

**BARBADOS EMPLOYERS' CONFEDERATION**  
**OBJECTS, CONSTITUTION, RULES**  
**AND**  
**CONDITIONS OF MEMBERSHIP**

**BY-LAW NO. 6**

**A by-law relating generally to the  
replacement of Trade Group Representatives of the:  
BARBADOS EMPLOYERS' CONFEDERATION**

**BE IT ENACTED** as the by-law of **BARBADOS EMPLOYERS' CONFEDERATION** (hereinafter called "the Confederation") as follows:

**1. INTERPRETATION**

- a. "Council" means the governing body of the Barbados Employers' Confederation constituted in accordance with section 5 of the Constitution.
- b. "Council member" means a member of the Council constituted in accordance with section 5 of the Constitution.
- c. "Constitution" means the Barbados Employers' Confederation Objects, Constitution, Rules and Conditions of Membership, 2022.
- d. "Executive member of the Council" means the President, Vice President or Trustee of the Council.
- e. "individual" means a natural person.
- f. "trade group" means an organisation made up of a collection of companies and/or individuals with common interests or who work in the same industry.
- g. "trade group representative" means the representative of the trade group that is elected to serve on the Council in accordance with section 5(f) of the Constitution.
- h. The singular includes the plural and the plural includes the singular and the masculine gender includes the feminine and neuter genders.

**2. REPLACEMENT OF TRADE GROUP REPRESENTATIVES**

- a. Where a trade group representative ceases to be employed or engaged in the industry of the trade group they represent, they shall immediately cease to hold the position of trade group representative and the position shall be deemed vacant.
- b. Within forty-five (45) days of a trade group representative ceasing to hold the position of trade group representative, the trade group shall appoint a representative to fill the vacancy until the next Annual General Meeting.
- c. If no representative is appointed by the trade group after forty-five (45) days, then the Council shall appoint a member of the trade group to the position of trade group representative until the next Annual General Meeting.
- d. If the trade group does not select a representative within forty-five (45) days, and no person selected by the Council is willing to act as the trade group representative, then the position shall remain vacant until the next Annual General Meeting.

**Approved by the Council this                      day of                      , 2023.**

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**President**

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**Secretary**