



**GRAND LODGE
FRATERNAL ORDER OF POLICE®**

NATIONAL HEADQUARTERS • 701 MARRIOTT DRIVE • NASHVILLE, TENNESSEE 37214

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CHUCK CANTERBURY
NATIONAL PRESIDENT

PATRICK YOES
NATIONAL SECRETARY

June 13, 2011

TO: National Board of Trustees
All State & Subordinate Lodge Secretaries

In accordance with Article 30 of the Grand Lodge Constitution and Article 30 of the Grand Lodge By-Laws, enclosed herewith are the proposed amendments to the Grand Lodge Constitution & By-Laws.

These proposed amendments shall be considered during the 60th Biennial National Conference of the Grand Lodge, Fraternal Order of Police, to be held in Salt Lake City, Utah the week of August 15-18, 2011.

Fraternally,

Patrick Yoes
National Secretary

Enclosures

AMENDMENT #1

The Grand Lodge National Board of Trustees proposed the following amendment to the Grand Lodge Constitution and By-Laws at their Spring National Board of Trustees Meeting March 11th & 12th, 2011 in Boston, Massachusetts.

The proposed change to the National Constitution & By-Laws is under Article 17 Section 2, Paragraph B, Delegates.

Which currently reads:

**ARTICLE 17
Delegates**

Section 2, Paragraph B. Each subordinate lodge of a state lodge and each subordinate lodge in states having no state lodge shall be entitled to one (1) delegate each for each fifty (50) active members or major portion thereof, provided, however, that every lodge shall be entitled to not less than one (1) delegate. Notwithstanding the foregoing, the number of delegates to the Biennial Conference to which each subordinate lodge shall be entitled shall be determined by reference to the number of active members for whom all per capita taxes then owing has been fully paid by the first day of May of the year in which the Biennial Conference is held.

To amend it to read:

**ARTICLE 17
Delegates**

Section 2, Paragraph B. Each subordinate lodge of a state lodge and each subordinate lodge in states having no state lodge shall be entitled to one (1) delegate each for each fifty (50) active members or major portion thereof, provided, however, that every lodge shall be entitled to not less than one (1) delegate. Notwithstanding the foregoing, the number of delegates to the Biennial Conference to which each subordinate lodge shall be entitled shall be determined by reference to the number of active members for whom all per capita taxes then owing has been fully paid by the first day of July of the year in which the Biennial Conference is held.

And to add:

**ARTICLE 17
Delegates**

Section 2, Paragraph C. Under extenuating circumstances local lodges that are denied National Conference credentials can appeal, in writing, to the National Secretary, who will forward the appeal and recommendation to the Executive Board for a decision. The local lodge can appeal the decision of the Executive Board to the Board of Trustees at the Pre-Conference Board Meeting. The local lodge can appeal the Board of Trustees' decision to the floor of the National Conference in question. The decision of the delegates will be final.

Date: March 11, 2011

/s/ Chuck Canterbury
National President

Patrick Yoes
National Secretary

**COMMITTEE:
CONFERENCE:**

_____ _____ ADOPT _____ REJECT
_____ ADOPT _____ REJECT

AMENDMENT #3

Additional Duties and Responsibilities of the National Secretary Proposed by Missouri Valley Lodge #3 in North Dakota.

With our current practice, the National Office Staff serves at the direction of too many National Officers and does not provide the national office employees the confidence and understanding of a clearly defined chain of command which we as law enforcement officers expect and demand as common practice. With the continued growth of our great organization we have had to expand the staff of the National Office to keep pace. In doing so we have now reached a level where we need to provide these dedicated employees with a defined chain of administrative command. The National Secretary is elected by the delegates to the Biennial Conference and his/her duties are set forth in the Constitution and By-Laws of the National Fraternal Order of Police. Since the majority of the work time and duties of the national office and staff is dedicated to the duties of the National Secretary and in order to provide for consistent supervision, direction, and control and to provide for a stable work environment, the staff of the National Office located at 701 Marriott Dr Nashville, Tennessee should be under the direction and control of the National Secretary.

The proposed change to the National Constitution & By-Laws is under Article 12, Section 15; Article 2, Section 6; and Article 3, Section 1, Subsection K:

To add new sections which will read:

**ARTICLE 12
National Secretary**

Section 15. With sufficient staff authorized in the budget each fiscal year for the office of National Secretary, the National Secretary shall advertise for, hire, assign, promote, and take disciplinary action, up to, and including termination, as set forth in the FOP employee manual, against any administrative person employed by that office. Any appeal to the disciplinary decision of the National Secretary shall be heard by the National Board of Trustees, in total.

**Article 2
Character**

Section 6. The Grand Lodge, Fraternal Order of Police has budgeted full-time and part-time employees who conduct the day to day business of the Grand Lodge. All employees come under the direct supervision of either the Office of National President, or under the direct supervision of the Office of National Secretary, or under the direct supervision of the office of National Treasurer. All employees of the Grand Lodge, Fraternal Order of Police, shall be guaranteed the protection of just cause in disciplinary and termination matters and have the right of due process under the law as regards to matters pursuant to that employment. Any aggrieved employee can appeal work related inequities to the National Board of Trustees for review and resolution.

**Article 3
Definitions**

Section 1., Subsection K. "Regularly employed full time (part time) Grand Lodge FOP personnel" shall mean those persons employed by the National President which relate directly to his or her office; shall mean those persons employed by the National Secretary which relate directly to his or her office; and shall mean those persons employed by the National Treasurer which relate directly to his or her office. The National President, the National Secretary and the National Treasurer, each, and individually, have full authority to hire, supervise, discipline, terminate or otherwise regulate the conduct of their respective employees without interference but subject to appeal by any aggrieved employee to the National Board of Trustees.

Date: February 21, 2011

/s Scarlett Schaan-Vetter, Secretary
Missouri Valley Lodge #3 in North Dakota

COMMITTEE: _____ ADOPT _____ v _____ REJECT
CONFERENCE: _____ ADOPT _____ REJECT