

ARTICLE 3. Letter F.

Change second sentence from: All chairmen of committees shall be appointed at the October Directors' meeting for a period of one year.

To: All committees shall meet prior to the November Board of Directors' Meeting at which meeting the Board shall appoint committee chairs for a period of one (1) year.

ARTICLE 4. Letter C.

Change fifth sentence from: The books of the Treasurer shall be audited at the direction of the Board of Directors at any time but not less than once a year.

To: The books of the Treasurer shall be audited at the direction of the Board of Directors.

ARTICLE 4. Letter D. Number 1

(Old) The Manager is charged with the full responsibility of executing the policies established by the Board of Directors. The Manager is accountable to the Board of Directors through the President. All Manager leave time must be approved by the President with notification to the Board of Directors.

(New) The Manager is responsible for enforcing all Club policies established by the Board of Directors. The Manager is accountable to the Board of Directors through the President. All Manager leave time must be approved by the President who will notify the Board of Directors. The Manager will provide a monthly work schedule of all employees (including the Manager's) to the Board of Directors. The President must be notified immediately of any schedule changes.

ARTICLE 4. Letter D. Number 2

(Old) The Manager has sole authority over all hired personnel and is responsible for the hiring, firing, and supervision of his/her staff. The Manager will notify the Board of Directors within seventy-two (72) hours of delegation/dismissal.

(New) The Manager will hire employees as needed. All positions will be probationary until approved by the Board of Directors. The Manager has the authority to suspend any employee pending review by the Board of Directors. The Manager will notify the President of any hiring and/or suspensions within twenty-four (24) hours.

ARTICLE 4. Letter D. Number 3

Omit last two sentences. (Addressed in proposed Letter E. Number 1. Chain of Authority)

ARTICLE 4. Letter E. Number 1

(Old) All paid employees fall under the authority of the Manager. They are responsible to see that they carry out the policies of the Canadian Club while employed by the Club. They may delegate an employee(s) to oversee areas of operation, with the authority of the President, but the ultimate responsibility is theirs.

(New) All paid employees and volunteers fall under the authority of the Manager who is responsible to see that the employees/volunteers carry out the policies of the Canadian Club. The Manager may delegate an employee(s) to oversee areas of operation, with the authority of the President, but the ultimate responsibility is the Manager's.

ARTICLE 4. Letter E. Number 5

Omit because this has been addressed by Article 4 Letter E. Chain of Authority

ARTICLE 4. Letter F. Number 4

(Old) An Officer or Director may be removed from office at a general membership meeting by a two-thirds majority of those present.

(New) An Officer or Director may be removed from office at a monthly membership meeting by a two-thirds majority of those present if the above requirements are met. (Article 4 Letter F Number 1. Remonal of Officer or Director)

ARTICLE 5. Letter C.

(Old) Membership ceases on September 1st for any member who has not paid his/her dues by such date. All consecutive membership time will also be lost.

(New) Membership ceases on September 1st for any member who has not paid his/her dues by such date. All consecutive membership time will be lost unless the dues are paid in full by December 31.

ARTICLE 5. Letter D.

Add the following to the first sentence: "by the bartender on duty" so the sentence will read: Any member who abuses his/her privileges as a Club member by failing to abide by Club rules, or mistreats Club property, or uses vile or offensive language, or is quarrelsome, shall be subject to disciplinary action by the Board of Directors upon written account by the bartender on duty.

ARTICLE 5. Letter E.

(Old) Membership and initiation fees shall be determined at the annual meeting or special meeting duly warned and called.

(New) Membership fees shall be determined at the August membership meeting or special meeting duly warned and called.

ARTICLE 7. Letter A.

(Old) Copies of the by-laws shall be posted in the Club rooms and copies shall be given to those members who make requests for copies of these by-laws. Copies will also be given to all new members when they are accepted for membership.

(New) Copies of the by-laws shall be posted in the Club rooms and copies shall be given to those members who make requests for copies of these by-laws. Copies will also be given to all new members per their request.

ARTICLE 10.

(Old) In the event that any or all of the real or personal property or other assets of the Canadian Club, Inc. are lost or destroyed due to unforeseen circumstances, or there is a decision by a majority of the membership to see or otherwise terminate the Canadian Club, see the trust agreement at TD Bank North in Barre City, or a copy in the office files.

(New) In the event that any or all of the real or personal property or other assets of the Canadian Club, Inc. are lost or destroyed due to unforeseen circumstances, or there is a decision by a majority of the membership to terminate the Canadian Club, see the trust agreement copy in the office files or at the TD Bank North in Barre City or any other financial institution contracted by the Canadian Club.

So Article 3 Letter G will read: No Director shall be elected to serve on the Board unless he/she is a member in good standing as of the first day of January in the year of his/her nomination. All Directors shall be residents of the State of Vermont and a majority of the Directors must be United States citizens as noted in Title 7, V.S.A., Section 2(15). A limit of two (2) family members may serve on the Board of Directors. Family is defined as parents, children, spouses, grandparents, siblings and significant others. Employees, whether full or permanent part time, are not eligible to hold a director/officer position.