



# Proposed Constitution & Bylaws Amendments 2026

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# Proposed Constitution & Bylaws Amendments: Governance/Structure Proposed Changes

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## Proposed Change #1

Proposed by: Constitution and Resolution Committee

*Article 3 (headers), 3.01 and 3.02*

~~EXECUTIVE COUNCIL~~ **EXECUTIVE COMMITTEE**

~~Executive Council~~ **Executive Committee** Composition and Terms

3.01 The ~~Executive Council~~ **Executive Committee** shall be composed of the following positions (“Executive Officers”):

- (a) President
- (b) Vice-President (Chair of Executive Committee)**
- (c) Chair of Finance Committee
- (d) Chair of Nominations Committee
- (e) Chair of PR Committee
- (f) Chair of Constitution Committee

- ~~(a) President~~
- ~~(b) Vice-President Finance~~
- ~~(c) Vice-President Acute Care~~
- ~~(d) Vice-President Long Term Care~~
- ~~(e) Vice-President Community/Primary Care~~
- ~~(f) Up to two (2) other Executive Officer positions may be elected to ensure the Executive Council has broad representation from across the Union’s membership~~

3.02 ~~Following the election of Executive Officers, a “First Vice President” shall be selected from among the members of Executive Council by a majority vote of the Executive Council.~~

- ~~(a) The First Vice President shall be selected on an annual basis.~~

**Rationale:** New composition will align with the new Governance structure. Constitution will be re-structured after changes approved to allow for improved flow of language related to the new structure.

## Proposed Change #2

Proposed by: Constitution and Resolutions Committee

*Article 1 (g)*

“**Executive Committee**” shall mean the Local Presidents appointed from the

Provincial Council to serve as Executive Officers in accordance with Article 3 (Executive Committee). ~~“Executive Council” shall mean the council elected by the members of the Union to serve as Executive Officers in accordance with Article 3 (Executive Council).~~

**Rationale:** To align language with the new strategic plan and Union structure

## **Proposed Change #3**

**Proposed by: Constitution and Resolutions Committee**

### *Article 3.02*

#### **First Vice President**

~~(3.02) Following the election of Executive Officers, a “First Vice President” shall be selected from among the members of Executive Council by a majority vote of the Executive Council.~~

~~(3.02b) The First Vice President shall be selected on an annual basis.~~

**Rationale:** The new Governance structure will now recognize the role of a provincially elected Vice-President

## **Proposed Change #4**

**Proposed by: Constitution and Resolutions Committee**

### *Article 3.24 and 3.25*

3.24 ~~The Executive Officer selected by the Executive Council Executive Committee as the “First Vice President”~~

#### **The Vice President shall:**

- (a) be one of the signing officers of the Union; and
- (b) be responsible to assume some or all of the duties of the President during an extended period of absence and/or in accordance with relevant Union policies.
- (c) Be voting member of Executive Committee for the entirety of term (New Language)**
- (d) Chair the Executive Committee (New Language)**

**Rationale:** With the new Governance structure, the Vice-president will now be provincially elected with duties outlined above.

## **Proposed Change #5**

**Proposed by: Constitution and Resolutions Committee**

### **Article 3.03**

3.03 The term of office for ~~all Executive Council positions~~ the **Vice-President** shall be three (3) years.

**Rationale:** To clearly identify the term of office for different Provincially elected positions.

## **Proposed Change #6**

**Proposed by: Constitution and Resolutions Committee**

### **Article 3.13**

3.13 If the **President or Vice President** ~~an Executive Officer~~ should resign or otherwise permanently cease to act, a replacement may be elected or appointed to serve for the remainder of the term as follows:

(a) where the remainder of the term is less than eighteen (18) months, a replacement may be appointed by the ~~Executive Council~~ **Executive Committee** from the Provincial Council; or

**Rationale:** Update to reference the positions within the new governance structure and term of office. Also reference to Committee rather than Council to support governance changes

## **Proposed Change #7**

**Proposed by: Constitution and Resolutions Committee**

### **Article 4.01**

4.01 The Provincial Council shall be composed of the following members:

a. The President of the Union;

**b. The President of each Local**

b. **Notwithstanding (b)**, If a Local has ~~three hundred (300)~~ **two hundred and fifty (250)** or more members, they shall be entitled to have two Local Presidents who shall attend meetings of the Provincial

Council.

c. Such other members as may be determined by the governance policies of the Union.

**Rationale:** To recognize current practice of local Presidents being members of the Provincial Council. And, to allow for the election of an additional local President to support the workload in larger locals. Current member numbers would result in two local Presidents for QEH, Queens 10 and PCH.

## **Proposed Change #8**

**Proposed by: Constitution and Resolutions Committee**

### ***Article 5.06***

5.06 Notwithstanding 5.05 If a Local has ~~three hundred (300)~~ **two hundred and fifty (250)** or more members, they shall have two Local Presidents **who shall attend meetings of the Provincial Council.**

**Rationale:** Language aligns with Article 4.01 to allow for the election of an additional local President to support the workload in larger locals. Current member numbers would result in two local Presidents for QEH, Queens 10 and PCH.

## **Proposed Change #9**

**Proposed by: Constitution and Resolutions Committee**

### ***Article 8.03***

8.03 The members of each Committee shall include but may not be limited to:

(a) ~~the Chairperson chosen in odd numbered years by the Executive Council.~~

(b) **the Chair who shall be chosen by Provincial Council for a term of three (3) years.**

(c) two (2) members-at-large elected in alternating years and their term shall be for two (2) years; and

(d) the President of the Union.

**Rationale:** To align with current practice for selecting the Chairs of each committee and to align the term with Provincial Executive and local Presidents.

# Proposed Constitution & Bylaws Amendments: General Proposed Changes

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## Proposed Change #10

Proposed by: Constitution and Resolutions Committee

### *Article 1 (k) and (l)*

“Worksite Representative” shall mean a member who acts as a liaison between members and the Local **and may be selected by the Union to represent members. Worksites may have more than one Worksite Representative.**

**Rationale:** Not new language. Combining articles (l) and (K), resulting in re-lettering of the remaining article.

## Proposed Change #11

Proposed by: Constitution and Resolutions Committee

### *Article 1 (n)*

(n) “Active member” means:

- (i) a member who pays union dues, or
- (ii) a member who is not paying dues, but is on an approved leave of absence (i.e. maternity, parental, sick, union, compassionate).
- (iii) a casual member who is not paying dues, but is asked to work within the PEINU Office
- (iv) **a member in good standing (as defined in 9.03)**

**Rationale:** Addition to criteria for an “active member”.

## Proposed Change #12

Proposed by Constitution and Resolutions Committee

### *Article 3.03*

3.03 The term of office for ~~all Executive Council positions~~ the **President** shall be three (3) years.

**Rationale:** No change to term of President but now articles will identify the

term of office for different Provincially elected positions.

## Proposed Change #13

Proposed by: Constitution and Resolutions Committee

### Article 3.03

- 3.03 The term of office for all ~~Executive Council~~ **Executive Committee** positions shall be three (3) years;

**Rationale:** To align with the terms of new Governance structure

## Proposed Change #14

Proposed by: Constitution and Resolutions Committee

### Article 3.14

- 3.14 The election for ~~Executive Council provincially elected positions~~ shall occur on a date set by the ~~Executive Council~~ **Executive Committee**, in accordance with the relevant Union governance policy, and posted according to the guidelines set out in this Article.
- (a) ~~The elected Executive Officers shall commence~~ Their term shall commence immediately following the election at which they are elected. The transfer of office shall be completed within thirty (30) days of the election.
- (b) Notwithstanding Article **3.17 (a)**, when ~~an Executive Officer the candidate~~ will be acclaimed, the acclaimed ~~Executive Officer candidate~~ may commence the transfer of office prior to the election date in accordance with the relevant Election Policy.

**Rationale:** Changes to language as result of governance changes. Provincially elected positions now refer to those of the President and Vice-President.

## Proposed Change #15

Proposed by: Constitution and Resolutions Committee

### Article 5.09

- 5.09 The term of office for Local Officers shall be **three (3)** ~~two (2)~~ years. Every effort shall be made to stagger the terms of Local Officers to avoid all positions transitioning in the same year.

**Rationale:** To align with Provincially elected and Council/Committee positions.

## **Proposed Change #16**

**Proposed by: Constitution and Resolutions Committee**

### ***Article 3.33***

3.33 The ~~Executive Council~~ **Executive Committee** shall meet:

(a) At least **(3) three** ~~four (4)~~ times a year (exclusive of the Annual General Meeting);

**Rationale:** To recognize changes to workload and the new governance structure that already includes attendance of Executive Committee members at Provincial Council meetings. The extra three meetings (at least) will allow for focused meetings with the Committee to discuss governance or operational issues.

## **Proposed Change #17**

**Proposed by: Constitution and Resolutions Committee**

### ***Article 8.01***

8.01 The standing committees shall include the:

(a) Constitution and Resolutions Committee;

(a) Finance Committee;

(b) Nominations Committee;

**Grievance Committee; and**

(c) Public Relations Committee.

**Rationale:** Acknowledges current practice where the Grievance committee is not an active committee. Discussions take place at Provincial Council meetings.

## **Proposed Change #18**

**Proposed by: Constitution and Resolutions Committee**

### ***Article 8.04***

- 8.04 ~~\*Notwithstanding Article 8.03 (the composition of the Committees):~~  
~~(a) The Grievance Committee shall be composed of the Provincial Council.~~

**Rationale:** Proposal to delete language as this is not an active committee. Discussion is a standing item at Provincial Council.

## **Proposed Change #19**

**Proposed by: Constitution and Resolutions Committee**

**Articles 3.10, 5.14, and 8.08**

- 3.10 Any Executive Officer, **Local Officer or Committee Member** who has a pending discipline complaint under the Regulated Health Professions Act, or criminal charge shall be suspended from serving as Executive Officer, **Local Officer or Committee Member** until the outcome of the complaint or charge is known.
- 5.14 Any **Executive Officer**, Local Officer **or Committee Member** who has a pending discipline complaint under the Regulated Health Professions Act, or criminal charge shall be suspended from serving as **Executive Officer**, Local Officer **or Committee Member** until the outcome of the complaint or charge is known.
- 8.08 Any **Executive Officer**, **Local Officer or** Committee Member who has a pending discipline complaint under the Regulated Health Professions Act, or criminal charge shall be suspended from serving as **Executive Officer**, **Local Officer or** Committee Member until the outcome of the complaint or charge is known.

**Rationale:** Language from these three articles will now be combined into one article and only be noted once in the new revised 2026 Constitution.

## **Proposed Change #20**

**Proposed by: Constitution and Resolutions Committee**

**Articles 3.11, 5.15, and 8.09**

- 3.11 An Executive Officer, **Local Officer or Committee Member** shall be removed from office where:
- (a) their conduct has been found to be Professional Misconduct or Incompetence in accordance with Section 58 (1) of the Regulated Health Professions Act; or

(b) they have been convicted of an indictable offence or sentenced to a term of imprisonment.

5.15 An **Executive Officer, Local Officer or Committee Member** shall be removed from office where:

(c) their conduct has been found to be Professional Misconduct or Incompetence in accordance with Section 58 (1) of the Regulated Health Professions Act; or

(d) they have been convicted of an indictable offence or sentenced to a term of imprisonment.

8.09 An **Executive Officer, Local Officer or Committee Member** shall be removed from office where:

(e) their conduct has been found to be Professional Misconduct or Incompetence in accordance with Section 58 (1) of the Regulated Health Professions Act; or

(f) they have been convicted of an indictable offence or sentenced to a term of imprisonment.

**Rationale:** Language from these three articles will now be combined into one article and only be noted once in the new revised 2026 Constitution.

## **Proposed Change #21**

**Proposed by: Constitution and Resolutions Committee**

### **Article 3.12**

3.12 An Executive Officer, **Local Officer or Committee Member** who is suspended from or ceases to hold office for any reason, including as a result of a suspension in accordance with Article 9.02 and 9.04, shall immediately turn over all documents, records, books, assets and all other property and equipment of the Union in their possession to the **Executive Council Executive Committee**. All signing authority shall be terminated, suspended and/or transferred immediately.

**Rationale:** To reference the responsibility of all positions if removed from office.

# Proposed Constitution & Bylaws Amendments: Housekeeping

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## Proposed Change #22

Proposed by: Constitution and Resolutions Committee

**Housekeeping:** If governance changes are approved by the membership, any reference to Executive Council in the Constitution, will be replaced with Executive Committee.

## Proposed Change #23

Proposed by: Constitution and Resolutions Committee

### *Article 1 (h)*

“Local” shall mean the recognized group of members approved by the **Executive Committee** ~~Executive Council~~ according to Article 4 Locals of the Union);

**Rationale:** To align the language with the new strategic plan and Union structure.

## Proposed Change #24

Proposed by: Constitution and Resolutions Committee

### *Article 1 (f) and (g)*

Recommend that these articles be in reverse order to improve flow of the document.

**Rationale:** Improved flow of the document.

## Proposed Change #25

Proposed by: Constitution and Resolutions Committee

### *Article 9.03 (a) and (b)*

9.03 (a) A member of the Union shall cease to be a member in good standing if found guilty of conduct which, in the opinion of a majority of the **Executive Committee** ~~Executive Council~~, is contrary to the objectives of the Union as set out in Article 2 of the Constitution.

9.03 (b) A member not in good standing may submit a request in writing to the **Executive Committee** ~~Executive Council~~ for reinstatement.

**Rationale:** Update with reference to Executive Committee.

## **Proposed Change #26**

**Proposed by: Constitution and Resolutions Committee**

### **Article 3.15**

- 3.15 a) When the incumbent of the office of “President” of the Union is in their second (2nd) and final term of office according to 3.04 above, or the President is not running again the ~~Executive Council~~ **Executive Committee** may proceed with the election for the next President of the Union up to one (1) year in advance. The individual elected in the early election process shall be known as the “President Elect”. ~~Executive Council~~ **Executive Committee**

**Rationale:** Update with reference to Executive Committee.

## **Proposed Change #27**

**Proposed by: Constitution and Resolutions Committee**

### **Article 3.28 (b)**

- 3.28(b) The “President Elect” shall participate as a Non-Voting member of the ~~Executive Council~~ **Executive Committee**, Provincial Council, and Committees of the Union, except where such participation may be disruptive to the members of the Councils or Committees, the operations, or the business of the Union.

**Rationale:** Update with reference to Executive Committee.

## **Proposed Change #28**

**Proposed by: Constitution and Resolutions Committee**

### **Article 3.29**

- 3.29 ~~Notwithstanding 5.11 of these by-laws,~~ the “President Elect” may continue to hold office as an existing member of the ~~Executive Council~~ **Executive Committee**, Provincial Council, Local Union Executive, or Member-at-large of a committee.

**Rationale:** Update with reference to Executive Committee. If changes

approved, no longer needing reference to article 5.11.

## Proposed Change #29

Proposed by: Constitution and Resolutions Committee

### *Articles 3.31 (a) and (b)*

- 3.31 At the request of ~~Executive Council~~ **Executive Committee**, the Past President shall:
- a. act in an advisory capacity to the ~~Executive Council~~ **Executive Committee** and newly elected President; and
  - b. may participate as a Non-Voting Member of the ~~Executive Council~~ **Executive Committee**, Provincial Council, and Committees of the Union.

**Rational:** Update with reference to new Executive Committee.

## Proposed Change #30

Proposed by: Constitution and Resolutions Committee

### *Article 3.32*

- 3.32. ~~Notwithstanding 5.11 of these by-laws~~, the “Past President” may hold office as a member of the ~~Executive Council~~ **Executive Committee**, Provincial Council, Local Union Executive, or Member-at-large of a Committee.

**Rationale:** Update with reference to new Executive Committee. No longer needing reference to Article 5.11 as it is proposed to be deleted.

## Proposed Change #31

Proposed by: Constitution and Resolutions Committee

### *Article 5.12*

- 5.12 ~~If a Local Officer is elected or appointed to the Executive Council, they shall cease to act as a Local Officer and that vacancy shall be filled in accordance with Article 5.16.~~

**Rationale:** Language is no longer needed with governance changes.

## Proposed Change #32

Proposed by: Constitution and Resolutions Committee

### *Article 8.02*

- 8.02 Unless otherwise stated in these bylaws or approved by a resolution of the ~~Executive Council~~ **Executive Committee**, the Chair of each standing committee shall be a member of the ~~Executive Council~~ **Executive Committee**. ~~or Provincial Council chosen in odd numbered years by the Executive Committee.~~

**Rationale:** References align with new governance structure.

## Proposed Change #33

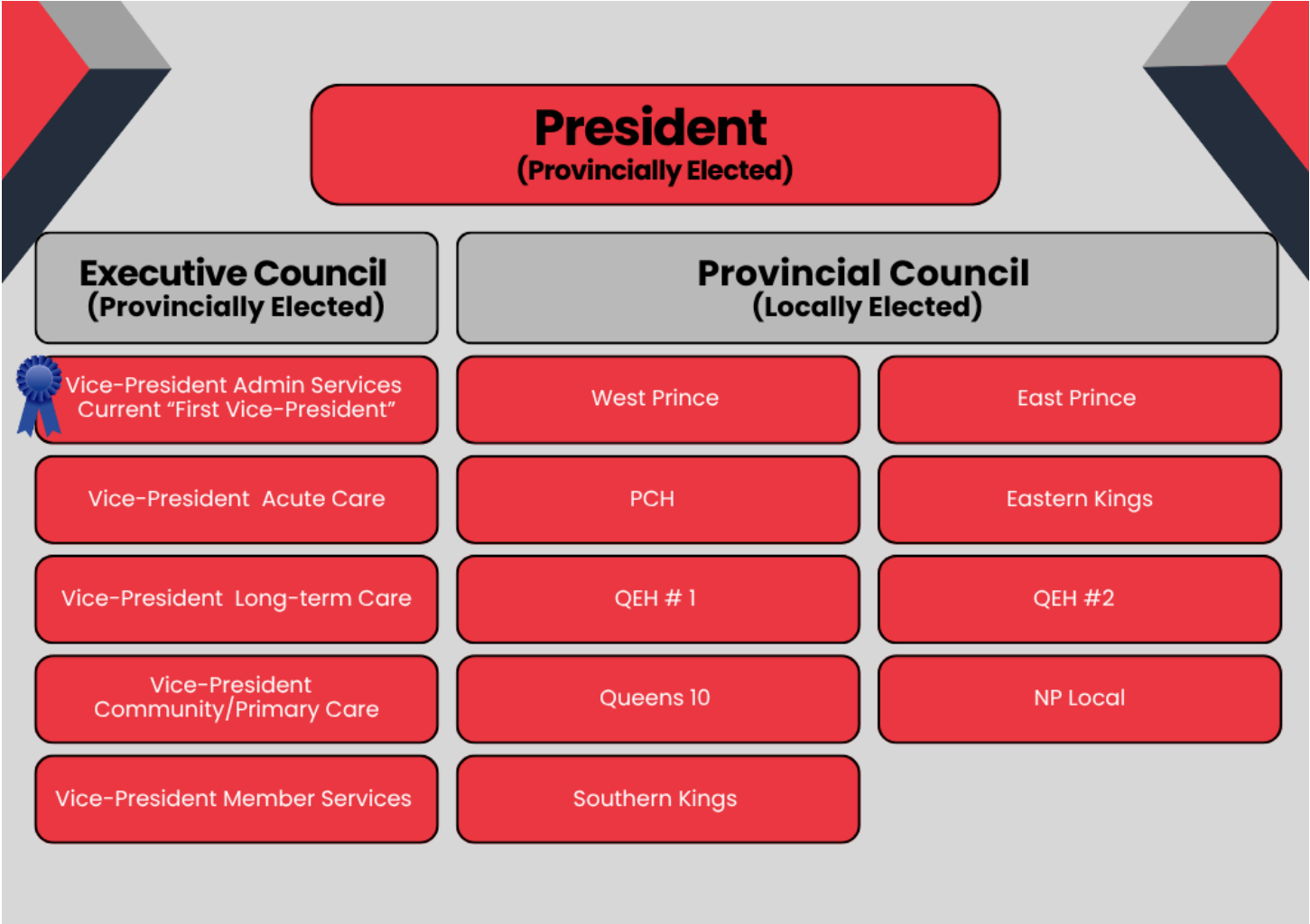
Proposed by: Constitution and Resolutions Committee

### *Article 8.06*

- 8.06 The ~~Executive Council~~ **Executive Committee** may establish ad hoc committees of the Union as deemed necessary and may appoint a Chair and members to these committees. These committees shall adopt the Terms of Reference and policies established by ~~Executive Council~~ **Executive Committee**.

**Rationale:** Housekeeping to align references to the new governance structure.

# Appendix A: Current Org Chart



# Appendix B: Proposed New Org Chart

