**BYLAWS OF THE GREATER LOWELL SOFTBALL UMPIRES ASSOCIATION**

 3/8/21

**ARTICLE I: Name**

The name of this organization shall be the Greater Lowell Softball Umpires Association, heretofore known as “the Association”.

**ARTICLE II: Purpose**

1. To promote the game of softball by employing a uniform interpretation of the rules of softball.
2. To safeguard the integrity of the game and promote sportsmanship by way of training and instruction of its members.
3. To establish trust and respect for individuals who umpire softball games by training umpires to recognize and respect the interests of players, coaches, administrators, parents and spectators.
4. To provide a proper forum for the purpose of open exchange of ideas among the members of this Association.
5. To provide competent, knowledgeable, and qualified individuals to administer the rules of the game in a fair and impartial manner thereby instilling confidence in the integrity of the game by the general public and all players, coaches, and administrators.

**ARTICLE III: Membership**

1. Membership in the Association shall not be granted or revoked on the basis of race, color, religion, age, sex, national origin, ancestry, economic status, marital status, disability, sexual orientation or gender identity.
2. Any member of the community who express an interest in softball umpiring may apply for membership in the Association by contacting any member of the Association who, in turn, will notify the GLSUA Umpire-in-Chief, or designee.
3. In order to be considered “in good standing” all members must abide by the Association’s bylaws, rules and regulations and Code of Conduct.
4. **Qualifications:**
5. Be a member in good standing of USA Softball
6. Successfully passed the initial and subsequent, if any, USA Softball written examination(s)
7. Successfully passed any and all legal requirements, e.g., background checks.
8. Successfully passed any and all continuing education requirements imposed by USA Softball, USA Softball of Massachusetts, or the Association.
9. **Duration of Membership:**
10. Membership in the Association shall be for a period not to exceed one (1) year, with the current year ending on the last day of October and the next year beginning on the first day of November.
11. **Categories of membership**:
12. **Active**
13. Consists of those individuals who are in good standing who regularly practice umpiring.
14. Have the right to receive all notices and attend meetings, vote and hold office.
15. Are required to pay all dues and fees in accordance with Article IV below.
16. **Honorary**
17. Consists of those individuals who, in the judgment of the Executive Committee, are or have been distinguished contributors to the Association or whose recognized eminence merits special recognition.
18. Have the right to receive all notices and attend meetings. They do not have the right to vote or hold office. They are not required to pay dues or to attend meetings.
19. **Inactive**
	1. Consists of those individuals who, upon written application and in the judgment of the Executive Committee, are unable to meet the requirements of Active status, but who wish to remain a member of the Association.
	2. Shall apply for a period not to exceed one (1) year.
	3. Have the right to receive all notices and attend meetings. They do not have the right to vote or hold office. They are not required to pay dues or to attend meetings

 4. **Retired**

a. Members in good standing, and who subsequently retire from umpiring, may request Retired status.

b. Have the right to receive all notices and attend meetings. They do not have the right to vote or hold office. They are not required to pay dues or to attend meetings.

 5. **Provisional**

a. All initial Association members will be assigned to Provisional status until proctoring is complete. Members in Provisional status shall be evaluated through proctoring to determine their eligibility for advancement to Active status.

b. Have the right to receive all notices and attend meetings. They do not have the right to vote or hold office. They are not required to pay dues.

 6. **Associate**

a. A member of the softball community who, in the judgment of the Executive Committee, is an integral contributor to the Association, but is not qualified for membership otherwise.

b. Have the right to receive all notices and attend meetings. They do not have the right to vote or hold office. They are not required to pay dues or to attend meetings

**ARTICLE IV: Dues and Fees**

A. Annual dues and fees shall be in an amount determined by the Executive Committee and payable to the Association’s Treasurer.

B. Dues and fees will be paid no later than April 15. Members who do not pay their dues and fees by this date will not receive any game assignments until such dues and fees are paid.

C. If dues and fees are not paid by July 1 of the current year, the individual’s membership will be considered to have been voluntarily forfeited and they will be transferred to Inactive status.

D. The following members shall be exempt from paying dues and fees:

 1. members of the Executive Committee

 2. members who have been in good standing for twenty-five (25) years or more

**ARTICLE V:  Corrective Action**

A. **Procedure**:

1. Whenever the activities or professional conduct of any member are considered to be lower than the standards or aims of the Association, or to be disruptive to the operations of the Association, corrective action against such member may be requested by any officer of the Association. Requests for corrective action shall be in writing, shall be made to the Executive

Committee, and shall be supported by reference to the specific activities or conduct which constitute the grounds for the request.

2. Whenever the corrective action could be a reduction or suspension of membership privileges,

the Executive Committee shall forward such request to the President. Upon receipt of such

request, the President shall immediately appoint an ad hoc committee to investigate the matter.

3. Within 10 days, and sooner if possible, after the ad hoc committee’s receipt of the request

for correction action, the ad hoc committee shall make a report of its investigation to the

Executive Committee. Prior to the making of such report, the member against

whom corrective action has been requested shall have an opportunity for an

interview with the ad hoc committee. At such an interview, they will be informed of the general nature of the charges against them, and shall be invited to discuss, explain, or refute them. This interview shall not constitute a hearing, shall be preliminary in nature, and none of the

procedural rules provided in these bylaws with respect to hearings shall apply thereto. A record of such interview shall be made by the ad hoc committee and included with its report to the Executive Committee.

4. Within 10 days, and sooner if possible, following receipt of a report from the ad hoc committee,

the Executive Committee shall take action upon the request. If the corrective action could involve a reduction or suspension of membership privileges, or a suspension or expulsion from the Association, the affected member shall be permitted to make an appearance before the

Executive Committee prior to its taking action on such request. This appearance

shall not constitute a hearing, shall be preliminary in nature, and none of the

procedural rules provided in these bylaws with respect to hearings shall apply

thereto. A record of such appearance shall be made by the Executive Committee.

5. The action of the Executive Committee on a request for corrective action may be to reject or modify the request for corrective action, to issue a warning, to impose terms of probation,

to recommend reduction, suspension or revocation of membership privileges, to recommend that an already imposed summary suspension of membership privileges be terminated, modified or sustained, or to recommend that the member’s membership be suspended or revoked.

6. Any recommendation by the Executive Committee for reduction, suspension or revocation of membership privileges, or for suspension or expulsion from the Association shall entitle the affected member to the procedural rights provided in Article VI of these bylaws.

B. **Summary Suspension**

 1. Either of the following - the President of the Association, or the Executive Committee

shall each have authority, whenever action must be taken immediately in the best

interest of the Association, to summarily suspend all or any portion of

the membership privileges of a member, and such summary suspension shall become effective

immediately upon the imposition.

2. A member whose membership privileges have been summarily suspended shall be

entitled to request that the Executive Committee hold a hearing on the matter within such reasonable time period thereafter as the Executive Committee may be convened in the accordance with Article VI of these bylaws.

3.  The Executive Committee may recommend modification, continuance or

termination of the terms of the summary suspension. If, as a result of such

hearing, the Executive Committee does not recommend immediate termination of

the summary suspension, the affected member shall, also in accordance with

Article VI, be entitled to request an appellate review by the Executive Committee, but

the terms of the summary suspension as sustained or as modified by the

Executive Committee shall remain in effect pending a final decision thereon by the

Executive Committee.

C. **Automatic Suspension**

1. Action by USA Softball, USA Softball of Massachusetts, the Massachusetts Interscholastic Athletic Association (MIAA), or other softball governing body, revoking or suspending a

member’s privileges, or placing them upon probation, shall automatically suspend

all of their Association membership privileges.

**ARTICLE VI: Hearing**

A. **Right to a Hearing**

1. When any member receives notice from the Executive Committee that will adversely affect their status as a member of the Association, they shall be entitled to a hearing before an

ad hoc committee of the membership. If the recommendation of the Executive

Committee following such hearing is still adverse to the affected member, the decision is final and the matter will be closed.

B**. Request for Hearing**

1. The Secretary shall be responsible for giving prompt written notice by mail or electronic mail of an adverse recommendation or decision to any affected member who is entitled to a hearing

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2. The failure of a member to request a hearing to which they are entitled by

these bylaws within the time and in the manner herein provided shall be deemed

a waiver of their right to such hearing to which they might otherwise have been entitled on the matter.

 .C. **Notice of Hearing**

 1. Within 30 days after receipt of a request for hearing from a member entitled to

the same, the Executive Committee shall schedule and arrange for such a hearing and shall, through the Secretary, notify the member of the time, place and date so scheduled. The hearing date shall be not less than seven (7) days, nor more than thirty (30) days from the date of receipt of the request for hearing; provided, however, that a hearing for a member who is under suspension which is then in effect shall be held as soon as arrangements therefore may reasonably be made, but not later than thirty (30) days from the date of receipt of such member’s request for a hearing.

 D. **Composition of the Hearing Committee**

 1. When a hearing relates to an adverse recommendation of the Executive

Committee, such hearing shall be conducted by an ad hoc hearing committee of

not less than three (3) members of the Association appointed by the President of the

Association. No member who has actively participated in the consideration of the adverse recommendation shall be appointed a member of this hearing committee.

 E. **Conduct of the Hearing**

1. There shall be at least a majority of the members of the hearing committee present when the hearing takes place, and no member may vote by proxy.

2. An accurate record of the hearing must be kept.

3. The personal presence of the member for whom the hearing has been scheduled shall be required. A member who fails without good cause to appear and proceed at such hearing shall be deemed to have waived their rights in the same manner as provided above, and to have accepted the adverse recommendation or decision involved, and the same shall thereupon become and remain in effect.

**ARTICLE VII: Officers**

 A. **Officers of the Association**

 1. The Officers of the Association shall be the:

 a. President

 b. President-Elect

 c. Secretary

 d. Treasurer

 2. No Officer may hold more than one (1) office at the same time.

3. No Officer may hold an elected office within USA Softball of Massachusetts, or other state, or with a competing softball umpire organization

 B. **Qualifications of Officers**

Officers must be members of the Association for a minimum of two (2) years and must remain members in good standing during their term of office. Failure to maintain such status shall immediately create a vacancy in the office involved.

 C. **Nominations**

1. Prior to each annual meeting of the Association, the President shall appoint a Nominating Committee composed of three (3) members. This committee shall report its nominations to the Executive Committee.

2. Nominated members must be present at the election unless they have been excused for good reason by the Executive Committee.

 D. **Election of Officers**

1. The President-Elect shall be elected in odd numbered years. The Secretary and Treasurer shall be elected in even numbered years.

2. The President-Elect shall automatically advance to the office of President at the end of the President’s term.

3. Officers shall be elected prior to the first day of November using a procedure established by the Executive Committee. Only members in good standing shall be eligible to vote.

4. In addition to the name(s) submitted by the Nominating Committee, the floor shall be open to further nominees, if any.

5. If there is only one nominee for a contested office, the Secretary shall, on motion by any member, cast one (1) ballot for the unanimous election of the member nominated by the Nominating Committee.

6. If there are two (2) or more candidates for a contested office, the election for each contested office shall be by secret ballot which shall be counted by two (2) tellers appointed by the President, who shall announce the results thereof.

 E. **Term of Office**

All officers shall serve a two (2) year term or until a successor is elected. Officers shall take office on the first day of November.

 F. **Vacancies in Office**

Vacancies in office, except for the presidency, shall be filled by majority vote of the Executive Committee upon nomination of a replacement by the President. If there is a vacancy in the office

of the President, the President-Elect shall serve out the remaining term.

 G. **Duties of Officers**

 1. **President**

a. shall be a member of the Executive Committee

b. call, preside at, and be responsible for the agenda of all Executive Committee meetings

c. be responsible for the enforcement of the bylaws, rules and regulations, and Code of Conduct; for implementation of sanctions where these are indicated, and for the Association’s compliance with procedural safeguards in all instances where corrective action has been requested against a member.

d. appoint committee members to all committees, except the Executive Committee

e. perform other such duties as the Executive Committee shall direct

 2. **President-Elect**

a. shall be a member of the Executive Committee

b. shall assist the President in the administration of the business of the Association.

c. in the temporary absence of the President, the President-Elect shall assume all the duties and have the authority of the President.

d. shall automatically succeed the President when the latter fails to serve for any reason.

e. perform other such duties as the Executive Committee shall direct

 3. **Secretary**

 a. shall be a member of the Executive Committee

b. shall be the custodian of all records of the Association

c. shall keep a record of each general meeting of the Association and the Executive Committee

d. shall maintain a listing of the current membership status of all members for the Association

e. shall call the role at all general meetings and provide a report of the number of eligible voters present and how many constitute a quorum.

f. perform other such duties as the Executive Committee shall direct

 4. **Treasurer**

 a. shall be a member of the Executive Committee

 b. shall collect all dues and assessments

 c. pay all bills

d. keeps a detailed account of all income and expenses and provides a written report at each Executive Committee and general meeting

e. perform other such duties as the Executive Committee shall direct

 H. **Removal of Officers**

 1. An officer shall be removed from office if a majority of the membership vote in favor of

removal, and provided that the Executive Committee concurs.

2. Grounds for removal shall include, but not limited to, mental and/or physical impairment or inability and/or unwillingness to perform the duties and responsibilities of the office.

**ARTICLE VIII: Committees**

A. **Executive Committee**

 1. **Composition:**

a. The Executive Committee shall be a standing committee and shall

consist of the President, President-Elect, Past President, Secretary, and Treasurer, all with voting privileges.

b. GLSUA Umpire-in-Chief, or designee, and the Assignment Secretary(s), all without voting privileges.

 2. **Duties**:

a. shall be the governing body of the Association and have the authority to act upon all matters not reserved for the membership in these Bylaws. Additionally, shall have the authority to act on behalf of the membership in an emergency when delaying action until membership has an opportunity to vote on the matter would be detrimental to the Association.

b. to coordinate the activities and general policies of the Association

c. to receive and act upon committee reports

d. to review the qualifications of all applicants and to make recommendations

for membership

e. to review periodically all information available regarding the performance

and competence of Association members

f. to negotiate working agreements with the leagues and organizations served by the Association

g. to appoint the Rules Interpreter and Assignment Secretary(s) subject to the approval of USA Softball of Massachusetts.

3**. Meetings**: The Executive Committee shall meet at a date, time and place to be designated by the President, and maintain a permanent record of its proceedings and actions.

4. **Quorum**: no votes may be taken unless a quorum present.

5. A quorum shall consist of four (4) members.

 B. **Ad Hoc and Other Committees**

1. Ad Hoc and other committees shall be formed, as needed, in accordance with the terms specified in these bylaws.

**ARTICLE IX: Other Meetings of the Association**

1. Other meetings of the Association shall take place at a date, time and place to be designated by the Executive Committee.

2. The Secretary will notify all members in good standing of the time and place of the meeting at least seven (7) days prior to any meeting.

3. The minimum continuing education requirements for maintaining membership in good standing shall be attendance at one (1) general meeting **AND** one (1) rules interpretation meeting. Failure to comply may subject the member to corrective action as described in Article V of these bylaws.

4. Quorum: no votes may be taken unless a quorum present.

5. A quorum shall consist of one-third plus one (1) of the members in good standing present at the meeting. Proxy voting is not permitted. Voting by mail and/or electronic mail is permitted.

**ARTICLE X: Rules Interpreter and Assignment Secretary(s)**

The Rules Interpreter for the Association shall be appointed by Executive Committee subject to the approval of USA Softball of Massachusetts and serve as the Association’s Umpire-in-Chief. The Umpire-in-Chief, or designee, shall be the final authority on all playing rules and protests brought before the Association. The Umpire-in-Chief, or designee, shall conduct annual continuing education for the benefit of the members.

The Assignment Secretary(s) for the Association shall be appointed by Executive Committee subject to the approval of USA Softball of Massachusetts.

**ARTICLE XI: Rules and Regulations**

1. The Association shall adopt such rules and regulations as may be necessary to implement more specifically the general principles found within these bylaws.

2. Such rules and regulations shall be an addendum to these bylaws, except that they may be approved, amended or repealed at any regular meeting of the Executive Committee without previous notice by a majority vote of those present.

**ARTICLE XII: Amendments and Adoption**

1. These bylaws may be amended after submission of the proposed amendment at any

regular or special meeting of the Association.

2. Proposed amendments must be presented to the Executive Committee.

3. At least seven (7) days prior to the meeting at which the proposed amendment(s) will be considered, the Secretary shall notify each member in good standing in writing by mail and/or electronic mail of the proposed amendment(s) and the time and place of the meeting.

4. To be adopted, an amendment shall require a two-thirds (2/3) majority vote of the members present at any general meeting or special meeting for which the agenda specifically states that one of the purposes of the meeting is to consider amending the bylaws. Amendments so made shall be effective when approved.

Adopted: March 8, 2021