

CONSTITUTION AND BY LAWS OF THE BERGEN COUNTY UMPIRES ASSOCIATION

PREAMBLE

This organization, named the Bergen County Umpires Association (the "Association"), shall be constituted, and operate under and pursuant to this Constitution (the "Constitution") and the By Laws enacted under it (the "ByLaws") as an affiliate of the Umpires Association of New Jersey (the "UANJ"), organized by authority of the New Jersey State Interscholastic Association (the "NJSIAA"). Anything not specifically covered in the Constitution and the By Laws shall be in accordance with the NJSIAA's Constitution, By Laws, and rules and regulations then in effect and, to the extent anything in the Constitution and the By Laws are inconsistent with them, the NJSIAA's Constitution, By Laws, and rules and regulations shall prevail.

ARTICLE I - PURPOSE

The purposes of the Association shall include:

A. To promote the welfare of the games of baseball and softball by umpiring them in a manner which uniformly interprets and administers the rules of those games as set forth by the National Federation of High Schools (NFHS) and the New Jersey State Interscholastic Athletic Association (NJSIAA).

B. To promote and maintain the highest degree of baseball and softball umpiring by following a uniform set of mechanics.

C. To always have available an adequate number of thoroughly trained and capable umpires for the high school community it serves.

D. To preserve the traditions, foster the ideals, advance the interests, and improve the quality and prestige of baseball and softball umpires through a comprehensive program of recruitment, classroom training and on-the-field experience.

E. To develop a spirit of friendship and maintain a high standard of ethics among umpires.

The Association does not assign baseball and softball games to its members and its members shall act on their own behalf and on their own responsibility and risk, as independent contractors, when accepting and executing game assignments.

ARTICLE II - MEMBERSHIP

SECTION 1: Membership of the Association shall be open to any person who has attained the age of eighteen (18) years by June 1 of the year that he or she seeks membership. Membership in the Association will be in one of three categories:

- A. Active
- B. Inactive
- C. Honorary

Members' eligibility for each category shall be as set forth in the By Laws.

SECTION 2: Membership in the Association shall not be issued to, or renewed or continued for, anyone who is then deemed to be ineligible in accordance with the Constitution or the By Laws or the Constitution, By Laws, and rules or regulations of the NJSIAA and any membership application, reapplication or reinstatement shall also be governed thereby.

ARTICLE III – OFFICERS/EXECUTIVE COMMITTEE

SECTION 1: The elected officers of the Association shall be a President, Vice-President, Secretary and Treasurer. All officers shall be elected for a two (2) year term in accordance with the By Laws and the President and Vice-President shall not be eligible to succeed themselves. The duties and responsibilities of the officers shall be as set forth in the By Laws.

SECTION 2: The Executive Committee of the Association shall consist of the duly elected officers, and not more than nine (9) members elected from the Association's membership in accordance with the By Laws. Ex-officio members of the Executive Committee will be those members identified in the By Laws.

ARTICLE IV - MEETINGS OF MEMBERS

The Association shall conduct such regular meetings, business meetings and special meetings of its members as is set forth in the By Laws.

ARTICLE V - COMMITTEES

SECTION 1: The Association shall have such standing and other committees as is set forth in the By Laws.

SECTION 2: The President of the Association shall have the authority to designate such other committees and appoint committee chairpersons as they deem necessary for the conduct of the Association's business.

ARTICLE VI - DUES

The Executive Committee shall establish the annual dues for the Association's members. All actions related to such annual membership dues shall be as set forth in the By Laws.

ARTICLE VII - AMENDMENTS AND CONFLICTS

SECTION 1: Any amendment to the Constitution must be presented to the Association's membership for review by electronic notice and by publication on the Association's web site. Any such amendment shall only be adopted and become effective on the date it is ratified by a two-thirds (2/3s) majority vote of those members present and voting at the annual business meeting or at a special meeting of members called by the Executive Committee.

SECTION 2: The By Laws may only be amended by the Executive Committee and any such amendment shall only be adopted and become effective in the manner provided therein.

SECTION 3: The current versions of the Constitution and the By Laws shall be posted on the Association's website.

ARTICLE VIII – NON-DISCRIMINATION

Neither membership in, nor services provided by the Association will be denied to anyone based on race, color, religion, national origin, physical or mental handicap, age, sex, sexual preference, ancestry, or medical condition.

ARTICLE IX – CHOICE OF LAWS/SEVERABILITY

The Constitution and the By Laws shall be governed by and its provisions interpreted in accordance with the laws of the State of New Jersey. If any provision of the Constitution or the By Laws is held invalid by a court having jurisdiction over their enforcement or interpretation, the remaining provisions thereof shall be unaffected thereby.

By-Laws of the Bergen County Umpires Association

ARTICLE I – Membership

SECTION 1: To become eligible for membership in the Association as a new member, an applicant shall file an application with the Association's Cadet Chairperson and pay the then applicable fees in the amount stated therein by the date established by the Association's Executive Committee for the year the applicant seeks membership. The applicant shall attend those training classes and sessions and pass those written and field tests required for admission to membership by the By Laws and as otherwise required by the Cadet Committee and approved by the Executive Committee.

SECTION 2: Applicants who wish to transfer from another baseball/softball association into the Association must be members in good standing in their current association and must:

- A. File an application therefore with the Association's Secretary.
- B. Provide the Association's Secretary with documentation from the applicant's current association that they are members in good standing and up to date on all

requirements (i.e. Concussion Course, refresher test, etc.) required of members of that association.

- C. Pay the dues and fees and complete any additional things required of the Association's active members for the year they wish to join.

Upon completion of the foregoing, the Secretary shall refer the applicant's request for membership of the Association to the Executive Committee for consideration and approval, in its sole discretion.

SECTION 3: Members shall pay to the Association's Secretary their annual dues in the amount and by the date specified by the Executive Committee, including any late fees to be assessed. Any member who fails to so pay their annual dues along with any assessed late fees by the first membership meeting of the succeeding year shall be suspended from the Association for that year. The suspended member shall have until June 30th of that year to appeal their suspension for failure to pay dues by giving written or electronic notice thereof to the Secretary, stating the basis therefor, which the Secretary will then refer to the Executive Committee for its consideration and final decision, in its sole discretion. A member who has been suspended for failure to pay dues or who reapplies for membership within one year may do so by completing and submitting to the Secretary an application and paying any additional fees required therefor by the Executive Committee. A member who has been suspended for failure to pay dues or who reapplies for membership more than one year thereafter may do so by completing an application and meeting all the requirements to become a new member.

SECTION 4: Membership in the Association shall be in one of three categories:

A. ACTIVE MEMBERS are members in good standing who, by that membership, are eligible to umpire all high school level games by having met their attendance requirements, paid their dues for that member level and the NJSIAA's required registration fees and have fulfilled all other requirements (e.g. refresher test, concussion, and other trainings) then required by the NJSIAA and/or the Association. Active members are eligible to be nominated and serve as officers of the Association and members of the Executive Committee, serve on

other committees, and have a voice and vote in membership meetings.

B. INACTIVE MEMBERS are members in good standing who, by that membership, are not eligible to umpire any HS level games and have paid their inactive dues to the Association and the NJSIAA's required registration fee. Inactive members may not hold office in the Association, nor serve on committees but shall have a voice and vote in membership meetings. By March 1 of an upcoming year an Inactive Member may change his or her status to active by giving the Association's Secretary written or electronic notice and fulfilling all the requirements for being an active member. An inactive member may stay inactive for two consecutive years after which they must become active for at least 1 year or lose their membership.

C. HONORARY MEMBERS are persons who have done something meritorious for the game of baseball and/or softball and/or the Association who have been extended such membership by the Executive Committee, subject to the approval of a majority of the members voting at the annual membership business meeting. Honorary members shall not be authorized to umpire any level high school game solely because of that membership. Honorary members shall not be required to pay any dues or other fees because of that membership. Honorary members may speak at any membership meeting but shall not have any voting privilege therein and may serve on committees in an advisory capacity only. The Honorary Membership Committee shall establish the criteria for a person to become an honorary member, accept and consider nominations for candidates, and make recommendations on candidates to the Executive Committee. The Executive Committee will consider those recommendations, in its sole discretion, for approval by the membership.

SECTION 5: A member may not become inactive after being placed on probation and/or suspension and shall be required to fulfill the requirements of probation and /or suspension before the member is eligible to become an active member.

SECTION 6: An applicant to or member of the Association whose membership and/or whose registration with the NJSIAA has been denied, forfeited, suspended, or revoked or an applicant who is denied

membership or registration under the Constitution or the By Laws or the NJSIAA's Constitution, By Laws, rules, and regulations, may petition the Association for membership, reinstatement or reapplication based on the following:

A. If the denial, suspension, revocation or forfeiture is based upon a conviction, adjudication or finding of guilt as a result of an indictable offense, the applicant or member may petition for application, reinstatement or registration one year after the completion of the parole/probation period; other than a conviction for illegal, illicit drugs or controlled substance, where a five year probation period is used, or immediately upon dismissal or reversal of the charge or conviction (provided the offense was NOT involving a minor, or a sexual offense).

B. If the denial, suspension, revocation, or forfeiture is based upon a conviction, adjudication or finding of guilt involving a minor or a sexual offense, application, reinstatement, or registration will not be permitted until such offense has been reversed by proper authority having jurisdiction over the matter.

C. If the denial, suspension, revocation, or forfeiture is based upon a determination of a grievance filed against, or unethical conduct by, a member under the Constitution or the By-Laws, then as provided in such determination.

D. If the denial, suspension, revocation, or forfeiture of membership is based upon any other reason under the Constitution or the By-Laws, then as provided therein.

SECTION 7: Except as provided in Section 5, a member's membership in good standing in the Association shall not lapse until one year has elapsed. A member may meet their dues and other fees obligations to the Association at any time during the year in question to remain in good standing.

SECTION 8: It shall be the policy of the Association to appropriately honor retiring members at the annual banquet if they meet the following requirements:

A. The retiring member must have at least ten years of active service in good standing in the Association.

B. The retiring member must submit a letter certifying their

retirement to the Association's Secretary which must be received prior to May 15 of the year in which the retirement is to take place.

ARTICLE II – OFFICERS/EXECUTIVE COMMITTEE

SECTION 1: The President of the Association shall preside at all membership and Executive Committee meetings of the Association and preserve order therein. The President may call special membership and Executive Committee meetings as the need arises. The President shall sign all official documents and papers necessary for the Association's business operation and as otherwise authorized by the Executive Committee. The President shall have the authority to establish such additional committees beyond the Association's standing committees as they may deem necessary for the proper functioning of the Association and to appoint chairpersons of all committees, in each instance, subject to approval by a majority vote of the Executive Committee. The President shall serve as an ex officio member of all committees to see they function as intended.

The President shall have the authority to fill the unexpired terms of Executive Committee members and officers when those offices are vacated before their expiration, subject to approval by a majority vote of the Executive Committee. The President shall have a vote at any membership meeting but not at any Executive Committee meeting but may cast the deciding vote in any vote at such meeting that would otherwise result in a tie vote. The President shall enforce the provisions of the Constitution and the By-Laws and perform all duties that generally attach to the office of president in associations like the Association, always endeavoring to further the best interests of the Association.

SECTION 2: The Vice-President of the Association shall execute the duties of the President in the absence of the President and shall automatically become the President in the case of the resignation or death of the President or the inability of the President to perform their duties for the remainder of their term as President. The Vice President shall also perform the duties of the President whenever requested to do so by the President. In such cases where the Vice-President shall become the President because of such resignation, death, or such inability to perform the duties of the President by the President, the

Executive Committee may select a new Vice-President to serve until the original term of office therefor expires.

SECTION 3: The Treasurer of the Association shall be responsible for the care of all monies and banking relationships of the Association. The Treasurer shall keep a record of all receipts and disbursements of those monies, showing the day and date of each transaction. The Treasurer shall not pay out any of those monies unless authorized to do so by the Executive Committee, and all expenditures must be within budgetary limitations approved by the Executive Committee.

Each check disbursing those monies shall require two (2) signatures, the Treasurer's, and the Secretary's. There shall be an annual audit and certification as in order of the Treasurer's accounts conducted by the Auditing and Budget Committee and that certification shall be in writing and signed by the Chairperson of that Committee. The Treasurer shall perform such other duties as the Constitution, the By Laws, the Executive Committee, the President, and the membership by its vote shall require for the proper functioning of the Association's financial affairs. All expenses incurred by the Treasurer shall be defrayed when they are within the budgetary limitations approved by the Executive Committee. The Treasurer shall receive an annual stipend for their work, the amount of which shall be determined by the Executive Committee.

SECTION 4. The Secretary of the Association shall attend all membership and Executive Committee meetings of the Association and give notice to all members of regular and special membership meetings. The Secretary shall notify all members of their appointment to committees and all committees shall send to them, prior to the next annual membership business meeting, a report of them during the preceding year. All expenses incurred by the Secretary shall be defrayed when they are within the budgetary limits approved by the Executive Committee. The Secretary, subject to the approval of the Executive Committee, shall appoint an Assistant Secretary to perform the duties outlined in the By-Laws. The Secretary shall be the Association's designated representative to the UANJ. The Secretary

shall receive an annual stipend, the amount of which shall be determined by the Executive Committee.

SECTION 5. The Assistant Secretary will be appointed by the Secretary, subject to the approval of the Executive Committee. The Assistant Secretary of the Association shall attend all membership and Executive Committee meetings of the Association and record the proceedings (minutes) of those meetings. The Assistant Secretary shall provide a written report of those proceedings (minutes) electronically or as a hard copy writing to the Secretary within thirty (30) calendar days of each such meeting. The Assistant Secretary shall have no voting privileges in Executive Committee meetings. The Assistant Secretary shall receive an annual stipend, the amount of which shall be determined by the Executive Committee.

SECTION 6: The Executive Committee of the Association shall be the policy making body of the Association and shall conduct all the normal business of the Association. The Executive Committee shall consist of the Association's duly elected officers and not more than nine (9) members elected from the Association's membership. The Executive Committee members (excluding the Association's elected officers) shall serve three (3) year terms, arranged so that three (3) new members are elected annually. No member of the Executive Committee may serve for a consecutive three (3) year term. The immediate past president of the Association shall serve as an ex-officio member of the Executive Committee but shall have no voting privileges therein. If a vacancy occurs within the Executive Committee, the vacancy shall be filled by the President subject to approval by a majority vote of the Executive Committee members. Any person so chosen to fill a vacancy shall serve the remainder of the unexpired term. The Executive Committee shall convene at the discretion of the President or at the request of any two members of the Executive Committee. The Executive Committee is empowered to vote on and order expenditures within then budgetary limitations, subject to approval by a majority vote of the Executive Committee members. The Executive Committee shall prepare the Association's annual budget with the assistance of the Audit and Budget Committee for review and approval by the membership at the annual membership business meeting. Each such proposed annual budget shall be posted on the Association's website for review by the membership before that meeting and, if and when approved, remain there throughout the year in question. The Executive Committee shall review

all bills presented to it by the Treasurer for approval and only approve them within budgetary limitations. No business coming before the Executive Committee may be conducted officially unless a majority of the Executive Committee members are present.

SECTION 7: All officers of the Association and members of the Executive Committee must be active members in good standing throughout their terms. An officer or Executive Committee member may be removed upon a hearing by the Executive Committee when sufficient cause exists, therefore. The Executive Committee may entertain charges leading to a removal hearing made by any Association member against any officer or Executive Committee member. The Executive Committee shall adopt such rules for such hearing as it may consider necessary in its sole discretion in the best interest of the Association and afford such due process rights to the affected officer or Executive Committee member as it may deem appropriate. An officer or Executive Committee member so charged may be represented by counsel in any removal hearing.

ARTICLE III - ELECTION OF OFFICERS AND MEMBERS OF THE EXECUTIVE COMMITTEE

SECTION 1: Nominations for the election of officers of the Association shall be made every second year by the Association's Nominating Committee. All officer nominees must have prior service as a member of the Executive Committee. Additional nominations for those positions may be made by members at least 14 days prior to the Association's annual membership business meeting by written or electronic notice to the Association's Secretary identifying the names of the nominees and the positions they are being nominated for so that ballots can be prepared, if necessary. Such additional nominations must be signed by 2 members, one of whom shall be the nominator and the other being a second. Nominations may not be made from the floor of that meeting. Elections of officers shall be held immediately after the Nominating Committee has made its report at that meeting.

SECTION 2: Nominations for members of the Association's Executive Committee shall be made by the Association's Nominating Committee annually. Additional nominations for those positions may be made by members at least 14 days prior to the Association's annual membership business meeting by written or electronic notice to the

Associations Secretary identifying the names and positions they are being nominated for so that ballots can be prepared, if necessary. Such additional nominations must be signed by 2 people, one of whom shall be the nominator and the other being a second. Nominations may not be made from the floor of that meeting. Elections of Executive Committee members shall be held immediately after the Nominating Committee has made its report at that meeting.

SECTION 3: Only active or inactive members of the Association then in good standing may vote for officers or members of the Executive Committee. Honorary members and any member not in good standing may not vote in any such election. The President shall appoint the clerk and judges of all such elections.

SECTION 4: The terms of officers and members of the Executive Committee shall commence on July 1 of the year of election. However, no change of administration shall take place until the Association's books (Treasurers Annual Report) have been properly audited and certified as for the preceding fiscal year as provided in the By Laws.

ARTICLE IV – MEETINGS OF MEMBERS

SECTION 1: A minimum of five (5) regular meetings of the Association's membership shall be held prior to the annual membership business meeting.

- A. Interpretation and Mechanics Meetings--Four regular meetings shall be held prior to the beginning of the baseball/softball season with each designated as Interpretation and/or Mechanics Meetings. All members must attend one (1) Interpretation and one (1) Mechanics Meeting for each sport for which they have paid dues to the Association and are registered with the NJSIAA.
- B. Annual Business Meeting—An annual membership business meeting shall be held at which election of officers and members of the Executive Committee shall take place, the annual standing and other Committee reports shall be made, the Association's budget for the following year shall be considered for approval and other matters relating to the Association's business shall be discussed.

Interpretation and Mechanics Meetings and the annual membership business meeting of the Association shall be scheduled by the Executive Committee each year. The Association's Secretary shall give each member in

good standing at least 14 days prior written or electronic notice of the time and place of the annual membership business meeting.

SECTION 2: Special meetings of the Association's membership may be called at any time by the Association's President or a majority of the Executive Committee members by the Secretary giving the members at least 14 days prior written or electronic notice thereof stating the reason therefor. Additional special meetings may also be called by a majority vote of the membership at the annual membership business meeting.

SECTION 3: No official business may be transacted at any annual membership business meeting or special meetings of the Association unless 35 active and inactive members are in good standing and at least one elected officer is present.

SECTION 4: All active members of the Association must attend a minimum of three (3) regular membership meetings each year. A member's explanation for their failure to fulfill this obligation will be considered only if received by the Attendance Committee in writing or electronically no later than 15 days after the missed meeting causing that failure. Acceptance of such an explanation shall be determined at the sole discretion of the Executive Committee.

SECTION 5: Letters of attendance received by the Association's Secretary from the secretary of other umpiring associations recognized by the NJSIAA stating that a member has attended a rules interpretation or field mechanics meeting there will be considered by the Executive Committee, in its sole discretion, as a substitute for a missed Association regular membership meeting.

SECTION 6: The Executive Committee shall impose the following discipline for a member's unexcused absences from the required number or type of the Association's regular membership meetings:

A. FOR FAILURE TO ATTEND THE REQUIRED NUMBER OF MEETINGS

First offense: one (1) year probation (must attend 4 of those meetings the following year.)

Second consecutive offense: one (1) year suspension (not allowed to work any HS level baseball or softball games for sport that was in non-compliance followed by one (1) year probation (must attend 4 of those

meetings the following year and fulfill all the other Association's membership requirements).

Third consecutive offense: dismissal from the Association.

B. FOR FAILURE TO ATTEND THE REQUIRED INTERPRETATION AND/OR MECHANICS MEETINGS

First offense: 1 year probation (must attend 4 of those meetings the following year.)

Second consecutive offense: one (1) year suspension (not allowed to work any HS level baseball or softball games for sport that was in non-compliance followed by one (1) year probation (must attend 4 meetings the following year and fulfill the Association's membership requirements.)

Third consecutive offense: expulsion from the Association.

SECTION 7: In addition to those notices of membership meetings provided by this By Law, the dates for all membership meetings shall be posted on the Association's website at least 14 days in advance of each meeting.

ARTICLE V - COMMITTEES

SECTION 1: The Standing Committees of the Association shall include:

A. Attendance: This Committee shall be responsible for member attendance at each member meeting.

B. Auditing and Budget: This Committee shall be responsible for auditing the Association's Treasurer's books monthly to ensure that all finances are in order, annually audit and certify as in order the Treasurer's accounts and assist the Executive Committee in the preparation of the Association's annual budget. Its Chairperson will provide an annual financial report to the Executive Committee by the date designated by the Executive Committee and to the Association's membership at the annual membership business meeting.

C. Awards: This Committee shall be responsible for seeking out and nominating members for annual awards given by the Association. Its Chairperson will provide a list of award nominees to the Executive Committee for approval.

D. Banquet: This Committee shall be responsible for the operation of the Association's annual banquet. Its Chairperson will provide banquet updates to the Executive Committee.

E. Cadet: This Committee shall be responsible for bringing in new

members to the Association and running the Cadet Program as set forth in the By Laws.

F. Constitution and By-laws: This Committee shall be responsible for updating the Constitution and the By Laws as directed by the Executive Committee. Its Chairperson will act as the Parliamentarian for the Association and will attend all Executive Committee meetings as an advisor to it with no voting privileges therein.

G. Fees: This Committee shall be responsible for reviewing, negotiating, and participating in the negotiation of member game fees for all levels (Frosh, JV, Varsity) of high school baseball and softball on the Association's behalf. Its Chairperson will provide a game fee schedule for each baseball and softball season to the Executive Committee when requested and an annual game fee report to the Executive Committee.

H. Grievance and Ethics: This Committee shall be responsible for investigating and otherwise acting on all grievance or ethics complaints against Association members referred to as set forth in the By Laws.

I. Hall of Fame Committee: This Committee shall be responsible for identifying potential Hall of Fame members and making recommendations to the Executive Committee regarding them for membership in the Association's Hall of Fame.

J. Honorary Membership: This Committee shall be responsible for identifying potential honorary members and making recommendations to the Executive Committee regarding them for honorary membership in the Association.

K. Insurance: This Committee will ensure that the Association's members and its officers and members of the Executive Committee have appropriate insurance coverage for each fiscal year.

L. Interpretation (Baseball): This Committee shall be responsible for providing a baseball rules interpretation program for all the Association's members at such regular membership meetings designated by the Executive Committee.

M. Interpretation (Softball): This Committee shall be responsible for providing a softball rules interpretation program for all the Association's members at such regular membership meetings designated by the Executive Committee.

N. Mechanics (Baseball): This Committee shall be responsible for providing a baseball mechanics program for all the Association's

members at such regular membership meetings designated by the Executive Committee.

O. Mechanics (Softball): This Committee shall be responsible for providing a softball mechanics program for all the Association's members at such regular membership meetings designated by the Executive Committee.

P. Nominations: This Committee shall be responsible for seeking out and considering the qualifications of Association members who are interested in becoming an elected officer (President, VP, Recording Secretary and Treasurer) or member of the Executive Committee. Its Chairperson will provide a list of qualified potential candidates for each position to the Executive Board for approval. The Executive Board will then provide a list of its recommended candidates to the Association's members for their vote at the annual membership business meeting.

Q. Technology & Fundraising: This Committee shall be responsible for maintaining the Association's website and all other technology requirements (electronic communications, attendance confirmation, etc.) needed by the Association. This Committee shall also be responsible for all fundraising activities of the Association. Its Chairperson will present all fundraising ideas to the Executive Committee for approval.

R. Uniforms: This Committee will ensure that members' umpiring uniforms comply with the requirements of the NFHS and the NJSIAA and as otherwise set forth in the By Laws.

S. Welfare: This Committee shall be responsible for all activities of the Association related to the welfare of its members in their time of personal or family need (sickness, death, etc.). The Executive Board will determine the acknowledgement (card, fruit basket, financial donation, etc.) appropriate to members' circumstances.

SECTION 2: All standing committee Chairpersons shall provide a written report of such committee's activities for the preceding year to the Secretary for presentation to the Executive Committee and then to the Association's membership at the Association's annual membership business meeting by the date established by the Executive Committee. Each such committee Chairperson or their designee must be represented at the annual membership business meeting to submit their report to the Association's membership and to address questions on it or otherwise about their Committee's activities. All such reports

will be posted on the Association's website after they have been submitted and accepted.

SECTION 3: The Executive Committee may approve stipends to the Chairpersons of certain Committees for their work, the qualifications for and the amount of which shall be determined by the Executive Committee within budgetary limitations.

ARTICLE VI - GRIEVANCE AND ETHICS

SECTION 1: The Grievance/Ethics Committee shall address all written charges made to an officer of the Association or the Executive Committee against a member of the Association in that capacity which, after review by the Executive Committee, is referred to the Chairperson of the Grievance/Ethics Committee for its consideration. The charges to be addressed by this Committee shall only be of two types: (i) a grievance brought by a member against the charged member alleging a breach of expected conduct by the charged member in their dealings with the charging member or another member; and (ii) a violation of a professional ethical responsibility generally expected of umpires brought by a member or third party against the member. After reviewing and considering the charges, the Grievance/Ethics Committee shall recommend whatever action they think is appropriate under the provisions of the Constitution and the By-Laws. That recommendation shall be forwarded to the Executive Committee for further consideration and action.

SECTION 2: When charges against a member are referred by the Executive Committee to the Grievance/Ethics Committee, the following procedure shall be followed by that Committee:

- A. The member against whom the charges have been filed shall be informed by the Chairperson in writing or electronically of all charges against them and shall be given copies of all written documents submitted by the charging party.
- B. The Committee shall convene a hearing to consider and weigh the charges and consider what action, if any, should be taken on them. The member against whom charges have been filed shall be given fourteen (14) days' written or electronic notice of the date of any hearing and shall be requested to attend that hearing.
- C. The Committee shall adopt such rules, in its sole discretion, for this hearing as it may consider necessary in the best interest of

the Association and to afford the charged member such other due process rights as that Committee deems appropriate. Any charged shall be entitled to be represented at such hearing and the right to call any witnesses to speak on their behalf.

D.) Upon the completion of its process, the Committee shall consider and weigh what it has learned and prepare and submit a written recommendation with its reasons therefore to the Executive Committee.

SECTION 3: The Executive Committee shall consider the Committee's report and may request any additional information from the Committee and the charged member as it deems appropriate, and then determine what discipline, if any, against the charged it similarly deems appropriate, in its sole discretion. For grievances or violations covered by this Article, the Executive Committee may impose upon a charged member, as discipline therefor, probation for one year, suspension for one year (as those terms are otherwise defined in the By Laws) or dismissal from the Association.

SECTION 4: A member may appeal against any disciplinary action of the Executive Committee to the Umpires Association of New Jersey (UANJ) to be administered by them in accordance with their procedures.

ARTICLE VII - LISTING OF MEMBERSHIP

SECTION 1: The Secretary shall annually prepare a roster of the Association's members in good standing. This roster shall include members' names, addresses, home, business, cell phone numbers, and e-mail addresses (where applicable). This roster shall be made available to all members of the Association prior to the first annual regular membership meeting and to all athletic directors of the high school community it serves prior to the start of the baseball and softball season through the Association's website or other electronic medium. All members serving on probation or suspension will be listed in a separate section of that roster.

SECTION 2: After the first regular membership meeting, the Secretary shall make available, upon written request, a supplemental

roster with the names of all applicants who are then participating in the Cadet Program in accordance with the By Laws.

ARTICLE VIII – FISCAL YEAR

The fiscal year of the Association shall run from July 1 to June 30.

ARTICLE IX: ORDER OF BUSINESS

All the Association's membership or Executive Committee meetings shall be conducted using the following order of business:

- A. Call meeting to order
- B. Minutes of the previous meeting
- C. Correspondence
- D. Treasurer's report
- E. Reports of Standing Committees
- F. Reports of Special Committees
- G. Speakers, programs, etc.
- H. Old Business
- I. New Business
- J. Adjournment.

Except as provided in the By Laws, all Committees may adopt their own rules of procedure. For rules of procedure not covered within or in conflict with the Constitution and the By Laws, Roberts Rules of Order will be.

ARTICLE X - CADET PROGRAM

SECTION 1: Requirements - All persons applying to become a new

member (cadet) in the Association must successfully complete the Cadet Program.

SECTION 2: Documentation and fees - All applicants to the Cadet Program must submit the following documentation to the Cadet Chairperson:

- A. Cadet must be eighteen (18) years of age or older by June 1 of the year that they seek membership.
- B. Two (2) letters of reference affirming the applicant's good character.
- C. A properly completed Association cadet application form. and pay the full cadet registration fee through RefSec as determined by the Executive Committee. All such documentation must be submitted, and payment made by the applicant by the date established by the Cadet Committee for consideration by that Committee to then allow the applicant to be admitted to the Cadet Program.

SECTION 3: Attendance - All cadets must attend "Rules-Interpretation" classes and "Mechanics Classroom" and "Mechanics-on-the-Field" sessions for the sport(s) for which they wish to become Association members. These classes and sessions will be taught by the Association's Baseball and Softball Interpreters and Mechanics Committees Chairpersons and/or their designated assistants and will emphasize baseball and softball rules as well as umpiring techniques and procedures and mechanics.

Cadets must attend three (3) of five (5) rules classes in the sport(s) for which they wish to become an Association member. Any cadets who do not attend the three (3) of five (5) rules classes, will not be permitted to take the certification exam. Any cadet who misses any of the mechanic sessions will be required to observe their mentor one additional time.

SECTION 4: Mentoring – All Cadets must complete the "Mentor Program" provided by the Cadet Committee by observing their assigned mentor at least three (3) times, and by demonstrating appropriate levels of

competence in both plate and base phases of umpiring in each sport(s) for which they wish to become Association members.

SECTION 5: Testing- All Cadets must demonstrate a thorough knowledge of baseball/softball rules by passing the certification test given to them by the Cadet Instructor.

SECTION 6: Cadets shall have until the end of the current high school season of the year in which their certification test is passed by them to complete all the Cadet Program requirements. Any Cadet who passes the certification test but does not fulfill all the other Cadet Program requirements will remain a Cadet for the entire following year (grace period) or may withdraw from that Program. Once an active cadet has withdrawn or their one-year grace period has expired, the Cadet will be removed from the Cadet Program with forfeiture of all fees paid by them.

SECTION 7: Cadets who have completed all of the cadet program requirements (as determined by the Cadet Supervisor) will be eligible to officiate Varsity games, in their respective sport, during their Cadet year.

ARTICLE XI : ANNUAL TESTING OF ACTIVE OFFICIALS

SECTION 1: Every active member of the Association shall be required to take and pass the NJSIAA's annual re-certification test for each sport(s) they wish to umpire for that high school season. The requirements of, and the directions for taking, such re-certification test will be provided by and through the NJSIAA and active members will be bound thereby. The Association's Secretary will provide written or electronic instructions annually to all active members for taking the NJSIAA's re-certification tests.

SECTION 2: Any active member of the Association who fails to meet the NJSIAA's recertification test requirements for the sport(s) they wish to umpire shall be subject to the following:

- A. Any active member who does not achieve a passing grade on the test(s) must attend a one-hour rules review session for that sport(s) given by the Association and pay the instructor's fee therefore in the amount determined by the Executive Committee. Active members who fail to attend the required rules

review session(s) will be suspended (as for that sport for that season.

B. Any active member who fails to submit the test(s) by the required date will be suspended (as that term is otherwise defined in the By Laws for that sport(s) for that season.

An active member on suspension for these reasons may not officiate any high school level game in that sport(s) during the period of suspension and the Association's Secretary shall so inform athletic directors of the high school community the Association serves, assignors for those schools and the NJSIAA of any member(s) who are on such a suspension. Active members who are suspended for these reasons may also be subject to additional sanctions determined by the Executive Committee, which may include additional suspension or dismissal from the Association.

ARTICLE XII – AMENDMENTS TO BY-LAWS

Any amendment to the By Laws must be presented to the members of the Executive Committee for review in writing or by electronic notice. Any such amendment shall only be adopted and become effective on the date it is ratified by a majority vote of all the Executive Committee members having voting privileges at a meeting where that vote is taken.

ARTICLE XIII: UNIFORMS

All members shall wear the uniforms required by the NFHS and NJSIAA when umpiring the applicable sport. The Secretary will notify the Association's members electronically of any changes in the uniforms required by them before the start of any baseball/softball season.

ARTICLE XIV: INDEMNIFICATION OF OFFICERS AND EXECUTIVE COMMITTEE MEMBERS; INSURANCE

The Association shall obtain and at all times maintain insurance in such amounts, providing such coverages and with such limitations as is provided to associations and their officers, directors and members similar to the Association to defend and hold harmless the Association, its officers, Executive Committee members and the Association's members acting as its agents from and against any third party or members' claims, suits, actions, demands and judgments and any losses, damages, costs and expenses (including attorneys and other professional fees and costs and expenses), liabilities, fines or amounts paid in settlement occasioned thereby, arising

from, incident to or in connection with the Association's or their actions or omissions in the performance of the Association's functions.

Update: Member Approval on May 8, 2024 at the Annual Business Meeting