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The Ninety-Nines, Inc. International 99s Bylaws/Standing Rules Committee

April 16, 2009

Dear Chapter Chairmen, Section Governors, Trust Chairmen, and Members-at-Large:

Enclosed are proposed amendments to the Ninety-Nines, Inc. Bylaws and Standing Rules that will be presented at the Annual Meeting in Chicago.

The Committee has thoroughly reviewed all proposed amendments as submitted. Although the original proposals could not be carried forward, the Committee was able to submit elements from those proposals, which are included in the attached proposed amendments. These proposed amendments have been reviewed by the International Board of Directors, 99s General Counsel, 99s Parliamentarian, and the International Treasurer.

Changes are annotated by either a ~~strike-through~~ or **underlined bold**. A strike through denotes a proposed deletion, while an underlined bold denotes a proposed addition. All of proposed Bylaw #1 and Standing Rule #1 are new and shown in bold.

Chapter Chairmen and Governors, please review the proposed amendments with your membership so those who will be attending the Annual Meeting will be knowledgeable and will have been given direction as to the wishes and desires of your chapter and section members. Should you have further questions, please do not hesitate to contact me.

Sincerely,


Sally Biggin
Chairman

Attachments: Proposed Amendments for 2009

Promote world fellowship through flight

Provide networking and scholarship opportunities for women and aviation education in the community

Preserve the unique history of women in aviation

ARTICLE V: MEMBERSHIP

Section 7. Termination, Suspension or Expulsion of Membership

- A. (No change)
- ~~B. A member shall be suspended or expelled by a two-thirds (2/3) vote of the Board of Directors only after a hearing and an appeal in accordance with procedures as designated in the parliamentary authority, for specific verified acts of misappropriation of organization funds, intentional violation of the Certificate of Incorporation, Bylaws or a criminal act. Such acts must cause direct injury to the organization. A member shall not be suspended or expelled for allegedly causing injury to another individual member. A suspension or expulsion shall have been requested:~~
- ~~1) by a two-thirds (2/3) vote of the members at a Section Business Meeting of the Section to which she belongs, or~~
 - ~~2) by a two-thirds (2/3) vote of the Chapter to which she belongs.~~

(Note: The following Paragraph B proposal replaces the current Paragraph B and is not underlined for ease of reading.)

- B. A member shall be suspended or expelled only after an investigation into facts alleging conduct tending to injure the good name of the Corporation, disturb its well-being, hamper it in its work, or for specific verified acts of misappropriation of organization funds, intentional violation of the Certificate of Incorporation or Bylaws, or a criminal act. A personal dispute between members shall not be cause for administrative disciplinary proceedings.**
- 1) The Governor of the member's Section shall appoint an Investigatory Committee and a Formal Hearing Committee to investigate and hear a complaint against a member.**
 - a) The Investigatory and Formal Hearing Committees are authorized to use electronic mail and teleconferencing, as needed, in furthering their work.**
 - b) The final vote on the Investigatory Committee Report will be by teleconference or in person, followed by a written ballot. Dissenting members can write their report which will be submitted with the committee report.**
 - c) The Formal Hearing shall be held in Executive Session with Committee members and other invited attendees, such as attorneys or witnesses, on an as needed basis.**
 - d) The rules governing the activities of these committees are set forth in the "Disciplinary Procedures Standing Rule" and in the current edition of *Robert's Rules of Order Newly Revised*.**
 - 2) The member shall be afforded a formal hearing during which evidence is presented and during which she will be provided an opportunity to present evidence on her own behalf.**
 - a) The Formal Hearing Committee shall issue a decision finding the member not guilty or guilty of the charges with a two-thirds (2/3) written vote of the Committee's members voting, and,**
 - b) If a guilty verdict is rendered, the Formal Hearing Committee will impose an appropriate sanction of suspension (30 days to one (1) year) or expulsion from membership in the Corporation.**
 - 3) The International Board of Directors hears appeals of Formal Hearing Committee decisions.**

- 4) **If, upon appeal, the decision of the Formal Hearing Committee to suspend or expel a member is upheld, modified, or overturned, the decision shall be affirmed by a two-thirds (2/3) vote of the International Board of Directors voting.**
- 5) **The decision of the International Board of Directors is final and is effective immediately.**

Submitted by: International Bylaws/Standing Rules Committee

Rationale: Current Article V, Membership, Section 7 only allows for termination of membership for non-payment of dues or for misappropriation of organization funds, intentional violation of the Certificate of Incorporation or Bylaws, or a criminal act. Except for non-payment of dues, the proceedings described above must be initiated at the chapter or section level. This proposal deletes current Section 7, Paragraph B, and replaces it with a new Paragraph B. The new paragraph provides a means for serious charges concerning a member's behavior that is detrimental to the well-being of The Ninety-Nines, Inc., to be raised to the Section Governor for investigation and action, as appropriate. The process for addressing the charges is described in Proposed Standing Rule Amendment #1 and uses the organization's parliamentary authority, *Robert's Rules of Order Newly Revised (RONR)*, as a general guideline in processing charges brought against a member. This procedure institutes due process for the accused member.

The title of Section 7 is renamed to include the suspension and expulsion sanctions provided for in new Paragraph B. The sanctions agree with terminology used in the Corporation's Certificate of Incorporation and *RONR*.

Financial Impact: Undetermined: Should not be a significant impact on an annual basis since this is expected to be an infrequent process.

Legal Impact: No legal impact because due process has been provided

Board of Directors: Concur

International Bylaws/Standing Rules Committee: Concur

DISCIPLINARY PROCEDURES**I. Suspension or Expulsion:**

- A.** Complaints related to a member's conduct in violation of Bylaw Article V, Section 7, Paragraph B, must be submitted in writing to the member's Section Governor by a minimum of five (5) members. If the complaints are against the Governor, the Immediate Past Governor assumes the duties of the Governor for the purposes of these disciplinary procedures. Members submitting complaints to the Governor will recuse themselves from further deliberations concerning their complaints against a particular member while the complaints are investigated and a decision on their merit is implemented.
- B.** The investigation of the complaint(s) and subsequent actions of the appointed committees and the International Board of Directors (IBOD) shall be conducted in accordance with the procedures outlined in *Roberts Rules of Order Newly Revised (RONR)* and as provided in this Standing Rule. All committees and the IBOD will be briefed on the procedures related to their duties by the Parliamentarian and General Counsel. Since confidentiality is of the essence during the proceedings, all meetings and hearings of committees and the IBOD will be in "executive session".
- C.** Within 30 days of receiving the complaints listed in Paragraph A., the Governor shall appoint an Investigatory Committee of five (5) members from her Section comprised of one (1) Past Governor, one (1) Past Section Officer, one (1) Past Chapter Chair, and two (2) members from the general Section membership, having a good working knowledge of the corporation, to conduct a confidential investigation of the complaints. Members of this committee shall be from different chapters and shall not be members of the same chapter as the member being investigated. For Sections with no chapters, the Governor shall appoint an Investigatory Committee of three (3) members comprised of one (1) Past Governor, one (1) Past Section Officer, and one (1) member from the general Section membership, having a good working knowledge of the corporation, to conduct a confidential investigation of the complaints.
- 1) The Governor shall notify the member in writing by certified mail return receipt requested, in addition to written notification by regular postal mail and electronic mail (email), if available, that an Investigatory Committee has been formed to investigate complaints against her.
 - 2) The Committee will be tasked with investigating the complaints brought forth under Paragraph A and
 - 3) The Committee will send a written report of the results of its investigation to the Governor not later than forty-five (45) days after being constituted, unless an extension of time is granted by the Governor.
 - a) In the event the Committee's report finds the complaint is not substantiated, the committee report to the Governor will indicate that the complaint is not justified.
 - b) If the investigation reveals the complaints have merit, the committee report to the Governor will outline the course of the investigation and will prefer specific charges and specifications. The report shall be signed by all Committee Members that agree with the report contents. Dissenting members can write their report which will be submitted with the committee report.
- D.** Upon receipt of the Investigatory Committee's report, the Governor shall either find the charges against the member "not justified" or convene a Formal Hearing Committee. In the event the charges have been found to be not justified, the Governor shall send written notice of the findings to the member.

- 1) The Governor shall appoint four (4) section members and request a Past President of the Corporation to serve on a Formal Hearing Committee. For Sections with no chapters, the Governor shall appoint a Formal Hearing Committee of three (3) members. Within fifteen (15) days of receipt of the Investigatory Committee's report preferring charges, she shall set the date for the Formal Hearing.
 - 2) The Formal Hearing Committee shall be comprised of five (5) members including one (1) Past Governor, not currently serving on the Section Board, one (1) Past President not serving on the International Board of Directors, one (1) present or Past Chapter Chair, and two (2) members from the general section membership, having a good working knowledge of the corporation. Members of the committee shall be from different chapters and shall not be members of the same chapter as the member being investigated. For Sections with no chapters, the Formal Hearing Committee shall be comprised of three (3) members including one (1) Past Governor, one (1) Past Section Officer, and one (1) member from the general Section membership, having a good working knowledge of the corporation. Members of the Investigatory Committee shall not serve on the Formal Hearing Committee.
 - 3) The Governor shall notify the accused member in writing by certified mail return receipt requested, in addition to written notification by regular postal mail and electronic mail (email), if available, of the date, time, and place of the Formal Hearing.
 - a) The notification shall be made within fifteen (15) days of receipt of the Investigatory Committee's report.
 - b) The Formal Hearing date shall be set for on or about thirty (30) days after the anticipated notice mailing date.
 - c) The letter shall be drafted in accordance with guidance contained in *RONR* to include an exact copy of the charge(s) and specifications with the exact date of their adoption.
 - d) The letter shall direct the member to appear as cited.
 - e) The letter shall advise the member that her rights as a member of The Ninety-Nines, Inc., (except as related to the Formal Hearing) are suspended pending disposition of the case.
 - 4) The Formal Hearing shall convene on or about thirty (30) days after notification to the accused member is mailed and shall only be postponed for reasons of national security considerations, serious illness, or the death of a close family member. If the accused is unable to appear as scheduled, she may have one extension of the hearing date. If the accused fails to appear without explanation for the Formal Hearing at the appointed time as directed, the Formal Hearing shall proceed without her.
 - 5) The Formal Hearing Committee shall forward its written report, including its written decision, to the Governor within fifteen (15) days of the conclusion of the Formal Hearing. The decision of the Formal Hearing Committee is then mailed as in D. 3) above to the accused.
 - 6) The International Board of Directors shall review and implement the Formal Hearing Committee decision after the appeal deadline has passed and no appeal has been filed.
- E. The accused may file a written appeal of a decision to suspend or expel from membership with the Corporation President. The appeal must be postmarked not later than thirty (30) days after the notification in Paragraph D. 5) is sent to her by mail.

- 1) The President shall convene the International Board of Directors to hear the member's appeal within forty-five (45) days of receiving written notice appealing the Formal Hearing Committee's decision.
 - 2) The accused will have the opportunity to make an oral statement of her case which will be followed by a rebuttal statement by a member of the Formal Hearing Committee. No statement shall exceed one (1) hour. If the accused chooses to submit a written statement, it must be received by the IBOD at least 15 days before the hearing. A copy of the statement shall be forwarded expeditiously to the Formal Hearing Committee representative upon receipt by the IBOD.
 - 3) Both parties will be dismissed at the conclusion of presenting their statements and prior to the IBOD deliberations.
- F. The decision of the International Board of Directors is final and shall take effect immediately. The decision of the International Board of Directors is then mailed as in D. 3) above to the accused.
- G. Committees convened to participate in the investigation and adjudication of the case will be dismissed from service by the Section Governor after the appeal, if any, has been decided.
- H. At the conclusion of these proceedings, all documents related to the proceedings shall be sealed and secured at Headquarters. Written notification of the sanction, if any, imposed on the accused shall be sent to IBOD members recused from the proceedings, the accused's chapter Chairman and section Governor (Vice Chairman/Vice Governor if the accused is the Chairman/Governor) and the Headquarters Office Manager. Headquarters shall only state whether or not an accused member is a member of the organization in response to inquiries about the member's status.

Submitted by: International Bylaws/Standing Rules Committee

Rationale: This proposed Standing Rule provides implementation guidance in support of proposed Bylaw Amendment #1, Article V: Membership, Section 7., Paragraph B.

Financial Impact: Undetermined: Should not be a significant impact on an annual basis since this is expected to be an infrequent process.

Legal Impact: No legal impact because due process has been provided

Board of Directors: Concur

International Bylaws/Standing Rules Committee: Concur

ARTICLE V: MEMBERSHIP

Section 1. Membership Requirements

- A. Any woman shall be eligible for membership in the Corporation if she can show satisfactory evidence that she meets the following qualifications:
- 1) Holds a **Recreational, Sport or higher grade** pilot certificate or ~~military equivalent~~ **is a rated military pilot in similar aircraft or holds equivalent pilot certificates and ratings** issued by the appropriate government authority. ~~entitling her to fly either heavier or lighter than air aircraft.~~
 - 2) (No change)
 - 3) (No change)

Rationale: This change brings the membership requirements in line with current definitions of a "Pilot Certificate" and category ratings as outlined in §61.5(a) and (b) of the Federal Aviation Regulations (FAR). It clearly establishes the minimum grade certificates for full membership in the Corporation (99s). Without this change, Student pilots would be eligible for full membership in the 99s because their certificate grade is now recognized as a "Certificate" in the FAR. The change also incorporates correct regulatory terminology describing rated military pilots. The change does not open membership to military personnel that "fly" drones unless they are also fully-rated military pilots.

Section 4. Classes of Membership

- A. Active Member (No change)
- B. Section Member (No change)
- C. Member-at-Large (No change)
- ~~D. Academic Member...Delete entire section~~

Rationale: The change eliminates the current redundancy of classes of membership (Academic and Active) open to women pilots holding the same certificate grades. Full membership (and the benefits thereof) will be provided to academic students holding the requisite certificates and ratings. Financial impact is minimal for the approximately 75 members affected--\$45 per year dues increase, payable at their next renewal date.

Section 4. Classes of Membership

- ~~E. Future Woman Pilot (FWP)... Delete entire section.~~
- D. Associate Member - A woman meeting the requirements of Section 1 of this Article, except that she holds a current Student pilot certificate, or equivalent pilot certificate issued by appropriate government authority, shall be eligible to become an Associate Member of the Corporation.**
 - 1) Associate Members shall pay reduced annual dues for the first two years of their membership after which they shall pay dues at the full active member rate.**
 - 2) Associate Members shall not vote, be a delegate, give a proxy as a delegate, or hold office at the International level.**
 - 3) Membership time accrued as an Associate Member shall not be credited towards meeting the eligibility requirements of ARTICLE V: MEMBERSHIP, Section 5., Paragraph B. Life Member, and ARTICLE X: ELIGIBILITY TO HOLD OFFICE.**
 - 4) In Sections where there are Chapters, these Associate Members must be affiliated with a Chapter.**
 - 5) Associate Members shall convert to full Corporate membership when a Recreational, Sport, Private, or higher grade pilot certificate is earned.**

ARTICLE V: MEMBERSHIP**Section 4. Classes of Membership**

Rationale: Minimum pilot qualifications for full 99 membership are established in revised Article V, Section 1, Paragraph A. 1. The Ninety-Nines recognizes the importance of mentoring women as they progress towards reaching their goal of becoming pilots eligible for active Ninety-Nines membership. By providing a means for student pilots to participate in the organization, we also provide for their continued mentoring. Women holding a Student pilot certificate may join as Associate members with this revision that adds a new Section 4, Paragraph D. No limitation is imposed on how many times an Associate Member may renew her membership as long as she presents a current Student pilot certificate. This change streamlines requirements for 99s membership and brings membership requirements in line with current definitions in the FAR and the historical intent of the organization. It provides relief to both Student pilots and Headquarters staff because excessive paperwork requirements to renew membership are dropped — a copy of a current Student pilot certificate will suffice. Reduced dues are implemented in recognition of the reduced benefits available to Associate Members. However, because of the cost of sustaining members in the organization, full dues will be paid after the initial two-year Associate Membership period if the member has not yet qualified for active membership in the Corporation. Time spent as an Associate Member is not credited towards time required as a full member to qualify for Life Membership or to hold elective office under Article X of the Bylaws since Associate Members are not fully-vested members of the Corporation.

Submitted by: International Bylaws/Standing Rules Committee

Financial Impact: Deletion of Academic Class of Membership: Increase in dues revenue ranging from \$800-\$3,160, depending upon the number of members not renewing at increased dues. As of March 19, 2009 there were 79 Academic members. If all renewed at the increased dues, the increase in revenue would be $79 \times \$40$ (increase in dues) = \$3,160.

If one half did not renew at higher dues, the increase in dues revenue would be \$800.

$(79 \times \frac{1}{2}) = -40 \times \20 (current dues) = -\$800 loss

40×40 (dues increase) = \$1,600 increase

There will also be an increase in dues revenue to Sections of up to \$395 ($79 \times \5 Section dues) since Academics do not currently pay Section dues.

Deletion of Future Woman Pilot Class of Membership & addition of new Associate Member Class: Increase in dues revenue ranging from \$0-\$3,390, depending upon the number of members not renewing at increased dues in year three. If one half did not renew the net effect would be \$0 ($113 \times \frac{1}{2} = -57 \times \30 (current dues) = \$1,710 loss + $57 \times \$30$ (increase in dues) = \$1,710 increase). If all of the members renewed in year three, the increase would be \$3,390 ($113 \times \$30 = \$3,390$).

Note: As of March 19, 2009, there were 338 FWP's. For purposes of the above computation, it is assumed that one-third stayed as FWP for third year which would be 113 members. Three years is current limit on FWP membership without documentation of extenuating circumstances.

Legal Impact: None

Board of Directors: Concur

International Bylaws/Standing Rules Committee: Concur

Standing Rules Affected: Fiscal and Dues, I. Dues Schedule

FISCAL AND DUES

I. DUES SCHEDULE:

- B. ACADEMIC MEMBERS (Delete entire paragraph)
 C. FUTURE WOMEN PILOTS (Delete entire paragraph)

<u>B. ASSOCIATE MEMBERS</u>	<u>US</u>	<u>CANADIAN/ CARIBBEAN</u>	<u>OVERSEAS ALL OTHERS</u>
<u>First 2 years</u>			
<u>Membership Dues</u>	<u>\$30.00</u>	<u>\$30.00</u>	<u>\$30.00</u>
<u>Initiation Fee (1st year)</u>	<u>10.00</u>	<u>10.00</u>	<u>10.00</u>
<u>Section Dues</u>	<u>5.00</u>	<u>5.00</u>	<u>0.00</u>
<u>Total</u>	<u>\$45.00</u>	<u>\$45.00</u>	<u>\$40.00</u>
<u>Renewals after 2 years</u>			
<u>Membership Dues</u>	<u>\$60.00</u>	<u>\$52.00</u>	<u>\$44.00</u>
<u>Section Dues</u>	<u>5.00</u>	<u>5.00</u>	<u>0.00</u>
<u>Total</u>	<u>\$65.00</u>	<u>\$57.00</u>	<u>\$44.00</u>

DC. RENEWALS (Renumber paragraph as C. RENEWALS)

1) <u>Active</u> Membership Dues	\$60.00	\$52.00	\$44.00
Section Dues	5.00	5.00	0.00
<u>Total Active Member</u>	<u>\$65.00</u>	<u>\$57.00</u>	<u>\$44.00</u>
a. A member may authorize automatic annual dues renewal by credit card.			
b. This renewal option does not apply to Academic members or Future Women Pilots.			
2) Academic members	\$20.00	\$20.00	\$20.00
Section Dues	0.00	0.00	0.00
3) Future Women Pilots	\$30.00	\$30.00	\$30.00
Section Dues	5.00	5.00	0.00
	<u>\$35.00</u>	<u>\$35.00</u>	<u>\$30.00</u>

F. MISCELLANEOUS:

- 2) The initial fee shall entitle the new member to receive the official 99 pin ~~or Future Woman Pilot pin.~~ **Associate Members will receive the official 99 pin upon becoming Active Members.** All members receive the International magazine, the membership directory, a membership card and access to the members-only portion of the official Website and Internet Resources.
- 4) Members may renew membership for three or five years at current rates (non-refundable). ~~FWP and Academic memberships are not eligible for multiple-year renewals.~~ **Associate Members are not eligible for multiple-year renewals.** Funds will be retained in the appropriate financial accounts and dispensed to Headquarters and Sections in the appropriate year. Membership cards will be issued for the full length of the renewal.
- 5) **The increase in dues, if any, for Associate Members transitioning to Active Member will not be implemented until their next renewal date.**

PROVISO: In order to implement the change in membership structure, the increase in dues for Academic Members transitioning to Active Membership will not be implemented until their next renewal date.

Submitted by: International Bylaws/Standing Rules Committee

Rationale: The changes are required to bring the Standing Rule into agreement with the Amendments proposed to Article V: MEMBERSHIP, Section 1 and Section 4. It is anticipated that the transition from Academic Member to Active Member will be completed by September 30, 2010.

Financial Impact: The financial impact statement for Proposed Standing Rule Amendment #2 is identical to the Proposed Bylaw Amendment #2 financial impact statement.

Legal Impact: None

Board of Directors: Concur

International Bylaws/Standing Rules Committee: Concur

MEMBERSHIP

I. MISCELLANEOUS:

- B.** **A rated military pilot shall present certified copies of one of the following documents as evidence of meeting the requirements for membership in the Corporation.**

<u>Acceptable Records for Various Armed Services</u>	
<u>SERVICE</u>	<u>ACCEPTABLE RECORDS</u>
<u>U.S. Air Force</u>	<u>Individual flightcrew record (computer printout) AF Form 8, Certificate of Aircrew Qualification</u>
<u>U.S. Army</u>	<u>ARMY Form DA-759, Individual Flight Record and Flight Certificate Army</u>
<u>U.S. Coast Guard</u>	<u>OPNAVFORM 3710-31, Aviators Flight Log Book; verification of Instrument qualification is located in the section designated "Qualification and Achievements"</u>
<u>U.S. Marines and U.S. Navy</u>	<u>OPNAVFORM 3760-31, Aviators Flight Logbook OPNAV 3710/2, NATOPS Instrument Rating Request or OPNAV 3760/32 (REV 4-81), NATOPS Flight Personnel Training and Qualification Jacket</u>

Similar records from other military authorities are acceptable for non-U.S. military pilots.

Submitted by: International Bylaws/Standing Rules Committee

Rationale: The Ninety-Nines, Inc. has not delineated the minimum documentation requirements for rated military pilots to show they meet membership qualifications to belong to the Corporation when they do not hold a civilian pilot certificate. The documents contained in the proposed amendment are the current requirements for military pilots to present to the FAA when applying for a pilot certificate. The documents also suffice to show the level of competency required for membership in The Ninety-Nines, Inc.

Financial Impact: None

Legal Impact: None

Board of Directors: Concurs

International Bylaws/Standing Rules Committee: Concurs

ARTICLE X: ELIGIBILITY TO HOLD OFFICE

Section 1. International Board of Directors

- A. Members of the Board of Directors shall at the time they become a candidate:
 - 2) hold a at least a Recreational, Sport, or higher grade pilot certificate as defined by the member's resident country.

Submitted By: International Bylaws/Standing Rules Committee

Rationale: Currently, U.S. FAR §61.5 defines pilot certificates to include Student pilot certificates, among others. Without setting the minimum grade pilot certificate to be held by candidates for the International Board of Directors (IBOD), a member holding a certificate below the grade of Recreational or Sport pilot could run as a candidate for the IBOD and serve, if elected.

Financial Impact: None

Legal Impact: None

Board of Directors: Concur

International Bylaws/Standing Rules Committee: Concur

Standing Rules Affected: None

NOMINATIONS, ELECTIONS & PROCEDURES

I. Candidate Information

- D. Candidates may be supported through personal correspondence by individuals members of The Ninety-Nines, and/or Section or Chapters. Official Ninety-Nines stationary or titles within the organization shall not be used.

Submitted by: International Bylaws/Standing Rules Committee

Rationale: Chapter and Section officers and members cannot send letters saying that the total chapter or section supports a candidate. The officers and members are not in a position to know that 100% of the chapter/section members support the particular candidate. As a note, Chapter and Section officers, as well as members, can send personal correspondence in their capacity as a member of The Ninety-Nines, Inc.

Financial Impact: None

Legal Impact: This proposed amendment is legally essential to avoid a misrepresentation of a Section or Chapter members' support or non-support of a candidate.

Board of Directors: Concur

International Bylaws/Standing Rules Committee: Concur

NOMINATIONS, ELECTIONS & PROCEDURES

I. Candidate Information

- G.** At the discretion of the individual candidate, once the ballot has been declared, the candidate may authorize the publication of her Intent to Seek Election form and her resume in the Members Only section of the 99s website. Such publication will be removed at the conclusion of the election.

Submitted by: International Bylaws/Standing Rules Committee

Rationale: This change provides another way for members to obtain information about the candidates with no additional cost to the candidates or the organization.

Financial Impact: None

Legal Impact: None

Board of Directors: Concur

International Bylaws/Standing Rules Committee: Concur. If approved, this committee recommends The 99 News should publish a notice that this information is available on the Members Only website page.

The following **STANDING RULE** was amended by the International Board of Directors at the 2008 Fall Board Meeting. The delegates will need to ratify it with a majority vote:

INTERNATIONAL BOARD OF DIRECTORS

- II. **EMPLOYEES:** The International Board of Directors shall be responsible for ~~recruiting, overseeing and dismissing employees~~ **the recruitment, oversight and dismissal of the employees of Headquarters, according to procedures in the Board Operating Procedures Manual. Individual Trusts shall recruit, oversee, and dismiss employees of that trust, with approval of the International Board of Directors.**

Rationale: Because the Ninety-Nines, Inc. has Headquarters staff and the Trusts have the ability to have employees, and since each Trust is an arm of the corporation, they are under the same rules and regulations as the Headquarters staff. This change clarifies the duties and authority of the Trusts and the International Board of Directors as they pertain to employee matters.

Financial Impact: None

Legal Impact: None