



CONSTITUTION AND BY-LAWS OF THE UTAH STATE UMPIRE ASSOCIATION SALT LAKE CITY, UTAH

ARTICLE 1 – NAME

Section 1: This Association shall be known as the Utah State Umpire Association.

Section 2: Its purpose shall be the unification of officiating Baseball in the state of Utah.

ARTICLE II – MEMBERSHIP

Section 1: All applicants for membership shall be of excellent character, and an application for membership shall be submitted to the President and the Board for approval. All members of the USUA are encouraged to join the Babe Ruth National Umpires Association.

Section 2: Membership dues will be established by the Board of Directors. Dues will be paid in full by the date specified by the Board.

Section 3: Active membership may be terminated as follows:

- A. By resignation
- B. By the act of the Board of Directors.
- C. After three (3) written complaints have proven to be legitimate suspension will take place until the Board takes corrective action.

Section 4: All members of the Association may be subject to successfully passing a national background check and national sex offender registry.

Section 5: All members are considered independent contractors.

ARTICLE III – OFFICERS AND DUTIES

Section 1: The Board of Directors of the Association shall consist of two (2) Branches to serve the Association. The Executive Office and The Associate Office. A majority (6) of the Executive Board and Associate Board must be present at all the meetings for the transaction of any business.

Section 2: The Executive Office of the Association shall be known as the Executive Board and consist of the following member composition:

- a. President

- b. Vice President
- c. four (4) Board members

Section 3: The Associate Office of the Association shall be known as the Associate Board and consist of the following member composition:

- a. Secretary
- b. Treasurer
- c. Arbiter
- d. Crew Chief Director
- e. Social Media Administrator

Section 4: Duties of the Executive Board Members.

- A. Each member of the Executive Board shall execute duties as a representative/ liaison of USUA in the communication and administration of the leagues and tournaments accepted by USUA. These duties include but are not limited to accepting communication on all issues pertaining to umpire actions and performance, and any other duties requested or delegated by the President or Vice President. Board members shall report on all interactions with their leagues and tournaments.
- B. The President shall preside at all the meetings, preserve order therein, sign all orders from the Treasurer authorized by the Association, appoint all committees not provided for in the constitution and by-laws and perform such duties as naturally fall on him. In addition, he shall render assistance as may be requested by any member in promotional work for the umpires. The President shall have primary charge for the recruitment, education, training, development, evaluation, and the administration of the affairs of officials.
- C. The Vice President shall perform the duties of the President in case of his absence or resignation and discharge the duties of him when called upon.

Section 5: The Executive Office Members shall have complete and final authority over the affairs and funds of the Association. They shall rule on and interpret the Constitution and By-laws and shall be the final judge of any questions arising within the Association. The Board of Directors will negotiate fees, conditions, and rules with the various league officials.

Section 6: Any Executive Board officer(s) who is absent from two consecutive Board meetings and has not furnished sufficient excuses to the President or Secretary and/or if an Executive Board officer leaves their position, the remaining Executive Board members may declare the office vacated and appoint a successor who will serve until the next election unless otherwise removed, for any reason. The appointment will be ratified by a majority vote of the membership in attendance at the next scheduled board meeting. Once ratified, the appointed board member will hold that position until the next election year as outlined in Article 4, Section 5 A & B.

Section 7: To remain on the Board, members must umpire a minimum of 30 games in one year. The Arbiter will be exempt from the minimum number of games that the Board is required to work. The 30-game requirement may be reviewed and waived by the board approval.

Section 8: Duties of the Associate Board Members.

- A. The secretary shall attend all meetings and shall keep a book of minutes, the time, place of holding, the names of those present and the proceedings thereof. The Secretary shall maintain, with the Treasurer, a list of active members in good standing and report to the board and Arbiter. This may be kept by the Treasurer as appointed.
- B. The Treasurer shall maintain the financial status of the Association and perform such duties as the Constitution and By-laws impose upon them. All records and reports kept by him shall be the permanent property of the Association. The Treasurer shall collect all dues, keep, and maintain adequate and correct books, and records of accounts including Association assets, liabilities, receipts, disbursements, gains, losses, capital, and earnings. The Treasurer shall cause to be deposited, within 48 hours, all monies and other valuables in the name, and to the credit of, the Association with such depositories as may be designated by the Board. The Treasurer shall cause the funds of the Association to be distributed as directed from time to time by the Board. The treasurer must make a semi-annual report on the first Board meeting and the Post Season/Pre-Tournament meeting in June.
- C. The Arbiter/Game Assigner shall assign and direct umpires to the leagues and tournaments to which the Association has received requests to serve. The Arbiter shall maintain the scheduling and assignment relationships with the leagues and tournaments with association standards set forth and directed by the board. The Arbiter shall maintain the scheduling and assignment relationships with the umpires, of active members in good standing, with association standards set forth and directed by the board. The Arbiter may be required to schedule Babe Ruth/Cal Ripken and Wasatch League regular and post season games as well as "fall ball" games and any other leagues the Association chooses to work with.
- D. The Crew Chief Director shall direct the affairs of the Crew Chief Committee. They shall submit a list of Crew Chief Candidates and their qualifications by the meeting in November for review by the Board of Directors. They shall coordinate and schedule all meetings and training for the Crew Chief Committee. The schedule shall be submitted to the Executive Board by the meeting in November.
- E. The Social Media Administrator shall monitor the Association's Social Media platforms including but not limited to Facebook Members Only Page, Facebook Public Page, and Instagram. The Social Media Administrator shall publish event, event photos and announcements received from the Board of Directors to be published on social media.

Section 9: Compensation for the Arbiter will be as follows: The Arbiter will be paid a minimum of 60% of all membership dues collected that year by the Association. The maximum payout will be 85% of all membership dues collected. Any amount over 60% must be approved by a super majority (2/3) of attending Board member voting with no proxy votes accepted. The minimum to be left in the Association account will be \$300.00 after all outstanding bills are settled for the

year. For additional tournaments, the Arbiter Fee shall be \$5.00 for each scheduled game. The Arbiter will be paid a minimum of 60% of all additional tournament monies collected. The maximum payout will be 100% of additional tournament monies collected. Any amount over 60% must be approved by a super majority (2/3) of attending Board member voting with no proxy votes accepted. The board reserves the right to make payments to the Arbiter at the board's discretion.

ARTICLE IV – NOMINATIONS

Section 1: Nominations will be accepted for Board Members. Nominations must be seconded. Motion to close nominations are necessary because the nomination process should not simply continue until no one wishes to make further nominations. When the nominations stop, the chair declares nominations closed after making sure that no more nominations are forthcoming. Once the nominations have ceased, voting will begin until one (1) person has received 50% of the votes cast (not members present). If no one receives more than 50% on the first vote, then the top two vote getters will have a runoff until there is a majority vote for one person. According to Robert's Rules of Order, a motion to close nominations is out of order as long as any member wishes to make a nomination. Only paid dues members are eligible to vote.

Section 2: The annual election of officers will be conducted at the last meeting of the season which will be the Post Season/ Pre-Tournament meeting. The term of each elected board member shall commence November 1 in the year they are elected.

Section 3: At the end of the Post Season/ Pre-Tournament meeting each year, the Board will meet for the purpose of selecting a Secretary, Treasurer, Arbiter, Crew Chief Director, and Social Media Administrator.

Section 4: The applications for the positions of Associate Office of the Association shall be voted on by the Executive Office and shall serve a one-year term. Their appointment shall be as a non-voting Board member of the Association. Only those individuals that have submitted a letter or electronic communication to the President or Vice President will be voted. The letter or electronic communication must be in by the end of the Post Season/Pre-Tournament meeting.

Section 5: Officers shall hold office for the years specified, and successors will be elected to office when needed.

- A. President and Vice President will be elected to alternating two (2) year terms.
 - a. President elections are held on odd numbered years. "2021"
 - b. Vice President elections are held on even numbered years. "2022"
- B. Executive Board Members will be elected to alternating two (2) year terms.
 - a. Executive Board Members 1 and 3 elections are held on odd numbered years "2021" with the President.
 - b. Executive Board Members 2 and 4 elections are held on even numbered years "2022" with the Vice President.
- C. Associate Board Members will serve a one (1) year term appointed by the Board. The qualifications Associate Board Members are as follows:

1. Applicants must be a member in good standing of the association for five (5) consecutive years: and
2. The applicant is approved for consideration by a simple majority vote of the Board. Applications must be submitted to the Board prior to the Post Season/Pre-Tournament meeting by a letter or electronic communication to the President or Vice President.
3. The five (5) year qualification can be waived by the Board. A super majority (2/3) vote of the Board is required to waive this qualification for any applicant who is a member in good standing of the association.
4. Any applicant who is not a current member in good standing of the association would need approval by a unanimous vote of the Board.

ARTICLE V – EXECUTIVE DUTIES

Section 1: All standing committees shall be appointed by the President.

Section 2: Amendments to the Constitution and By-laws may be presented at any meeting called for this purpose, after each member in good standing has been notified in writing or by electronic communication, seven (7) days prior. If approved by the membership, the amendments will become part of the Constitution and By-laws. By-law changes must be a 2/3 vote of the votes cast.

Section 3: Any member who is absent from two (2) consecutive meetings and has not furnished sufficient excuse to the President or Secretary, may be suspended from the association.

Note: Suspension shall be effective immediately after the offense has taken place. The Secretary will notify the members involved.

Section 4: The order of business at all meetings will be governed by Roberts Rules of Order.

ARTICLE VI – FEES AND DUES

Section 1: Annual dues for all members will be established by the Board of Directors, as stated in Article II Section 2. These dues will be due by the last meeting. The Board will determine dues for Board members.

Section 2: All checks or money orders for dues, obligations or fines must be made payable to the Utah State Umpire Association at Salt Lake City, Utah.

Section 3: Any member who is delinquent in dues, obligations or fines to the Association will not receive game assignments and may be dropped from the rolls. The Secretary and/ or Treasurer will notify the President and Arbiter when any member becomes delinquent.

Section 4: Any member desiring reinstatement after having been suspended must pay all back dues and fines to the Secretary. His application will be presented at the next scheduled meeting for the Board for acceptance or rejection.

Section 5: The fee for umpiring a game shall be the current price as established by the Board. Fees may be adjusted by a vote of eligible members for all games.

Section 6: Umpiring of any game by a member for more or less than current Association fees shall be cause for immediate suspension from the association.

Section 7: If an umpire quits umpiring at any time during the season there will be no refund in dues.

Section 8: The Board has determined full dues will be paid for an umpire working six (6) games or more. Umpires working five (5) games or less with sufficient reason and board approval may be refunded half (1/2) dues **at the end of the season.**

Section 9: An umpire working a single tournament may be approved by the President to pay half 1/2 dues and therefore is ineligible for league assignments and refunded dues.

ARTICLE VII – VOTING

Section 1: Only active members in good standing and in-person are eligible to vote.

Section 2: Voting shall be by secret written ballot by eligible members. The total number of active members present shall constitute a voting quorum. A majority vote of those active members actually present and voting shall determine any issue, by a simple majority of votes cast.

Section 3: A simple majority is defined as more than 50% to the total ballots cast, not the total number of the quorum.

ARTICLE VIII – ASSIGNMENT OF GAMES

Section 1: Active members in good standing will be assigned games by the Arbiter according to status as a full dues paying member of the association. Any umpire not current in their dues will be assigned games last or not at all. The umpire will be qualified to do said games.

Section 2: The Rank and Reward System (RRS) and participation in the Rank and Reward System will determine the qualifications of each umpire's rank and rating. Umpires will be assigned according to the RRS by the Arbiter.

1. Each member shall be scheduled for a primary evaluation every 3 years. An evaluation acceptable to the umpire being evaluated will be good for 3 years.
2. You can request 2 secondary evaluations each year for better ranking. Secondary evaluation requests shall be fulfilled after all primary evaluations are completed for the year.
3. You keep the highest evaluation score received with the corresponding date the evaluation was given for the 3-year term of the evaluation.
4. Umpires shall not be notified when an evaluation is scheduled.

Section 3: The RRS will also serve as the vehicle by which an umpire may earn their number. Only members in good standing are eligible to earn their number. Members may not put numbers on

their uniform without prior approval. Such behavior will be deemed as unbefitting of an official and they will be subject to disciplinary action by the Board, up to and including removal from the association. Earning numbers is one of the highest honors within the association. As such, numbers will be awarded as follows:

- D. The rank of Senior Umpire of 700+ must be attained as outlined in the Rank Reward System (RRS).
 - a. An evaluation score of 75% higher must be earned.
 - b. The candidate must have a minimum of 5 years of experience as an umpire.
 - c. A minimum of 75 Participation Rewards System Points (PRSP) must be earned.

Once these criteria have been met, a member of the Executive Board will issue an application that must be completed by the member within two weeks of receipt of said application.

Following receipt of the application:

- 5. The Executive Board will review the application and determine if the applicant is eligible to receive their number.
 - d. If ineligible, a member of the Executive Board will contact the applicant to discuss what steps still need to be taken to earn their number.
 - e. If eligible, the Executive Board will grant the number selected by the applicant if the requested number is available (there may not be any duplicate numbers within the association).
 - i. At this point, the member may purchase their number and add it to their uniform.

Those awarded their number must be active members in good standing within the association. They must have received board approval to be ranked and awarded their number. Members may only wear a uniform with numbers following this approval. Members that lose their active member in good standing qualification and/or PRS points due to personal, medical, or other outstanding issue, have one year, based on their last complete season, to become an active member in good standing and/or complete their PRS points before the forfeiture of their rank and number.

ARTICLE IX – MEMBER RESPONSIBILITIES

Section 1: No member is permitted to sit in on a protest board of any league unless specifically assigned by the President of the Association.

Section 2: All members must be present with proper equipment at least fifteen (15) minutes prior to the starting time of a game. Failure to comply with this rule, members may be cited to the Board for disciplinary action.

Section 3: Each member will equip himself with a uniform and the necessary umpiring equipment as prescribed by the Board.

Section 4: Members desiring to turn in an assignment will notify the Arbiter concerned at least 24 hours in advance of the starting time of the game. Failure to notify the Arbiter will result in a fine of \$5.00 for each game. Members so fined will not be given further games assignments until the fine is paid.

Section 5: Members will not attempt to negotiate or bargain for their services or work for higher fees. Nor shall they work for any amount less than approved by the Board, for the league concerned.

Section 6: Members should not trade or exchange assignments without notifying the Arbiter. Should a member trade or exchange assignments without notifying the Arbiter and **receive written approval** for such a trade or exchange shall be assessed a \$50.00 fine for each game traded or exchanged and may receive misconduct suspension proceedings by the USUA board.

Section 4: Members agree that there may be photos and/or videos taken while participating in USUA sanctioned events. USUA, their partners and sponsors have permission to use these photos and/or videos on their social media sites, websites, and other marketing materials. Members not wishing their image to be used in any fashion must contact the Secretary and the President or Vice President in writing.

ARTICLE X – SUSPENSIONS

Section 1: For misconduct on the part of a member of the Association, he may be suspended under the following conditions:

- A. First offense shall draw up to one (1) week suspension.
- B. Second offense, up to three (3) weeks suspension.
- C. Third offense, disqualification for the remainder of the season.

Section 2: Misconduct of a major nature shall be referred to the Board.

Note: Suspension shall be effective immediately after the offense.

Section 3: The following violations shall be reasonable cause for suspension:

- A. Failure to fulfill any assignment.
- B. Failure to appear on scheduled time without proper notice.
- C. Any discourtesy displayed of a derogatory nature toward a fellow member, whether it be on the field of play or otherwise.
- D. Any discourtesy on the part of a member that might bring a reflection on the Association.
- E. Commenting on any team as to their choice of players, etc.
- F. Failure of the assigned member to properly clothe himself in the capacity of an umpire.
- G. Wagering or gambling on any game.
- H. Drinking of any intoxicants going to or at said destination of an assignment will result in immediate suspension until Board action can be taken.
- I. Use of tobacco products while on or near a Babe Ruth/Cal Ripken or Pony League or other Baseball field.
- J. Abusive or foul language or actions directed toward any player, coach, league official or fan.
- K. Any other act, action, activity, feat, exploit, endeavor, effort, undertaking, misconduct, deed, or offence considered to be unbecoming of an umpire and/ or member of the Utah State Umpire Association.