

EBAC BY LAWS

ARTICLE I - IDENTITY

SECTION 1

This organization shall be known as the Electric Boat Athletic Club, Inc. (EBAC) located in the city of Groton, New London County, State of Connecticut.

ARTICLE II - PURPOSE

SECTION 1

The purpose of the EBAC is to promote the morale and welfare of the members by arranging and conducting athletic matches, competitions and recreational events and to provide awards and distinctions.

ARTICLE III - MEMBERS

SECTION 1 ELIGIBILITY

- a) Any person employed by Electric Boat Corporation, or any employee of General Dynamics who is assigned to work at Electric Boat Corporation, may become a member.
- b) Retirees – Any person who is an EBAC member within a month of their retirement.
 - i) One month prior to retirement a member can request in writing/email to become an honorary member (Section 4) in retirement to the EBAC office. This request shall include the member's EB badge number for validation of membership. The member will be contacted and can provide their home email to receive correspondence.
- c) Organizations teamed with or under contract to Electric Boat Corporation may obtain eligibility for employees permanently assigned to Electric Boat Corporation, as follows:
 - i) The organization will request annually, in writing, a request for EBAC membership for all its permanently assigned employees. This request shall include a list of all employees and their EB badge #'s regardless of individual interest in the club.
 - ii) The EBAC president will work with the treasurer to define for the contract year the "Per Capita" subsidy for all of the organizations permanently assigned employees. The "Contract Year" shall be defined as one full year from the time that the contract is signed by the organization following EBAC ratification as discussed below.
 - iii) The EBAC president will present the draft contract at the next available general membership meeting for a vote that if passed will be brought forward to the EBAC Board of Directors for a ratification vote.
 - iv) The EBAC president will present the approved contract to the organization for signature upon which the contract year starts. A list of the organizations permanently assigned employees will be provided to the EBAC office.
 - v) The organizations employees, once eligible, will be subject to the EBAC bylaws and policies as EBAC members.

SECTION 2 MEMBERSHIP DUES

To become a member an eligible person must pay yearly dues of two dollars (\$2.00). Payment of the yearly dues must be provided by participation in the payroll deduction plan. For employees of other organizations, where payroll deduction is not possible, payment may be made in cash/check to the EBAC office.

SECTION 3 RIGHTS AND PRIVILEGES

Members may vote on EBAC business and participate in eligible clubs, leagues and activities. Members may attend General Membership meetings and voice their opinions pertinent to EBAC business or the interests of the club.

SECTION 4 RETIRED EMPLOYEES

Employees of Electric Boat Corporation, who are members of the EBAC upon retirement will become honorary members and be granted all privileges of the club, except holding office and voting. Officers who retire midterm may complete the remainder of their term with approval of the Board of Directors.

ARTICLE IV - OFFICERS AND BOARD OF DIRECTORS

SECTION 1 OFFICERS

The Officers of the EBAC shall be President, Vice President, Secretary, Treasurer and Financial Secretary. All officer positions are unpaid.

SECTION 2: BOARD OF DIRECTORS

The Board of Directors will be made up of all the EBAC officers, all past presidents and at least twelve (12) elected members.

Board of Directors will follow the Ethics (Blue Book) of the company during all activities, meetings or outside venues where they are representing the EBAC. The EBAC will not tolerate any of the following behaviors, threatening remarks, physical injury, damaging of property or acting in an aggressive way that causes someone to fear injury. EBAC officers will take action to remove any member from the Board of Directors if there is a violation.

SECTION 3 HONORARY PRESIDENT

The honorary president shall be the current President (General Manager or Chief Executive Officer) of Electric Boat Corporation.

SECTION 4 ELIGIBILITY

Officers: Officers must be EBAC members employed by Electric Boat Corporation.

Board of Directors: Board of Directors must be EBAC members.

SECTION 5 TERMS OF OFFICE

Officers: Officers shall be elected for a term of two (2) years.

Board of Directors: Board of Directors shall be elected for a term of three (3) years. Terms not completed by an incumbent shall be filled with the next available candidate for the remainder of that term. The term length for positions not previously filled shall be established so as not to elect more than six (6) Board of Directors each November. A partial year shall be counted as one (1) year of a term. The term of office for those elected in November shall begin the following January. Board of Directors Members must attend at least 1 out of 4 consecutive EBAC General Membership and the Board of Directors meetings (inclusive).

Absences for EBAC business, EB business or illness may be excused provided written notification is received by the President.

ARTICLE V - ELECTIONS

SECTION 1 NOMINATING COMMITTEE

A nominating committee shall be appointed by the President each January. The nominating committee shall ensure that all candidates for election are eligible.

SECTION 2 ELIGIBILITY REQUIREMENTS

President: Candidates seeking the office of EBAC President must be an EBAC Officer or have served as an EBAC Officer or served as a member of the Board of Directors for at least two (2) terms.

Vice President, Secretary, Treasurer, and Financial Secretary: Candidates seeking any of these offices shall have served at least one (1) term on the EBAC Board of Directors. The President may propose waiving the term requirement on a case by case basis if there is a club need. The Board of Directors, excluding the person seeking to be a candidate, shall then vote on if this requirement can be waived in the subject instance. Voting quorum rules must exclude the person seeking to become a candidate.

Board of Directors: Candidates seeking a position on the EBAC Board of Directors shall be members of the EBAC for at least six (6) months and have attended four (4) General Membership meetings during the twelve (12) months prior to their declaration of candidacy.

SECTION 3 PROCEDURE

Notification: All candidates for any EBAC Officer or Board of Directors position must present written intentions to the nominating committee no later than three (3) weeks prior to the election. These intentions must include the candidate's full name, badge number, the office they seek and contain the signatures and badge numbers of ten (10) EBAC members supporting the candidacy (Note: incumbents need not meet this requirement). A list of all candidates shall be published in the EBAC NOTICE at least two (2) weeks prior to the election.

SECTION 4 ELECTIONS

Annual Elections: The election of EBAC Officers and Board of Directors (if applicable) shall be held at the November General Membership meeting.

Special Elections: Elections to fill vacant officer or Board of Directors positions shall be scheduled at a time and place determined by the EBAC President.

Voting Elections: Results will be decided by a plurality vote of those members present and voting.

ARTICLE VI - DUTIES

SECTION 1 PRESIDENT

The EBAC President shall:

- a) Preside at all EBAC General Membership and Board of Directors meetings; be responsible for enforcing all EBAC by-laws and policies;
- b) Call special meetings of the Board of Directors at his/her discretion or when requested by at least three (3) Board of Directors members;
- c) Appoint all EBAC commissioners, managers and committees; oversee and direct the operation of the EBAC Office;
- d) Represent the EBAC in all matters involving Electric Boat Corporation or appoint a representative to take his/her place;
- e) Represent the EBAC in matters involving the community at large;
- f) Submit an annual budget to Electric Boat Corporation;
- g) Be responsible for the fiscal operation of the EBAC. Monitor income, expenditures and performance to budget.
- h) Schedule and arrange for General Membership and Board of Directors meetings in accordance with local, state and federal rules for public assembly and disease control. Meetings may be in person, via teleconference or other means of teleconferencing.

SECTION 2 VICE PRESIDENT

The EBAC Vice President shall:

- a) Assist the EBAC President as directed by the President; preside at meetings when the EBAC President is absent;
- b) Assume the duties of the EBAC President in the event the President is unable to serve due to extended illness, death, termination, etc.

SECTION 3 SECRETARY

The EBAC Secretary shall:

- a) Record, report and maintain the minutes of EBAC General Membership, Board of Directors and special Board of Directors meetings;
- b) Receive and report all communications;
- c) Be responsible for the proper filing and maintenance of all EBAC records and documents;
- d) Direct preparation of and be responsible for the EBAC Notice;
- e) Preside at meetings when both the EBAC President and Vice President are absent.

SECTION 4 FINANCIAL SECRETARY

The EBAC Financial Secretary shall:

- a) Receive all EBAC income and deposit same in the EBAC bank account;
- b) Be responsible for monitoring EBAC income compared to annual budget income and shall take appropriate action in cases of discrepancy;
- c) Direct the preparation and review the summary of income for each deposit. The income summary shall be subtotaled by activity;
- d) Present a monthly summary of deposits, subtotaled by activity, at the General Membership meeting. Copies of the income summaries and monthly summary shall be presented to the EBAC Treasurer.

SECTION 5 TREASURER

The EBAC Treasurer shall:

- a) Record all receipts from the EBAC Financial Secretary; approve and record all expenditures of EBAC funds;
- b) Record all transactions and maintain an annual record of the EBAC account;
- c) Provide a Treasurer's report at the General Membership meeting, of the status of the EBAC account with a summary of income and expenditure activity for the preceding month;
- d) Prepare the annual EBAC budget for review by the EBAC officers and submittal by the EBAC President;
- e) Provide and maintain an annual report of all EBAC income and expenses by activity or each calendar year.

SECTION 6 HONORARY PRESIDENT

- a) The Honorary President is a ceremonial position and carries no functional responsibilities or attendance requirements.

SECTION 7 EBAC BOARD OF DIRECTORS

The EBAC Board of Directors shall:

- a) Monitor compliance with all EBAC rules and regulations;
- b) Approve or disapprove all requests for unbudgeted expenditures over one hundred dollars(\$100), which have been approved at a General Membership meeting;
- c) Approve or disapprove all requests to participate as an unbudgeted EBAC activity, even at no cost to the EBAC, which have been approved at a General Membership meeting;
- d) Serve on committees as directed by the EBAC President;
- e) Act as a Liaison between the EBAC and the membership for ticket distribution, communication of upcoming events, resolution of complaints and as a general promoter of the EBAC.

ARTICLE VII - MEETINGS

SECTION 1 GENERAL MEMBERSHIP MEETINGS

General Membership meetings shall be held on the first Thursday of each month. If the first Thursday is impacted by a holiday, the President shall designate an alternate date.

SECTION 2 BOARD OF DIRECTORS MEETINGS

The Board of Directors shall meet on the Tuesday following the General Membership meeting. If the Tuesday following the General Membership meeting is impacted by a holiday, the President shall designate an alternate date.

SECTION 3 SPECIAL MEETINGS

Special meetings may be called, as considered necessary by the EBAC President, or requested in accordance with Article VI, Section 1.

SECTION 4 QUORUM

All binding action resulting from any EBAC meeting shall require a quorum present and voting. Quorum requirements are:

- a) General Membership meeting- A quorum shall consist of at least 5 members of the Board of Directors, of which at least 2 must be officers.
- b) Board of Directors and Special meetings- A quorum shall consist of 8 members of the Board of Directors, of which at least 2 must be officers.

SECTION 5 CONDUCT OF MEETINGS

Matters to be considered for EBAC action or endorsement shall be proposed in the form of a motion and voted on as described by Robert's Rules of Order. Votes (except as otherwise noted in these by laws) shall be decided by a simple majority of those present and voting.

ARTICLE VIII - AMENDMENTS

Amendments to these by laws shall be presented in writing to the EBAC Secretary before a General Membership meeting. At the General Membership meeting upon which they were presented to the Secretary, the Secretary will acknowledge them under new business. They will be posted with in a day to the website and will be put into the weekly email until the next General Membership meeting. At the next General Membership meeting and placed on the agenda for action at the following Board of Directors Meeting. The proposed amendment may be edited or revised before the Board of Directors vote to accept by a majority vote. If accepted an amendment shall be prepared and posted for a minimum of 15 days in the EBAC Notice, or other suitable information medium.

Administrative changes to the bylaws may bypass the process described above and need only be approved by the Board of Directors. Within a week of approval, all administrative changes approved by the Board of Directors shall be posted on the website and within the weekly email for a month to allow for a period of review by all members. Objections or comments to any administrative changes shall be raised during the following General Membership Meeting.

END

Last modified on November 21st, 2022