

NATIONAL HEADQUARTES
THE GUARDIANS BROTHERHOOD INC.
Metro Manila, Philippines
SEC Reg. No. 123899 dated December 10, 1984

NEW BY-LAWS

P R E A M B L E

We, the officers and members of The GUARDIANS Brotherhood, Inc., imploring the aid of God and the blessings of democracy, in order to establish a fraternal association that shall inculcate the spirit of brotherhood, justice, peace, discipline, service and equality, do hereby promulgate this By-Laws.

A R T I C L E - I

THE ASSOCIATION

Section 1 - The name of the Fraternal Association shall be;

“THE GUARDIANS BROTHERHOOD INC.”

Section 2 - Every letter of the word GUARDIANS represents:

G – Gentlemen
U – United
A - Associates
R - Race
D - Dauntless
I - Ingenuous
A - Advocator
N - Nation
S - Society

of which when made into a phrase “GUARDIANS” are the Gentlemen and United Associates of the Filipino Race, Dauntless and Ingenuous Advocator of the Nation and Society and when translated in the Filipino language will mean; “Mga Maginoo, Nagka-kaisang Katuwang ng Lahing Pilipino, Magigiting at Matapat na Tagapagtanggol ng Bansa at Lipunan.”

Section 3 - The National Headquarters of the Fraternal Association shall be located in Metro Manila and sub-offices shall be established in all places where there are recognized GBI Chapters throughout the Country.

Section 4 - The Fraternal Association propagates the motto “Brotherhood for peace and prosperity”.

Section 5 - The Fraternal Association shall adopt its own seal.

A R T I C L E - II

DECLARATION OF PRINCIPLES

Section 1 - The Fraternal Association believes in the Divine Providence who is the source of all powers and authority.

Section 2 – The Fraternal Association operates on democratic principles, it adheres to the Constitution of the Republic of the Philippines, its laws, regulations and ordinances promulgated by duly constituted authorities.

Section 3 - The Fraternal Association shall be a non-stock, and non-sectarian organization.

Section 4 - The Vision of the Fraternal Association shall be for the GUARDIANS House of Doctrines to formulate and promulgate principles, beliefs and dogma for the Founders so that the general membership will be properly guided by the cardinal rules of brotherhood.

Section 5 - The Mission of the Fraternal Association shall be for its members to deliver quality service to their respective communities as a non-government organization for peace and prosperity.

Section 6 - The Goals of the Fraternal Association shall be as follows;

- a. To internalize the enduring core values of love of God, respect for authority, selfless love and service for people, respect for women and the sanctity of marriage, responsible dominion and stewardship over material things, and the wisdom of truthfulness.
- b. To promote camaraderie among members for mutual support and benefit.
- c. To undertake social, intellectual, spiritual, and sports activities for its members;
- d. To generate funds for the Association and its activities; and
- e. To extend immediate financial, legal and other assistance to the members.

ARTICLE – III

MEMBERSHIP

Section 1 - To recognize the members of the MAGIC (Moderate Advocator of Grievances and Insecure Citizens / “Ang Mahinahong Tagapagtanggol Ng Mga Naaapi at Mahinang Mamamayan) GROUP composed of professionals and / or men of good standing / reputation in the community, possessing technical skills shall be entitled to all the privileges and benefits granted by the By-laws.

Section 2 - The applicant for membership must possess the following qualifications: A citizen of the Philippines, professional or men of good standing /reputation in the community possessing technical skills, must not have been convicted of any crime involving moral turpitude, and must not be less than 20 years or more than 55 years of age upon admission.

Section 3 - The Pre-Membership Requirements are as follows;

- a. Application – applicants shall accomplish an official application form for GBI Membership, and shall be obliged to enroll with the existing duly approved GBI Insurance program.
- b. Presentation of Applicants – the applicants must be presented before the screening committee.
- c. Orientation Seminar – primarily, the sponsor is held responsible for the orientation of his/her applicant. The screening committee will designate a resource speaker.
- d. Background Investigation – a responsible officer is assigned to conduct background investigation. The applicants shall be required to submit medical certificate and other clearances.
- e. Indoctrination Rites – it shall include the manual markings of authorized tattoos, baptismal of pseudonyms and the drinking of Guardians Wine.
- f. Acceptance – the new members are accepted by their respective chapters during the ceremony.

Section 4 - A member shall have the following rights;

- a. Exercise the right to vote.
- b. Be elected or appointed officer of the Association.
- c. Participate in all deliberation/meetings.
- d. To avail of all the facilities.

- e. Examine the records during business hours.
- f. Be a lifetime member, unless withdrawn or expelled for cause.

Section 5 - A member shall have the following duties and responsibilities;

- a. To be punctual in attendance during meetings.
- b. To observe proper decorum during meetings.
- c. To pay membership dues and other assessments, and
- d. To obey and comply with the By-laws, rules and regulations of the Association.

Section 6 - Members of the Fraternal Association shall be classified as follows;

- a. **Master Founder ("MF")** – is composed of National Consultants and ceremonial head of the Association.
- b. **National Founder ("NF")** – is composed of National Officers.
- c. **Founder ("F")** – is composed of senior members of the Association coming from the rank of Ranking Magic Group, Supremo/Suprema, Godfather Senior/Godmother Senior and Godfather/Godmother with at least five (5) years experience of service with the Fraternal Commission who shall take exclusive charge of indoctrination rites.
- d. **Supremo ("SGF")/Suprema ("SGM")** – is composed of Commissioned Officers of the Armed Forces of the Philippines, Philippine National Police, Bureau of Fire Protection, Bureau of Jail Management and Penology and Philippine Coast Guard.
- e. **Ranking Magic Group ("RMG")** – is composed of civilian members who are professionals and/or respected leaders of the community having rendered exemplary service coming from the rank of Magic Group who are equivalent in rank with Supreme Godfather/Supreme Godmother.
- f. **Godfather Senior ("GF-S")/Godmother Senior ("GM-S")** – is composed of ranking Non-commissioned Officers of the AFP/PNP/BFP/BJMP/PCG with an equivalent rank of Duty Sergeant to Master Sergeant coming from the rank of Godfather/Godmother who have been active member of the brotherhood and Association for at least fifteen (15) years.
- g. **Godfather ("GF") / Godmother ("GM")** – is composed of ranking Non-Commissioned Officers of the AFP/PNP/BFP/BJMP/PCG with an equivalent rank of Duty Sergeant to Master Sergeant coming from the rank of Guardians.
- h. **Magic Group ("MG")** – is composed of civilian members with an educational qualification of at least third year in college during regular recruitment, or at least a high school graduate during special recruitment, or those who possess special skills and technical know-how who are willing to render services beneficial to the Association.
- i. **Guardians** – is composed of uniformed personnel of the AFP/PNP/BFP/BJMP/PCG with an equivalent rank of Private to Corporal represented with symbols pursuant to Section 7a hereof.

Section 7 - Markings and color designation of members;

- a. General Markings
 - R – Represents the Philippine National Police (Red)
 - B – Represents the Philippine Army (Blue)
 - W- Represents the Philippine Navy (White)
 - V – Represents the Philippine Air force (Violet)
 - C – Represents the Philippine Coast Guard (Cream)
 - G – Represents the Bureau of Fire Protection (Gold)
 - M – Represents the Bureau of Jail Management and Penology (Maroon)
 - MG - Represents the Magic Group (Mint Green)

and the Area of Membership;

GM- Represents Guardians Mindanao;
 GV- Represents Guardians Visayas; and
 GL – Represents Guardians Luzon

- b. Qualification Markings;
 - MF ----- Represents the Master Founder
 - NF ----- Represents the National Founder

F ----- Represents the Founder
 SGF/SGM ----- Represents the Supreme Godfather (Supremo) /
 Supreme Godmother (Suprema)
 GF-S/GM-S --- Represents the Godfather Senior / Godmother
 Senior.
 GF/GM ----- Represents Godfather / Godmother

Section 8 - Promotion of members – The National Policy Board shall determine the criteria for promotion of members.

Section 9 - Change Status of Members – In case of change status pursuant to section 7b hereof, the affected member shall be marked with the appropriate tattoo in line with the original mark for all promotions, except promotion of Founders which shall be on top of the original mark.

Section 10 - Absorption of Members – No member shall be transferred or absorb by the by National Constitutional Commission unless a written request from the concerned head is received and approved by the National President with the consent of the National Policy Board.

Section 11 - Suspension of Members – Any member who is found guilty of slight or less crimes and/or slight or less grave offenses against the Association may be suspended, after due notice and hearing. He / She is not entitled to his / her rights, privileges and benefits during the period of suspension.

Section 12 - Expulsion of Members – Any member who is found guilty of serious crimes and/or grave offenses against the Association shall be summarily expelled, after due notice and hearing. All benefits or privileges due him/her shall be denied. Thereafter, he/she shall voluntarily cause the erasure of his/her tattoo or marks. The Association reserves the right to do what has to be done under the circumstances.

ARTICLE – IV

GOVERNMENT

Section 1 - National Chapter – Otherwise known as the National Congress shall be composed by the Officers of the Four Branches; National Executive Commission, National Policy Board, National Constitutional Commission, and the Guardians House of Doctrines. The executive power of the National Chapter shall be exercised by the National Executive Commission, the legislative power by the National Policy Board, the quasi-judicial power by the National Constitutional Commission, and the ceremonial activities by the Guardians House of Doctrines.

- a. The composition of the National Assembly shall be determined by the National Policy Board.
- b. The Voting Delegates to the National Assembly or Convention shall perform the following functions;
 1. To hear and pass upon the reports of the Officers of the National Chapter.
 2. To elect and remove for cause, the officers of the National Chapter.
 3. To make final decisions on any significant change in financial policies, subject to legal restrictions.
 4. To exercise final authority on all matters significantly affecting the Association, unless otherwise provided by elsewhere in this By-laws; and
 5. To determine the proposed amendments to this By-laws.
- c. The regular National Assembly or Convention shall be held not later than the 2nd Saturday of April every three (3) years.
- d. The Special National Assembly may be called at anytime to consider urgent matters.
- e. The National Congress shall be convened annually.

Section 2 - The National Chapter shall recognize and strengthen the autonomy of Area Federations, Regional Chapters, Provincial / City Chapters and the Municipal / District Chapters.

ARTICLE - V

OFFICERS OF THE ASSOCIATION

Section 1 - National Legislative Officers – They are as follows; President, Vice-President for Luzon, Vice-President for Visayas, Vice- president for Mindanao, Assistant Floor Leader, and the remaining Board Members of the National Policy Board which shall be the law making body of the Association. It shall adopt its own House Rules. The President shall be the Chairman of the Board. As far as practicable, the Legislative seats are apportioned in the manner that Luzon, Visayas and Mindanao are proportionately represented in the National Policy Board.

Section 2 - National Executive Officers – They are as follows; President, Vice-President for Luzon, Vice-President for Visayas, Vice-President for Mindanao. The Chief of Staff, Secretary, Intelligence Officer, Operations Officer, Treasurer, Auditor, Press Relation Officer, Protocol Officer, and Liaison Officer shall be appointed by the President who is the Chief Executive Officer of the Association.

Section 3 - Qualifications of Officers – All elected and appointed officers shall have the following qualifications;

- a. He / She must be a bona fide member and of good standing in his Municipal or District Chapter.
- b. He / She is not convicted nor facing any criminal, civil or administrative case involving moral turpitude ; and
- c. He / She must have the rank of a founder.

Section 4 - Disqualification of Officers – The following are the disqualifications of officers;

- a. National Officers are considered resigned in their position at the lower level of the Association;
- b. Appointed officers are disqualified to run in the election of Board Members of the National Policy Board during the National Assembly or Convention; and
- c. Officers cannot hold position in another branch of the National Chapter or Congress.

Section 5 - Election Officers – The National Policy Board shall be composed of fifteen (15) members who shall be elected at large by secret ballot during the National Assembly.

A meeting of the Board Members shall be held immediately after election to elect by secret ballot among themselves officers mention in Section 1 hereof.

Section 6 - Term of Office – The elected officers shall hold office for a term of three (3) years unless earlier removed for cause, or have resigned or become incapacitated due to illness or death, and until their successors have been elected, qualified and have discharged the duties of the office, but shall not serve in the same office for more than three (3) consecutive terms. They shall assume office immediately after the elections.

The appointed officers shall serve coterminous with the President, or at the pleasure of the latter.

Section 7 - Compensation – The officers of the Association shall serve without compensation.

Section 8 - Meeting – The four branches of the National Chapter may conduct meetings once every four (4) months, or as the need arises, or upon written request of at least five board members, either jointly or separately.

Section 9 - Notices – Notices of the date, time and place of all assemblies / meetings shall be published / disseminated by the Secretary at least five (5) days prior to the meeting, which notice shall state the agenda. Notice of any special assembly / meeting shall specify the purpose/s, and no other business other than stated shall be considered during the meeting.

Section 10 - Quorum – The quorum requirement for the National Assembly shall be twenty five percent (25%) of the total number of voting delegates.

The quorum requirement for any branch of the National Chapter shall be the majority of the members thereof.

Section 11 - Removal of Officers – The Officers may be removed from office for cause by a majority vote of the members present at the meeting of the National Policy Board or National Congress respectively called for the purpose after respondent was given the opportunity to be heard at the said meeting.

Section 12 - Order of Business – The order of business at the National Convention or National Congress, either jointly or separately, shall be as follows;

- a. Proof of Notice;
- b. Presence of Quorum;
- c. Reading and approved of minutes of previous assembly or meeting, except when dispensed with by a majority vote of those present.
- d. Unfinished business;
- e. Report of the President;
- f. Report of the treasurer;
- g. Election of Board Members, if calendared, and
- h. Other matters.

ARTICLE – VI

POWERS AND DUTIES OF OFFICERS

Section 1 - Board Members – The Board Members, as a body (National Policy Board) shall have the following functions, powers and authority;

- a. Manage the affairs of the Fraternal Association;
- b. Generate funds, dues and other revenues;
- c. Receive donations, enter into contracts and engage in fund raising projects;
- d. Levy fees and/or assessments;
- e. Establish and maintain an office for the Association;
- f. Deliver quality service or projects to respective communities of National Officers;
- g. Regulate the recruitment and promotion of members;
- h. Adopt policies regarding transfer of membership, change of status, and the treatment of suspended, expelled or inactive members;
- i. Classify committees and appoint members thereof;
- j. Create positions and appoint Officers of Staff Support Services to the National Policy Board;
- k. Reprimand, admonish, suspend or remove National Officers for cause;
- l. Schedule periodic assessment of the actual membership of the Association;
- m. Undertake sports and other professional advancement activities;
- n. Grant immediate financial, legal and other assistance to members of the National Chapter, and
- o. Approve the promotion of Founders, National Founders and Master Founders.

Section 2 - President:

- a. He is the Chief Executive Officer of the Association;
- b. Presides in all meetings of the Association and the National Policy Board;
- c. Represents the Association in all social functions;

- d. Appoints and have control over all officers and members of the Association;
- e. Directs the overall activities of the Association; and
- f. Performs other duties assigned by the National Policy Board.

Section 3 - Vice-President for Luzon;

- a. He shall perform the duties of the President during the absence or the incapacity of the latter; and
- b. He may act as Presiding Officer of the National Policy Board where the meeting is in the area of Luzon.

Section 4 - Vice-President for Visayas;

- a. He shall perform the duties of the President during the absence or the incapacity of the latter; and
- b. He may act as Presiding Officer of the National Policy Board where the meeting is in the area of Visayas.

Section 5 - Vice-President for Mindanao;

- a. He shall perform the duties of the President during the absence or the incapacity of the latter; and
- b. He may act as Presiding Officer of the National Policy Board where the meeting is in the area of Mindanao.

Section 6 - Chief of Staff;

- a. Directs, supervises and coordinates the work of the appointed executive officers;
- b. Formulates and announces the operating policies;
- c. Keeps the President and other Executive Officers on matters affecting the situation;
- d. Represents the President when authorized;
- e. Insures that all Executive Officers inform him of any recommendations or information they give directly to the President or any of the instructions they receive directly from the latter; and
- f. Coordinates the overall programming and budgeting of the Association.

Section 7 - Secretary;

- a. He/she shall keep a complete record or lists of all members and maintain a correct record of all the minutes of the meeting of the Association;
- b. He/she shall give to all meetings called;
- c. He/she shall take care and facilitate all communications addressed to the Association; and
- d. He/she shall turn over all books and other properties in his/her possession to his/her successor.

Section 8 - Intelligence Officer;

- a. Directs the collection of information, the processing of information into intelligence, and the distribution of intelligence;
- b. Prepares intelligence, estimates, annexes, reports, summaries and studies;
- c. Plans, coordinates and supervises efforts to neutralize intelligence activities of other groups which is detrimental or prejudicial to the interest of the GBI, protecting information against unauthorized disclosure, personnel against deception, and facilities against destruction.
- d. Requests loyalty investigations on Officers and members of the Association;
- e. Recommends censorship policy; and
- f. Recommends signal security policy.

Section 9 - Operations Officer

- a. Determines the Organizational Structure of the Association;
- b. Prepares and carries out training programs, directives and orders;

- c. Determines requirements for training aids and facilities;
- d. Recommends the feasibility study of any fund raising project; and
- e. Manages the priority projects of the Association.

Section 10 - Treasurer;

- a. He shall be the custodian of funds and properties of the Association;
- b. He shall keep the financial records and transactions of the Association;
- c. He shall sign and countersigned by the President on disbursement of funds of the Association as approved by the National Policy Board; and
- d. He shall submit an Annual Report of Assets and Liabilities during the National Congress or National Convention.

Section 11 - Auditor;

- a. He shall audit and monitor the funds of the Association;
- b. He shall certify the financial reports that may be submitted to the Association;
- c. He shall advice the President on the financial condition of the Association and recommend cost saving measures; and
- d. He shall conduct an audit in accordance with the rules and procedures in auditing on or before the 31st of January of each year.

Section 12 - Press Relation Officer;

- a. He shall be the Official Spokesman of the Association;
- b. He shall be responsible for the image building of the Association;
- c. He shall screen all press and media releases; and
- d. He shall recommend any major policy in making reports to the media.

Section 13 - Protocol Officer;

- a. Responsible for the invitation, coordination, ushering, reception, sitting arrangement on stage, table arrangement in the dining hall, and appropriate honors and courtesy to be extended to visiting dignitaries and high ranking officers of the Association;
- b. Ensures that appropriate manners, table etiquette, etc., are properly observed during socials;
- c. Recommend a Code of Guardians Protocol; and
- d. Perform other duties assigned by the president,

Section 14 - Liaison Officer;

- a. He shall represent the President when authorized, in the conduct of expansion activities involving the NGO sector, military sector or police sector;
- b. He shall render a report on the concerned sectoral activity where the Association may be called upon to participate; and

He shall perform such other duties as the National Policy Board may prescribe.

ARTICLE - VII

REGIONAL/PROVINCIAL/DISTRICT AND CITY/MUNICIPAL/BARANGAY CHAPTER

POWERS AND DUTIES OF OFFICERS

Section 1 - President:

- a. He is the Chief Executive Officer of the Chapter in their respective Regional/Provincial/District and City/Municipal levels;
- b. Presides in all meetings of the Chapter in their respective Regional/Provincial/District and City/Municipal levels;
- c. Represents the Association in all social functions in their AOR; and
- d. Performs other duties assigned by the National Policy Board.

Section 2 - Vice-President of the Regional/Provincial/District and City/Municipal Chapter;

- e. He shall perform the duties of the Chapter President during the absence or the incapacity of the latter; and
- f. He shall act as the Head of the Legislative Body of the Chapter which consist of an Elected Councilors to promulgate internal policies and regulations for the execution in the Regional/Provincial/District and City/Municipal Chapter level only.

Section 3 - Secretary;

- g. He/she shall keep a complete record or lists of all members and maintain a correct record of all the minutes of the meeting of the Chapter;
- h. He/she shall give to all meetings called;
- i. He/she shall take care and facilitate all communications addressed to the Association; and
- j. He/she shall turn over all books and other properties in his/her possession to his/her successor.

Section 4 - Treasurer;

- k. He shall be the custodian of funds and properties of the Chapter;
- l. He shall keep the financial records and transactions of the Chapter;
- m. He shall sign and countersigned by the President on disbursement of funds of the Chapter as approved by the Executive Board; and
- n. He shall submit an Annual Report of Assets and Liabilities to the Executive Board and during the Chapter Assembly.

Section 5 - Auditor;

- o. He shall audit and monitor the funds of the Chapter;
- p. He shall certify the financial reports that may be submitted to the Chapter;
- q. He shall advice the Chapter President on the financial condition of the Chapter and recommend cost saving measures; and
- r. He shall conduct an audit in accordance with the rules and procedures in auditing on or before the 31st of January of each year.

Section 12 - Press Relation Officer;

- s. He shall be the Official Spokesman of the Chapter;
- t. He shall be responsible for the image building of the Chapter;
- u. He shall screen all press and media releases; and
- v. He shall recommend any major policy in making reports to the media.

Section 13 - Liaison Officer;

- w. He shall represent the Chapter President when authorized, in the conduct of expansion activities involving the NGO sector, military sector or police sector;
- x. He shall render a report on the concerned sectoral activity where the Chapter may be called upon to participate; and
- y. He shall perform such other duties as the National Policy Board may prescribe.

ARTICLE – VIII

NATIONAL CONSTITUTIONAL COMMISSION

Section 1 - National Constitutional Commission – The governing body for the quasi-judicial functions and fraternal activities of the National Chapter is the National Constitutional Commission, hereinafter referred to as the Commission, shall be composed of nine (9) officers who shall be recommended by the Prime Minister, and appointed by the President with the consent of the National Policy Board.

- a. The composition of the Commission shall be as follows:
 - 1. Chairman
 - 2. Vice Chairman
 - 3. Vice Chairman for Operations
 - 4. Executive Commissioner
 - 5. Commissioner, Appointment Tribunal

6. Commissioner, Election Tribunal
7. Commissioner, Justice Tribunal
8. Commissioner, Security Tribunal
9. Commissioner, External Audit Tribunal
- b. The powers and function of the Commission shall be as follows;
 1. Exercise administrative control over various offices of the commission;
 2. Foster and develop policies, promulgate rules and regulations, standards and procedures to improve quasi-judicial services based on sound professional concepts and principles;
 3. Conduct nationwide inspections for the proper evaluation of the efficiency and effectiveness of all chapters;
 4. Render report of its activities and accomplishment during the National Congress or National Convention; and
 5. Perform such other functions necessary to carry out the provisions of this By-Laws.

Section 2 - Duties and functions of the Officers of the Commission;

- a. **CHAIRMAN:**
 1. He is the Ceremonial Head of the Association and the Head of the Commission;
 2. Consults the Prime Minister and advice the President on matters relative to the power of general supervision over the commission;
 3. Exercises supervision and control over the various offices under the commission;
 4. Delegates authority to exercise any substantive or administrative functions to Officers of the Commission; and
 5. Perform such other functions as promulgated by the National Policy Board.
- b. **VICE CHAIRMAN FOR ADMINISTRATION;**
 1. He shall assist the Chairman on matters pertaining to autonomy, decentralization, and governance;
 2. He shall supervise the Appointment Tribunal and the Election Tribunal; and
 3. He shall perform other tasks that maybe assigned to him.
- c. **VICE CHAIRMAN FOR OPERATIONS:**
 1. He shall assist the Chairman on matters pertaining to discipline, security and accountability of all officers and members of the Association;
 2. He shall supervise the Justice Tribunal, Security Tribunal and the External Audit Tribunal; and
 3. He shall perform other tasks that may be assigned to him.
- d. **EXECUTIVE COMMISSIONER;**
 1. Coordinates the work of the Commissioners;
 2. Formulates and announces the Standing Operating Procedure (SOP);
 3. Keeps the Chairman and Commissioners informed on matters affecting the situation;
 4. Represents the Chairman when authorized;
 5. Receives the Chairman's decisions and insures that they are implemented;
 6. Insures establishment of the required Liaison;
 7. Supervises operations of the conference room, when established;
 8. Exercises overall direction of the staff representatives in the Commission Operations Center (COC); and
 9. Perform other duties that the Chairman may assign him.
- e. **COMMISSIONER, APPOINTMENT TRIBUNAL;**
 1. He shall pass upon and attest all appointments made according to regulations afforded by the Association;
 2. He shall decide all administrative questions affecting all appointments extended by the President; and

3. He shall perform other duties as directed by the chairman.
- f. **COMMISSIONER, ELECTION TRIBUNAL;**
 1. He shall have exclusive charge of the enforcement and administration of all regulations relative to the conduct of elections;
 2. He shall decide, save those involving the right to vote, all administrative questions affecting elections, including the determination of the number and location of polling places, and the appointment of election officers and other election officials and members; and
 3. He shall perform other duties as directed by the Chairman.
 - g. **COMMISSIONER, JUSTICE TRIBUNAL;**
 1. He shall deal with the administrative and disciplinary machinery of the Association;
 2. He shall have jurisdictions to review the decision, orders, and rulings of the Election Tribunal;
 3. He shall supervise such inferior boards that may be established by the Association;
 4. He has jurisdiction to review, revise, reverse, modify or affirm an appeal, final decisions of inferior boards in:
 - a. All cases in which constitutionality or validity of any resolution, circular, regulation, decision, or implementing order is in question;
 - b. All cases in which the jurisdiction of any inferior board is in issue;
 - c. All administrative cases in which the penalty imposed is expulsion from the Association; and
 - d. All cases in which an error or question of law by the Chairman.
 - h. **COMMISSIONER, SECURITY TRIBUNAL;**
 1. He shall have exclusive charge of the enforcement and administration of all regulations relative to the security of all officers and members of the Association;
 2. He shall conduct investigation and initiate the prosecution of all offenses in violation of this By-laws and infractions of existing regulations, and;
 3. He shall perform other duties as directed by the Chairman.
 - i. **COMMISSIONER, EXTERNAL AUDIT TRIBUNAL;**
 1. He shall examine, audit, and settle all accounts pertaining to the revenues of the Association, or any of its subdivisions, agencies or instrumentalities with original charters and their subsidiaries;
 2. He may adopt measures necessary to correct the deficiencies of the audited chapters, agencies or units;
 3. He shall keep the general accounts, vouchers and other important documents of the Association;
 4. He shall have exclusive authority to define the scope of its audit and examinations, establish the techniques and methods required therefore, and primarily its accounting and auditing rules and regulations, including those for the prevention and disallowance of irregular, unnecessary, excessive, extravagant or unconscionable expenditures, or uses of funds and properties;
 5. No policy, rules, regulation or resolution shall be passed exempting any entity of the Association or its subsidiary in any guise whatever, or any investment of funds, from the jurisdiction of the External Audit Tribunal;
 6. He shall submit to the President and the Assembly or Congress an annual report covering the financial condition and operation of the Association, its subdivision, agencies and instrumentalities subject to its audit; and
 7. He shall perform other duties as directed by the Chairman.

Section 3 - Qualifications of Constitutional Officers;

- a. He/she is a Founder;
- b. He/ she is a natural born citizen of the Philippines; and
- c. He/she is at least thirty (30) years of age.

Section 4 - Disqualifications of Constitutional Officers;

- a. Not eligible to run in any elections of the Association;
- b. Considered resigned in their position at the lower level of the Association;
- c. Cannot hold position in another branch of the National Chapter or Congress; and
- d. Shall serve without compensation.

Section 5 - Term of Office ---- The Constitutional Officer shall hold office during good behavior, until they reach the age of seventy (70) years, or become incapacitated to discharge the duties of their office.

Section 6 - Impeachment ---- The President and the Constitutional Officers shall be removed from office on impeachment for and convictions of serious crimes and culpable violations of this By-Laws.

The National Congress, by a vote of two thirds, of all its members, shall have the sole power of impeachment. When the President is on trial, the Commissioner, Justice Tribunal shall preside.

Section 7 – Organizational Structure ---- The Organizational Structure of the Commission shall be made applicable as far as practicable in the levels of the Regional/Provincial/City and Municipal/District Chapters Provided, however the National Policy Board shall, in accordance with the guidelines set forth herein, prescribe its organizational structure and staffing pattern.

ARTICLE – IX

REGIONAL FRATERNAL COMMISSION

Section 1 - Regional Fraternal Commission – The governing body for the quasi-judicial functions and fraternal activities of the Regional Chapter is the Regional Fraternal Commission, hereinafter referred to as the Fraternal Commission, shall be composed of at least nine (9) with maximum of twenty (25) officers with the fraternal rank of Founder or a Senior Supremo or Ranking Magic Group can be appointed as an Interim Member, who shall be recommended by the Regional Founder, and appointed by the Territorial National Vice-President.

a. The composition of the Regional Fraternal Commission shall be as follows:

1. Regional Founder
2. Deputy Regional Founder for Administration
3. Deputy Regional Founder for Operations
4. Chief Directorial Staff
5. Assistant Chief of Staff, Appointment Tribunal
6. Assistant Chief of Staff, Election Tribunal
7. Assistant Chief of Staff, Justice Tribunal
8. Assistant Chief of Staff, Security Tribunal
9. Assistant Chief of Staff, External Audit Tribunal.

b. The powers and function of the Regional Fraternal Commission shall be as follows;

1. Exercise administrative control over various offices of the Regional Fraternal Commission;
2. Implement policies as promulgated by the National Policy Board regarding rules and regulations, standards and procedures to improve quasi-judicial services based on sound professional concepts and principles;
3. Conduct region-wide inspections for the proper evaluation of the efficiency and effectiveness of all chapters within the AOR of the region;
4. Render periodic and/or quarterly report of its activities and accomplishment to the GBI Territorial National Vice-President, and
5. Perform such other functions as per policies promulgated by the National Policy Board that are necessary to carry out the provisions of this By-Laws.

Section 2 - Duties and functions of the Officers of the Commission;

- a. **REGIONAL FOUNDER:**
1. He is the Regional Ceremonial Head of the Association and the Head of the Regional Fraternal Commission;
 2. Consult's the Territorial Area Master Founder and advice the Territorial National Vice-President on matters relative to the power of general supervision over the fraternal commission;
 3. Exercises supervision and control over the various offices under the Regional Fraternal Commission;
 - 4.Delegates authority to exercise any substantive or administrative functions to Officers of the Regional Fraternal Commission; and
 - 5.Perform such other functions as per guidance of Territorial National-Vice-President, as well as those promulgated by the National Policy Board.
- b. **DEPUTY REGIONAL FOUNDER FOR ADMINISTRATION;**
1. He shall assist the Regional Founder on matters pertaining to autonomy, decentralization, and governance of fraternal commission within the region;
 2. He shall supervise the Appointment Tribunal and the Election Tribunal; and
 3. He shall perform other tasks that maybe assigned to him.
- c. **DEPUTY REGIONAL FOUNDER FOR OPERATIONS:**
1. He shall assist the Regional Founder on matters pertaining to discipline, security and accountability of all officers and members of the Association;
 2. He shall supervise the Justice Tribunal, Security Tribunal and the External Audit Tribunal;
 - 3.He shall supervise and monitor the conduct of marking of Tyros, through the designated Initiating Officer, and to see to it that the marking activity will not violate the Anti-Hazing law; and
 - 4.He shall perform other tasks that may be assigned to him.
- d. **REGIONAL DIRECTORIAL STAFF;**
1. Coordinate's the work of the Assistant Chief of Staffs;
 2. Announces and Implement the Standing Operating Procedure (SOP) promulgated by the National Policy Board, including the Executive Order and/or Memoradum or issuances coming from Office of the National President;
 - 3.Keeps the Regional Founder and the concerned Assistant Chief of Staff be informed on matters affecting the situation;
 4. Represent the Regional Founder when authorized;
 5. Receives the Regional Founder's decisions and insures that they are implemented;
 6. Insures establishment of the required Liaison;
 7. Supervises operations of the Regional Fraternal Commission conference room, when established;
 8. Exercises overall direction of the staff representatives in the Commission Operations Center (COC); and
 - 9.Perform other duties that the Chairman may assign him.
- e. **ASSISTANT CHIEF OF STAFF, APPOINTMENT TRIBUNAL;**
1. He shall pass upon and attest all appointments made in the Regional Fraternal Commission according to regulations afforded by the Association;
 2. He shall decide all administrative questions affecting all appointments extended by the Regional Founder; and
 - 3.He shall perform other duties as directed by the chairman.
- f. **ASSISTANT CHIEF OF STAFF, ELECTION TRIBUNAL;**
1. He shall have exclusive charge of the enforcement and administration of all regulations relative to the conduct of regional elections;
 2. He shall decide, save those involving the right to vote, all administrative questions affecting elections, including the determination of the number and location of polling places, and the appointment of election officers and other election officials and members; and
 - 3.He shall perform other duties as directed by the Chairman.

- g. **ASSISTANT CHIEF OF STAFF, JUSTICE TRIBUNAL;**
 - 1. He shall deal with the administrative and disciplinary machinery in the regional chapter level of the Association;
 - 2. He shall have jurisdictions to review the decision, orders, and rulings of the Regional Election Tribunal;
 - 3. He shall supervise such inferior boards that may be established in the regional chapter level by the Association;
 - 4. He has jurisdiction in the regional chapter level to review, revise, reverse, modify or affirm an appeal, final decisions of inferior boards within the region;
 - 5. All cases in the regional chapter level which constitutionality or validity of any resolution, circular, regulation, decision, or implementing order is in question;
 - 6. All cases in the regional chapter level which the jurisdiction of any inferior board is in issue;
 - 7. All administrative cases in the regional chapter level in which the penalty imposed is expulsion from the Association; and
 - 8. All cases in which an error or question of law by the Regional Founder.
- h. **ASSISTANT CHIEF OF STAFF, SECURITY TRIBUNAL;**
 - 1. He shall have exclusive charge of the enforcement and administration of all regulations relative to the security of all officers and members of the regional chapter in the Association;
 - 2. He shall conduct investigation and initiate the prosecution of all offenses in violation of this By-laws and infractions of existing regulations, including the creation of a set-up of responsible officer to conduct of Background Investigation of Tyros and/or applicant, in every GBI local chapter, and;
 - 3. He shall perform other duties as directed by the Chairman.
- i. **ASSISTANT CHIEF OF STAFF, EXTERNAL AUDIT TRIBUNAL;**
 - 1. He shall examine, audit, and settle all accounts pertaining to the revenues of the Association, or any of its subdivisions, agencies or instrumentalities with original charters and their subsidiaries;
 - 2. He may adopt measures necessary to correct the deficiencies of the audited chapters, agencies or units;
 - 3. He shall keep the general accounts, vouchers and other important documents of the Association;
 - 4. He shall have exclusive authority to define the scope of its audit and examinations, establish the techniques and methods required therefore, and primarily its accounting and auditing rules and regulations, including those for the prevention and disallowance of irregular, unnecessary, excessive, extravagant or unconscionable expenditures, or uses of funds and properties;
 - 5. No policy, rules, regulation or resolution shall be passed exempting any entity of the Association or its subsidiary in any guise whatever, or any investment of funds, from the jurisdiction of the External Audit Tribunal;
 - 6. He shall submit to the President and the Assembly or Congress an annual report covering the financial condition and operation of the Association, its subdivision, agencies and instrumentalities subject to its audit; and
 - 7. He shall perform other duties as directed by the Chairman.

Section 3 - Qualifications of Regional Fraternal Commission Officers;

- a. He/she is a Founder and/or as Interim capacity a Senior Supremo/Ranking Magic Group can be appointed to occupy lower position than the Chief Directorial Staff;
- b. He/ she is a natural born citizen of the Philippines; and
- c. He/she is at least thirty (30) years of age.

Section 4 - Disqualifications of Regional Fraternal Commission Officers;

- a. Not eligible to run in any elections of the Association;
- b. Considered resigned in their position at the lower level of the Chapter, if any;
- c. Cannot hold position in another branch of the Regional Chapter; and
- d. Shall serve without compensation.

Section 5 - Term of Office ---- The Regional Fraternal Commission Officer shall hold office during good behavior, until they reach the age of seventy (70) years, or become incapacitated to discharge the duties of their office.

Section 6 - Removal ---- The Regional Fraternal Commission Officers shall be removed from office by impeachment for and convictions of serious crimes and culpable violations of this By-Laws or by the recommendation of the Territorial National Vice-President.

Section 7 – Organizational Structure ---- The Organizational Structure of the Regional Fraternal Commission shall be made applicable as far as practicable in the levels of the Regional/Provincial/District and City/Municipal Chapters Provided, however the National Policy Board shall, in accordance with the guidelines set forth herein, prescribe its organizational structure and staffing pattern.

ARTICLE – X

PROVINCIAL/DISTRICT AND CITY/MUNICIPAL FRATERNAL COMMISSION

Section 1 - Provincial/District and City/Municipal Chapters Fraternal Commission – The governing body for the quasi-judicial functions and fraternal activities of the Provincial/District and City/Municipal Chapter is the Provincial/District and City/Municipal Fraternal Commission, hereinafter referred to as the Fraternal Commission, shall be composed of at least nine (9) with maximum of twenty (25) officers with the fraternal rank of Founder or a Senior Supremo or Ranking Magic Group can be appointed as an Interim Member, who shall be recommended by the Regional Founder, and appointed by the Territorial National Vice-President.

- a. The composition of the Regional Fraternal Commission shall be as follows:
 1. Provincial/District and City/Municipal Founder
 2. Deputy Provincial/District and City/Municipal Founder for Administration
 3. Deputy Provincial/District and City/Municipal Founder for Operations
 4. Chief of Staff
 5. Assistant Chief of Staff, Appointment Tribunal
 6. Assistant Chief of Staff, Election Tribunal
 7. Assistant Chief of Staff, Justice Tribunal
 8. Assistant Chief of Staff, Security Tribunal
 9. Assistant Chief of Staff, External Audit Tribunal.
- b. The powers and function of the Provincial/District and City/Municipal Fraternal Commission shall be as follows;
 1. Exercise administrative control over various offices of the Regional Fraternal Commission;
 2. Implement policies as promulgated by the National Policy Board regarding rules and regulations, standards and procedures to improve quasi-judicial services based on sound professional concepts and principles;
 3. Conduct provincial/district and city/municipal-wide inspections for the proper evaluation of the efficiency and effectiveness of all chapters within the AOR of the province/district and city/municipal chapters;
 4. Render periodic and/or quarterly report of its activities and accomplishment to the GBI Regional Founder, and
 5. Perform such other functions as per policies promulgated by the National Policy Board that are necessary to carry out the provisions of this By-Laws.

Section 2 - Duties and functions of the Officers of the Commission;

- a. PROVINCIAL/DISTRICT AND CITY/MUNICIPAL FOUNDER:
 1. He is the Provincial/District and City/Municipal Chapter Ceremonial Head of the Association and the Head of the Fraternal Commission;
 2. Consult's the Regional Founder and advice the Regional President on matters relative to the power of general supervision over the fraternal commission;
 3. Exercises supervision and control over the various offices under the Fraternal Commission;

4. Delegates authority to exercise any substantive or administrative functions to Officers of the Fraternal Commission; and
 5. Perform such other functions as per guidance of Territorial National-Vice-President, as well as those promulgated by the National Policy Board.
- b. DEPUTY PROVINCIAL/DISTRICT And CITY/MUNCIPAL FOUNDER FOR ADMINISTRATION;
1. He shall assist the Provincial/District and City/Municipal Founder on matters pertaining to autonomy, decentralization, and governance of fraternal commission within the region;
 2. He shall supervise the Appointment Officer and the Election Officer; and
 3. He shall perform other tasks that maybe assigned to him.
- c. DEPUTY PROVINCIAL/DISTRICT And CITY/MUNCIPAL FOUNDER FOR OPERATIONS:
1. He shall assist the Provincial/District and City/Municipal Founder on matters pertaining to discipline, security and accountability of all officers and members of the Association;
 2. He shall supervise the Disciplinary Officer, Security Officer and the External Audit Officer;
 3. He shall supervise and monitor the conduct of marking of Tyroes, through the designated Initiating Officer, and to see to it that the marking activity will not violate the Anti-Hazing law; and
 3. He shall perform other tasks that may be assigned to him.
- d. CHIEF OF STAFF;
1. Coordinate's the work of the Assistant Chief of Staffs;
 2. Announces and Implement the Standing Operating Procedure (SOP) promulgated by the National Policy Board, including the Executive Order and/or Memoradum coming from Office of the National President;
 3. Keeps the Regional Founder and the concerned Assistant Chief of Staff be informed on matters affecting the situation;
 4. Represent the Regional Founder when authorized;
 5. Receives the Regional Founder's decisions and insures that they are implemented;
 6. Insures establishment of the required Liaison;
 7. Supervises operations of the Regional Fraternal Commission conference room, when established;
 8. Exercises overall direction of the staff representatives in the Commission Operations Center (COC); and
 9. Perform other duties that the Chairman may assign him.
- e. APPOINTMENT OFFICER;
1. He shall pass upon and attest all appointments made in the Regional Fraternal Commission according to regulations afforded by the Association;
 2. He shall decide all administrative questions affecting all appointments extended by the Regional Founder; and
 3. He shall perform other duties as directed by the chairman.
- f. ELECTION OFFICER
1. He shall have exclusive charge of the enforcement and administration of all regulations relative to the conduct of regional elections;
 2. He shall decide, save those involving the right to vote, all administrative questions affecting elections, including the determination of the number and location of polling places, and the appointment of election officers and other election officials and members; and
 3. He shall perform other duties as directed by the Chairman.
- g. DISCIPLINARY OFFICER;
1. He shall deal with the administrative and disciplinary machinery in the regional chapter level of the Association;
 2. He shall have jurisdictions to review the decision, orders, and rulings of the Regional Election Tribunal;
 3. He shall supervise such inferior boards that may be established in the regional chapter level by the Association;
 4. He has jurisdiction in the regional chapter level to review, revise, reverse, modify or affirm an appeal, final decisions of inferior boards within the region:

- a. All cases in the regional chapter level which constitutionality or validity of any resolution, circular, regulation, decision, or implementing order is in question;
 - b. All cases in the regional chapter level which the jurisdiction of any inferior board is in issue;
 - c. All administrative cases in the regional chapter level in which the penalty imposed is expulsion from the Association; and
 - d. All cases in which an error or question of law by the Regional Founder.
- h. SECURITY OFFICER;
1. He shall have exclusive charge of the enforcement and administration of all regulations relative to the security of all officers and members of the regional chapter in the Association;
 2. He shall conduct investigation and initiate the prosecution of all offenses in violation of this By-laws and infractions of existing regulations, including the creation of a set-up of responsible officer to conduct of Background Investigation of Tyros and/or applicant, in every GBI local chapter, and;
 3. He shall perform other duties as directed by the Chairman.
- i. EXTERNAL AUDITOR;
1. He shall examine, audit, and settle all accounts pertaining to the revenues of the Association, or any of its subdivisions, agencies or instrumentalities with original charters and their subsidiaries within the provincial/district and city/municipal chapter;
 2. He may adopt measures necessary to correct the deficiencies of the audited chapters, agencies or units;
 3. He shall keep the general accounts, vouchers and other important documents of the Association;
 4. He shall have exclusive authority to define the scope of its audit and examinations, establish the techniques and methods required therefore, and primarily its accounting and auditing rules and regulations, including those for the prevention and disallowance of irregular, unnecessary, excessive, extravagant or unconscionable expenditures, or uses of funds and properties;
 5. No policy, rules, regulation or resolution shall be passed exempting any entity of the Association or its subsidiary in any guise whatever, or any investment of funds, from the jurisdiction of the External Auditor;
 6. He shall submit to the Regional President and during Chapter Assembly annual report covering the financial condition and operation of the Association, its subdivision, agencies and instrumentalities subject to its audit; and
 7. He shall perform other duties as directed by the Chapter Founder.

Section 3 - Qualifications of Provincial/District and City/Municipal Fraternal Commission Officers;

- a. He/she is a Founder and/or as Interim capacity, a Senior Supremo/Ranking Magic Group can be appointed to occupy lower position than Chief of Staff;;;
- b. He/ she is a natural born citizen of the Philippines; and
- c. He/she is at least thirty (30) years of age.

Section 4 - Disqualifications of Regional Fraternal Commission Officers;

- a. Not eligible to run in any elections of the Association;
- b. Considered resigned in their position at the lower level of the Association, if any;
- c. Cannot hold position in another branch of the Regional Chapter; and
- d. Shall serve without compensation.

Section 5 - Term of Office ---- The Regional Fraternal Commission Officer shall hold office during good behavior, until they reach the age of seventy (70) years, or become incapacitated to discharge the duties of their office.

Section 6 - Removal ---- The Provincial/District and City/Municipal Chapter Fraternal Commission Officers shall be removed from office by impeachment for and convictions of serious crimes and culpable violations of this By-Laws or by the recommendation of the Regional Founder through the Territorial National Vice-President.

Section 7 - Organizational Structure ---- The Organizational Structure of the Provincial/District and City/Municipal Chapter Fraternal Commission shall be made applicable as far as practicable in the levels of the Provincial/District and City/Municipal

Chapters. Provided, however the National Policy Board shall, in accordance with the guidelines set forth herein, prescribe its organizational structure and staffing pattern.

ARTICLE – XI

BARANGAY CHAPTER FRATERNAL COMMISSION

Section 1 - Barangay Chapter Fraternal Commission – The governing body for the quasi-judicial functions and fraternal activities of the Barangay Fraternal Commission, hereinafter referred to as the Fraternal Commission, shall be composed of at least three (3) officers with the fraternal rank of Founder who shall be recommended by the City/Municipal Founder, and appointed by the Provincial Founder with the concurrence of the Regional Founder.

- A.** The composition of the Barangay Fraternal Commission shall be as follows:
1. Barangay Chapter Founder
 2. Deputy Barangay Chapter Founder for Administration
 3. Deputy Barangay Chapter Founder for Operations
- 1. BARANGAY CHAPTER FOUNDER:**
- a. He is the Barangay Chapter Ceremonial Head of the Association and the Head of the Fraternal Commission;
 - b. Consult's the City/Municipal Founder and advice the City/Municipal President on matters relative to the power of general supervision over the fraternal commission;
 - c.. Exercises supervision and control over the various offices under the Fraternal Commission;
 - d. Delegates authority to exercise any substantive or administrative functions to Officers of the Fraternal Commission; and
 - e. Perform such other functions as per guidance of City/Municipal Founder, as well as those promulgated by the National Policy Board.
- 2. DEPUTY BARANGAY CHAPTER FOUNDER FOR ADMINISTRATION;**
- a. He shall assist the Barangay Chapter Founder on matters pertaining to autonomy, decentralization, and governance of fraternal commission within the region;
 - b. He shall act the Appointment Officer and the Election Officer; and
 - c. He shall perform other tasks that maybe assigned to him.
- 3. DEPUTY BARANGAY CHAPTER FOUNDER FOR OPERATIONS:**
- a. He shall assist the Barangay Chapter Founder on matters pertaining to discipline, security and accountability of all officers and members of the Association;
 - b. He shall consult with the City/Municipal Disciplinary Officer, the External Audit Officer, on matters pertains to their official functions, and act as the Security Officer in the Chapter. He shall conduct Background Investigation to applicant for membership of the Association including other investigative matters;
 - c. He shall supervise and monitor the conduct of marking of Tyros, through the designated Initiation Officer, and to see to it that the marking activity will not violate the Anti-Hazing law; and
 - d. He shall perform other tasks that may be assigned to him.

ARTICLE - XII

GUARDIANS HOUSE OF DOCTRINES

Section 1 - The GUARDIANS House of Doctrines, hereinafter referred to as “**The House**”, shall be composed of the National Triumvirate who are all Master Founders of the Association. The National Triumvirate shall be headed by the most Senior Master Founder.

Section 2 - The House shall be composed by the following:

- a. Prime Minister (Most Senior);
- b. Assistant Prime Minister (Next Senior); and
- c. Deputy Prime Minister (Most Junior).

Section 3 - The House Members as a body (Guardians House of Doctrines) shall have the following functions, powers and authority;

- a. Exercise authority on ceremonial activities;
- b. Serve as consultant and member of the National Congress;
- c. Shall confirm the appointment of Officers of the National Constitutional Commission;
- d. Promulgate principles, beliefs and dogma on the Cardinal Rules of Brotherhood; and

ARTICLE - XIII

DISCIPLINE

Section 1 - Disciplinary Action --- Any member or officer whose conduct or activities are contrary to the by-laws, rules and regulations of the Association shall be subject to disciplinary action. All administrative complaint shall be filed before the Commissioner, Security Tribunal, to be heard and decided by the Commissioner, Justice Tribunal. However, the National Policy Board is not precluded from constituting a Grievance Committee for this purpose.

Section 2 - Grounds for Disciplinary Action – Any member maybe suspended or expelled under any of the following grounds;

- a. Non-payment of membership fee, annual or monthly dues and other assessments for three (3) consecutive months;
- b. Non-Payment of fines properly imposed upon him/her one month after the same is ordered final and executor by the authorities concerned;
- c. Failure despite notice, to attend without sufficient cause as may be determined by the concerned branch of the National Congress, for three (3) consecutive meetings of the Association;
- d. Other serious infractions or violations of the By-laws, rules and regulations of the Association, after final determination thereof by the disciplinary officers of the chapter concerned.

Section 3 - Other Grounds for Disciplinary Action ---- The following are other Grounds or causes for disciplinary action;

- a. Neglect of duty
- b. Irregularity in the Performance of Duty
- c. Misconduct
- d. Incompetency
- e. Oppression
- f. Dishonesty
- g. Disloyalty to the Association
- h. Violation of the Law.

Section 4 - Penalties --- The following penalties may be imposed upon any erring member or officer;

- a. Removal – for serious and grave offenses;
- b. Suspension – for less serious and less grave offenses; and
- c. Fine / Admonition / Warning – for light offenses.

Section 5 - Form of Complaint --- Any complaint against any member or officer shall be made in writing and verified under oath before an officer authorized to administer oath and properly filed pursuant to Section 1 hereof.

Section 6 - Procedure --- The implementing guidelines for the procedures in the investigation and disposition of administrative complaint against Officers and members shall be promulgated by the Association.

ARTICLE - XIV

FUNDS

Section 1 - Funds --- The funds of the Association shall be derived from membership fees, monthly dues, special assessments, grants, donations or benefits.

Section 2 - Fees and Dues --- Every member of the Association shall pay the following:

- a. Membership fee of One Hundred Fifty (150.00) pesos;
- b. Monthly dues of fifty (50.00) pesos and such other assessments that may be imposed by the Association.

Section 3 - Annual Chapter Dues - It shall be paid by the following;

- a. Municipal / District Chapter - Five Hundred (500.00) pesos;
- b. Provincial / City Chapter - One thousand (1,000.00) pesos; and
- c. Regional Chapter - Two thousand (2,000.00) pesos.

Section 4 - Retention of Funds - The Treasurer of every chapter shall collect, retain and remit funds pertaining to membership fees, monthly dues, and other assessments, whenever applicable, under the following schedule:

Municipal/District Chapter -----	60% - 2 nd week of January of each year
Provincial/City Chapter -----	25% - 2 nd week of February of each year
Regional Chapter -----	10% - 2 nd week of March of each year
National Chapter -----	5% - 2 nd week of April of each year

Section 5 - Disbursements – Withdrawal from the funds of the Association, whether by check or any other instrument, shall be signed by the Treasurer and countersigned by the president or, in his absence, the Vice-President. Disbursements shall be made only when a resolution is passed and approved by the National Policy Board to that effect.

Section 6 - General Fund - All other income, funds and revenues, except real and fixed assets, un-appropriated and unexpended, at year end, shall revert to the General fund.

Section 7 - Allocation of General Fund - The General Fund shall be appropriated and allocated as follows:

- a. 50% for Mortuary, Accident & other financial assistance
- b. 35% for Miscellaneous Operating Expenses
- c. 10% for Professional Advancement and
- d. 5% for Contingency Fund

Section 8 - Real and Fixed Assets --- Real and Fixed Assets of the Association shall be subjected to the rules, regulations and policies that shall be promulgated by the National Policy Board.

Section 9 - Fiscal Year --- The Fiscal Year of the Association shall be from January 1st to December 31st each year.

ARTICLE XV

AMENDMENTS

Section 1 - Amendments, modification or repeal to the Constitution and By-Laws may be proposed in writing by at least twenty five (25) members of the Association, furnishing copies thereof to each member of the National Policy Board, who shall consider such proposed amendments within thirty (30) days upon receipt thereof. Such proposed amendments shall state hereon the old provisions and the proposed new provisions. Amendments to this Constitution and By-Laws shall be approved by two thirds (2/3) vote of all the Voting Delegates of the National Convention and/or Assembly called for the purpose and by the majority of the National Policy Board.


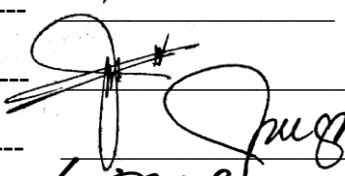
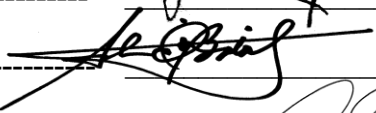

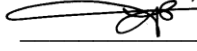

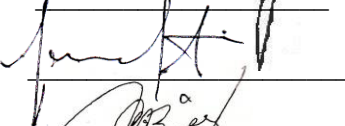
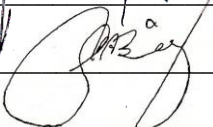

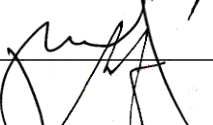
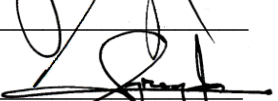
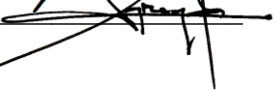
ARTICLE XVI
RATIFICATION/CONFIRMATION OF ACTS

Section 1 - All acts, things, deeds, contracts, papers, agreement, disbursements and other actions that have been made, executed and signed, do and performed previously which are necessary and requisite to be done in and about the premises are hereby ratified and confirmed to have been done or cause to be done by virtue thereof.

ARTICLE XVI
EFFECTIVITY

Section 1 - The Constitution and By-Laws shall take effect immediately upon the approval by the Securities and Exchange Commission.


BOARD OF TRUSTEES

Name	Signature
RAUL "MF Lagalag" A. RAMOS -----	
Atty. JOEL " NF Mumbaki" C. OBAR -----	
BGen. JOSE "NF G-M" F. GAMOS -----	
ADRONICO "NF Bravo" O. BALAIS -----	
ALAN "NF Bong" L. GONZALES -----	
EMMANUEL "NF Carjon" N. NAVAL -----	
RESTITO "NF RST" M. CUNANAN -----	
LEONARD "NF Alps" P. ASIS -----	
MANUEL "NF Musang" B. BIAG -----	
GILDA "NF Dahil" C. PAYAPAYA -----	
GUILBERT "NF GBL" B. LUCIANO -----	
THEODORE MANUEL "NF Uel" L. IMBO -----	
GREGORIO "NF Tarum" G. ESPERANZATE, Jr. -----	

CERTIFICATION

This is to certify that the New By-Laws of GUARDIANS Brotherhood, Inc., were adopted and approved by a majority of the voting delegates of the 6th GBI National Convention on April 13 & 14, 2015 at Putyokan San Abuyog Gym, Abuyog, Leyte, Philippines and a majority of the members, of the National Policy Board (Board of Trustees).

Certifying further to the correctness, of the said amendments.



GREGORIO "NF Tarum" G. ESPERANZATE, Jr.
National Secretary General

Attested by:

Atty. JOEL "NF Mumbaki" C. OBAR
National President & Presiding Officer