

## CONSTITUTION OF THE INTEGRATED CHEMISTS OF THE PHILIPPINES, INC.

Current ICP Constitution	Proposed Amendments for Referendum
Date of Effectivity: Chemistry Week 2018 (Feb 19-24, 2018)	Black: Basically the same, with slight modifications Blue: No change Pink: New or revised provision
<p><b>Preamble:</b> The Integrated Chemists of the Philippines, Inc. (ICP), founded in 1978, is an organization of registered Chemists and registered Chemical Technicians that endeavors to strengthen the Chemistry profession and to promote the interests of professional practice of Chemistry in the Philippines. The Chemistry Law (RA 754), which was approved on June 18, 1952, defined and regulated the practice of Chemistry in the Philippines. RA 754 was superseded and further strengthened by the Professional Chemistry Act (RA 10657), which was signed into law on March 27, 2015. This Constitution sets forth the basic provisions of the ICP which are consistent with RA 10657.</p>	<p><b>Preamble</b> The Integrated Chemists of the Philippines, Inc. (ICP), founded in 1976, is the Accredited Integrated Professional Organization (AIPO) of the chemistry profession under the Professional Regulation Commission (PRC). The ICP, representing both registered Chemists and registered Chemical Technicians, endeavors to strengthen and promote the professional practice of Chemistry in the Philippines. This constitution sets forth the basic principles of the ICP, consistent with the provisions of the Chemistry Profession Act of 2015 (Republic Act No. 10657).</p>
<p><b>Mission &amp; Vision:</b> VISION: To make a significant contribution to the national economy and to improve the quality of life of all Filipinos through the professional practice of Chemistry. MISSION: The ICP shall: - assist in the regulation and protection of the professional practice of chemistry in the Philippines - promote the continued development of Filipino Chemists and Chemical Technicians through Continuing Professional Development and other programs - promote high international standards of Philippine chemical laboratories</p>	<p><b>Mission &amp; Vision:</b> VISION: To promote the application of chemistry for public safety, the national economy, and the protection of the environment to improve the quality of life of all Filipinos. MISSION: The ICP is mandated to assist in the regulation and protection of the professional practice of chemistry in the Philippines, consistent with R.A. No. 10657. To this end, the ICP shall promote programs for the continued professional development of Chemists and Chemical Technicians and uphold high international standards of Philippine chemical laboratories.</p>
<p><b>Article I: General Provisions</b></p>	<p><b>Article I: General Provisions</b></p>
<p><b>Section 1. Name.</b> The accredited professional organization (APO) of all registered Chemists and registered Chemical Technicians in the Philippines under the Professional Regulation Commission (PRC) shall be known as the Integrated Chemists of the Philippines, Inc., hereafter to be referred to as "ICP".</p>	<p><b>Section 1. Name.</b> The national organization of chemists and chemical technicians, constituted on July 14, 1976, as a body corporate, shall be known as the Integrated Chemists of the Philippines, Inc., ("ICP"), also referred to as "ICP National" to distinguish it from its chapters and clusters.</p>
<p><b>Section 2. Objectives and Purposes.</b> The general objectives and purposes of the ICP are as follows:</p>	<p><b>Section 2. Objectives and Purposes.</b> The general objectives and purposes of the ICP are as follows: 2.1. To implement the Chemistry Profession Act (RA 10657);</p>

<ol style="list-style-type: none"> <li>1. To support the implementation of the Chemistry Profession Act (RA 10657) and the Code of Professionals and Code of Ethics for Chemists;</li> <li>2. To represent the chemistry professionals in the Professional Regulation Commission (PRC);</li> <li>3. To support the Board of Chemistry in the implementation of the Chemistry Profession Act and the strengthening of the Chemistry profession;</li> <li>4. To represent the interests of the chemistry profession consistent with the Chemistry Profession Act in government, academe and industry locally, as well as internationally;</li> <li>5. To implement Continuing Professional Development (CPD) for Chemists and Chemical Technicians and to raise the competence and capabilities of Chemistry professionals;</li> <li>6. To safeguard the professional interests of its members, including their working conditions and safety, to promote the environmentally- acceptable use of chemicals and chemical processes;</li> <li>7. To contribute to the continuous improvement of chemistry education and training in the Philippines by working with relevant institutions in the government sector, such as the Commission on Higher Education (CHED), the Department of Education (DepEd), and Technical Education and Skills Development Authority (TESDA); private sector; non-governmental organizations; and the academe;</li> <li>8. To provide a forum for its members to discuss concerns affecting the country in general and the chemistry profession in particular; to disseminate information on chemistry-related issues. To support this, the ICP will encourage the formation of regional chapters and clusters;</li> <li>9. To cultivate discipline and the spirit of camaraderie among the members, and maintain the highest professional standards;</li> <li>10. To represent the chemistry community in matters related to the professional and industrial practice of chemistry both locally and internationally;</li> <li>11. To collaborate with other chemistry societies, academic, industry and government institutions and other professional organizations which seek to achieve the same objectives as the ICP; and</li> <li>12. To undertake other activities which are consistent with these objectives.</li> </ol>	<ol style="list-style-type: none"> <li>2.2. To implement the rules and regulations of the Professional Regulation Commission (PRC) and the Professional Regulatory Board of Chemistry (BOC), including: <ol style="list-style-type: none"> <li>2.2.1 Continuous development of chemistry professionals;</li> <li>2.2.2 Assistance in the assessment and continuous improvement of all chemical laboratories in the Philippines;</li> <li>2.2.3. Implementation of the PRC Code of Professionals and the Code of Ethics for Chemists;</li> <li>2.2.4. Other activities that are consistent with RA 10657.</li> </ol> </li> <li>2.3. To represent chemistry professionals in the government, industry, and academe, and internationally as needed, consistent with RA 10657;</li> <li>2.4. To represent the chemistry profession in consultative meetings related to legal matters, chemicals and chemistry regulatory matters;</li> <li>2.5. To provide expert advice on matters related to chemicals and chemistry that may affect public health and safety, the environment, and industry;</li> <li>2.6. To promote and maintain high ideals of integrity, education, professional competence, public duty and ethical conduct within its membership;</li> <li>2.7. To implement programs, such as the Continuing Professional Development (CPD), <b>the Career Progression and Specialization Program (CPSP)</b>, and <b>other continuing education and training programs</b>, to raise the competence and capabilities of chemistry professionals;</li> <li>2.8. To safeguard the professional interests of its members, including their working conditions and safety, and to promote the environmentally acceptable use of chemicals and chemical processes;</li> <li>2.9. To contribute to the continuous improvement of chemistry education and training in the Philippines by working with relevant institutions in the government sector, such as the Commission on Higher Education (CHED), the Department of Education (DepEd), and the Technical Education and Skills Development Authority (TESDA); private sector; non-governmental organizations; and the academe;</li> <li>2.10. To provide a forum for its members to discuss concerns affecting the country and the chemistry profession; to disseminate information on chemistry-related issues. To support this, the ICP will encourage the formation of regional chapters and clusters;</li> <li>2.11. To cultivate discipline and the spirit of camaraderie among the members, and to maintain the highest professional standards;</li> </ol>
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	<p>2.12. To represent the chemistry community in matters related to the professional practice of chemistry both locally and internationally;</p> <p>2.13. To collaborate with other chemistry societies, academic, industry and government institutions and other professional organizations which seek to achieve the same objectives as the ICP; and</p> <p>2.14. To undertake other activities which are consistent with these objectives.</p>
<p><b>Section 3. Authorizations, Prerogatives, Functions, Duties and Responsibilities.</b> The ICP shall have the following powers, prerogatives, functions, rights and responsibilities:</p> <ol style="list-style-type: none"> <li>1. To have perpetual succession and legal powers appertaining to a juridical person such as right to sue;</li> <li>2. To undertake contracts consistent with its functions and objectives;</li> <li>3. To purchase, acquire, and dispose real and personal properties, rights or privileges which the ICP is authorized to negotiate and acquire under the laws of the Philippines under the terms and conditions and other considerations as the Board of Directors shall see fit when the needs of the society warrants it;</li> <li>4. To accept and receive donations and contributions by way of gifts, devices or bequest for specific and general projects of the organization;</li> <li>5. To levy and collect membership dues and special assessment from its members;</li> <li>6. To promote the practice of Chemistry through the sale and/or distribution of Chemistry-related products, such as the seal of the registered Chemist, books, manuals, souvenir items, and the like;</li> <li>7. To promulgate rules and regulations consistent with this Constitution and By-Laws and the Chemistry Profession Act;</li> <li>8. To adopt a seal and emblem and revise the same as needed; and</li> <li>9. To do all such acts and things as may be necessary to carry into effect and promote the objectives and purposes for which the ICP was created, more particularly in the enrichment of the standards of the chemistry profession in the Philippines and for the protection of the professional interests of the Chemists and Chemical Technicians.</li> </ol>	<p><b>Section 3. Powers, prerogatives, functions, duties and responsibilities.</b> The powers, prerogatives, functions, duties and responsibilities of the ICP, its Chapters and Clusters, its officers and committees, and its members are as provided by law, this Constitution, its By-Laws and pertinent rules and regulations.</p> <p><i>Inter alia</i>, the ICP shall have perpetual succession and shall have all legal powers appertaining to a juridical person, particularly to sue and be sued; to contract and be contracted with; to hold real and personal property as may be necessary for corporate purposes, to mortgage, lease, sell, transfer, convey and otherwise dispose of the same; to receive public and private donations and contributions; to accept and receive real and personal property by gift, devise or bequest; to levy and collect membership dues and special assessment from its members; to adopt a seal and to alter the same; to make and adopt by-laws not inconsistent with the laws of the Philippines; and generally to do all such acts and things as may be necessary or proper to carry into effect and promote the objectives and purposes for which it was organized.</p>
<p><b>Section 4. National Office.</b> The national office of the ICP shall be located in the National Capital Region or in such location as determined by its Board of Directors.</p>	<p><b>Section 4. National Office.</b> The national office of the ICP shall be located in the National Capital Region or in such location as determined by its Board of Directors.</p>
<p><b>Section 5. Sectors.</b> The ICP represents the chemistry profession nationally and regionally in three sectors: Academe, Industry and Government. "Academe" refers to</p>	<p><b>Section 5. Sectors.</b> The ICP represents the chemistry profession in three sectors: Academe, Industry and Government. "Academe" refers to all public and private higher</p>

<p>all higher education institutions, whether public or private; "Industry" refers to private corporations and businesses, entrepreneurs, and non-government organizations; "Government" refers to government agencies, research institutes, and government-operated and controlled corporations (GOCC).</p>	<p>education institutions, including continuing education; "Industry" refers to private corporations and businesses, entrepreneurs, and non-governmental organizations; "Government" refers to government agencies, research institutes, and government-owned and controlled corporations (GOCC).</p>
<p><b>Article II: Membership</b></p>	<p><b>Article II: ICP Membership</b></p>
<p><b>Section 6. Membership.</b> There shall be four categories of membership in the ICP: 1. regular, 2. associate, 3. foreign, and 4. honorary. All registered Chemists and registered Chemical Technicians are required by RA 10657 to be regular and associate members, respectively. Foreigners with a permit to practice chemistry from the PRC are qualified to be foreign members. The validity of foreign membership shall have the same term as the period of validity of the PRC permit. Honorary membership may be granted by a Board Resolution of the national chapter to any outstanding Chemist, scientist, technologist or advocate, whether local or foreign, who has rendered distinguished service or given significant support to the field of chemistry. Honorary membership is for life.</p>	<p><b>Section 6. Type of membership.</b> There shall be four categories of membership in the ICP: 1. regular, 2. associate, 3. foreign, and 4. honorary. All registered chemists and registered chemical technicians are required by RA 10657 to be regular and associate members, respectively. Foreigners with a permit to practice chemistry from the PRC are qualified to be foreign members. The validity of foreign membership shall be the same as the term of validity of the PRC permit.</p> <p>Honorary membership may be granted by a Board Resolution of the ICP Board to any outstanding chemist, scientist, technologist, or advocate, whether local or foreign, who has rendered distinguished service or given significant support to the field of chemistry. Honorary membership does not include the right to practice professionally. Honorary members may not vote or hold office, and are not required to pay membership dues. The title of Honorary membership is retained unless revoked by Board Resolution.</p> <p>6.1. Any person who is admitted to the professional practice of Chemistry or Chemical Technician shall register with the ICP as required by RA 10657. Registration shall be accomplished by signing and filling in the prescribed registration form containing information as may be required by the Board of Directors, including the following:</p> <ol style="list-style-type: none"> <li>a. Full name, birth gender and civil status</li> <li>b. Date and place of birth</li> <li>c. Office or business address in the Philippines</li> <li>d. Permanent residence in the Philippines</li> <li>e. Occupation or employment</li> <li>f. Name and address of employer</li> <li>g. Name of the school and date of graduation for the Bachelor's degree or Certificate program, as appropriate</li> <li>h. Graduate studies, if any, and major subject</li> <li>i. PRC license number and date of issuance of license</li> <li>j. Fields of specialization, if any</li> </ol>

	<p>k. Preferred chapter of membership l. other information deemed necessary by the ICP</p> <p>Any change, after registration, with respect to any of the above specified information or any later requirements by the Board of Directors shall be reported to the Secretary of their chapter within sixty (60) days from notice.</p> <p>6.2. Members in Good Standing. A regular, associate or foreign member who has paid all membership dues and all authorized special assessments, plus surcharges owing thereon, and who is not under suspension from the practice of chemistry or from membership privileges, is a member in good standing.</p>
<p><b>Section 7. Rights and Privileges of Regular Members.</b> Regular membership is reserved for registered Chemists. Regular members shall have the following rights and privileges:</p> <ol style="list-style-type: none"> <li>1. The right to vote and hold elective or appointive positions in a chapter of the ICP;</li> <li>2. The right to receive, upon payment the membership dues, all official publications and notices of the society; and</li> <li>3. Membership privileges with respect to attendance at sponsored events, congresses, seminars, meetings, and other official functions.</li> </ol> <p>Foreign and honorary members shall have the same rights and privileges of a regular members except the right to vote and stand for elected position. An honorary member is exempted from paying the annual dues.</p>	<p><b>Section 7. Rights and Privileges of Regular Members.</b> Regular membership is reserved for registered chemists. Regular members shall have the following rights and privileges:</p> <ol style="list-style-type: none"> <li>7.1. The right to vote and hold elective or appointive positions in ICP National;</li> <li>7.2. The right to vote and hold elective or appointive positions in a chapter or cluster of the ICP if affiliated to one; and</li> <li>7.3. Membership privileges with respect to attendance at sponsored events, congresses, seminars, meetings, and other official functions.</li> </ol> <p>Foreign and honorary members shall have the same rights and privileges of a regular members except for the right to vote and stand for elected positions. An honorary member is exempted from paying annual dues.</p>
<p><b>Section 8. Rights and Privileges of Associate Members.</b> Associate membership is reserved for registered Chemical Technicians. Associate members shall have the following rights and privileges:</p> <ol style="list-style-type: none"> <li>1. The right to vote and hold elective or appointive positions in an associate chapter of the ICP;</li> <li>2. The right to receive, upon payment the membership dues, all official publications and notices of the society; and</li> <li>3. Membership privileges with respect to attendance at sponsored events, congresses, seminars, meetings, and other official functions.</li> </ol>	<p><b>Section 8. Rights and Privileges of Associate Members.</b> Associate membership is reserved for registered chemical technicians. Associate members shall have the following rights and privileges:</p> <ol style="list-style-type: none"> <li>8.1. The right to vote and hold elective or appointive positions in an associate chapter of the ICP; and</li> <li>8.2. Membership privileges with respect to attendance at sponsored events, congresses, seminars, meetings, and other official functions.</li> </ol>

<p><b>Section 9. Responsibilities of Members.</b> All members shall have the following responsibilities:</p> <ol style="list-style-type: none"> <li>1. To follow the provisions of the Chemistry Profession Act;</li> <li>2. To carry out the objectives of the society, protect its good name, maintain a high standard of professional practice, and abide by the principles of ethical practice and professional responsibility;</li> <li>3. To pay regular and special dues which are approved by the Board of Directors and vote in elections and referenda;</li> <li>4. To participate regularly and actively in ICP activities and contribute their services to the same; and</li> <li>5. To report infractions pertaining to the practice of chemistry profession to the ICP Board of Directors.</li> </ol>	<p><b>Section 9. Responsibilities of Members.</b> All members shall have the following responsibilities:</p> <ol style="list-style-type: none"> <li>9.1. To obey and uphold the provisions of RA 10657;</li> <li>9.2. To carry out the objectives of the society, protect its good name, maintain a high standard of professional practice, and abide by the principles of ethical practice and professional responsibility;</li> <li>9.3. To pay regular and special dues which are approved by the Board of Directors and vote in elections and referenda;</li> <li>9.4. To participate regularly and actively in ICP activities and contribute their services to the same; and</li> <li>9.5. To report infractions pertaining to the practice of chemistry profession to the ICP Board of Directors.</li> </ol>
<p><b>Section 10. Registration.</b> Any person who is admitted to the professional practice of Chemistry or Chemical Technician shall register with the ICP as required by RA 10657. Registration shall be accomplished by signing and filling in the prescribed registration form containing information as may be required by the Board of Directors, including the following:</p> <ol style="list-style-type: none"> <li>a. Full name, birth gender and civil status</li> <li>b. Date and place of birth</li> <li>c. Office or business address in the Philippines</li> <li>d. Permanent residence in the Philippines</li> <li>e. Occupation or employment</li> <li>f. Name and address of employer</li> <li>g. Name of the school and date of graduation for the Bachelor’s degree or Certificate program, as appropriate</li> <li>h. Graduate studies, if any, and major subject</li> <li>i. PRC license number and date of issuance of license</li> <li>j. Fields of specialization, if any</li> <li>k. Preferred chapter of membership</li> <li>l. Other information deemed necessary by the ICP</li> </ol> <p>Any change, after registration, with respect to any of the above specified information or may later be required by the Board of Directors, shall be reported to the secretariat within sixty (60) days from notice.</p>	<p>(incorporated in Section 6. Membership)</p>
<p><b>Section 11. Membership Fees.</b> All members of the ICP shall pay membership dues as set by the Board of Directors. The renewal of membership shall have a three year</p>	<p><b>Section 10. Membership dues.</b> Every member of the ICP shall pay membership dues every three-year cycle, which shall coincide with the year of renewal of the</p>

<p>cycle which should coincide with the renewal of PRC chemistry license. The membership fee may be increased by two-thirds vote of all the members of the Board of Directors. The new fee shall take effect after notice of increase shall have been sent to all the members of the ICP. Upon reaching the age of 60 years, regular and associate members shall be granted a 5% discount on their membership and registration fees, subject to submission of documents which shall be determined by the membership committee. The same shall apply to persons with disability (PWD).</p>	<p>member's professional ID with the PRC, in the amount as prescribed by the Board of Directors, at the ICP National or at the office of his/her Chapter.</p> <p>Senior members (60+ years old) shall be entitled to a 10% discount on membership dues and discounts to ICP events. An ICP member should submit a copy of their senior citizen ID to avail themselves of senior membership.</p> <p>Membership dues of Chapter member shall be apportioned as follows: 15% ICP National; 85% Chapter</p>
<p><b>Section 12. Sanctions against Members.</b> Any member who is not up-to-date in the payment of membership dues shall not be considered a member in good standing and their membership privileges shall be suspended. This suspension shall be lifted upon full payment of membership dues owing plus surcharges. Members who do not abide by the duties and responsibilities of ICP members may, after due process, be sanctioned by suspension of membership.</p>	<p><b>Section 11. Effect of non-payment of dues.</b> Any member who has not paid his/her membership dues for any given three-year cycle shall be considered a dues-delinquent. If the delinquency continues until the following December 31, the Board of Directors shall by Resolution forthwith suspend all his/her membership privileges. A copy of such resolution shall be sent to the registered email address of the member and to the secretary of the Chapter concerned and the same shall also be published at the ICP official website.</p> <p>Should the delinquency further continue until the following June 30, the Board of Directors shall promptly inquire into the cause or causes of the continued delinquency and take whatever action it shall deem appropriate, including a recommendation to the PRC for the suspension of the delinquent member's professional registration. Notice of the action taken shall be sent by registered email address to the member and to the Secretary of the Chapter concerned.</p> <p>A member who has retired, or has otherwise ceased to undertake the professional practice of Chemistry shall notify the ICP in writing. In the event that s/he wishes to return to the practice of Chemistry, s/he must renew his/her professional license with the PRC and reapply as member of the ICP.</p>
	<p><b>Section 12. Remission or lifting of sanctions.</b> The Board of Directors may, for justifiable reasons, remit or lift sanctions already imposed and authorize the retroactive reinstatement of the member concerned. However, sanctions imposed or approved by the PRC may only be remitted or lifted by the same regulatory body.</p>

<p><b>Article III: Chapters, Associate Chapters and Clusters</b></p>	<p><b>Article III: Governance of the ICP</b></p>
<p><b>Section 13. National Chapter.</b> The ICP National Chapter shall be the Accredited Professional Organization which shall represent all registered Chemists and Chemical Technicians. The National Chapter of the ICP shall be governed by this Constitution and its By-Laws. The National Chapter shall manage, in cooperation with the concerned regional chapter, the membership database of all regular and associate members of the ICP, CPD and other activities, and other relevant activities, statements, positions, and the like.</p>	<p><b>Section 13. Accredited Integrated Professional Organization (AIPO).</b> The ICP is the AIPO for the Chemistry profession duly recognized by the PRC under RA 10657. The ICP is the mother organization of all chapters and clusters, with the power and mandate to oversee their functions and operations, and to sanction them if necessary.</p>
	<p><b>Section 14. Composition of the ICP National Board.</b> The ICP shall be governed by a Board of Directors consisting of nine (9) members, with 3 directors coming from each sector (industry, academe, and government) elected by the regular members.</p>
	<p><b>Section 15. Term of Office of ICP Board members.</b> Each Board member shall hold office for a term of three (3) years and may be elected as such for not more than two (2) consecutive terms. A Board member may serve for two consecutive terms (six years) and, after a gap of at least one year, is eligible for re-election. The same limitation of two consecutive terms shall apply to subsequent periods of incumbency.</p> <p>In the event that any member of the Board is unable to continue in office, resigns, or change his/her sector or affiliation during his/her incumbency, the candidate from the same sector who garnered the second highest number of votes shall serve the unexpired portion of the term.</p>
	<p><b>Section 16. Nomination and election of ICP Board members.</b> Every year, a set of three (3) Board members representing each sector will be elected. At least two (2) months before the expiration of the term of a given set of Board members, a call for nomination for candidates to the Board of Directors shall be made by the COMELEC. The election shall be at least fourteen (14) days after the announcement of the official candidates but not later than one (1) month before the expiration of the term of the set of Board of Directors to be replaced.</p> <p>Only regular members in good standing may nominate, be nominated, and be elected to the Board.</p>
	<p><b>Section 17. Voter eligibility.</b> The right to vote shall be exercised only by regular members in good standing.</p>



	<p><b>Section 18. Election protest.</b> Any nominee desiring to contest an election shall, within two (2) days after the announcement of the results of the elections, file with the President of the ICP a written protest setting forth the ground therefor. Upon receipt of such petition, the President shall forthwith call a special meeting of the Board of Directors to consider and hear the protest, with due notice to the contending parties. The decision of the Board shall be announced before the beginning of the term of the new set of Board members and shall be final and conclusive.</p>
	<p><b>Section 19. Functions of the ICP Board.</b> The ICP Board of Directors shall have general oversight of the affairs and activities of the ICP. It shall have authority, <i>inter alia</i>, to:</p> <ul style="list-style-type: none"> <li>(a) Fix the date, time, and place of every annual general membership meeting of the ICP, which shall be held during the annual chemistry convention;</li> <li>(b) Make appropriations and authorize disbursements from the funds of the ICP, subject to this Constitution and its By-Laws;</li> <li>(c) Engage the services of employees, define their duties, and set their compensation;</li> <li>(d) Receive, consider, and act on reports and recommendations submitted by Chapter and Cluster Officers or its committees;</li> <li>(e) Fill vacancies, however arising in the positions of officers of the ICP, subject to the provisions of this Constitution and its By-Laws;</li> <li>(f) Subject to the approval of the PRC and the Board of Chemistry, promulgate the Code of Ethics for chemistry professionals;</li> <li>(g) Fix the amount of membership dues and impose special assessments for specific purposes, and in proper cases impose sanctions for non-payment or delinquency in the payment thereof; and</li> <li>(h) Perform such other functions as may be necessary and proper to carry out the objectives and purposes of the ICP.</li> </ul>
	<p><b>Section 20. Board Meetings.</b> The Board shall meet regularly once a month, on such date and such time and place as it shall designate. Special meetings may be called by the President and shall be called by him upon the written request of at least five members of the Board. Meetings may be conducted face-to-face or via online. However, there shall be at least three face-to-face meetings in a year which all Board members must attend.</p>

	<p><b>Section 21. Quorum.</b> Five members of the Board shall constitute a quorum to transact business. However, the Board may take action, without a meeting, by resolution signed by at least five Board members provided that every member of the Board shall have been apprised of the contents of the resolution.</p>
	<p><b>Section 22. Removal of Board members.</b> If the Board of Directors should determine after proper inquiry that any of its members has for any reason become unable to perform his/her duties, the Board, by resolution of the majority of the remaining members, may declare his/her position vacant. Any member of the Board may be removed for cause, including three consecutive absences from Board meetings without justifiable cause, by resolution adopted by two-thirds of the remaining members of the Board. In case of a vacancy in the office of the Board for whatever cause, the nominee who garnered the next highest vote representing the sector deemed to be filled may serve as a Board member for the unexpired portion of the term.</p>
	<p><b>ARTICLE IV. ICP NATIONAL OFFICERS</b></p>
	<p><b>Section 23. ICP National Officers.</b> Every year, the Board of Directors shall vote among themselves a President, Vice President for Internal Affairs, Vice President for External Affairs, Secretary, Treasurer, Auditor, and Public Information Officer.</p>
	<p><b>Section 24. Terms of Office.</b> The term of office in a particular position shall be for one year without prejudice to re-election to the same position. In the event the President is absent or unable to act, his/her functions and duties shall be performed by the Vice President for Internal Affairs, and in the event of death, resignation, or removal of the President, the Vice President for Internal Affairs shall serve as Acting President for the unexpired portion of the term. In the event of the death, resignation, removal or disability of both President and the Vice President for Internal Affairs, the Board of Directors shall elect an Acting President to hold office for the unexpired portion of the term or during the period of disability. Unless otherwise provided in the By-Laws, all other officers and employees appointed by the President with the consent of the Board shall hold office at the pleasure of the Board or for such term as the Board may fix.</p>

<p><b>Article IV: Fees, Dues and Financial Management</b></p> <p><b>Section 22.</b> The Treasurer of the National Chapter shall exercise oversight over the financial management of all chapters. All collections of the National chapter, regional chapters and clusters shall be audited annually and shall be subject to the rules and regulations of the ICP.</p>	<p><b>Section 25. Duties of Officers.</b></p> <p><b>(a) President</b> - The President shall be the chief executive of the ICP, and shall preside at all meetings of the Board of Directors; approve all bills of expenses subject to limitations that may be provided by the Board; appoint all appointive officials upon consultation with the Board; and serve as liaison officer between the ICP and the PRC.</p> <p><b>(b) Vice-President for Internal Affairs</b> - The Vice President for Internal Affairs shall exercise the powers and perform the functions and duties of the President during the absence or inability of the latter to act, serve as the chairperson of the Committee on Membership, and shall perform such other functions and duties as are assigned to him/her by the President and the Board of Directors.</p> <p><b>(c) Vice-President for External Affairs</b> - The Vice President for External Affairs shall act as representative of the Board in the meetings of ICP Chapters, Associate Chapters, and Clusters, and such other professional organizations where ICP is a member and promote, coordinate and correlate activities of the ICP; prepare and maintain a register of all members of the ICP; and shall perform such other functions and duties as are assigned to him/her by the President and the Board of Directors.</p> <p><b>(d) Secretary</b> - The Secretary shall send notices of the meetings of the Board of Directors, and keep a record of all proceedings thereof; oversee the management of the ICP National Office including its records and files; ensure compliance of the ICP with the relevant Securities and Exchange Commission (SEC) requirements for corporations; and shall perform such other functions and duties as are assigned to him/her by the President and the Board of Directors.</p> <p><b>(e) Treasurer</b> - The Treasurer shall collect, receive, record, and disburse funds of the ICP; however, no disbursement shall be made except over his/her signature, countersigned by the President or, in the absence or inability of the President, by the Vice President for Internal Affairs, or in the absence or inability of both, by the Vice President for External Affairs. The Treasurer shall render reports of receipts and disbursements as required by the Board of Directors; assist in the preparation of the budget; file the necessary governments reports, such as income tax, local government taxes, Social Security, and others; and shall perform such other functions and duties as are assigned by the President and the Board of Directors.</p>
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	<p><b>(f) Auditor</b> - The Auditor shall conduct an audit of all disbursements and financial reports of the Treasurer. The Auditor shall also conduct an audit every year of the finances of all the chapters and clusters.</p> <p><b>(g) Public Information Officer</b> - The Public Information Officer (PIO) shall be responsible for providing information regarding the organization. The PIO shall take charge of all the ICP's press releases, website, and official public communication system, such as email and social networks. The PIO will coordinate with the PIOs of the chapters and clusters.</p> <p><b>(h) Board Member</b> – The remaining elected officials will be designated as Board Members. Their specific duties may be designated by the President, as the need arises.</p> <p><b>(i) Emeritus Board Member</b> – The BOD may confer the honorary status of Emeritus Board Member to previous members of the Board who have served the ICP Board with distinction and who wish to continue to assist the ICP as a non-voting member of the BOD. This position is conferred annually provided that the candidate continues to hold a valid Chemist license.</p>
	<p><b>Section 26. Delegation of duties.</b> The functions and duties of the Secretary and the Treasurer may, in their absence or inability, be performed by <b>other regular members</b> of the ICP designated by the President.</p>
	<p><b>ARTICLE V: STANDING COMMITTEES OF THE BOARD</b></p>
<p><b>Article IV: Committees</b>  <b>Section 20. Standing Committees.</b> To carry out the general objectives and purposes of the ICP, all ICP chapters shall constitute and maintain five standing committees, under the supervision and coordination of the corresponding national committee: (1) Committee on Professional Affairs, (2) Committee on Continuing Professional Development, (3) Committee on Public Information, (4) Committee on Ways and Means, and (5) Committee on Membership. Unless otherwise changed, modified, or redefined by the Board of Directors, the respective names, authorization, prerogatives, duties, functions, and responsibilities of these committees shall be set forth in this article.  The ICP National Board of Directors shall have the authority to create additional standing committees and define its duties and functions whenever necessary.</p>	<p><b>Section 27. Standing Committees.</b> The Board of Directors shall establish and maintain standing national committees. Until otherwise changed, modified, or redefined by the Board, the respective names, powers, prerogatives, functions, duties, and responsibilities of the standing committees shall be as set forth in this Article. The Board shall have authority to create additional standing committees and special committees and to define their respective powers, prerogatives, functions, duties, and responsibilities. Every committee shall submit an annual report to the President, but the Board may, at any time, require any committee to submit a special report. The Committees of the ICP Chapters shall be under the jurisdiction of the National Committees.</p>

<p>Likewise, the ICP National Board of Directors may create special or Ad Hoc committees whenever the need arises.</p> <p>The Board of Directors shall appoint the chair of these committees from its ranks. Each committee shall consist of members that shall be appointed by the Board of Directors and whose number shall be fixed by them. Members shall serve for a term fixed by the respective By-Laws unless extended by their respective Boards of Directors.</p>	
<p><b>Section 21. Committee on Professional Affairs.</b> The Committee on Professional Affairs shall be responsible for all matters related to the Professional Regulation Commission, the Board of Chemistry and professional associations under the PRC, except for Continuing Professional Development. The President of the national organization is the ex-officio chair of this committee and shall be the official representative of the ICP with the PRC and the Board of Chemistry. The Committees of the regional chapters and cluster shall be under the jurisdiction of the Committee of the national organization.</p> <p>The Committee on Professional Affairs shall serve as the Board of Inquiry whenever an officer or member of the Society is charged formally for any violation of the provisions of the Code of Ethics for the Chemistry Profession or the rules and regulations of the ICP. After following due process, the Committee shall recommend appropriate action to be taken by the Board of Directors, including the recommendation for the suspension and revocation of all membership privileges. The Committee may take the appropriate action against persons or entities acting against the professional interests of Chemists and Chemical Technicians and those violating the provisions of the Chemistry Profession Act, the Code of Professionals, and the Code of Ethics for the Chemistry Profession, the rules and regulations of the ICP, and the provisions of all laws relative to the practice of the Chemistry and Chemical Technician professions.</p> <p>The committee shall recommend for approval of the Board of Directors nominees for the PRC Board of Chemistry and Outstanding Professional of the Year Award, and other professional recognitions.</p>	<p><b>Section 28. Committee on Professional Affairs.</b> The Committee on Professional Affairs shall be responsible for all matters related to the PRC, the BOC, and professional associations under the PRC, except for Continuing Professional Development. The President is the ex-officio chair of this committee and shall be the official representative of the ICP with the PRC and the BOC.</p> <p>The Committee on Professional Affairs shall serve as the Board of Inquiry whenever an officer or member of the ICP is charged formally for any violation of the provisions of the Code of Ethics for the Chemistry Profession or the rules and regulations of the ICP. After following due process, the Committee shall recommend appropriate action to be taken by the Board of Directors, including any recommendation for the suspension and revocation of all membership privileges.</p> <p>The Committee may take the appropriate action against persons or entities acting against the professional interests of chemists and chemical technicians and those violating the provisions of the Chemistry Profession Act, the Code of Professionals, and the Code of Ethics for the Chemistry Profession. <b>The Committee may address legal concerns with the Committee on Legal Matters.</b></p> <p>The Committee shall recommend for approval by the Board of Directors nominees for the PRC Board of Chemistry and Outstanding Professional of the Year Award, and other professional recognitions.</p>
<p><b>Section 22. Committee on Continuing Professional Development.</b> The Committee on Continuing Professional Development (CPD) shall coordinate with the PRC and the Board of Chemistry regarding matters related to continuing professional development. The committee, in cooperation with other chemical societies, shall</p>	<p><b>Section 29. Committee on Professional Development.</b> The Committee on Professional Development shall coordinate with the PRC and the Board of Chemistry regarding matters related to Continuing Professional Development (CPD), <b>Career Progression and Specialization Program (CPSP)</b>, and other professional development</p>

<p>coordinate with the Commission on Higher Education (CHED) to raise the quality of chemistry education in Philippine universities. The committee of the national organization shall coordinate with the committees of the regional chapters and cluster to implement the CPD program and to improve chemistry education in all levels of educational institutions in the country.</p>	<p>programs. In cooperation with other chemical societies, the Committee shall coordinate with the Commission on Higher Education (CHED) to raise the quality of chemistry education in Philippine universities. The Committee of ICP National shall coordinate with the committees of the regional chapters to implement professional development programs and to improve chemistry education at all levels of educational institutions in the country.</p> <p>The Committee on Professional Development shall take charge of the continuing professional development of Chemists and Chemical Technicians. For this purpose, two sub-committees shall be established to attend to the specific needs and activities of Chemists and Chemical Technicians.</p> <p>The Board shall appoint the chair of the Committee on Professional Development from among its members.</p>
<p><b>Section 23. Committee on Public Information.</b> The Committee on Public Information shall implement the ICP's mandate to inform and educate the public regarding the role of chemistry in society and to take charge of all of the organization's press releases, official publications, website and official public communication system, such as email and social networks. The Public Information Officer is the ex-officio chair of this committee. The committee of the national organization shall coordinate with the committees of the regional chapters and cluster to implement an effective public information campaigns.</p>	<p><b>Section 30. Committee on Public Information.</b> The Committee on Public Information shall implement the ICP's mandate to inform and educate the public regarding the role of chemistry in society and take charge of all the organization's press releases, website, and official public communication system, such as email and social networks. The Committee shall coordinate with the regional chapters to implement effective public information campaigns. The Public Information Officer shall serve as ex-officio chair of the Committee on Public Information.</p>
<p><b>Section 24. Committee on Ways and Means.</b> The Committee on Ways and Means shall take charge of raising funds to finance the activities of the ICP. The committee of the national organization shall organize joint activities with the committees of the regional chapters and cluster to raise funds through various activities such as CPD events, the Philippine Chemistry Congress, sponsorships and other revenue generating programs.</p>	<p><b>Section 31. Committee on Ways and Means.</b> The Committee on Ways and Means shall take charge of raising funds to finance the activities of the ICP. The committee shall organize joint activities with regional chapters and clusters to raise funds through various activities such as CPD events, the Philippine Chemistry Congress, sponsorships, and other revenue-generating programs. The Board shall appoint the chair of the Committee on Ways and Means from among the ICP regular members.</p>
<p><b>Section 25. Committee on Membership.</b> The Committee on Membership shall be responsible for recruitment of new members, communications with members regarding renewal of membership, membership cards, maintenance of the membership database and maintenance of updated data on CPD of members. The committee shall maintain communication with the members to ensure that the data</p>	<p><b>Section 32. Committee on Membership.</b> The Committee on Membership shall be responsible for new members, communications with members regarding renewal of membership, membership cards, maintenance of the membership database and maintenance of updated data on CPD of members. The committee shall maintain communication with the members to ensure that the data are accurate and updated.</p>

<p>are accurate and current. The Vice-President for Internal Affairs is the ex-officio chair of this committee. The committee of the national organization shall coordinate with the corresponding committees of the regional chapters and clusters to ensure that the data of all members are complete and current.</p>	<p>The Vice-President for Internal Affairs is the ex-officio chair of this committee. The Committee shall coordinate with regional chapters to ensure that the data of all members are complete and current.</p>
<p><b>Article VIII: Special Committees</b>  <b>Section 26. Special Committees.</b> To carry out the special projects or concerns of the ICP, the Board of Directors shall have authority to create special or ad hoc committees when the need for such arises. The Board of Directors of the national organization, regional chapters and clusters shall fix the number of members and appoint the same from within its ranks of the membership of the ICP.</p>	
	<p><b>Section 33. Committee on Legal Matters.</b> The Committee on Legal Matters shall review complaints and cases of violation of the Code of Ethics for the Chemistry Profession and take charge of all legal matters concerning the implementation of R.A. 10657 and its IRR. The Board shall appoint the chair of the Committee on Legal Matters.</p>
<p><b>Section 27. Committee on Elections (COMELEC).</b> The Board of Directors shall constitute a Committee on Elections (COMELEC) of three (3) members from among its incumbent members to carry out the annual election of new Board Members. The chair of the COMELEC shall be appointed by the Board. The COMELEC shall set the specific arrangements and schedule of the nominations and elections and ensure that all regular members in good standing are notified regarding the same. The COMELEC shall report on the results of the elections to the Board within one week following the elections for confirmation of the results. Upon approval of the results, the Board will then inform all of the chapters and clusters of the results of the elections. The specific election schedule and procedure shall be set in the By-Laws of the national organization and by each regional chapter and cluster.</p>	<p><b>Section 34. Committee on Elections.</b> The Board of Directors shall constitute a Committee on Elections (COMELEC) of three (3) members from among its incumbent members to carry out the annual election of new Board members. The chair of the COMELEC shall be appointed by the Board. The COMELEC shall set the specific arrangements and schedule of the nominations and elections and ensure that all regular members in good standing are notified regarding the same. The COMELEC shall report on the results of the elections to the Board within one week following the elections for confirmation of the results. Upon approval of the results, the Board will inform the members of the results of the elections.</p>
<p><b>Section 28. Council of ICP Presidents.</b> The presidents of all the ICP chapters shall be ex-officio members of the Council of ICP Presidents with the right to participate in the discussion and vote on issues of national concern. The Council of ICP Presidents, or their designated representatives, shall meet annually during the Philippine Chemistry Congress, or other time as agreed. The president of the National Chapter shall chair this Council. In case he is unable to attend the meeting, he shall designate a chair for the meeting from among the presidents of the other ICP chapters. If</p>	<p><b>Section 35. Council of ICP Presidents.</b> The presidents of all the chapters and clusters shall be ex-officio members of the Council of ICP Presidents with the right to participate in the discussion and vote on issues of national concern. The Council of ICP Presidents, or their designated representatives, shall meet annually during the Philippine Chemistry Congress or at another agreed time. The President of the ICP shall chair this Council. In case of the President's inability to attend the meeting, he/she shall designate a chair for the meeting from among the presidents of the chapters.</p>

<p>necessary, additional meetings may be called by the President of the national organization.</p>	
	<p><b>Section 36. Other Committees.</b> The Board may establish other committees as needed and define their respective powers, prerogatives, functions, duties, and responsibilities. All committees shall submit an annual report to the President.</p>
	<p><b>ARTICLE VI. REGIONAL CHAPTERS AND CLUSTERS</b></p>
<p><b>Section 14. Regional Chapters.</b> Registered Chemists can also be members of a regional chapter according to the individual member’s place of domicile, professional practice, or stated preference. A regional chapter must have a minimum membership of twenty-five (25) registered Chemists. The regional chapter shall be organized following this Constitution and approve its own By-Laws, which must be consistent with the By-laws of the National Chapter and be approved by the same. Regional chapters shall have regional jurisdiction as defined by its membership; each regional chapter shall initiate a corresponding associate chapter which should cover the same region. Regional chapters should remit 15% of its membership dues to the National Chapter.</p>	<p><b>Section 37. Regional Chapters.</b> An ICP chapter may be organized in every region of the Philippines. It must be composed of at least twenty-five (25) registered chemists and follow the guidelines for the composition of the Chapter Officers as stipulated in Section 38. The Chapter Officers shall be under the supervision of the ICP Board of Directors.</p> <p>An ICP member may elect to be a member of the Chapter of his/her preference.</p>
<p><b>Section 15. Chapter Officers.</b> The officers of each ICP chapter shall be made up of three (3) elected representatives from each of the three sectors for a total of nine (9) elected board members. If a chapter has an associate chapter, it should have two ex-officio non-voting associate members who are selected by the Associate Chapter to participate in Board meetings of the Chapter.</p>	<p><b>Section 38. Chapter Officers.</b> A Chapter shall have a set of nine (9) officers, with three representatives from each of the three sectors. Every year, the Chapter members shall vote among themselves for a President, Vice President for Internal Affairs, Vice President for External Affairs, Secretary, Treasurer, Auditor, and Public Information Officer. All of the chapter officers shall report to the corresponding officer of the ICP National as required by the function and activities of their position.</p> <p>In the event that a full set of nine officers is not elected, the chapter may function provided that there are least five officers. The remaining seats can be filled by special elections. Regardless of the number of elected officers, the required quorum for a meeting to be valid is five.</p> <p>Candidates for elected positions of the ICP and its chapters must be registered chemists and hold currently valid professional identification cards. Only members in good standing may be elected as Chapter officers.</p>



	<p><b>Section 39. Terms of Office of Chapter Officers.</b> A Chapter Officer can serve for not more than two consecutive terms. A single term is composed of three (3) years. <i>The rules regarding the elections and term limits shall follow those of the ICP.</i></p>
	<p><b>Section 40. Chapter-Level Concerns.</b> A chapter must organize committees or appoint members to address the following functions and concerns:</p> <ul style="list-style-type: none"> <li>(a) Professional Affairs</li> <li>(b) Professional Development</li> <li>(c) Public Information</li> <li>(d) Ways and Means</li> <li>(e) Membership</li> <li>(f) Committee on Elections</li> </ul> <p><i>The ICP National Board officers shall oversee the activities of the corresponding officers in the Chapters. The Committees of ICP National shall likewise coordinate with the corresponding committees of the Chapters.</i></p>
<p><b>Section 16. Qualifications of Officers of Chapters.</b> Candidates for elected positions of the ICP national and regional chapters must be registered Chemists and hold currently valid professional identification cards. All elected officers must maintain updated PRC professional identification cards for the duration of their term.</p>	
<p><b>Section 17. Associate Chapters.</b> Each ICP chapter shall initiate the formation an associate chapter within its jurisdiction which shall have Chemical Technicians as its members. The organization of the associate chapter shall follow the By-laws of the parent chapter. The Board of an Associate Chapter should include two (2) ex-officio non-voting representatives from the parent Chapter.</p>	<p><b>Section 41. Associate Chapters.</b> A Chapter may, within its regional jurisdiction, form an Associate Chapter composed of registered chemical technicians as its members. <i>The officers of the Associate Chapter shall be composed of nine (9) members, with 3 officers coming from each sector (industry, academe, and government).</i> The Associate Chapter members shall vote among themselves for a President, Vice-President, Secretary and Treasurer. Associate Chapters may participate in activities of their parent chapter. <i>The rules regarding the elections and term limits of the Associate Chapter shall follow those of the ICP.</i></p>
<p><b>Section 18. Clusters.</b> A cluster is defined as a group which is made up of members coming only from one sector with a minimum of fifteen (15) members who are registered Chemists and Chemical Technicians. The cluster is under the jurisdiction of the chapter to which its members belong. The cluster selects its own set of officers, provided that the president and vice-president are registered Chemists. The cluster should be organized under the By-laws of its parent Chapter. Clusters are formed subject to approval by the National Chapter.</p>	<p><b>Section 42. Clusters.</b> ICP regular and associate members belonging to a common sector may form and organize a cluster subject to the approval of the Board of Directors.</p> <p>A Cluster may elect its own set of officers provided its <i>President, Vice-President, Secretary, and Treasurer are Chemists with valid PRC licenses and updated ICP membership.</i> The Cluster shall be under the direct supervision of either the ICP</p>

	<p>National or the Chapter to which it is attached. <b>The rules regarding the elections and term limits of Clusters shall follow those of the ICP.</b></p> <p>Members of a Cluster shall pay their membership dues to the ICP National or to the Chapter to which they belong.</p>
<p><b>Section 19. Cluster for retired senior members.</b> To encourage active involvement of registered Chemists and Chemical Technicians who are above sixty years old (60) and who are retired from regular employment, a Cluster for retired senior members shall be formed. The members of this Cluster shall be entitled to senior member privileges, including discounts to ICP events and special activities.</p>	
	<p><b>Section 43. Cluster of Overseas Chemistry Professionals.</b> Chemistry professionals who are working overseas within a well-defined region may organize themselves into a cluster in order to promote camaraderie, professional development, and coordinate professional requirements with the PRC. An overseas cluster should have at least 15 members with valid PRC licenses and be ICP members in good standing. The cluster members shall elect a President, Vice-President, Secretary and Treasurer who must be Chemists with valid PRC licenses and updated ICP membership. Overseas clusters will be under the supervision of the ICP Board.</p>
<p><b>Section 20. Sanctions against Chapters and Clusters.</b> Chapters and clusters may be sanctioned or suspended for due cause, such as delinquency in performance of duties, repeated non-participation in important activities of the ICP, refusal to implement measures which are consistent with the Chemistry Profession Act and the ICP Constitution, or other repeated non-compliances. A move to sanction a chapter should be discussed and approved by a majority of all ICP chapters in a regular or special meeting. Sanctions needed for a Cluster should be discussed and approved by the Chapter which has jurisdiction over it. In case of proposed sanctions against the national chapter, such complaints should be brought to the attention of the Board of Chemistry for appropriate action.</p>	<p><b>Section 44. Removal of Chapter and Cluster Officers.</b> Any officer of a Chapter/Cluster may be removed for due cause, including three consecutive absences from Chapter/Cluster Officers meetings without justifiable excuse, by resolution adopted by two-thirds of the remaining Chapter/Cluster Officers, subject to the approval of the Board of Directors. The removed Chapter Officer shall be replaced by a representative from the same sector from where the removed officer belongs and shall serve for the unexpired term of the Chapter Officer replaced.</p>
<p><b>Section 21. Sanctions against Officers and Members.</b> Each chapter has the prerogative to sanction its own officers and members, subject to the provisions of its By-laws. All major infractions in violation of the Chemistry Profession Act shall be reported to the National Chapter to be formally communicated to the PRC for appropriate action.</p>	

	<p><b>Section 45. Uniform by-laws.</b> A uniform set of by-laws shall be prepared by the ICP Board and shall be strictly observed by all chapters and clusters. These by-laws shall be utilized for registration with the Securities and Exchange Commission and for other official purposes. Any amendments to the by-laws require approval from the ICP Board.</p>
<p><b>Article IX: Amendments</b></p>	<p><b>Article VII: Amendments</b></p>
<p><b>Section 29. Amendments.</b> This Constitution may be amended upon the recommendation of the Board of the National Chapter. The revised Constitution shall then be submitted for referendum to the ICP regular and associate members and adopted by the affirmative vote of two-thirds of the votes cast by said ICP members.</p>	<p><b>Section 46. Amendments.</b> This Constitution may be amended, <b>revised</b>, or repealed upon the recommendation of the Board. The <b>new, amended, or revised</b> Constitution shall then be submitted for referendum to the ICP regular members.</p>
<p><b>Article X: Referendum, Transitory Provisions and Effectivity</b></p> <p><b>Section 30.</b> This Constitution shall be submitted for referendum to the ICP regular members and adopted by the affirmative vote of two-thirds of the votes cast by ICP regular members. The COMELEC shall conduct the referendum and submit the results to the Board of Directors, which shall verify the results and declare of date of effectivity. During the period between the verification of results and the date of effectivity, the Board of Directors shall implement an orderly transition so that all of the provisions of these Bylaws shall be in place by the date of effectivity. For existing chapters, the current members of the Board shall continue to serve their normal terms of office and the election of new members of the Board shall be conducted according to the regular schedule. For new chapters, nine members of the Board shall be elected, with three coming from each of the three sectors (academe, government, and industry). The member from each sector with the highest number of votes shall serve for three years; the member with the second highest number of votes shall serve for two years; and the member with the third highest number of votes shall serve for one year. During succeeding elections, the member from each sector with highest number of votes shall serve for the full three year term.</p>	<p><b>Section 47. Referendum.</b> The <b>amended or revised</b> Constitution shall be submitted for a referendum to the ICP regular members and adopted by the affirmative vote of two-thirds of the votes cast by ICP regular members. The COMELEC shall conduct the referendum and submit the results to the Board of Directors, which shall verify the results and declare the date of effectivity. During the period between the verification of results and the date of effectivity, the Board of Directors shall implement an orderly transition so that all provisions of this Constitution shall be in place by the date of effectivity. Board members shall continue to serve their normal terms of office, and the election of new members of the Board shall be conducted according to the regular schedule.</p>