

**WESTERN MASSACHUSETTS LACROSSE OFFICIALS ASSOCIATION**

**CONSTITUTION**

**ARTICLE I - NAME**

SECTION 1. The name of this organization shall be the Western Massachusetts Lacrosse Officials Association (referred to in this Constitution and By-laws as "WMLOA").

SECTION 2. This association shall have jurisdiction over the geographic areas of Berkshire, Franklin, Hampden, and Hampshire counties. This association shall have jurisdiction over the geographic areas of Worcester for the limited purpose of assigning officials to Cushing Academy.

**ARTICLE II - PURPOSE**

SECTION 1. To unite in membership all qualified lacrosse officials who wish to officiate in the geographic area assigned to this association and to promote good fellowship and cooperation among the members of the Association.

SECTION 2. To establish and maintain the highest ideals of sportsmanship in connection with the game of lacrosse.

SECTION 3. To provide for the training of new officials and to develop, among all members of the Association, a responsibility for knowledge of the rules and conduct of the game.

SECTION 4. To encourage each member to enforce the rules of the game both in spirit and in intent.

**ARTICLE III - MEMBERSHIP**

SECTION 1. Any person who meets the membership requirements of this association shall be considered a member.

SECTION 2. An active member has met the membership requirements prescribed by this Article and is in good standing with reference to dues payment, clinic and meeting attendance, successful written examination completion, and registration with the MIAA for the sport of lacrosse. An active member is eligible to officiate games.

SECTION 3. An inactive member has chosen not to officiate games. He must still have met the membership requirements prescribed by this Article and be in good standing with reference to active dues payment. The member has no clinic or meeting attendance requirement, no written examination requirement, and no requirement to register with the MIAA for the sport of lacrosse. Members who remain inactive for more than two years may be required to re-complete the membership requirement prescribed by this Article.

SECTION 4. A dual member is a member in good standing of another association who has been granted membership by this Association. A dual member must pay active dues. The member will continue to have clinic and meeting requirements, and must successfully pass the written examination requirement. He may request a waiver, from the Executive Board, of the clinic or meeting requirement upon satisfactory proof of his attendance at an equivalent clinic or meeting hosted by one of his other associations. He must continue to meet the requirements for membership with his other association(s).

#### **ARTICLE IV - OFFICERS / EXECUTIVE BOARD**

SECTION 1. The officers shall consist of a President, Vice President, Secretary-Treasurer, Past President and two at-large members.

SECTION 2. The Executive Board shall consist of the above officers and the following Non Voting Positions: Official Rules Interpreter and the Director of Training/Observing.

#### **ARTICLE V - AMENDMENTS**

SECTION 1. The Constitution and By-Laws may be amended by giving notice of such amendment in writing to the Secretary-Treasurer who shall make proper announcement to the entire active membership at least one week prior to a regular meeting. Action on the amendment will be taken at the following WMLOA meeting of the entire board.

SECTION 2. A two-thirds majority vote of the active members present and voting is necessary for adoption of any changes to the Constitution and By-laws.

### **BY-LAWS**

#### **ARTICLE I - DUTIES OF OFFICERS**

SECTION 1. The President shall be the chief executive officer. He shall preside at all meetings of the Association and the Executive Board. He shall appoint the various standing committees and shall be an ex-officio member of all committees.

SECTION 2. The Vice President shall, in the absence of the president, perform all duties pertaining to the office of the President.

SECTION 3. The Secretary-Treasurer shall be responsible to record the proceedings of the Association and of the Executive Board in a suitable permanent record to be provided for that purpose. It shall be his duty to answer all routine correspondence, keep the records and accounts, and receive and deposit all funds. He shall be the custodian of these funds and all other property belonging to the Association. His books and accounts shall be open to inspection by the Executive Board or any member thereof. He shall make a detailed report to the Association annually and to the Executive Board upon request.

SECTION 4. The Official Interpreter shall be responsible for rendering official interpretations which, when given, shall be binding upon all members.

SECTION 5 - The Director of Training and Observation shall work in conjunction with the PVIAC Assigning Authority and Executive Board to coordinate on field observations. The on field observations shall include agreed upon follow-up and communication in an effort to develop a strategy and plan for the development of member officials.

SECTION 6. The Executive Board shall be responsible for the overall management of the Association. It shall have jurisdiction over matters not specifically defined herein, subject to a vote of the membership. It shall meet at the call of the Secretary-Treasurer, issued at the request of the President. It shall be the sole judge of the type of behavior that constitutes sufficient reason for the removal of an officer from the office, or for the suspension or expulsion of a member. It shall have the responsibility of making final decisions concerning violations of Article four of the By-Laws, with such being made by a majority vote, and only after each accused member has been given a full and fair hearing with an opportunity to present evidence in his own behalf and to explain his alleged actions. If the final decision is adverse to the member involved, it shall report the violation or charges which were sustained and the final decision to the full board. It shall have the authority to grant exemptions from minimum game fee requirements and to authorize services for charitable and worthy causes. It shall recommend the annual dues and budget to the membership. It shall give prompt consideration to any suggestion for the betterment of the Association or to any complaint when presented in writing.

## **ARTICLE II - SELECTION OF OFFICERS**

SECTION 1. The term of office for all elected offices shall be two years.

SECTION 2. All officers shall be elected as follows. A nominating committee shall be appointed by the President. This committee shall submit the name of at least one candidate for each office at, or one week prior to (if done by electronic communication), the next to the last meeting of the year. Nominations from the floor will be accepted prior to the balloting. Each office shall be voted upon separately in secret ballot. The candidate receiving a majority of the votes cast shall be elected. Should no candidate receive a majority, the election shall proceed between the candidates with the highest number of votes until one candidate receives a majority.

SECTION 3. Vacancies in elective offices shall otherwise be filled by the entire board at the next meeting.

### **ARTICLE III - QUALIFICATION FOR MEMBERSHIP**

SECTION 1. An applicant to officiate the game of lacrosse as a member of this association shall meet the requirements stated herein.

SECTION 2. Applicants must be a minimum of eighteen years of age on or before February 1<sup>st</sup> of the examination year.

SECTION 3. Applicants must pass a written and field examination as distributed and prescribed by the Executive Board under the supervision of members of the Association designated by the President. The passing grade for each annual examination shall be determined in advance by the Executive Board of this association. An applicant passing both the written and field examinations becomes a member and must pay his dues at that time.

SECTION 4. Any new member, or past member who remained inactive for more than two years (now required to re-complete the membership requirement), shall be accepted into this association upon meeting said membership requirements prescribed by Article III of the Constitution and Article III of the By-Laws, and shall be subject to a one year probationary period, during which he can be removed from this association for any violation of the Constitution, By-Laws, or Code of Conduct Policy deemed serious enough by the Executive Board.

SECTION 5. This Association shall have the authority to accept into full membership any member of another approved association, subject to the constitution of this Association with the understanding that he shall pay membership dues for the year and be subject to the rules and regulation of this Association. Said member shall be subject to a one year probationary period, during which he can be removed from this association for any reason.

### **ARTICLE IV - RULES ADHERENCE**

SECTION 1. Any member, guilty of misconduct, or whose conduct shall be hostile to the purpose of this Association or injurious to its character, or who shall violate its Constitution or By-Laws, may be removed from office, suspended, or expelled from the Association. This Association will recognize the authority of another association to impose suspension or expulsion of its members violating its rules.

SECTION 2. No member shall be permitted to knowingly work as an Association member with a suspended or expelled official, nor for an institution knowingly employing officials who have been suspended or expelled. In such cases, the Secretary-Treasurer shall notify all appropriate parties.

SECTION 3. An official who is struck by a player or anyone directly connected with a team may notify the Executive Board and ask them to take jurisdiction under the following regulation. This Association will refuse to allow any member to officiate in any game during the season in which the player or the person connected with the team participates. An attempt to strike an official is covered by this regulation. In case the official does not seek action, the Executive Board is empowered to assume jurisdiction and investigate.

SECTION 4. All officials must furnish the assigning authority with a list of closed dates when requested. Any changes in schedule should be reported to the assigning authority so that he may keep his records up to date. Every official shall keep his availability up to date in conjunction with any assigning program. Official should co-operate with the assigning authority on all reasonable requests.

SECTION 5. Any Member, who fails to appear for an appropriately scheduled officiating assignment, or leaves an assignment, without authorization from the assigning authority, prior to the full completion of the assigned game, will be subject to penalties and punishment as outlines below in Section 6 of Article IV of the By-Laws. Any appropriately scheduled high school officiating assignment must always take precedence over any youth officiating assignment.

SECTION 6. Any Member, who violates any of the Articles listed above or below in the WMLOA Constitution or By-Laws, or violates the WMLOA Code of Ethics, must appear before the Executive Board for a disciplinary hearing. This hearing will be held in-person or via conference call at the discretion of the Executive Board. At least 24 hours prior to said hearing the member will be required to submit a written explanation for his violation. Said written explanation will be sent to the Secretary-Treasurer via electronic communication. It will be said member's responsibility to confirm receipt by the Secretary-Treasurer. At the culmination of the disciplinary hearing the member will be provided with written notification of the disciplinary action taken by the Executive Board by electronic communication within 72 hours of the hearing.

If it is determined that said Member violated any of the Articles listed above or below in the WMLOA Constitution or By-Laws, or violated the WMLOA Code of Ethics that member will be subject to the following action:

The first violation by that member will result in either a fine, or loss of a future game assignment, or both. If a fine is imposed, said fine will be set at an amount no greater than the member's highest assignment game fee. Said fine must be paid within 15 days to the Secretary-Treasurer, or be subject to further punishment (including but not limited to the loss of an additional game assignment). If it is determined that a future game assignment is to be lost, the lost game assignment will be determined by a committee made of up two or more voting members of the Executive Board and the associations Director of Training/Observing. The lost game assignment will be communicated to the appropriate assigning authority. If the first violation is for a failure to appear for an appropriately scheduled officiating assignment, and it is determined that a loss of a future game assignment is appropriate, the lost game shall be for that same level of competition as the missed assignment.

A second violation will result in a fine, or suspension from membership with the association for a period of time, or both. If a fine is imposed, said fine will be set at an amount no less than the member's highest assigned game fee, but no higher than three times the member's highest assigned game fee. Said fine must be paid within 15 days to the Secretary-Treasurer, or be subject to further punishment (including but not limited to the loss of additional game assignments). If a suspension is imposed the possible suspension shall be for a period no more than thirty days following the final adjudication of the offense.

A third violation will result in the imposition of a fine and a suspension, or termination from the association. The imposed fine will be set at an amount no less than three times the member's highest assigned game fee. Said fine must be paid within 15 days to the Secretary-Treasurer, or be subject to further punishment (including but not limited to the loss of additional game assignments). The suspension shall be for a period no less than thirty days following the final adjudication of the offense.

The Executive Board has the right to incorporate past violations and/or violations occurring in other jurisdictions / memberships when determining the amount of a fine, and/or the length of a suspension.

SECTION 7. A member shall be entitled to Appeal, in writing, any decision rendered by the Executive Board or the Membership which affects his membership. The appeal must be received by the Secretary-Treasurer within 10 days after the date on which the decision notification was posted. It will be said member's responsibility to confirm receipt by the Secretary-Treasurer Following the submission of the written Appeal to the Executive Board, the member shall have the right to appear before the Executive Board to address said Board concerning the subject matter of the offence and the resulting disciplinary decision. This hearing, if requested by the member, can be held in-person or via conference call at the discretion of the member. If requested, the hearing shall take place within 10 days of the member's request (or within a time as soon as feasibly possible if additional time is necessitated by unusual circumstances).

SECTION 8. Repeated violations within the same lacrosse season, or any violation of a serious nature, of the WMLOA Constitution or By-Laws, and/or the WMLOA Code of Ethics can result in the termination of the member from this association, as adjudicated by the Executive Board without first following the levels of discipline as detailed above in Section 6 of Article IV of the By-Laws. This determination is made at the sole discretion of the Executive Board and can be done without the right to a disciplinary hearing. If a member is terminated from this association due to this Section, his only recourse shall be an Appeal pursuant to Section 7 of Article IV of the By-Laws as listed above.

The Executive Board has the right to incorporate past violations and/or violations occurring in other jurisdictions / memberships when determining that termination of membership with this association is appropriate.

## **ARTICLE V - MEETINGS**

SECTION 1. All active members must attend the pre-season rules interpretation clinic. Should a member be unable to attend, credit shall be given if the member attends the clinic of another qualifying association. Notice must be given to the Secretary-Treasurer of the member's intention to attend an alternate meeting, and proof must be provided by signing-in at the alternate meeting.

SECTION 2. Failure to fulfill this clinic obligation will result in the member being suspended for that season. An appeal process will be available (pursuant to the procedure outlined in Section 7 of Article IV of the By-Laws) through the Executive Board in the event that a member is not able to attend any clinic.

SECTION 3. The meeting schedule shall be determined by the Executive Board, and shall include no less than three meetings annually (including the pre-season rules interpretation clinic). These meetings shall be devoted to the study of rules and officiating procedure. Missing any meeting(s) will result in a five dollar fine for each missed meeting.

SECTION 4. All missed meeting fines must be paid on or before March 1<sup>st</sup>. Any member whose fines are in arrears on March 1<sup>st</sup> shall be suspended until such time as the fines have been paid in full.

SECTION 5. The Executive Board shall notify the membership of the pre-season rules interpretation clinic and all regular season meeting.

SECTION 6. A quorum of the Association for transaction of business shall consist of fifty one percent of the active membership. A quorum of the Executive Board shall be five members.

SECTION 7. Where a quorum is present, the vote of a majority of the members present at a meeting shall be required for decision making by the membership except where a higher percentage vote of the members is required by the Constitution and/or By-Laws of the Association.

SECTION 8. Neither the membership of the Association nor the Executive Board shall be permitted to transact any business unless a quorum is present.

#### **ARTICLE VI - EXAMINATION**

SECTION 1. All active officials must complete the written examination on a take-home basis. To successfully pass the test, a minimum score of 70% is required. A member who fails the test will be subject to a re-examination.

SECTION 2. Any member who does not successfully complete the written examination on or before April 1<sup>st</sup> shall be suspended until such time as the examination has been successfully completed.

#### **ARTICLE VII - DUES AND BUDGET**

SECTION 1. The annual dues and budget for this Association shall be determined by a vote of the Executive Board at the final business meeting of the year. Dues must be paid on or before January 1<sup>st</sup>. Dues paid between January 1<sup>st</sup> and March 15<sup>th</sup> will be subject to a late payment fine of five dollars. Dues paid between March 15<sup>th</sup> and April 1<sup>st</sup> will be subject to a late payment fine of ten dollars.

SECTION 2. Any member whose dues are in arrears after April 1<sup>st</sup> shall be suspended until such time as the dues and all fines have been paid in full.

SECTION 3. Payment of dues for the ensuing season shall cover a twelve month period beginning on January 1<sup>st</sup> and ending on the following December 31<sup>st</sup>. Declaration of active or inactive membership shall be made at the time the dues are paid.

## **ARTICLE VIII - FEES**

SECTION 1. Fees for high school varsity and junior varsity games shall be those established by the Massachusetts Interscholastic Association (MIAA).

SECTION 2. Fees for preparatory school varsity and junior varsity games shall be those established through negotiation, but in no event shall they be less than the varsity and junior varsity game fees established by the Massachusetts Interscholastic Association (MIAA).

## **ARTICLE IX - POST SEASON ASSIGNMENTS**

SECTION 1. To be eligible for post season assignment the official must be in good standing with the Western Massachusetts Lacrosse Officials Association and have officiated at least Eight High School or Preparatory School games at the varsity level. The assigning officer shall have the option to select two people that have not met the Eight game limit.