**Proposed Constitutional Amendment**

**Article:** 6

**Section:** L

**Subject:** Term Limits for President and Financial Secretary

**HEU Will:**

Amend Article 6, Section L of the Constitution and By-Laws to establish term limits for the President and Financial Secretary of the Union to a maximum of four consecutive two-year terms, totaling eight years.

**Because:**

Establishing term limits ensures that new leadership opportunities are regularly available, fostering fresh perspectives and innovative ideas within the Union’s highest offices. It also prevents the consolidation of power and promotes democratic renewal. Other unions have successfully implemented term limits as a best practice in governance, ensuring transparency, accountability, and broader participation in leadership roles.

Additionally, the roles of President and Financial Secretary should be considered together, as both fall under the PEA collective agreement, affecting their benefits, raises, and other employment terms. Addressing these roles simultaneously promotes accountability, prevents conflicts of interest, and ensures fair and transparent compensation management within the union's leadership.

**The new language would read:**

**Section L - Terms of Office:**

1. The term of office for the President and Financial Secretary shall be two (2) years.
2. No individual shall serve more than four (4) consecutive terms in either role, totaling eight (8) years.
3. Upon serving the maximum term, the individual shall be ineligible for re-election to the same position until at least one full term has passed.