

Section 1 Title of Organization

- 1.1 This organization shall be known as the Midland Softball Umpires Association.

Section 2 Objectives

- 2.1 To provide the Midland Softball Association with competent, qualified softball umpires.
- 2.2 To demand self-improvement of its total membership through required attendance at instructional clinics, rules clinics and by continuous evaluation process throughout the softball season.
- 2.3 To develop a spirit of cooperation and participation among its membership and to maintain this spirit in all association endeavors.
- 2.4 To establish positive relationships with sponsors, managers and players through an atmosphere of communication, respect and mutual concern.
- 2.5 To assist and promote the game of amateur softball at all times.

Section 3 Enactment

- 3.1 This constitution and by-laws were enacted upon by majority vote of the membership present at the general meeting on Wednesday, April 05, 1978.

Section 4 Membership

- 4.1 Membership in this organization should reflect an individual's commitment to the profession of umpiring and should stimulate him in a continuing effort of self-improvement.
- 4.2 All members must be registered with USA Softball.
- 4.3 All members must successfully complete the Official USA Softball Umpire's Test. The members may use the USA Softball rulebook to complete the test. To be able to umpire on behalf of the MSUA the umpire will need to have 70% of the test correct.
- 4.4 All members in good standing, in accordance with the by-laws adopted herein, shall have their name included in the association's official roster.

Section 5 Executive Board

- 5.1 The governing board of this association shall be the Executive Board. The Executive Board shall appoint a replacement for any vacant office (other than Umpire-in-Chief) until a general election is held for that office.
- 5.2 The Executive Board shall consist of the Umpire-in-Chief, Vice President, Secretary/Treasurer, two "At-Large" Members and the ex-officio members; the District Commissioner, the President of the Midland Softball Association, the District 16 Umpire-in-Chief, and any State Umpire-in-Chief or Deputy State Umpire-in-Chief that is a member of our association.

- 5.3 Members of the MSUA Board shall be elected based on the following groups:
Group 1: President, At-Large Member
Group 2: Vice President, Secretary/Treasurer, At-Large Member
These groups will each serve a two-year term and will be subject to election on alternate years.
- 5.4 Election of the positions shall occur at the March general meeting of the MSUA.
- 5.5 The District Commissioner shall be appointed by the Department of Parks and Recreation.
- 5.6 In the event that the Umpire-in-Chief vacates his/her office, the Vice President shall assume that position for the duration of the term of the vacated position.

Section 6 Duties of the Executive Board

- 6.1 The Umpire-in-Chief shall be the chief executive of this association. He/She:
- a) shall preside at all meetings of this association.
 - b) shall call all meetings of this association.
 - c) shall be responsible for the enforcement of the constitution and by-laws.
 - d) shall fill the seat of Umpire Representative of the Midland Softball Association and as a voting member of this group represent the directives of the Midland Softball Umpires Association.
 - e) shall assist the Department of Parks and Recreation in game assignments.
 - f) shall assist in assigning all tournament and exhibition umpires.
 - g) shall assist in the rating and evaluating of all members of this association.
 - h) may nominate annually a deputy(s) Umpire-in-Chief for the divisions of fast pitch, modified or slow pitch and will serve at the direction of the UIC for board approval. These positions would be non-voting members of the Executive Board.
 - i) may nominate a full time evaluator with the approval of the executive board. Under the direction of the UIC and the executive board, his/her duties will be to coordinate the rating of the umpires in our association. He/she will serve as a non-voting member of the executive board.
- 6.2 The Vice President:
- a) shall assist the Umpire-in-Chief in all association endeavors
 - b) preside at all times in the Umpire-in-Chief's absence.
 - c) shall serve as a trustee of the MSUA.
 - d) shall be a signatory of all checks issued.
 - e) shall assist in the rating and evaluating of all members of this association.
- 6.3 The Secretary/Treasurer:
- a) shall maintain records on membership.
 - b) shall maintain an active roster.
 - c) shall keep minutes of all association meetings, as well as minutes of all Executive Board Meetings.
 - d) shall serve as a trustee of the MSUA.
 - e) shall be a signatory of all checks issued.
 - f) shall be responsible for all association correspondence.
 - g) shall assist in rating and evaluating of all members of this association.
 - h) shall maintain all current financial records including assets, liabilities, income and expenditures.

- i) shall be responsible for the distribution of all expenditures. Each distribution shall be made in the form of a check with the Secretary/Treasurer's and one other signature, from either signatory, on each check for proper endorsement.
- j) shall give an annual report at the February general meeting.
- k) will be paid \$20.00 per week beginning the first week of scheduled play and continuing through season end. Payment will be from the MSUA General account.

6.5 Members "At-Large" shall assist in the rating and evaluating of all members of this association.

6.6 The District Commissioner:

- a) shall be the liaison between the Department of Parks and Recreation and the Midland Softball Umpires Association.
- b) shall have full voting rights.
- c) shall be appointed by the Department of Parks and Recreation.
- d) shall assist in the rating and evaluating of all members of this association.

Section 7 Meetings

7.1 Roberts Rules of Order shall govern all meetings.

7.2 General meetings shall be scheduled in February, March and April of each year.

7.3 Other meetings will be called as necessary by the Umpire-in-Chief or through the Executive Board.

Section 8 Dues - Membership Fees

8.1 The annual dues for membership in this association shall be one adult slow pitch game fee annually.

8.2 Dues will come due on the first date the umpire works of each year.

8.3 In conducting fund raising activities in which money is to be withheld from Umpire's pay, then it shall be done on a respond to participate basis whereby the individual umpire has authorized money to be withheld for such fund raising purposes.

8.4 A fee of one adult slow pitch game will be assessed to each adult umpire to finance the MSUA's participation in the annual Hall of Fame Classic. This fee will be deducted from the regular paycheck received in July so long as there is a Hall of Fame Classic conducted in Midland.

Section 9 Suspensions and Reinstatements

9.1 Non-payment of dues in accordance with the by-laws and constitution will result in the suspension of an individual's membership within the organization.

9.2 Suspended members shall lose all privileges of membership with the organization.

9.3 Individuals who have been suspended may be reinstated upon fulfillment of the conditions as determined at the time of suspension.

9.4 If any member is found guilty of conduct unbecoming to an umpire by the board, he will be dropped or suspended from the membership roll. The member in question may present facts relative to his case to the executive board for their consideration.

9.5 The executive board shall be responsible for suspensions of the membership with a required vote of sixty (60) percent confirming the suspension.

Section 10 Quorum

10.1 Twenty-five percent (25%) of the eligible voting membership shall constitute a quorum for the purpose of conducting business at a regularly scheduled or called meeting.

10.2 Three Executive Board Members shall constitute a quorum for the purpose of conducting business at an Executive Board Meeting.

Section 11 Amendments

11.1 The constitution and by-laws may be changed at either a regularly scheduled or called meeting. The quorum for such purpose shall consist of twenty-five (25) percent of the eligible voting membership. If an amendment to the by-laws and constitution has been proposed at least fifteen (15) days in advance of the voting date, its adoption shall require a simple majority of those present and voting. If the amendment is not proposed in advance, sixty-six (66) percent of the majority vote is required for its adoption.

11.2 The Executive Board may update or change the by-laws, without membership voting, in order to update the governing bodies name or initials.

Section 12 Rating and Evaluation

12.1 Evaluations shall be used as a tool for umpire improvement.

12.2 Umpires shall be evaluated by members of an Evaluations Panel, which shall be formed by the MSUA Board.

12.3 Each evaluation must be for 5 innings minimum. Evaluations, which are based on less than 5 innings, shall not be valid.

12.4 Each umpire shall review the rating with evaluator as soon as is practical.

12.5 Evaluators shall be paid on a per game basis at a rate to be determined by the executive board.

12.6 Umpires who receive an unsatisfactory rating shall be evaluated again within 2 weeks of the initial evaluation. If an umpire receives 2 unsatisfactory ratings in a season, the MSUA Executive Board will consider further corrective action.

12.7 All evaluations will be kept on file at the Parks and Recreation Office for a period of at least one year.

12.8 All evaluations shall be scheduled by the MSUA Executive Board and may be without the knowledge of the umpire(s) being evaluated.

- 12.9 Separate evaluations shall be required for Slowpitch and Fastpitch/Modified.

Members of MSUA Evaluation Panel

MSUA Board Members
District Umpire-in-Chief
Assigned Evaluator
District Commissioner

Section 13 Individual Responsibilities

- 13.1 In addition to keeping current in relation to dues, USA Softball registration and up holding the spirit of the constitution and by-laws, each member shall be responsible for the following:

USA Softball Rule Book
USA Softball Umpire's Manual
Midland Softball Association By-laws and Playing Rules

Section 14 Dress

- 14.1 The standard uniform of the MSUA shall be the USA Softball of Michigan approved uniform specified in the Umpire Manual. *(Due to a change in umpire shirts a variety of shirts may be worn until the year 2020. The MASA, ASA, and USA Softball shirts may be worn.)*
- 14.2 Care shall be taken to assure that all items of clothing worn are in presentable shape.
- 14.3 Umpires shall be dressed alike. The only exception to this rule will allow an umpire to wear an official jacket or sweater at his/her discretion.
- 14.4 Failure to report to games in proper uniform will result in a written warning being issued. Repeat offenses will result in an automatic \$10.00 per game fine levied from the offending umpire's paycheck. The fine will be paid to the MSUA Treasury.
- 14.5 The use of shorts by umpires in certain situations is approved for Slowpitch only. Overall, MSUA policy concerning uniformity of umpire dress will be in effect. Both umpires working a game must be dressed alike. Shorts must be USA Softball approved.
- 14.6 Medium heather gray all polyester pants will take precedent over dark navy blue all polyester pants and pants will take precedent over shorts in situations where conflicts exist.
- 14.7 The light blue shirt will take precedent over the dark blue, and dark blue over white in situations where conflicts exist.
- 14.8 A t-shirt may be worn under any approved shirt. If a t-shirt is worn it must be white or navy. Under the powder blue or white shirt the t-shirt may be white or navy. Under the navy blue shirt the t-shirt must be navy. The white t-shirt will take precedence over the navy blue.
- 14.9 The approved USA Softball hat and ball bag must be worn.

SECTION 15 HONORARY LIFE MEMBERSHIP

- 15.1 Honorary Life Membership, in the Midland Softball Umpires Association, will be awarded to members or former members who have furthered the objectives of the Association and in recognition of outstanding service in softball umpiring.
- 15.2 The award shall consist of an appropriately framed certificate to be awarded at an appropriate Midland Softball Umpires Association function.
- 15.3 Honorary Life Members will have all the rights and benefits of any active member except that all dues and fees shall be waived.
- 15.4 Nominations, in writing, shall be received by any Midland Softball Umpires association Executive Board Member. The Executive Board will review the nominations and make a determination as to who shall receive Honorary Life Membership.