

# New Hampshire Baseball Umpire Association (NHBUA)

## By-Laws

### ARTICLE I: NAME

The name of this association shall be the New Hampshire Baseball Umpires Association.

### ARTICLE II: PURPOSE

The purposes for which this association is organized are as follows;

1. To unite in one organization, all approved and registered baseball umpires in New Hampshire.
2. To promote the study and improvement of the mechanics of umpiring baseball.
3. To conduct and encourage meetings for the interpretation of the rules of baseball and demonstrations of the proper umpiring mechanics.
4. To study the revision and administration of the rules of baseball from the standpoint of the umpire.
5. To promote the uniform interpretation and administration of the rules of baseball.
6. To foster the advancement of baseball as a sport for the development of character, good sportsmanship, citizenship and wholesome recreation.
7. To register and train new candidates for membership.

### ARTICLE III: MEMBERSHIP STATUS

Membership in this association shall be open to all persons of the age of eighteen years or older who are of good morals and character. No person shall be denied membership in this association solely on account of race, religion, national origin or sex. A candidate for membership may only become a member of this association by providing satisfactory proof of health and character and by successful completion of the association's Baseball Umpire Development program.

1. **Active member:** A person who has been duly accepted for membership and who has complied with all the requirements of membership and is in good standing shall be considered an Active Member. Active-members can work varsity games.
2. **Active-non working member:** A member who cannot work varsity games.
3. **Inactive member:** A member who has represented unavailability to work as a baseball umpire during the high school season but desires to remain a member of the Association.
4. **Apprentice:** A candidate for membership who has registered for the NHBUA Baseball Umpire Development program and is seeking to be evaluated for acceptance as an active member.

### ARTICLE IV: QUALIFICATIONS AND DUTIES OF MEMBERS

1. **Active Member:** By accepting membership as an Active Member, a member holds himself/herself out as being available for work as a baseball umpire on a regular basis. This provision shall not be construed as limiting the right of any member to accept or reject any offer of work.
2. **Inactive Member:** An Inactive Member will have no responsibilities for meeting and clinic attendance or test

completion but is required to pay Inactive Membership dues as set up by the Executive Committee and after doing such maintain all rights and privileges of membership.

3. **Transfers:** The Executive Committee may accept for membership in the association any person who is a member of a board or association of umpires recognized by the Executive Committee provided such person provides satisfactory proof of membership therein and agrees to comply with all the provisions of these bylaws.
4. **Honorary Life Members:** Honorary Life Members will have met the standards of Article V, Section 4, and have been approved by the Executive Committee. No dues payment or rating required.

#### **ARTICLE V: MEMBER CERTIFICATION**

Active members shall be certified to facilitate the assignment of games during the high school season. Member certification shall be a function of the following criteria; Longevity, Rating and Status.

A member shall be considered in 'Good standing' when he/she has met the following provisions; current year dues and fees are paid, attendance at the annual rules and mechanics clinic has been certified by the Rules Interpreter, and the annual Federation on line rules test has been completed and verified by the Rules Interpreter.

#### **There shall be the following levels of membership:**

1. **PROVISIONAL.** Having successfully passed the requirements of the BUD program and recommended for advancement by the BUD Chairman, a Provisional Member will maintain Active status, 'in good standing', for two (2) years. Members at this level of certification are not eligible for tournament assignments.
2. **ASSOCIATE.** A Provisional Member may be considered for advancement to Associate level membership after the completion of their second year of membership provided that both years were of Active status. This candidate may be recommended for advancement by the Supervisor of Umpires and approved by the Executive Committee provided their current rating is at 'C' or above and they are a member in good standing. Tournament assignments may be awarded to members with ratings of 'B' or above.
3. **CERTIFIED.** Having spent a minimum of seven (7) Active status years as Associate Member, the most recent of which his/her status was as an Active member, an Associate member may be considered for advancement after the completion of his/her ninth year of membership. The candidate may be recommended for advancement by the Supervisor of Umpires and approved by the Executive Committee provided that their rating is at 'B' or above and they are a member in good standing. Tournament assignments may be awarded to members with rating of 'B' or above.
4. **LIFE.** Having spent a minimum of twenty (20) Active status years a Certified Member may be considered for advancement to the Life Certified level of membership after the completion of twenty-four years of membership. Eligible candidates will be listed for consideration and Executive Committee approval by the Secretary/Treasurer. Candidates will be active members in good standing with a rating of 'C' or above. Life members will be responsible Life Certified Members with ratings of 'B' or above.

#### **ARTICLE VI: DUTIES AND FEES**

1. **Dues.** Members shall be required to pay dues to maintain their membership as follows:

A. **Active Members:** the amount of dues to be collected annually from each member shall be equal to one game fee for the following year. Any member, whose dues are not paid by June 30, shall be subject to a late fee in an amount to be determined by the Executive Committee. As of January 28, 2007 the late fee is one-half the game fee. If the dues and late fee are not paid by September 1, the member shall be suspended and shall be ineligible for work until reinstated by the Executive Committee.

B. **Inactive Members:** Shall pay dues equal to half the Active Member dues.

C. **Life Certified Members:** Shall pay dues equal to one quarter of the Active Member dues.

D. **Honorary Life Members:** Are not required to pay dues.

2. **Apprentice Fees:** Participants in the Baseball Umpire Development program shall be required to pay an annual fee in a sum to be recommended by the BUD Chairman and approved by the Executive Committee.

3. **Game Fees:** Fees shall be set by the NHIAA Sports Officiating Committee and shall be published on the NHBUA website. No member shall solicit games or fees, other than those set by the NHIAA Sports Officiating Committee, from any organization. Nothing in this section shall limit the right of any member to work free of charge for any benefit game.

#### **ARTICLE VII: CONTINUING EDUCATION**

1. The minimum continuing education requirements for maintaining membership in 'good standing' shall be attendance at one interpretation/mechanics clinic organized by the Rules Interpreter and timely submission of answers to the on line NFHS Baseball Rules Test. Tests must be completed by the announced cut-off date. The attendance requirement may always be satisfied by attending clinic held in conjunction with the annual meeting, but any alternative meeting shall require the prior approval of the Executive Committee.
2. Any member who fails to transmit the on line open book exam and pass with a score of 80% or better by the date set by the Executive Committee shall be subject to disciplinary actions set forth in Article II

#### **ARTICLE VIII: DISCIPLINE OF MEMBERS**

1. **Grounds:** Any member of the association may be disciplined for incompetence, conduct reflecting discredit upon the association, failure to pay dues, failure to attend required continuing education programs and violations of these by-laws and any rules and regulations promulgated hereunder. In addition, a member may be disciplined for knowingly officiating an NHBUA sanctioned game, with any suspended or expelled member. It shall be the duty of each member to report to the association any nonmember hired to work with the member for any organization which has an agreement with the NHBUA to hire members exclusively and to comply with any order of the Executive Committee to cease working with non members when working for such organization.
2. **Reprimand:** The Executive Committee may reprimand any member for any violation of the by-laws or rules except those requiring automatic suspension.
3. **Suspension:** The Executive Committee may suspend any member for violation of these by-laws or any rules or regulations promulgated hereunder for a period not to exceed 365 days. No member who has been automatically suspended for nonpayment of dues or failure to complete required continuing education may be reinstated until all arrears of dues have been paid or until all required continuing education has been completed.
4. **Expulsion:** Any member may be expelled by the Executive Committee for conviction of a felony or crime involving moral turpitude: for flagrant or repeated violation of these by-laws or any rules or regulations promulgated hereunder; or for accepting employment for pay while under suspension. A member who is under suspension may also be expelled for committing the same violation (for which the member was suspended) while held in abeyance.
5. **Procedure:** In cases of automatic suspension for nonpayment of dues or failure to complete required continuing education, the Secretary shall mail the suspended member notice of suspension together with a statement of the action required to secure reinstatement. If the member takes the action required for reinstatement within 15 days after the date of the notice by payment of all arrears of dues or by registering with the Secretary for the continuing education required by the Executive Committee, then the notice of suspension required to be sent to the organizations having agreements with the Liaison Committee (chairman) shall not be sent until the Secretary is ordered to do so by a vote of the Executive Committee. In all other cases disciplinary action shall be instituted by notice setting forth the conduct alleged to have been engaged in and the date and time, which shall not be

less than thirty days after the date of the notice, at which the Executive Committee intends to consider disciplinary action.

6. **Hearing:** Any member subject to discipline shall be entitled to a hearing before the Executive Committee at the time and date and place set forth in the notice or at such other time and place as may be agreed upon between the member and the Executive Committee. At said hearing the member may appear and give either oral or written statements and may present oral or written statements by any person in his behalf.
7. **Notice of Suspension or Expulsion:** Subject to the provisions of Paragraph 5 of this Article, upon the suspension or expulsion of any member, the Secretary shall cause notice of such suspension or expulsion to be given to each member of the association at the annual meeting and to the governing body or executive director of each organization which has agreements with the NHBUA setting forth the dates of the disciplinary action and, in the case of suspensions, the date the suspension terminates.

#### **ARTICLE IX: ELECTION OF OFFICERS**

The officers of the Association and the elected members of the Executive Committee shall be elected biennially in the odd numbered year.

1. **Nominations:** Prior to each annual meeting of the Association taking place during the odd numbered year, the president shall appoint a nominating committee. This committee shall report its nominations at the annual meeting.
2. At the time set for the election of officers, after the nominating committee has made its report, the President shall canvass the members present to determine if there are any other nominations; and if there are none the Secretary shall, on motion by any active member, cast one ballot for the unanimous elections of the persons nominated by the Nominating Committee. If there be other candidates, the election for each contested office shall be by secret ballot which shall be counted by two tellers appointed by the President, who shall announce the results thereof.

#### **ARTICLE X: OFFICERS/EXECUTIVE COMMITTEE**

1. **Elected Officers:** The officers of the association shall be a President, a President- Elect and a Secretary/Treasurer; each of whom shall serve for a term of two years and until their successors shall have been duly elected and qualified.
2. **Executive Committee:** The Executive Committee shall consist of the officers of the association; a Supervisor of Umpires, Three At-large members, a Secretary/Treasurer, a Performance Review Coordinator, an Umpire Development Chairman, an Assigning Chairman, all Regional Assignors, Rules Interpreter, Website Supervisor and the Immediate Past President.
  - A. The Supervisor-of-Umpires, Performance Review Coordinator, Umpire Development Chairman, Assigning Chairman, and the Website Supervisor shall be appointed biannually by the Executive Committee.
  - B. The Rules Interpreter, who shall be appointed by the President, will serve a term, which will run coterminous with that of the President. The newly appointed Rules Interpreter will assume duties on July 1st following his appointment.
  - C. The At-large members elected by the membership, shall serve terms of three years and until their successors shall have been duly elected and qualified. Their term on the Board shall run so that one At-Large Member shall be elected every year.

3. **Executive Committee Attendance Requirements:** Each member of the Executive Board is required to attend 50% or greater of the yearly March to March Executive Board Meetings. A member, who fails to comply, may be removed and an interim member will be appointed by the President.

#### **ARTICLE XI DUTIES OF OFFICERS / EXECUTIVE COMMITTEE**

1. **The Executive Committee:** Shall be the governing board of the association. It shall have the power to act upon all matters not reserved to the membership in these by-laws.
2. **President:** The president shall be the chief executive officer of the association and shall preside at all meetings of the association. The president shall have the power to call special meetings of the association and to assemble the Executive Committee whenever, in his opinion, the need therefore exists. The President shall also perform such other duties as the Executive Committee shall direct.
3. **President-Elect:** The President-Elect shall perform the duties of the President during any absence or incapacity of the President and shall perform such other duties as the President or Executive Committee shall direct. The President-Elect shall also represent the elected officers on the Ratings Committee and be responsible for the maintenance of these bylaws.
4. **Secretary/Treasurer:** The Secretary/Treasurer shall be the custodian of all records of the association, of all funds coming into the possession of the association and shall prepare an annual report on the financial condition of the association. The Secretary/Treasurer shall keep a record of each meeting of the association and Executive Committee and shall arrange for the annual audit of the books of the association. This member shall be compensated for his services in such sum as the Executive Committee shall provide. The Secretary/Treasurer shall give bond to secure the faithful performance of his duties in such sum as the Executive Committee shall direct.
5. **Rules Interpreter:** The Rules Interpreter shall be the official interpreter of the National Federation rules for the association and shall be responsible for the conduct of interpretation meetings and training programs for the members. The Rules Interpreter shall be compensated for his services in such sum as the Executive Committee shall provide. The Rules Interpreter shall also participate in all grievances by members.
6. **Supervisor of Umpires:** The Supervisor of Umpires shall supervise the performance of all contacts with organizations having agreements with the association. The Supervisor will also be responsible for supervising the conduct of the members in the performance of such contracts and their grievances. The Supervisor of Umpires shall be compensated for his services in such sum as the Executive Committee shall provide. The Supervisor shall be responsible for all tournament assignments in tournaments sanctioned by the NHIAA.
7. **Performance Review Coordinator:** The Ratings Chairman shall supervise all facets of the evaluation of members. The Review Coordinator shall chair the Ratings Committee, consisting of the President-Elect and the Supervisor of Umpires. This committee shall have the power to adjust member ratings, act on member appeals of ratings, contract evaluators to rate member performance and any other circumstances pertaining to member ratings directed by the Executive Committee. The ratings Chairman shall be compensated for his services in such sum as the Executive Committee shall provide.
8. **Baseball Umpire Development Chairman:** The BUD chairman shall supervise and administer all facets of training candidates for membership and continuing education of members. This shall include but not be limited to the following: solicit candidates via statewide media; set necessary fees and payments, to be approved by the Executive Committee; develop and implement training and testing of candidates; recommend successful candidates for membership. The BUD Chairman shall be compensated for his services in such sum as the Executive Committee shall provide.
9. **Assigning Chairman:** The Assigning Chairman shall supervise the collection, allocation and distribution of regular season game assignments for members, through all phases of this process up to April 1. The Assigning

Chairman shall chair a committee of six regional assignors who shall be responsible for the reassignment of games after April first. The Assigning Chairman shall be compensated for his services in such sum as the Executive Committee shall provide.

10. **Website Supervisor:** The Website Supervisor shall serve as the liaison between the Association and the company charged with developing and editing the NHBUA web site. All communications between the company and the Association shall be handled by the Website Supervisor or his designee. No officer or member of the Executive Committee shall incur expense or financial obligations on behalf of the association without the approval of the President or the Executive Committee.

## **ARTICLE XII: MEETINGS**

1. The annual meeting shall be held at such time and place that shall be decided by the membership at the prior annual meeting. The Executive Committee shall have the authority to change the date, time or place of the annual meeting in the event circumstances prevent or make impractical the holding of the meeting at the date, time and place decided upon by the membership.
2. Executive Committee meetings shall be open to the membership and to any guests invited by the Executive Committee. Members may attend the meetings, but do not have the right to participate in the meetings unless the Executive Committee allows them to participate by a majority vote.
3. The Executive Committee shall make the minutes of Executive Committee meetings available to the membership at such time as those minutes have been prepared, and approved by the Executive Committee.
4. The Executive Committee may meet in a closed session when discussing the following matters:
  - A. Member Discipline.
  - B. Evaluations of Officials.
  - C. Ratings of Officials
  - D. Charges that members may have made errors that could eventually result in disciplinary proceedings being brought against them.
4. To go into a closed session, an Executive Committee member must make a motion. This motion must be seconded, and a majority of Executive Committee members must vote to go into closed session. This motion and the vote shall be recorded in the minutes.
5. Where the Executive Committee goes into a closed session, the closed session portion of the meeting shall be closed to the membership and to any guests invited by the Executive Committee.
6. All discussions in closed session shall be confidential. Any Executive Committee member who discloses any aspect of discussions in a closed session shall be subject to discipline in a manner to be determined by the Executive Committee, unless the Executive Committee authorizes the disclosure of the discussions or of information pertaining to the discussions.

## **ARTICLE XIII: SOLICITATION**

No member of this association shall solicit work from any person, firm or organization with whom the association has an agreement with respect to providing officials except in accordance with rules promulgated by the Executive Committee. In addition, no member of this association shall hold himself with respect to any organization having an agreement with the association, except in accordance with rules promulgated by the Executive Committee. Any member who violates the provisions of this Article or accepts work in violation of the same shall be subject to discipline under the provisions of Article VII.

#### **ARTICLE XIV: AMENDMENT**

These bylaws may be amended by a two-thirds vote of the membership present at any regular or special meeting of the association provided that written or electronically composed notice of the amendment shall have been mailed or electronically transmitted to all members entitled to vote at least thirty days prior to said meeting. These bylaws may be amended by a two-thirds vote of the members responding to a mail or electronically transmitted ballot sent to all members entitled to vote together with a copy of the proposed amendment; provided, however, that no mail or electronically transmitted ballot shall be deemed to have passed unless at least one-half of the membership entitled to vote shall have responded thereto.