

Approved 177 2N

PRESENTED ON 12/12/24 FOR VOTE ON 2/13/25
~~11/12/24~~

Pg 1 of 1

CHVFC BYLAW ARTICLE XX SECTION 1 GRIEVANCES

SUMMARY OF CHANGE: Designates the Company Grievance Committee to which a grievance will be referred.

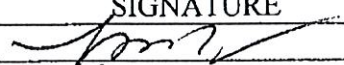
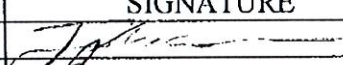


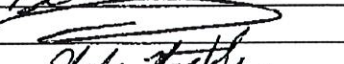
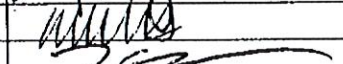

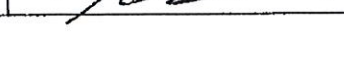


REASON FOR CHANGE: The current Bylaws does not provide for handling of a grievance directed against the President.

PROPOSED CHANGE: Underlined is changed.

Sec 1: All grievances regarding Company business except those specified in these Bylaws, shall be referred to the President in writing. The President shall respond to the aggrieved member in writing, after reviewing the grievance. The aggrieved member then has to make a determination as to if the grievance is resolved. If the result is not satisfactory to the aggrieved party, then he/she needs to re-submit to the President that the result is not acceptable. The grievance will then go to a special meeting, which will be held in executive session, unless the aggrieved party wishes the session to be open. The open session shall be requested to the President in writing 24 hours prior to posting of the meeting. They shall then report the action taken at the next regular meeting of the Company.

PROPOSED CHANGE: **Bold** is new.

Sec 1: All grievances regarding Company business except those specified in these Bylaws, shall be referred to the **Grievance Committee** in writing. The **Grievance Committee** shall respond to the aggrieved member in writing, after reviewing the grievance. The aggrieved member then has to make a determination as to if the grievance is resolved. If the result is not satisfactory to the aggrieved party, then he/she needs to re-submit to the **Grievance Committee** that the result is not acceptable. The grievance will then go to a special meeting, which will be held in executive session, unless the aggrieved party wishes the session to be open. The open session shall be requested to the President in writing 24 hours prior to posting of the meeting. The **Grievance Committee** shall then report the action taken at the next regular meeting of the Company.

FFID	SIGNATURE	FFID	SIGNATURE
327		713	
741		740	
728		544	
337		598	
691		671	

Entered into Bylaws 2/18/25 (CMM)