the end of each policy. Reaffirmation dates are not listed.

Whereas NECA Standing Policies are subject to review and revision from time to time as warranted, and

Whereas changes in programs and the legal environment can require revisions to policy statements even though no changes in the underlying policy has occurred, and

Whereas, such editorial changes to the Labor Relations policy are indicated,

Now, therefore, be it resolved that the Labor Relations Standing Policy be amended as follows

Current Language

POLICY 13 Labor Relations

NECA values highly the long record of constructive and responsible labor relations as it has been practiced throughout the years by the National Association, its chapters, and its members. Much credit and immeasurable savings have been brought to the industry and to the general public by diligent efforts to promote and maintain full and uninterrupted productivity while striving for economically-realistic terms of employment. NECA believes that every effort should be made on the part of all parties concerned, including the National Association, its chapters, its members, supervisory personnel, the IBEW, and local unions to provide the maximum possible productivity per manhour of labor in order to meet competition and also to promote consumer use of the services of trained and skilled electrical craftsmen employed by qualified electrical contractors.

In order to implement this basic policy, NECA endorses and seeks to develop, on the local and national level, programs and procedures for rational and peaceful approaches to the settlement of disputes and the avoidance of strikes, work stoppages, and jurisdictional disputes, and programs and procedures for improving safety, training of apprentices and journeymen, employment and benefit programs, and other programs.

Proposed Language

POLICY 13 Labor Relations

NECA values highly the long record of constructive and responsible labor relations as it has been practiced throughout the years by the National Association, its chapters, and its members. Much credit and immeasurable savings have been brought to the industry and to the general public by diligent efforts to promote and maintain full and uninterrupted productivity while striving for economically-realistic terms of employment. NECA believes that every effort should be made on the part of all parties concerned, including the National Association, its chapters, its members, supervisory personnel, the IBEW, and local unions to provide the maximum possible productivity per manhour of labor in order to meet competition and also to promote consumer use of the services of trained and skilled electrical craftsmen workers employed by qualified electrical contractors.

In order to implement this basic policy, NECA endorses and seeks to develop, on the local and national level, programs and procedures for rational and peaceful approaches to the settlement of disputes and the avoidance of strikes, work stoppages, and jurisdictional disputes, and programs and procedures for improving safety, training of apprentices and journeymen,
for the benefit of the industry and the general public.

Among existing programs which NECA has sponsored
and participated in and which NECA endorses are the
Council on Industrial Relations, the National Joint
Apprenticeship and Training Committee, the Employees
Benefit Agreement (NEBF), the Impartial Jurisdictional
Disputes Board, the Continuous Pipe-Type Underground
Oil-Filled Transmission Conduit Installation Agreement.
NECA will continue, in cooperation with the constituent
chapters, to study and develop programs in the interests
of the industry and the public.

NECA's Labor Relations policy provides for a coordinated
and cooperative effort between constituent chapters and
the National Association. This policy features a high
degree of local responsibility, while at the same time
providing for methods by which the National Association
can promote and safeguard the labor relations and
business interests and goals of the industry.

Basic labor relations policies which NECA has
subscribed to and will continue to endorse are:

NECA supports and endorses the continued
development of union responsibility at the local and
national levels toward minimizing and eliminating
wildcat strikes, jurisdictional strikes, and work stoppages
over contract and other disputes. Accordingly, NECA
subscribes to the continuation of the Council on
Industrial Relations and its establishment in all areas to
avoid work stoppages which are detrimental to employer,
employee and the Public. NECA subscribes to and
recognizes the right of craftsmen to organize and bargain
collectively.

NECA will continue to develop harmonious relationships
with the International Union and its constituent locals to
promote labor stability and improve the economic and
financial interests of the industry.

NECA endorses legislation which advances the legitimate
interests of the employer or his employee and opposes
legislation which seeks to impose unfair restrictions
upon the employer or his employees, or which seeks to
impose undue and harmful burdens on the industry.

NECA supports and endorses the continued organization
and strengthening of employer groups through local
employment and benefit programs, and other programs
for the benefit of the industry and the general public.
Among existing programs which NECA has sponsored
and participated in and which NECA endorses are the
Council on Industrial Relations, the National Joint
Apprenticeship and Training Committee, the Employees
Benefit Agreement (NEBF), the National Labor-
Management Cooperation Committee, the Plan for the
Settlement of Jurisdictional Disputes in the Construction
Industry, and the many national agreements between
and among NECA, the IBEW, and the Building Trades
Unions the Impartial Jurisdictional Disputes Board, the
Continuous Pipe-Type Underground Oil-Filled
Transmission Conduit Installation Agreement. NECA
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collectively.

NECA will continue to develop harmonious relationships
with the International Union and its constituent locals to
promote labor stability and improve the economic and
financial interests of the industry.

NECA endorses legislation which advances the legitimate
interests of the employer or his employee and opposes
legislation which seeks to impose unfair restrictions
upon the employer or his employees, or which seeks to
impose undue and harmful burdens on the industry.

NECA supports and endorses the continued organization
and strengthening of employer groups through local
chapters in the interest of greater industry solidarity and responsibility in creating responsible labor relations.

NECA subscribes to and endorses the principle of non-discrimination in employment, and subscribes to a policy of employment without regard to race, color, religion, sex, or national origin, and subscribes and endorses a continuing policy to have its Chapters and the IBEW, both locally and nationally, undertake a program providing for a classification in all electrical construction agreements which will permit the economic absorption by the Industry of minority classes, and subscribes to development of a training program which will assist these minorities to become qualified craftsmen within the Industry.

NECA subscribes to and endorses the principle of managerial responsibility and freedom to manage and oppose any restrictions which hamper and impede the exercise of managerial judgment and increase the cost of doing business. This includes the right to select qualified workmen and to maintain fair and reasonable work rules in the interest of economy and sound business practice.

(Adopted Sept. 30, 1967)
Comment from NECA National Office:

This proposal updates the labor relations standing policy, but does not change its substance. There have been some significant internal and external changes in programs and the use of certain language that could appear to limit opportunity based on gender. The new language recommended in the revision to the Labor Relations Standing Policy reflects these changes, specifically noting the implementation of the National Labor-Management Cooperation Committee and the Construction Wireman/Construction Electrician and the Construction Lineman classifications, recognizing a new name for the panel that settles jurisdictional disputes in the industry, and utilizing gender neutral language where appropriate.

This proposal is recommended FOR adoption.