

## EUROPEAN ASSOCIATION OF SPORT EMPLOYERS (EASE)

November 29th 2016

Organisations dealing with sports including physical activity 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).

### 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 in labour market and labour relations issues and represent them at European level,
- ★ to promote and develop the representativeness of EASE within each European country,
- ★ to participate in the European Sectoral Social Dialogue Committee for sports,
- ★ to negotiate at European level on behalf of employers in sports within its mandate,
- ★ to disseminate and exchange knowledge about labour market and labour relations in sports,
- ★ to influence opinions and lobby about labour market and labour relations in sports in a European context,
- ★ 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 By-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: CATEGORIES OF MEMBERSHIP**

- a) Full membership is open to employers' groups and associations which are formally recognised at regional or national level as the representative bodies for employers within sport.
- b) Associate membership is open to employers' groups and associations which are in the process of recognition, and European and international groups and associations which are active in sport and do not have the status of employers' representatives;
- c) Network membership is open to every organisation which is interested in labour market and labour relations issues in the sport sector, but which does not qualify for full member or associate member.

**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 before the start of a new calendar year.; 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, associate and network 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.
- d) The Board shall nominate the EASE representatives in European Social Dialogue meetings.

**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 President of the Board, or in his/her absence a Vice-President of the Board, shall act as Chairman.

**Article 13: PERMITTED ATTENDEES**

Attendees to the General Assembly shall be the EASE Full Members. Associate Members and Network 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: 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 16: EXTRAORDINARY GENERAL ASSEMBLY**

All General Assembly By-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 By-Laws, and
- c) decisions shall be taken by a two-third majority.

**BOARD**

**Article 17: COMPOSITION**

The Board shall be open to EASE Full Members and shall consist of a minimum of 4 and maximum of 8 persons. These persons shall be elected by the General Assembly by a simple majority for a period of 2 years renewable.

**Article 18: POWERS**

The Board shall:

- a) conduct and manage all the activities of EASE,
- b) appoint a Vice-President, General Secretary and a Treasurer among its members immediately after their election,
- c) at its discretion invite observers to its meetings;
- d) nominate the EASE representatives in European Social Dialogue meetings.

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

**Article 19: PRESIDENCY**

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

The President shall:

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