

The proposed changes to the 2008 bylaws:  
(Approved by NAR 7/2009)

**CURRENT:**

**Article IV – Membership**

**Section 1. (5) (c) Affiliate Members.** Affiliate Members shall be real estate owners and other individuals or firms who, while not engaged in the real estate profession as defined in paragraphs (a) or (b) of this Section, Have interests requiring information concerning real estate, and are in sympathy with the objectives of the Board.

**RECOMMENDED CHANGE:**

**Article IV – Membership, Section 1. (5) (c) Affiliate members.** Affiliate members will be individuals or firms who, while not engaged in the real estate profession as defined in paragraphs (a) or (b) of this Section, have interests requiring information concerning real estate, and are in sympathy with the objectives of the Board.

**Rationale:** Removing “shall be real estate owners and other” so Affiliate members who do not own their home and are renting will be excluded from membership.

**CURRENT:**

**Article V – Qualification and Election**

**Section 5. Continuing Member Code of Ethics Training**

**REMOVE this paragraph:** “Members suspended for failing to meet the requirement for the first four (4) year cycle (2001 through 2004) will have until December 31, 2005 to meet the requirement. Failure to meet the requirement by that time will result in automatic termination of membership.”

**EDIT next paragraph:** Failure to meet the requirement for the ~~second (2005 through 2008)~~ current cycle and subsequent four (4) year cycles will result in suspension of membership for the first two months (January and February) of the year following the end of any four (4) year cycle or until the requirement is met, whichever occurs sooner. On March 1 of that year, the membership of a member who is still suspended as of that date will be automatically terminated. (Adopted 1/01, Amended 5/05)

**Rationale:** Removing dates will keep this information current and won't require revisions every four years.

**Article VI – Privileges and Obligations**

**Section 13. Harassment.** Any member of the association may be reprimanded, placed on probation, suspended or expelled for harassment of an association or MLS employee or Association Officer or Director after a hearing an investigation in accordance with the established procedures of the association. ~~Disciplinary action may also consist of any sanction authorized in the association's Code of Ethics and Arbitration Manual.~~ As used in this Section, harassment means any verbal or physical conduct including threatening or obscene language, unwelcome sexual advances, stalking, actions including strikes,

shoves, kicks, or other similar physical contact, or threats to do the same, or any other conduct with the purpose or effect of unreasonably interfering with an individual's work performance by creating a hostile, intimidating or offensive work environment. The decision of the appropriate disciplinary action to be taken shall be made by the investigatory team comprised of the President, and President-elect and/or Vice President and one member of the Board of Directors selected by the highest ranking officer not named in the complaint, upon consultation with legal counsel for the association.

Disciplinary action may include any sanction authorized in the association's Code of Ethics and Arbitration Manual. If the complaint names the President, President-Elect or Vice President, they may not participate in the proceedings and shall be replaced by the Immediate Past President or, alternatively, by another member of the Board of Directors selected by the highest ranking officer not named in the complaint.

NOTE: Suggested procedures for processing complaints of harassment are available online through <http://www.REALTOR.org>, or from the Member Policy Department. (Amended 5/03)

Rationale: Remove “~~hearing~~” and replace with an investigation. Move “disciplinary action may include any sanction authorized in the association's Code of Ethics and Arbitration Manual” to different location. These are recommendations made by NAR and should be adopted as they have written them.

## **Article XI – Officers and Directors**

### **RECOMMENDED CHANGE:**

**Section 1. Officers.** The elected officers of the Board shall be: a President, a President-Elect, ~~Vice President~~, a ~~Secretary~~, and a Treasurer. ~~The Secretary and Treasurer may be the same person.~~ They shall be elected for terms of one year.

Rationale: To be compliant with the Policy Manual -- Remove Vice President and Secretary, and add President-Elect in first sentence. Remove “The Secretary and Treasurer may be the same person.”

### **Section 3. Board of Directors.**

(a) Term Limits. No Director shall serve for more than a single three-year term consecutively, except at the discretion of the Board of Directors. (Adopted 1/05, Amended 4/08)

Rationale: It has been suggested that it could be advantageous to have person in the Treasurer position continue in that role or to migrate back to that position after serving as President or as another officers.

## Article XIII- Committees

### CURRENT

**Section 1. Standing Committees.** The President shall appoint from among the REALTOR® Members, subject to confirmation by the Board of Directors, the following standing committees:

- Advertising
- Awards
- Broker Advisory
- Bylaws
- Community Service
- Education
- Equal Opportunity
- Finance
- Grievance
- Legislative & License Law
- Membership
- Professional Standards
- Programs
- Public Relations
- RPAC
- Sponsorship

**RECOMMENDED CHANGE:** Add the following committees:

Affiliate and Hospitality committees. Change Bylaws to Bylaws/Constitution, Programs to Programs/Sponsorship and Public Relations to Communications & Public Relations.

Rationale: To comply with Policy Manual.

- Advertising
- Affiliate
- Awards
- Broker Advisory
- Bylaws/Constitution
- Community Service
- Education
- Equal Opportunity
- Finance
- Grievance
- Hospitality
- Legislative & License Law
- Membership
- Professional Standards
- Programs/Sponsorship
- Public Relations/Communications
- RPAC