

BYLAW NUMBER 1M98
A CITY OF CALGARY BYLAW
AMENDING BYLAW NUMBER 79M94
THE BENEFIT PLAN BYLAW
.....

WHEREAS it is desirable to amend Bylaw #79M94, the Benefit Plan Bylaw;

NOW THEREFORE, THE COUNCIL OF THE CITY OF CALGARY ENACTS AS FOLLOWS:

1. This Bylaw may be cited as "The Benefit Plan Amendment Number One Bylaw".
2. City of Calgary Bylaw #79M94, the Benefit Plan Bylaw, is hereby amended.
3. City of Calgary Bylaw #79M94, the Benefit Plan Bylaw, is amended by adding the following to Clause 2. therein:

2.(e) ENMAX Corporation (the former Calgary Electric System).
4. This amendment shall be effective as of and from January 1, 1998.
5. This Bylaw shall come into force on the date it is passed.

READ A FIRST TIME THIS 23RD DAY OF FEBRUARY, A.D., 1998.

READ A SECOND TIME THIS 23RD DAY OF FEBRUARY, A.D., 1998.

READ A THIRD TIME THIS 23RD DAY OF FEBRUARY, A.D., 1998.



MAYOR


DATED AND PASSED THIS 23RD DAY OF FEBRUARY, 1998.



CITY CLERK

that the within is a copy of an original document or record in this office.

BY-LAW NUMBER 79M94


City Clerk
Calgary, Alta. JAN 09 1995

BENEFIT PLAN BY-LAW

WHEREAS section 144 of the Municipal Government Act provides that Council, by by-law, may set up, contract for or otherwise institute a Scheme of Insurance for the purpose of ensuring all employee against sickness, accident or death.

AND WHEREAS such Scheme of Insurance requires contributions on the part of the employees.

NOW THEREFORE, THE COUNCIL OF THE CITY OF CALGARY ENACTS AS FOLLOWS:

1. This by-law may be cited as the "Benefit Plan By-law".
2. The City of Calgary is hereby authorized to institute a Scheme of Insurance for all of the employees of:
 - (a) The City of Calgary;
 - (b) The Calgary Police Commission;
 - (c) The Association of Civic Employees Child Development Society;
 - (d) The Calgary Civic Cafeteria Co-operative Association.

and by such Scheme of Insurance may provide any or all of the following coverage for the benefit of such employees, namely:

- (i) Group Life Insurance;
 - (ii) Short Term Sickness and Accident coverage;
 - (iii) Long Term Disability coverage;
 - (iv) Medical Services Plan coverage;
 - (v) Hospital and Extended Health Care coverage;
 - (vi) Dental coverage.
3. The City of Calgary may contract with insurance companies and with the Municipal Employees Benefit Association of Calgary, a society incorporated pursuant to the Societies Act, R.S.A. 1980, c. S-18, (MEBAC) to provide the coverage set forth in section 2 of this by-law.
 4. The City of Calgary is hereby authorized to pay the total cost of the Employers portion of the CORE benefits.

5. The City of Calgary is hereby authorized to pay the total cost to administer the coverage specified herein, such cost not to include any administration fees or adjudication costs charged by the carriers or insurance companies.
6. The City of Calgary is hereby authorized to deduct from time to time from the salaries of employees covered by the Scheme of Insurance the pro rata contribution of each employee towards the cost of the Employee paid benefits.
7. The City of Calgary is empowered to require as a condition of employment or continuing employment with the City of Calgary and the Calgary Police Commission that each and every employee participate in the Scheme of Insurance.
8. The City of Calgary is hereby authorized to approve from time to time the form and content of the agreement to be entered into between the City of Calgary, an Insurance Company and/or MEBAC and is further authorized to from time to time amend any such agreements.
9. By-laws 7545 and 48M92 are repealed effective midnight on December 31, 1994.
10. This By-law comes into force on January 1, 1995.

READ A FIRST TIME THIS 19TH DAY OF DECEMBER, 1994.

READ A SECOND TIME THIS 19TH DAY OF DECEMBER, 1994.

READ A THIRD TIME
AND PASSED THIS 19TH DAY OF DECEMBER, 1994.



Mayor



City Clerk

ljg/doc/benefits.bl

~~SUMMARY OF 2004 MEBAC BY-LAW CHANGES~~

~~Bylaw 1 b & 1c — removal of ENMAX Corporation & its wholly owned subsidiaries and employees.~~

~~Bylaw 1 h & 8 b — removal of The International Association of Firefighters, Local 255, The City of Calgary, Managers' Association, and Department Heads Association.~~

~~Bylaw 1 h & 8 b — add Senior Executive Association.~~

~~Bylaw 8 c — remove the word "newly", to allow for existing union/association name change and addition of previous unions.~~

~~Bylaw 12 — reworded existing bylaw to indicate the membership shall appoint the auditors to MEBAC at the Annual General Meeting, not the Executive Committee.~~

~~Signing Officers revised to be the current MEBAC Officers as at the date of signing.~~

~~SUMMARY OF 2015 MEBAC BY-LAW CHANGES~~

~~Bylaw 1 h — removal of The Canadian Union of Public Employees, Calgary Local 3421, The City of Calgary.~~

~~Bylaw 8 b — removal of The Canadian Union of Public Employees, Calgary Local 3421, The City of Calgary.~~

~~Signing Officers revised to be the current MEBAC officers as at the date of signing.~~

SUMMARY OF 2022 MEBAC BY-LAW CHANGES

~~Throughout document — replace references to he/him/his with they/them/their.~~

~~Throughout document — replace references to chairman with Chair.~~

~~Throughout document — replace instances where defined terms are not capitalized, correct typographical errors, revise references to renumbered sections, etc.~~

~~Bylaw 1 b — addition of new definition: “Communication Facility”.~~

~~Bylaw 1 b — renumber definition of “Employee” as 1 c.~~

~~Bylaw 1 c — removal of The Calgary Civic Cafeteria Co-operative Association.~~

~~Bylaw 1 c — renumber definition of “Employer” as 1 d.~~

~~Bylaw 1 d — removal of The Calgary Civic Cafeteria Co-operative Association.~~

~~Bylaw 1 d — renumber “Majority” as 1 e.~~

~~Bylaw 1 e — renumber “Ordinary Resolution” as 1 f.~~

~~Bylaw 1 f — renumber “Society” as 1 h.~~

~~Bylaw 1 g — addition of new definition: “Personally Present”.~~

~~Bylaw 1 g — renumber “Special Resolution” as 1 i.~~

~~Bylaw 1 h — rename “Union Group/Member Associations” and renumber as 1 j.~~

~~Bylaw 3 b — revise existing bylaw to remove the reference to Executive Committee guidelines.~~

~~Bylaw 5 — revise existing bylaw to combine and clarify voting proceedings at AGM, Special Meetings, and Executive Committee meetings.~~

~~Bylaw 6 b — addition of section to allow for virtual meetings.~~

~~Bylaws 6 b, c and d — renumber as 6 c, d and e, respectively.~~

~~Bylaw 7 — revise existing bylaw to allow for virtual meetings and to reduce the wait times necessary to call a Special Meeting to order and/or appoint a meeting Chair if the president is not in attendance.~~

~~Bylaw 8 d — revise existing bylaw to clarify the role of Non-voting members and alternates.~~

~~Bylaw 9 c — addition of section to acknowledge sub-committee task delegation and expectations of the Executive Committee.~~

~~Bylaws 9 c, d, e and f — renumber as 9 d, e, f and g, respectively.~~

~~Bylaw 10 b — addition of section to allow for virtual Executive Committee meetings.~~

~~Bylaws 10 b, c, d, e, f, g, h, i and j — renumber as 10 c, d, e, f, g, h, i, j and k~~

~~Bylaw 11 b — addition of section to clarify expenditure and invoice approvals.~~

~~Bylaws 11 b, c and d — renumber as 11 c, d and e, respectively.~~

~~Bylaw 12 — revise existing bylaw to clarify the appointment of auditors.~~

~~Bylaw 14 — revision of existing bylaw to clarify that it is the President.~~

MUNICIPAL EMPLOYEES BENEFIT ASSOCIATION OF CALGARY (MEBAC)

By-Laws

1. Definitions

- a. **"Administrator"** means the person appointed by The City of Calgary as Administrator of the Society.
- b. **"Communication Facility"** means any form of technology that allows for or facilitates communication, including without limitation Zoom, WebEx, FaceTime, conference call, Microsoft Teams and other similar methods of communication.
- c. **"Employee"** means a person employed by any one of the following:
 - The City of Calgary
 - The Calgary Police Commission
 - The Association of Civic Employees Child Development Society (A.C.E.)
- d. **"Employer"** means all of the following:
 - The City of Calgary
 - The Calgary Police Commission
 - The Association of Civic Employees Child Development Society (A.C.E.)
- e. **"Majority"** means fifty percent (50%) plus one member entitled to vote.
- f. **"Ordinary Resolution"** means a resolution that has been passed by a Majority of such members entitled to vote as are present in person at the annual general meeting.
- g. **"Personally Present"** means to either be there in person or attending virtually using a Communication Facility. It does not include attending via proxy.
- h. **"Society"** means the Municipal Employees Benefit Association of Calgary.
- i. **"Special Resolution"** means a resolution passed by not less than seventy-five percent (75%) of such members entitled to vote as are Personally Present, at an annual general meeting or a special meeting of which notice specifying the intention to propose the resolution as a Special Resolution has been duly given. Special Resolutions will be proposed as required by the Societies Act.

- j. **"Union Group/Member Associations"** means collectively as a group all of the various locals, associations, or trade unions representing various Employees of the Employer, and in particular, without in any way restricting the generality of the foregoing, shall include:
- The Amalgamated Transit Union, Local 583
 - The Calgary and District Council United Brotherhood of Carpenters and Joiners of America Local 2103.
 - The Calgary Police Association.
 - The Canadian Union of Public Employees, Calgary Local 37, the City of Calgary.
 - The Canadian Union of Public Employees. Calgary Local 38, the City of Calgary.
 - The Canadian Union of Public Employees. Calgary Local 709, the City of Calgary.
 - The International Brotherhood of Electrical Workers, Local 254, the City of Calgary.
 - Calgary Police Senior Officers' Association.
 - The City of Calgary Society of Professional Engineers.
 - Administrative Professional and Technical Employees Association.
 - Senior Executive Association.
- k. The masculine shall include the feminine and the singular shall include the plural unless the content clearly indicates otherwise.

2. Membership

- a. Every Employee eligible for benefits under the Benefit Agreement shall be a member of the Society.
- b. Notwithstanding this By-law, members of the Society shall only be entitled to participate in the benefits of the Society as shall from time to time be determined by the terms of the agreement between the Society and The City of Calgary as set forth in the rules and agreements of the Society.
- c. Every eligible Employee shall become a member of the Society upon signing an authorization directing the Employer to deduct and remit to the Society the bi-weekly or other assessment made from time to time by the Society upon the members.

3. A person shall cease to be a member:

- a. when the member ceases for any reason to be an Employee of the Employer, or;
- b. if the member is disqualified from all benefits under the Benefit Agreement.

4. Member's Obligations

- a. Every ~~m~~Member shall abide by the By-laws of the Society and any regulations lawfully made by the Executive Committee for the governing of the affairs of the Society.

5. Voting

- a. Each member invited to a meeting and Personally Present shall be entitled to attend and to have one vote at an annual general meeting or special meeting of the Society, unless noted in the bylaws.
- b. A vote shall be held when deemed necessary by the Executive Committee. The votes shall be counted by the Administrator in the presence of at least two members of the Executive Committee. If the meeting is held by electronic means or other Communication facility, the votes may be submitted and counted electronically.
- c. Any vote or other action at such a meeting shall be recorded.

6. Annual General and Special Meetings

- a. An annual general meeting shall be held within the calendar year at such time as shall be determined by the Executive Committee.
- b. The Executive Committee may, in its sole discretion from time to time, deem it necessary and direct that the annual general meeting be held in-person, or by means of remote connection by electronic or other Communication Facility, or some combination of the above.
- c. The ~~Executive Committee Administrator~~ shall give notice of all annual meetings, fixing the time and place of such meeting, ~~by notice on or in the Employee's payroll statement~~. Such notice shall be given not less than fourteen (14) days prior to the date upon which the annual general meeting shall be held.
- d. The Executive Committee may, whenever it deems it necessary, convene a special meeting. Written notice of the special meeting stating the time, place and business to be dealt with shall be given in the manner described in section 6(c).
- e. Upon receiving a written requisition signed by not less than one hundred (100) members, the Executive Committee shall convene a special meeting. The written requisition must include the member's printed name, signature and employee number. Such meeting shall be convened within 90 days of receipt by the Administrator of the written requisition. Notice shall be given in the manner described in section 6(c).

7. Proceedings at Annual General Meetings

- a. Ordinary business shall be as follows:
 - i. Minutes of previous meeting;
 - ii. Consideration of Accounts;
 - iii. Consideration of balance sheets;
 - iv. Acceptance of ordinary reports of the Executive Committee, the Auditors and Actuary;
 - v. Unfinished ~~B~~business;
 - vi. New Business;
 - vii. Adjournment.
- b. No business shall be transacted at any annual general meeting unless a quorum is present at the time the meeting proceeds to business. Quorum shall be one hundred (100) members Personally Present, excepted as otherwise provided in this by-law.
- c. In the case of a special meeting, if within five minutes from the time appointed for the meeting quorum is not Personally Present, the meeting, if convened upon the requisition of members, shall be dissolved. In any other case the members Personally Present shall be deemed for all purposes to constitute a quorum.
- d. The President, or in their absence, the Vice-President shall preside as Chair at every meeting of the Society.
- e. If no member authorized to act as Chair is Personally Present within five minutes after the time appointed for holding the meeting, or if any such person be Personally Present and be unwilling to act as Chair, the members Personally Present shall choose one of their number to be Chair for that meeting.
- f. When any meeting is adjourned prior to the completion of business then no business shall be transacted at any adjourned meeting other than the business left unfinished at the meeting from which the adjournment took place. Only if a meeting is adjourned for ten days or more, shall notice of the adjourned meeting be given, in the same manner as for the original meeting. It shall not be necessary to give any further notice of an adjournment or of the business to be transacted at an adjourned meeting.

- g. The Chair of any meeting of the Society shall require a record to be made in the book of proceedings of the Society with respect to each and every resolution that is put to the Society at such meeting.

8. Executive Committee

The Executive Committee shall consist of members who shall be appointed or reappointed to the committee on a continuing basis as follows.

- a. Two (2) Employer members. These members shall be appointed by The City of Calgary.
- b. One committee member shall be selected from and by each of the following Union Group/Member Associations:
- The Amalgamated Transit Union, Local 583.
 - The Calgary and District Council United Brotherhood of Carpenters and Joiners of America Local 2103.
 - The Calgary Police Association.
 - The Canadian Union of Public Employees, Calgary Local 37, the City of Calgary.
 - The Canadian Union of Public Employees, Calgary Local 38, the City of Calgary
 - The Canadian Union of Public Employees, Calgary Local 709, the City of Calgary.
 - The International Brotherhood of Electrical Workers, Local 254, the City of Calgary.
 - Calgary Police Senior Officers' Association.
 - The City of Calgary Society of Professional Engineers.
 - Administrative Professional and Technical Employees Association.
 - Senior Executive Association.
- c. Membership privileges on the Executive Committee will be extended to any Union Group/Member Association not included in paragraph (b) above, if the application for membership is approved by the Executive Committee and that Union Group shall be deemed to be added to Section 8(b).
- d. Each body responsible for appointing members to the Executive Committee shall name an alternate and only those named alternative members shall assume the role of the Executive Committee member when the original member is unable to do so. Non-voting and alternate members are encouraged to participate in Executive Committee meetings and discussions.
- e. Every member of the Executive Committee shall be a member of the Society and shall serve without remuneration provided^{4.57} however, no member shall sustain any loss of wages attending meetings of the Executive Committee of the Society.

- f. A member of the Executive Committee shall cease to be an Executive Committee member when that person ceases to be a member of the Society or is no longer appointed by their Union Group/Member Association to act as a member of the Executive Committee.
- g. Each member of the Executive Committee has the right to vote except the members appointed by The City of Calgary.

9. Powers and Duties of Executive Committee

- a. The business of the Society shall be managed by the Executive Committee, who may exercise all such powers of the Society as are not prohibited by the Societies Act.
- b. The Executive Committee may authorize the borrowing of money on behalf of the Society.
- c. The Executive Committee may delegate tasks to MEBAC sub-committees to be brought back to the Executive Committee for decisions.
- d. The Executive Committee shall duly comply with the provisions of the Societies Act, and in particular with the provisions in regard to holding an annual general meeting, filing with the Registrar a statement in the form of a balance sheet audited and signed as required by the Societies Act, filing with its annual statement a list of members of its Executive Committee, and shall make all the returns to the Registrar of Companies required by the Societies Act.
- e. The Secretary of the Executive Committee shall cause minutes to be made of:
 - All appointments of Officers made by the Executive Committee in accordance with Section 11(c);
 - The names of the Executive Committee Personally Present at each meeting of such committee and of any committee thereof;
 - All resolutions and proceedings at each meeting of the Society, and of the Executive Committee and of any committee thereof;
- f. The Administrator of the Society shall keep and have custody of the minutes of proceedings of the Society, the Executive Committee and of any committee thereof.
- g. The Executive Committee shall forward to all unions and associations copies of the minutes of the Executive Committee meetings as soon as practicable after confirmation and the Executive Committee shall reserve the

right to delete from the minutes any business or communications dealt with personal items concerning individual members of the Society.

10. Proceedings of Executive Committee

- a. The Executive Committee shall establish meetings, at least quarterly, for the dispatch of business. In addition to the regular meetings, the Administrator, on the requisition of the President, shall call a meeting of the Executive Committee. In addition, a meeting may be called by members of the Executive Committee. The request for this meeting must be sent to the Administrator and signed by at least five (5) Executive Committee members.
- b. The Executive Committee may, in its sole discretion from time to time, deem it necessary and direct that a meeting of the Executive Committee be attended by Executive Members by electronic or other Communication Facility.
- c. The Executive Committee may adjourn and otherwise regulate its meetings as it sees fit. Questions arising at any meeting shall be decided by a Majority of votes of those Personally Present.
- d. All members of the Executive Committee shall be informed of the time, date, and place of the regular monthly meetings.
- e. If advance notice is given to the Executive Committee, unions, associations or members may present briefs, or disputes that may arise to the Executive Committee. This notice must be presented one month in advance.
- f. The quorum necessary for the transaction of the business of the Executive Committee shall be a Majority of the total Executive Committee members. This quorum shall include not less than two (2) Officers.
- g. The continuing members of the Executive Committee may act notwithstanding any vacancy or vacancies; in the event a vacancy or vacancies occur, the Executive Committee shall notify the unrepresented Union Group/Member Association or Employer of the vacancy or vacancies.
- h. If at any meeting of the Executive Committee the Chair or Vice-Chair is not Personally Present within five minutes after the time appointed for holding the same, the Executive Committee members Personally Present may choose one of the ~~if~~ members Personally Present to be Chair of the meeting.
- i. The Executive Committee may establish a Negotiating Committee on behalf of the Society. The Negotiating Committee shall initiate and recommend changes in the benefits provided by the Society for its members, both as to the amount of the benefit and the nature of the benefit; and further shall have sole responsibility for conducting any and all negotiations with the

Employer respecting the benefits provided by the Society for its members and the participation of the Employer in paying for the cost of such benefits.

- j. The Executive Committee may establish any other committees it deems necessary.
- k. Attendance at Executive Committee meetings is restricted to the members of the Executive Committee, alternates, resource persons, legal counsel and approved observers. Each observer must be approved, at the meeting they wish to attend, by a Majority vote of the members of the Executive Committee in attendance at that meeting.

11. Officers

- a. The Officers of the Society shall consist of a President, who shall be the Chair of the Executive Committee, a Vice-President, a secretary, who shall be the Secretary of the Executive Committee, and a Treasurer. Only members of the Executive Committee shall be eligible for election as Officers.
- b. The Officers shall be responsible for the review and approval of MEBAC Executive Committee expenditures including but not limited to consultant fees, legal fees, Executive Committee meetings and training fees.
- c. All Officers shall be elected by the Executive Committee, and shall retire at the first meeting of the Executive Committee to be held after the annual general meeting following the date of their election but shall be eligible for re_election. Nevertheless, each Officer shall be deemed to remain in office until their successor has been appointed.
- d. Any Officers may be removed from office for any cause which the Executive Committee may deem reasonable upon a Majority vote of the Executive Committee.
- e. Every Officer shall serve without remuneration.

12. Audit

Auditors shall be appointed by the Executive ~~Committee~~Committee, and it shall be their duty to audit the accounts of the Society for every fiscal year and to submit to the annual general meeting a signed copy of their statement.

13. Actuarial Service

An actuarial firm shall be appointed by the Executive Committee to do the actuarial work for the Society and to submit a signed statement concerning the actuarial state of the Society's plan or plans as and when deemed advisable by the Executive Committee.

14. The Seal

- a. The seal of the Society shall be in the custody of the Administrator of the Society.
- b. The Seal of the Society shall not be affixed to any instrument except by authority of a resolution of the Executive Committee or by an Ordinary Resolution or Special Resolution of the Society, whether previous notice thereof has been given or not. The Seal shall be used in the presence of such Officers of the Society as may be prescribed in and by any resolution, or if no Officers are prescribed by the resolution in the presence of the President or Vice-President and the Secretary.
- c. Except for Releases for recovery of subrogated claims, such Officers shall sign every instrument to which the seal of the Society is so affixed in their presence. Notwithstanding the above, only the Administrator or their designate shall sign every Release for recovery on subrogated claims and shall have the authority to affix the seal of the Society to it without any Officers being present.

15. Accounts

- a. The Executive Committee shall direct the Administrator of the Society to cause true accounts to be kept of all sums of money received and expended by the Society and the matters in respect of which such receipts and expenditure take place.
- b. The books of accounts shall be kept at the registered office of the Society or at such other place as the Executive Committee think fit and shall be open to inspection by the Executive Committee.
- c. The Executive Committee shall forward to all Union Groups/Member Associations and the Employer a copy of all audits, financial statements, actuarial reports and/or any matters pertaining to the Society as soon as practicable after being received by the Executive Committee.

16. Office

- a. The Society shall maintain an office in the City of Calgary, Province of Alberta, and until otherwise decided by the Executive Committee such office shall be situated at the Calgary Municipal Building, Calgary, Alberta.
- b. The City of Calgary shall appoint the Administrator. The Administrator shall be an ex-officio member of the Executive Committee and shall attend all meetings of the Executive Committee.

17. Amending By-Laws

The Society may by Special Resolution amend these By-laws by altering or rescinding any of the existing By-laws and by adding new By-laws. Proposed amendments presented to or recommended by the Executive Committee shall be forwarded to all Union Groups/Member Associations not later than sixty (60) calendar days prior to the annual general meeting or a special meeting where the Special Resolution will be dealt with.

DATED at the City of Calgary, in the Province of Alberta, this _ day of June, 2026.

SIGNATURE

COMPLETE ADDRESS

Mike Mahar, President

P.O. Box 2100, Stn M
Calgary, AB T2P 2M5

P.O. Box 2100, Stn M
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Frank Donegan, Vice-President

Anthony Montanaro, Treasurer

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Jody Sallans, Secretary

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Revision History

<u>Revision Date</u>	<u>Description</u>
<u>2026</u>	<p><u>Housekeeping revisions.</u></p> <p><u>Bylaw 6 (c) updated to state that the Executive Committee will give notice of all annual meetings, including the time and place. Removed reference to providing notice in employees' payroll statement.</u></p> <p><u>Added a Revision History page to the bottom of the document. Moved the summary of Bylaw changes from the top of the document to the Revision History page.</u></p>
<u>2022</u>	<p><u>Housekeeping revisions throughout the document.</u></p> <p><u>Bylaw 1(b)–1(j): Added new definitions, removed The Calgary Civic Cafeteria Co-operative Association, renamed and renumbered definitions, and updated terminology.</u></p> <p><u>Bylaw 3(b): Removed reference to Executive Committee guidelines.</u></p> <p><u>Bylaw 5: Clarified and combined voting procedures for the AGM, Special Meetings, and Executive Committee meetings.</u></p> <p><u>Bylaws 6(b)–(e) & 7: Added provisions for virtual meetings and reduced wait times for calling Special Meetings to order or appointing a Chair.</u></p> <p><u>Bylaw 8(d): Clarified the role of non-voting members and alternates.</u></p> <p><u>Bylaws 9(c)–(g): Recognized subcommittee task delegation and clarified Executive Committee expectations.</u></p>

	<p><u>Bylaws 10(b)–(k): Allowed for virtual Executive Committee meetings and renumbered sections.</u></p> <p><u>Bylaws 11(b)–(e): Clarified expenditure and invoice approval authority.</u></p> <p><u>Bylaw 12: Clarified the appointment of auditors.</u></p> <p><u>Bylaw 14: Clarified reference to the President.</u></p>
<u>2015</u>	<p><u>Bylaw 1 h — removal of The Canadian Union of Public Employees, Calgary Local 3421, The City of Calgary.</u></p> <p><u>Bylaw 8 b — removal of The Canadian Union of Public Employees, Calgary Local 3421, The City of Calgary.</u></p>
<u>2004</u>	<p><u>Bylaw 1(b) & 1(c): Removed ENMAX Corporation, subsidiaries, and employees.</u></p> <p><u>Bylaw 1(h) & 8(b): Removed IAFF Local 255, The City of Calgary, Managers’ Association, and Department Heads Association.</u></p> <p><u>Bylaw 1(h) & 8(b): Added the Senior Executive Association.</u></p> <p><u>Bylaw 8(c): Removed “newly” to allow union or association name changes and prior unions.</u></p> <p><u>Bylaw 12: Confirmed auditor appointment by the membership at the AGM.</u></p>