

## Existing By-Laws

- **Addition to the Standard By-Law #9 (February 1974)** – to be deleted as it is already covered by the Rural Utilities Regulation Standard By-Law 17(7)
- **Replace Standard By-Law #11 (February 1974)** – to be deleted as it is already covered by the Rural Utilities Regulation section 11 (a)
- **Supplemental By-Law No. 4 (February 1977)** – to be deleted as it will be covered under 2025 Phoenix Gas Supplemental By-Law 3.2
- **Supplemental By-Law No. 5 (February 1985)** – to be deleted as it will be covered under 2025 Phoenix Gas Supplemental By-Laws 1 & 2
- **Supplemental By-Law No. 5a – Wainedge (March 2004) & No. 6 – South Flagstaff (June 2004)** – to be deleted as it is already covered under 10 (5) & (5.2) of the Rural Utilities Act with possible fines to member under 31(5)
- **Supplemental By-Law No. 2007 01 (March 2007)** – to be deleted as it will be covered under 2025 Phoenix Gas Supplemental By-Law 3 or under the Rural Utilities Act.
- **Supplemental By-Law No. 2/6** – to be deleted as this is already covered under the Rural Utilities Act, section 18.
- **Supplemental By-Law No 3** – Included under 2025 Phoenix Gas Supplemental By-Law 1.
- **Supplemental By-Law No. 2/7** – to be deleted as it will be covered under 2025 Phoenix Gas Supplemental By-Law 3.

## Phoenix Gas Supplemental By-Laws (2025)

- 1) **Surplus Earning** – Outlines what constitutes surplus earnings.
- 2) **Reserve Fund** – Outlines what the reserve fund is intended for and how they should be invested.
- 3) **Elections for the Board of Directors** – Outlines how elections should take place for board positions, who can vote, and how notice should be given for elections.
- 4) **Board Term Limits** – Outlines term limits for the board of directors and the chairman of the board.
- 5) **Hiring Policy** – Requires the board to establish, maintain, and announce changes to their hiring policy.
- 6) **Grievance Committee** – Outlines parameters for establishing a grievance committee to address concerns from members, staff, and board members of Phoenix Gas.