

**BY-LAWS OF THE
INDEPENDENT
BASEBALL
OFFICIALS
ASSOCIATION**

GENERAL STATEMENT

The mission of the Independent Baseball Officials Association is to provide professional style umpiring, develop, manage, and maintain a high standard of baseball officiating throughout the leagues it contracts as prescribed by the articles set forth.

It is also the mission of Independent Baseball Officials Association to work with leagues and other baseball organizations not otherwise contracted with, to develop, manage and maintain the high standards of officiating that the institution of baseball so rightly requires and deserves.

Independent Baseball Officials Association will continue to encourage continued educational training of baseball rules, rule interpretation, and field mechanics of all umpires. This will create a group of professionally trained umpires for whom individuals receive the guidance, training, and knowledge necessary to umpire at the level (youth, high school, junior college, college, adult, and professional) to which each umpire's talents and skills can be used.

Independent Baseball Officials Association profits will be used for umpire uniforms, equipment, educational materials, general out of pocket purchases for supplies, computer software, professional training classes and/or scholarships for outside training purposes.

ARTICLE I

NAME

The name of this Association is the INDEPENDENT BASEBALL OFFICIALS ASSOCIATION, an incorporated, nonprofit organization.

ARTICLE II

MEMBERSHIP

Section 1. Eligibility.

Membership in the Association will be available to any person interested in officiating baseball, provided they fulfil the obligations of membership described below.

Section 2. Maximum.

The maximum membership in the association will be determined by the Board of Directors.

Section 3. Classification.

There will be four (4) classes of membership in the Association:

- (a) Qualified:
A qualified member will be one who:
- (1) achieves at least the minimum passing grade in a qualifying examination;
 - (2) attends a minimum of one field mechanic's session each year;
 - (3) meet the financial obligations imposed by the Association;
 - (4) attends the required number of Association meetings;
 - (5) does not engage in conduct detrimental to the welfare and purpose of the Association.

A qualified member will have the right to vote, to hold office, to receive game assignments, and to enjoy all other privileges and benefits of membership in the Association.

The Board of Directors will, upon determining a member has failed to meet and maintain all of the requirements for qualified status, will inform said members, in writing, within ten (10) days of such a determination.

Thirty (30) days after being so informed, if a said member has failed to remedy the noticed deficiencies, or provide sufficient evidence that all requirements for qualified status have been, or 'will be satisfied, the status of a said member' will be placed on the Non-Qualified status, and the Assigner and Secretary/Treasurer will be so informed by the Vice-President Training.

- (b) Qualified - Inactive:
A qualified inactive member will be one who:
- (1) achieves at least the minimum passing grade in a qualifying examination;
 - (2) attends a minimum of one field mechanic's session each year;
 - (3) meet the financial obligations imposed by the Association;
 - (4) attends the required number of Association meetings;
 - (5) does not engage in conduct detrimental to the welfare and purpose of the Association.

A qualified inactive member will have the right to vote, to hold office, to receive game assignments, and to enjoy all other privileges and benefits of membership in the Association, but is unable to umpire due to injury or personal obligations.

- (c) Life Member:
Upon retirement after twenty (20) years or more of having been a qualified member of the Association, any member may request and be granted life membership, which will be honorary in

nature. The Board of Directors may itself decide to grant life membership status to any retiring official having less than twenty (20) years of qualified membership, if such member has rendered distinguished service to the Association. A life member will not hold office, and will not be eligible for game assignments, but will have the right to vote and to otherwise enjoy the privileges and benefits of membership in the Association without being required to pay dues.

(d) Non-Qualified

A Non-Qualified member will not have the right to vote, to hold office, to receive game assignments, and to enjoy all other privileges and benefits of membership in the Association.

The Board of Directors may reinstate a non-qualified member to qualified status, when the non-qualified member request, if all qualified requirements are being met or circumstances have been corrected.

ARTICLE III
ORGANIZATION

Section 1. Board of Directors.

- (a) The governing body of the Association will be a Board of Directors which shall have the following powers and duties:
 - (1) It will exercise general supervision of all officers and committees of the Association.
 - (2) It will enforce the provisions of the Articles and make recommendations and decisions with regard to matters affecting the Association, which decisions may be reversed only by a majority vote of those members of the Association present at a regularly scheduled meeting.
 - (3) It will govern the expenditure of funds.
 - (4) It will set the amount of fees paid, if any, to officers and/or instructors of the Association.
 - (5) It will set the amount of dues paid by the members of the Association.
 - (6) The Board, upon recommendation of the Vice-President Training and/or Board of Directors, may remove any instructor who fails to fulfill assigned responsibilities.
 - (7) It will meet at least four (4) occasions. Said meetings shall be at the discretion of the President or majority of the Directors themselves.
- (b) The authorized number of Directors of the Association shall be not less than four (4) but no more than fourteen (14).
- (c) A vacancy or vacancies will be deemed to exist in the case of resignation, death, disability, or the inability to act of any Director or Officer. The Board of Directors will interview candidates to fill vacancies as they become available.
- (d) A majority of the number of Directors will be necessary to constitute a quorum for the transaction of business, and the action of a majority of the Directors present at any meeting at which there is a quorum, when duly assembled, will be valid so long as reasonable notice of any said meeting has been given to all Directors.
 - Each Director will have one (1) vote.

Section 2. Officers.

- (a) **President**
The President will preside at all meetings of the members of the Association and the Board of Directors. The President will call meetings of the Board of Directors. The President may establish committees to further the purpose of the Association and appoint Chairs thereof. The President may request that these Articles be revised or amended, and appoint a committee to recommend such revisions or amendments as are deemed necessary. The President will, in general, supervise and oversee the affairs of the Association and execute the will of the Association. The President will be an ex-officio member of all committees.
- (b) **1st Vice-President:**
The 1st Vice-President will serve in the place of the President in the event of the latter's absence or inability to act. The Vice-President will be Chair of the Social Committee.

- (c) **Vice-President - Acquisitions**
This position will coordinate all donations and vendor contracts for purchases of supplies for Independent Baseball Officials Association.
- (d) **Vice-President Schedules/Assignments**
This position will work with the contracted leagues to receive schedules of games in a timely manner. Create a system of scheduling umpires to work games which is fair and equitable with respect to level of umpiring ability, pay (if applicable), and an individual umpire time and desire to do an unspecified number of games per week, travel times and distances, and location of games scheduled.
- (e) **Vice-President - Negotiations/League Liaison**
This position will Negotiate a system of payment for services of umpires, based upon the various levels of play, along with the system of reimbursement for the assignor of games, and funding for the operation of Independent Baseball Officials Association. Funding may be obtained by charging only for games for which services are performed, and/or a fee charged to umpires to belong to the organization.
- (f) **Secretary/Treasurer:**
The Secretary/Treasurer shall keep a record of the business transacted by the Association. The Secretary/Treasurer shall give notice of all meetings of the Board of Directors and members of the Association. The Secretary/Treasurer will maintain a current roster listing all qualified and life members of the Association. The Secretary/Treasurer will prepare and maintain a waiting list of persons interested in becoming members of the Association. The Secretary/Treasurer will issue all correspondence and notices on behalf of the Board of Directors and the Association itself.
The Secretary/Treasurer will deposit or hold, in trust, all funds received on behalf of the Association, accounting for such funds to the Association no less than quarterly. The Secretary/Treasurer will disburse such funds for the benefit of the Association as may be directed by the Board of Directors.
- (h) **Vice-President Training:**
The Vice-President Training will appoint qualified instructors and direct and supervise the program of instruction for members of the Association, including, without limitation, directing and organizing discussion or classroom groups and recommending a fair and equitable system of rating or grading member officials which system, in order to be valid, must be duly adopted by the Board of Directors. The Vice-President Training will preside over all portions of meetings of the members of the Association relating to baseball rules and officiating mechanics. The Vice-President Training will prepare, maintain, update, provide and exhibit to any qualified member at their request a list of qualified member officials, which list will set forth for each member official their status in one of the following classifications:
 - (1) **Level 500:**
 - ? Any person(s) interested in baseball umpiring;
 - ? At least league age thirteen (13);
 - ? Must have basic umpire uniform and plate equipment
 - ? Completes and updates availability forms
 - ? Be a registered Qualified member of Independent Baseball Officials Association
 This level is generally limited to younger age games (minor B, Pinto, etc.).
 - (2) **Level 400:**
 - ? Any person(s) meeting the requirements of Level 500
 - ? Has attended an annual rules class
 - ? Has attended an annual field mechanics class
 - ? Complete and updates availability forms
 - ? Be a registered Qualified member of Independent Baseball Officials Association
 This level is generally limited to younger age games up to Minor A, Mustang and Bronco-Minor and some Major games.
 - (3) **Level 300:**
 - ? Any person(s) meeting the requirements of Level 400
 - ? Has attended an annual rules class

- ? Has attended an annual field mechanics class
- ? Has been evaluated while working games at both positions
- ? Has a good knowledge of and understanding of the rules of baseball
- ? Actively participate in meeting/training sessions
- ? Completes and updates availability forms
- ? Be a registered Qualified member of Independent Baseball Officials Association

(4) Level 200:

- ? Any person(s) meeting the requirements of Level 300
- ? Has attended an annual rules class during past year
- ? Has attended an annual field mechanics class during past year
- ? Has been evaluated while working games at both positions during past year
- ? Has a good knowledge of and understanding of the rules of baseball
- ? Actively participate in meeting/training sessions
- ? Completes and updates availability forms
- ? Be a registered Qualified member of Independent Baseball Officials Association

This level umpire will be re evaluated on an annual basis.

(5) Level 100:

- ? Any person(s) meeting the requirements of Level 200
- ? Has actively umpired for at least one (1) years after reaching Level 200
- ? Has attended an annual rules class
- ? Has attended an annual field mechanics class
- ? Has been evaluated while working games at both positions
- ? Has a good knowledge of and understanding of the rules of baseball
- ? Actively participate in meeting/training sessions
- ? Completes and updates availability forms
- ? Be a registered Qualified member of Independent Baseball Officials Association

This level umpire will be re evaluated on an annual basis.

The Vice-President Training shall continually evaluate all members in the Association for the purpose of determining, upgrading, and/or maintaining a member's classification.

The board of directors will establish a rating committee consisting of a minimum of five qualified, non-board members.

The board will provide to each member, with their membership packet, a brief explanation of the rating system and that member's personal rating.

The board will establish a method for members to appeal their personal ratings. A member may appeal their personal rating no more than twice each year.

ARTICLE IV

ASSOCIATION MEETINGS

Section 1. General.

Meetings will be held as prescribed by the Board of Directors unless changed by a majority of the members. The number of meetings, their dates and sites will be determined by the Board of Directors. The term "meetings" of the Association, as used throughout these Articles, will include general meetings, clinics, and classroom discussion or instructional group meetings.

Section 2. Attendance.

All members will be required to attend a majority of the Association meetings with the following exceptions:

- (1) A member may not be absent from any training meeting, without Vice-President Training approval.
- (2) A member may be absent, provided he has a valid excuse for said absence, which excuse must be submitted in writing to and approved as valid by the Vice-President Training. A copy must be maintained by the Vice-President Training for the remainder of the season. A member may appeal the Vice-Presidents decision to the Board of Directors.

Section 3. Rules of Order.

Robert's Rules of Order will govern all meetings of the Association except when such Rules conflict with these Articles.

ARTICLE V
COMMITTEES

Section 1. Instructional Committee.

The Instructional Committee will be responsible for providing an educational and instructional program to increase the efficiency and competency of baseball officials. It will have the power to decide all matters relating to interpretations of rules, game situations, uniforms and mechanics of baseball officiating. It will establish and conduct the qualifying examination and all other examinations which it deems necessary or appropriate for its instructional purposes. The Chair will be the Vice-President Training who will select committee members who will be Association instructors. The Vice-President Training will submit a list of qualified instructors for approval to the Board of Directors no later than sixty (60) days prior to the first Association meeting each year.

Section 2. Ethics Committee.

An ethics committee will be appointed by the board of directors as soon as convenient after January 1st of each year. It will consist of no more than five (5) and no less than three (3) members, none of whom will be members of the board. The board will designate the chairperson.

Any complaint deemed by any board member to be appropriate for the committee will be referred to the committee. The procedure for resolution of all complaints will be as follows:

Upon receipt of a complaint from the board, the committee will conduct an independent investigation hearing involving all concerned parties. Upon conclusion of the hearing, the committee will by majority votes either sustain or overrule the alleged violation. If the committee overrules the alleged violation, the matter will be terminated with no further ethics committee involvement.

If the committee sustains the violation, any discipline imposed will take effect at the end of ten days after mailing notice of the committee's action to the member, at their address of record, unless the member appeals the decision, in writing, to the full board.

If the member appeals to the full board, any discipline imposed will be suspended pending a hearing of the full board.

The hearing will take place within thirty (30) days of the request.

The charges will be prosecuted by the committee or its designated representative, who may (but needs not) be a committee member and may (but need not) be an attorney.

The member is entitled to representation by an attorney at his or her own expense.

The hearing will take place under relaxed rules of evidence. The president will be the presiding officer. Otherwise competent evidence will not be excluded merely because it would be hearsay.

The decision of a majority of the board will be final.

Matters referred by contracted leagues will be dealt with under board supervision in such a manner and under such procedures as will, in the sole discretion of the board, be appropriate, keeping in mind the rights of the accused member and the nature of the accusation. The board may, but is not required to, choose to use the procedures outlined above for such matters.

Discipline may take any of the following forms;

- (a) Verbal reprimand.
- (b) Written reprimand, with a copy to be placed in any permanent record of the member.
- (c) Fine.
- (d) Suspension, for all or any part of the current season.
- (e) Expulsion.

- (1) Any member expelled will have the right to apply for reinstatement before January 1 of any year. The

board will determine whether a member will be reinstated or not and if so, on what conditions. Any decision of the board regarding reinstatement will be final and non-appealable for that year; however, nothing will prohibit a member from applying for reinstatement in any subsequent year.

Nothing in this section will inhibit the power of the board to formulate policies regarding assigning situations.

Section 3. Social Committee.

The Social Committee will have jurisdiction over all matters pertaining to the social welfare of the Association, including an the annual banquet. The Chair will be the 1st Vice-President, who will select, at its discretion, committee members from those members of the Association interested in serving on the committee.

Section 4. Publicity Committee.

The Publicity Committee will be responsible for all matters pertaining to publicity and public relations with respect to the Association. The President will appoint the Chair, who will select committee members, at its discretion, from those members of the Association interested in serving on the Committee.

ARTICLE VI

AMENDMENTS

These Articles may be amended only in the following-described manner. The proposed amendment will be presented in writing to the Board of Directors, signed by no fewer than ten (10) petitioners who will be qualified members of the Association. The Board of Directors will present the proposed amendment for discussion at the next regularly scheduled meeting of the Association or at a special meeting called for that purpose. At the next following meeting the proposed amendment will be voted upon by the members. A two-thirds (2/3) vote of the members present will be required to pass the proposed amendment.

These Articles were duly adopted by the members of the Independent Baseball Officials Association on July 26, 1999.