

17<sup>th</sup> December 2009

## **EUROPEAN ASSOCIATION OF SPORT EMPLOYERS** **(EASE)**

### **BYE-LAWS**

#### **PREAMBLE**

Organisations dealing with sports and active leisure and associated collective or individual activities have decided to participate in the social dialogue as defined by the European Union, under the identity of the European Association of Sport Employers (EASE).

This participation relates to the following 3 main sub-sectors:

- professional sport,
- not-for-profit sport (as opposed to professional),
- active leisure

which are constituted as Permanent Committees within EASE.

### **NAME, ADDRESS, OBJECTIVES, DURATION, JURISDICTION**

#### **Article 1: NAME**

This non-profit European association is registered in France under the name of EUROPEAN ASSOCIATION OF SPORT EMPLOYERS (EASE).

#### **Article 2: ADDRESS**

EASE shall be situated at Maison du sport français, 1 avenue Pierre de Coubertin, 75 640 Paris Cedex 13 France.

#### **Article 3: OBJECTIVES**

The objectives of the European Association of Sport Employers are:

- to identify and protect the material and moral interests of its members and represent them at European level,
- to promote and develop the representativeness of EASE within each European country and/or each sub-sector as defined in the Preamble,
- to participate in the European Sectoral Social Dialogue Committee for sports and active leisure,
- to negotiate at European level on behalf of employers in sports and active leisure within its mandate,
- to carry out the above objectives in compliance with existing laws.



#### **Article 4: DURATION**

EASE shall be established for an unlimited period.

#### **Article 5: JURISDICTION**

These Bye-Laws shall be governed by and construed in accordance with French laws and any dispute arising there under shall be subject to the exclusive jurisdiction of the French courts.

## **MEMBERSHIP**

#### **Article 6: FULL AND ASSOCIATE MEMBERSHIP**

- a) **Full membership** is open to employers' groups and associations which are formally recognised at regional, national or European level as the representative bodies for employers within the sub-sectors as identified in the Preamble.
- b) **Associate membership** is open to
  - similar employers' groups and associations which are in the process of recognition, and
  - European and international groups and associations which are active in the sub-sectors as identified in the Preamble and do not have the status of employers' representatives.

#### **Article 7: APPLICATION FOR MEMBERSHIP**

Application for membership shall be sent in writing to EASE along with the applicant's Bye-Laws and the list of its Board members. EASE Board will review the application and its decision will be final.

#### **Article 8: TERMINATION OF MEMBERSHIP**

Any member wishing to withdraw from membership shall give written notice to the Board of the withdrawal at least 6 months in advance; during this period, the membership and obligation to pay the fee(s) and all financial commitments shall remain unaffected.

A member can be expelled by a decision of the General Assembly. The member shall have the right to present its defence beforehand.

Membership shall also terminate in the event of a member being declared bankrupt or upon the completion of winding-up procedures.

#### **Article 9: FINANCE**

The financial resources shall include:

- a) the full and associate members' contributions which will be decided yearly by the General Assembly upon proposition by the Board, and
- b) any other financial resources as permitted legally.

## **GENERAL ASSEMBLY**

### **Article 10: POWERS**

A General Assembly shall be held every year at a venue and on a date determined by the Board for the transaction of the following:

- a) to consider and approve the minutes of the previous General Assembly,
- b) to receive and consider a report from the Board,
- c) to receive and vote on nominations to the Board and its Permanent Committees.

### **Article 11: NOTICE**

A notice of at least 3 weeks shall be given to each member who has met his financial obligation.

### **Article 12: CHAIRMANSHIP**

The Chairman of the Board, or in his absence a Vice-Chairman of the Board, shall act as Chairman.

### **Article 13: PERMITTED ATTENDEES**

Attendees to the General Assembly shall be the EASE Full Members. Associate Members will be permitted to attend without voting rights.

### **Article 14: VOTING**

- a) Each voting attendee shall be entitled to one vote plus, when applicable, one proxy.
- b) Decisions shall be taken by a simple majority.
- c) Voting shall be by ballot unless decided otherwise by a majority of delegates present.

### **Article 15: QUORUM**

The quorum of a General Assembly shall be such number of voting attendees who represent more than fifty percent of the groups or associations which are in full membership with EASE and have paid their yearly subscription.

If the quorum is not reached, the General Assembly is again summoned within the next month, according to the rules fixed above, and rules then without condition of quorum.

### **Article 16: PROXIES**

Any voting attendee shall be able to be appointed as a proxy by another voting attendee who is unable to attend the General Assembly. There shall be only one proxy per person.

## **Article 17: EXTRAORDINARY GENERAL ASSEMBLY**

All General Assembly Bye-Laws shall be applicable except that the Extraordinary General Assembly shall be held:

- a) at the request of the Board or of half of the EASE members,
- b) to consider only changes in the Bye-Laws, and
- c) decisions shall be taken by a two-third majority.

## **BOARD**

### **Article 18: COMPOSITION**

The Board shall consist of 6 persons. Each sub-sector, as defined in the Preamble and in Article 19, shall have one representative. The other 3 persons shall be elected by the General Assembly by a simple majority for a period of 2 years renewable.

### **Article 19: PERMANENT COMMITTEES**

Each sub-sector, as defined in the Preamble, shall be represented by a Permanent Committee. Participation to a Permanent Committee shall be open to EASE Full Members which shall have to join at least one Permanent Committee. EASE Associate Members shall also join at least one Permanent Committee as observers.

Each Permanent Committee shall elect yearly a Chairman who will sit on the Board of EASE. The activities of EASE shall be assigned to each Permanent Committee by the Board.

### **Article 20: POWERS**

The Board shall:

- a) conduct and manage all the activities of EASE,
- b) appoint a General Secretary and a Treasurer among its members immediately after their election,
- c) at its discretion invite observers to its meetings.

Decisions are taken by a simple majority provided that at least 3 members are present or represented.

### **Article 21: CHAIRMANSHIP**

The Chairman shall be elected by the Board among its 6 members at its first meeting following the General Assembly by a simple majority and for a period of 2 years renewable.

The Chairman shall:

- a) file all legal documents,
- b) chair the Board at the General Assembly. For both of them he will carry, if necessary, a casting vote,
- c) represent EASE in all legal proceedings.