



**NEW ENGLAND WATER ENVIRONMENT ASSOCIATION
EXECUTIVE COMMITTEE MEETING
AGENDA with Select Committee Chairs
Tuesday, November 12, 2019, 9:30 am - 12:30 pm
NEWEA Office, 10 Tower Office Park, Suite 601, Woburn, MA 01801**

- I. Call to Order, Establishment of Quorum – Introductions and Welcome** – Ray Vermette, President
- II. Approval of the Agenda** – Ray Vermette, President
- III. Approval of the Minutes and Announcements of Notices** – Ray Vermette, President
- IV. Key Officers Report**
 - A. President – Ray Vermette
 - B. President-Elect – Jennifer Kelly Lachmayr
 - C. Vice President – Virgil Lloyd
 - D. Past President – Janine Burke-Wells
 - E. Treasurer – Mac Richardson
 - F. State Directors
 - Connecticut – Bill Norton
 - Maine – Jeff McBurnie
 - Massachusetts – Justin deMello
 - New Hampshire – Steve Clifton
 - Rhode Island – Scott Goodinson
 - Vermont – Chris Robinson
 - G. Executive Director – Mary Barry
- V. WEF Delegate, Council Directors and Committee Reports**
 - A. WEF Delegates -
Matt Formica
Susan Guswa
Jim Barsanti
Peter Garvey - Incoming
 - B. Ad Hoc Committee Council/Vice President – Virgil Lloyd, Vice President
ASA/State Director – Virgil Lloyd, Vice President
Innovation TF – Marianne MacDonald, Innovation Advisor
 - C. Collection Systems and Water Resources Council – John Digiacomo, Director
 - D. Communications Council – Meg Tabacsko, Director
 - E. Management Review Council – Janine Burke-Wells, Past President
Assessment and Development – Marylee Santoro, Chair
Bylaws – Jim Barsanti, Vice Chair
 - F. Meeting Management – Kate Biedron, Director
 - G. Outreach Council – Justin Skelly, Director
Government Affairs – Bob Fischer, Chair
 - H. Treatment, Systems Operations, and Management Council – Phil Forzley, Director
- VI. Items for Discussion/Action Items**
 - A. Item for Discussion - Workforce Development - Janine Burke-Wells, Past President
 - B. Item for Discussion – 2014 Planning Session – Voluntary Certification Update – Virgil Lloyd, Vice President
 - C. Item for Discussion - WEF Grants - Discussion of Topics - Fred McNeil, Incoming Vice President
<https://www.wef.org/membership/ma-resource-center/pilot-ma-grant-program/>



NEWEA
WORKING FOR WATER QUALITY

- D. Item for Discussion – Financial Planning – Mac Richardson, Treasurer
- E. Item for Discussion - WEF Fellows Program - Call for Applications - Matt Formica, WEF Delegate
<https://www.wef.org/membership/awards-recognition/wef-fellows-program/>
- F. Action Item - Request to approve WEF By-Laws changes – Mike Bonomo, By-Laws Chair

VII. Schedule of Events - See Calendar of Events

VIII. Adjournment



**NEW ENGLAND WATER ENVIRONMENT ASSOCIATION
EXECUTIVE COMMITTEE MEETING**

AGENDA with All Committee Chairs

Monday, September 9, 2019, 9:30 am - 12:30 pm

ARCADIS, Arcadis, 1 Executive Drive, Suite 303, Chelmsford, MA 01824

- I. **Call to Order, Establishment of Quorum – Introductions and Welcome** – Ray Vermette, President. Meeting called to order at 09:45 AM. A quorum was established. Introductions were made around the table. The following Board members were in attendance: Mary Barry, Jim Barsanti, Kate Biedron, Howard Carter, Janine Burke-Wells, Denise Descheneau, Danielle DiRuzza, Matt Formica, Peter Goodwin, Tom Groves, Lauren Hertel, Renie Jesanis, Jennifer Lachmayr, Scott Lander, Virgil Lloyd, Jeff McBurnie, Bill Norton, Travis Peaslee, Mac Richardson, Chris Robinson, Justin Skelly, Natalie Sierra, Meg Tabascko, Charles Tyler, Colin O'Brien, Ray Vermette, Dennis Vigliotte, Becky, Weidman, Ray Willis, Also in attendance: Cindy Avagianos, Secretary
- II. **Approval of the Agenda** – Ray Vermette, President. A motion was made by Mr. Vermette to approve the Agenda, seconded by Mac Richardson **MOTION CARRIED**
- III. **Approval of the Minutes and Announcements of Notices** – Ray Vermette, President. A motion was made by Mac Richardson and seconded by Ray Willis to approved the Minutes of the June 2, 2019 Executive Committee Meeting. **MOTION CARRIED**
- IV. **Key Officers Report**
 - A. President – Ray Vermette. Present. Report submitted
 - B. President-Elect – Jennifer Kelly Lachmayr. Present. Report not submitted
 - C. Vice President – Virgil Lloyd. Present. Report not submitted. Mr. Lloyd will report under Ad Hoc discussion item.
 - D. Past President – Janine Burke-Wells. Present. Report not submitted.
 - E. Treasurer – Mac Richardson. Present. Reports submitted. Refer to Action Items I & J.
 - F. State Directors
 - Connecticut – Bill Norton. Present. Report submitted.
 - Maine – Jeff McBurnie. Present. Report submitted.
 - Massachusetts – Justin DeMello. Not present. No report submitted.
 - New Hampshire – Steve Clifton. Not present. Report not submitted.
 - Rhode Island – Scott Goodinson. Not present. Report submitted.
 - Vermont – Chris Robinson. Present. Report not submitted. Mr. Robinson spoke about meeting with municipals in the state of Vermont on poor pre treatment scoring and trying to fix issues. Will be speaking to regulators at upcoming Fall Tradeshow regarding these pre treatment results. First stormwater training scheduled 9/20/19. Green Mountain Water Environment Association (GMWEA) started new sponsorship program, raised \$3,500 dollars. Program will be rolling out recruitment program for additional membership.
 - G. Executive Director – Mary Barry. Present. Ms. Barry introduces Cindy Avagianos from the NEWEA office and discusses her role at NEWEA. Preparing for Annual Conference 2020. Spring meeting scheduled for May 31, 2020 at Lake Morey, Fairly Vermont. Looking at November 2019 for next Executive Committee Meeting. Discussion follows.
- V. **WEF Delegate, Council Directors and Committee Reported**
 - A. WEF Delegates -
 - Fred McNeill – Present. Report submitted. Mr. McNeill reported that NEWEA members attended WEFMAX meetings in Arizona and Alabama to share some of NEWEA's efforts with membership retention and growth.
 - Matt Formica – Present. No report submitted. Mr. Formica spoke about great NEWEA success. Announced Officer for WEF: Trustees Howard Carter and John Trofatter. Big effort for pubic outreach on Brave Blue World movie. Wrapping up different work groups, worked on members resource group. Will be submitting questions for input from MA's to WEF to Ms. Barry to distribute. Hoping for input to get better lines of communication between MA's and WEF.
 - Susan Guswa – Not present. No report submitted.
 - Jim Barsanti – Incoming WEF Delegate – Present. Report submitted.
 - B. Ad Hoc Committee Council – Virgil Lloyd, Vice President
 - ASA/State Director – Virgil Lloyd. Present. Report submitted. Mr. Lloyd reported on Item B, ASA/State Director group.

Innovation TF – Howard Carter. Present. No report submitted. Mr. Carter defers to Action Item work related task forces. Looking to keep viable relationship with schools by reaching out to colleges in their state for a helpful pipeline to membership and students. This will increase possibility to setup Executive Committee Meetings on their campus. Finalizing details.

University/College Partnership TF – James Plummer. Not present. No report submitted.

Veterans Workforce Development – Peter Goodwin. Present. Report submitted. Mr. Goodwin reported that Ms. Jim Barsanti will participate in the Veterans workforce.

Voluntary Certification TF – Tom Groves. Present. Report submitted.

- C. Collection Systems and Water Resources Council – John Digiacommo, Director. Not present. Report submitted.
Collection Systems – Peter Garvey. Not present. No report submitted. Mr. Garvey will continue to look into WEF Collection Systems on planning WEF Collections Systems Specialty Conference.
CS Certification – Greg Kidd. Not present. No report submitted. Mr. Kidd will continue working on Lab Practices Committee and will help support Certification Task Force.
CSO/Wet Weather Issues – Steve Perdios. Not present. Report submitted.
Industrial Wastewater – Sarah White. Not present. Report submitted.
Stormwater – Angela Blanchette. Not present. No report submitted.
Water Reuse – Rob Scott. Not present. Report submitted.
Watershed Management – Jennifer Johnson. Not present. No report submitted.
- D. Communications Council – Meg Tabacsko, Director. Present. Report submitted.
Journal – Allie Bowen. Not present. Report submitted.
Public Awareness – Denise Descheneau. Present. Report submitted. Ms. Descheneau reported since last Executive Committee Meeting, NEWEA was awarded WEF grant of \$20,000 to fund the Water for Life campaign. NEWEA is tasked with matching the \$20,000 contribution.
Website – Renie Jesanis. Present. Report submitted. Ms. Jesanis reported beginning push for new members for committee and website updates from committee chairs. Currently revising the committee chair charge. Looking in early 2020 to conduct a usability test for feedback on navigating the website. Suggestions for new banner photos, amongst other things setting up google groups for each committee to help with managing meetings, committee documents and email access.
Youth Education - Danielle DiRuzza, for Lenny Young reported successful Teacher Training that included 21 teachers. One of the teachers that attended was featured in a radio show this would be good for NEWEA to promote this exposure. Teacher Training to expand to states of NH, ME. Goal to discuss what both of committees are doing and take from each one to collaborate joint events together. Looking for volunteers for Mass Stem Hub and Mass Stem week challenge. Professionals in the field to mentor kids. Big showcase to be in Boston, October 25, 2019.
- E. Management Review Council – Janine Burke-Wells, Past President. Present. Report not submitted.
Assessment and Development – Marylee Santoro. Not present. Report submitted. .
Awards – Jay Sheehan. Not present. Report submitted. Refer to Action Item VI G
Bylaws – Mike Bonomo. Not present. Report not submitted.
Comm. Member Apprec. – Denise Descheneau. Present. Report not submitted.
Nominating – Ray Willis. Present. Report not submitted.
Sponsor – Dennis Vigliotte. Present. Report not submitted. Discussed continued final work on the sponsor program. Hotel key cards, napkins for coffee breaks, some of the branding sponsorships are limited to a first come first serve basis.
- F. Meeting Management – Kate Biedron, Director. Present. Report not submitted.
Program – Amy Anderson. Not present. Report not submitted.
Registration – Meg Tabacsko. Present. Report submitted. Ms. Tabacsko reported highest numbers since 2006.
Exhibits
Conference Arrangements
- Outreach Council – Justin Skelly, Director. Present. Report not submitted. Colin O'Brien is voting on behalf of Justin Skelly (Public Outreach Council Director)

Government Affairs – Bob Fischer. Not present. Report submitted.
 Humanitarian Assist. & Grants – Marina Fernandes. Not present. No report submitted.
 Membership – Peter Frick. Not present. Report submitted.
 Public Education – Lenny Young. Not present. Report submitted.
 Safety – Dave Wright. Not present. Report submitted.
 Scholarships – Nick Valinski. Not present. Report not submitted.
 Student Activities – Nick Tooker. Not present. Report submitted.
 Water for People – Renie Jesanis. Present. Report submitted. Ms Jesanis defers to VI A
 Young Professionals – Colin O'Brien. Present. Report submitted. Mr. O'Brien reports Young Professionals Award has been selected and a more intentional description for the award to be developed. Looking to feature the award at the Summit and bring attention to the awardee. Mr. O'Brien notes strong attendance at the committee appreciation event from Young Professionals. Mr. O'Brien discussed the mentoring program and upcoming Poo & Brew events. A sponsor for Poo & Brew consultant to contribute to NEWEA helps to pay for themselves. They now have a \$10.00 student rate.

- G. Treatment, Systems Operations, and Management Council – Phil Forzley, Director. Not present. No report submitted.
 Asset Management – Dan Roop. Not present. Report submitted.
 Contaminants of Emerging Concern – Rachel Watson. Not present. Report submitted. Ms. Watson noted in her report she is located in NJ and currently looking for a replacement for her chair. This is an important position due to the innovation side.
 Energy – Sharon Nall. Present. Report submitted. Ms. Nall reported moving forward connect with Plant Operations committee possible spring of 2020.
 Laboratory Practices – Walter Palm. Not present. Report submitted. Jim Galasyn reported that an exam should be ready in a month. Ms. Barry reported that Walter Palm worked on improving how our exams are stored and corrected and proposed piloting an electronic system that was supported by the SMT.
 Operation Challenge – Travis Peaslee. Present. Report submitted. Mr. Peaslee reported Scott Goodinson will take over as committee chair in 2020.
 Plant Operations – Tom Hazlett. Not present. Report not submitted. Looking for a Vice Chair for 2020.
 Residuals Management – Natalie Sierra. Present. Report not submitted. Ms. Sierra reported specialty conference being setup, will have a Poo & Brew night prior with full technical day sessions, half days on Friday. Casino effect on one of the nights. Details will be coming. NEWEA paid into the Nebra fund, Mass DEP slower approach to regulation.
 Small Community – Kurt Mailman. Not present. No report submitted.
 Utility Management – Gary Zrelak. Not present. Report submitted. Specialty conference scheduled 11/15/19.

VI. Items for Discussion/Action Items

- A. Item for Discussion - Water For People Committee - name and mission change - Renie Jesanis, WFP Chair. Ms. Jesanis reported membership has been dropping over the last 3 to 4 years, with current 6 members only having 2 or 3 events. Every other year the Gala and Softball Tournament. Gala might not be returning due to the attendance decline. Trying to expand scope of Water for People Committee, by including service events locally. Members want more hands on activities. To increase the scope would be add capacity for service events. It's been difficult retaining members. Open for thoughts/questions/concerns to add to that Committee. Ms. Barry reported that Central States went in a similar route, and established an actual program Global Water Citizen <http://cswea.org/multisite/> They have senior professionals, young professionals working together on projects. Looking for US people that need our support, who can relate more on what people are interested in doing. Ms. Jesanis reported more events are desirable. They are not cutting what they are doing, they just do not have enough to do. Mr. Barsanti reported that Humanitarian and grants may have some overlap and they could be combined. The context that Water for People have, may be what Humanitarian is looking for.
- B. Item for Discussion - Workforce Development - Janine Burke-Wells, Past President. Ms. Burke-Wells reported bringing together Vet Programs Student Outreach and Bayworks. Considered moving Student Outreach at Colleges and University Task Force (James Plubmer) would be better to roll up under Student Activities Committee (consider part of Action Item in November).
- C. Item for Discussion – 2014 Planning Session – Voluntary Certification Update – Virgil Lloyd, Vice President. Mr. Lloyd reported in 2014 NEWEA started looking at Voluntary Certification Programs. Discussed current committee structures – different for Collections Systems and Lab. A lot of work on development of details has been done. Looking at administering a structure to help finish the work of the task force. Looking at different options: new Certification Committee that would live and function as sub committees and could reach out to technical committees for back up and support and independent committee structures make sub committee of collections. Pros/Cons discussion. Also consider changing the name from Voluntary Certification to NEWEA Certification to increase value.
- D. Action Item - Request to change By-Laws by adding Innovation Council as outlined in Council Charge and clarify current Councils and Director Roles/Title in the By-Laws as appropriate, President to appoint Marianne MacDonald as Special Advisor

to President on Innovation until By-Law approval from Membership and WEF - Howard Carter/Marianne MacDonald, Innovation Task Force. Mr. Carter reported June to merge Newin, clarification of the by-laws and bringing in councils to the by-laws is very exciting, has taken two years to get this point. . A Motion was made by Mr. Carter and seconded by Ms. Biedron to approve the requested merger. **MOTION CARRIED**

- E. Discussion Item/Action Item - Proposed By-Laws changes to include: NEWEA only Membership to allow for a NEWEA Only Regulator Membership, add an Innovation Council and Director and Clarify Current Councils and Director Roles/Titles - Mike Bonomo, By-Laws Chair A Motion was made by Mr. Barsanti and seconded by Mr. Burke-Wells to approve. **MOTION CARRIED**
- F. Item for Discussion - Action Item - Proposed changes to Membership to expand Corporate Membership Category from 1 to 3 Categories (Small, Mid, Large) - Peter Frick, Membership Chair. Peter Frick not present. Ms. Barry reported this is about the merger, traditionally individual, one corporate membership, 5 corporate members. Ms Barry reported what the membership includes. Need to look at current corporate memberships, move our base benefit to \$500, add an additional for \$1,500, then add 3rd membership to \$10,000. No matter the level, benefits are the same for WEF, however, more tiered benefits on the innovation side with NEWEA. Innovation Council that Howard Carter/Marianne MacDonald are working with partnership with the board. This needs to be restructure in our membership to give a home to the new merger Nuwin. This is directed to bringing in the new members into NEWEA and will allow us to do the billing to bring in the revenue. A Motion was made by Mr. Richardson and seconded by Mr. Carter. **MOTION CARRIED**
- G. Action Item – 2019 Proposed Awards Nominations – Jay Sheehan, Awards Chair. Jay Sheehan not present. Ms. Burke-Wells reported this should go to Greater Lawrence. Everyone added corrections to the document. A Motion was made by Ms. Burke-Wells and seconded by Mr. Lloyd. **MOTION CARRIED**
- H. Action Item – 2019 Proposed Nominations Slate of Officers – Ray Willis, Nominations Chair. Ray Willis present. Following nominations to the Executive Committee Meeting 1/26/2020 Mr. Willis named all the nominees. A motion was made by Mr. Willis and seconded by Mr. Richardson. **MOTION CARRIED**
- I. Action Item – FY19 Q3 Report – Mac Richardson, Finance Chair. Mac Richardson present. Mr. Richardson reported that the Annual Conference 2019 did well along with the Spring Meeting. 2019 budget anticipated transfer from savings. A Motion was made by Mr. Richardson and seconded by Mr. Burke-Wells. **MOTION CARRIED**
- J. Action Item – Proposed FY20 Budget – Mac Richardson, Finance Chair. Mac Richardson present. Mr. Richardson reported the finance budget is proposed. A few things were anticipated by Newin income of \$50,000, expenses would be \$25,000. The Newin addition would bring an anticipated profit of \$25,000 for Newin in this coming year. NEWEA needs to invest savings. Motion was made by Mr. Richardson, seconded by Ms. Burke-Wells **MOTION CARRIED**

VII. Schedule of Events - See Calendar of Events

VIII. Adjournment. A Motion was made to adjourn the meeting by Mr. Vermette, seconded by Ms. Burke-Wells. **MOTION CARRIED.** The meeting adjourned at 12:45 PM.

OFFICER REPORTS

Subject: FW: Report Submittal Confirmation

Date: Wednesday, October 23, 2019 at 9:56:36 AM Eastern Daylight Time

From: Cindy Avagianos

Executive Committee Meeting Date

November

Name of Committee or Office

President

Meetings/Conference Calls Held

Participated in monthly Innovation/ NEWEA-NEWIN calls.
9-9-19 Attended the September ECM in Chelmsford, MA
9-11-19 Presented Awards at the MeWEA Fall Conference in Northport, ME.
9-13-19 Attended the NHWPCA Fall Meeting in North Conway, NH.
Held monthly SMT calls.
9-21/25-19 Attended WEFTEC in Chicago.
10-1-19 ASA/State Directors call.
10-17-19 NEWEA Biosolids Conference opening remarks in Springfield MA.
10-25-19 Attended CAWPCA Fall Workshop in Plantsville, CT

Report Submitted by

Ray Vermette

Submitter's Email

sonnyvermette@yahoo.com

Date Submitted

10/23/2019

Subject: Committee/Officer Report Submission

Date: Monday, November 11, 2019 at 3:13:01 PM Eastern Standard Time

From: Virgil Lloyd

To: mail@newea.org

Executive Committee Meeting Date

November

Name of Committee or Office

Vice President

Activities/Decisions Since Last Executive Meeting

Participated in SMT calls, and financial budgeting.

Meetings/Conference Calls Held

conducted meetings/conference calls with Certifications Task Force, and jointly developed action plan for implementing recommendations. The group will be meeting in person in December to discuss possible approaches to define a structure for support of the certifications.

Conducted quarterly conference call of the ASA/State Directors. Ongoing discussion topics include Government Affairs updates, PFAS, supporting the Public Awareness initiative (among other items). These calls are well attended and usually feature a lively discussion.

Report Submitted by

Virgil Lloyd

Submitter's Email

vlloyd@fando.com

Date Submitted

11/11/2019

STATE DIRECTOR

Subject: Committee/Officer Report Submission

Date: Thursday, November 7, 2019 at 2:43:36 PM Eastern Standard Time

From: Bill Norton

To: mail@newea.org

Executive Committee Meeting Date

November

Name of Committee or Office

Director - Connecticut

Activities/Decisions Since Last Executive Meeting

None to report on.

Meetings/Conference Calls Held

NEBRA Conference

Action Plan Committee/Officer Assignments

None to report on.

Committee Member School Outreach Activities

Tour of the Fairfield WPCF for the Sacred Heart University on November 6, 2019.

General Comments

None at this time.

Report Submitted by

Bill Norton

Submitter's Email

wnorton@fairfieldct.org

Date Submitted

11/07/2019

Subject: Committee/Officer Report Submission

Date: Tuesday, October 29, 2019 at 8:26:40 AM Eastern Daylight Time

From: Jeff McBurnie

To: mail@newea.org

Executive Committee Meeting Date

November

Name of Committee or Office

Director - Maine

Activities/Decisions Since Last Executive Meeting

Arranged and led facility tour for VT Operator Exchange Rep - 9/11
Moderator for MEWEA PFAS Summit - 9/13
Identified Operator Exchange candidate - ME --> VT - 9/17

Meetings/Conference Calls Held

MEWEA Fall Conference - 9/12-13
ASA Conference Call - 10/1
NEBRA/NEWEA Biosolids Specialty Conference - 10/17-18

Action Plan Committee/Officer Assignments

None

Committee Member School Outreach Activities

None

General Comments

Continue to participate in the Maine Governor's PFAS Task Force meeting as Biosolids Management representative (9/25 & 10/29). Final recommendation report anticipated by 12/18.

Report Submitted by

Jeff McBurnie

Submitter's Email

jeff.mcburnie@casella.com

Date Submitted

10/29/2019

W. Steven Clifton

From: NEWEA <mail@newea.org>
Sent: Tuesday, October 29, 2019 11:26 AM
To: sclifton@underwoodengineers.com
Subject: Report Submittal Confirmation

Thank you! We've received your report submittal for the upcoming executive committee meeting.

Here's a copy of your submittal:

Executive Committee Meeting Date

November

Name of Committee or Office

Director - New Hampshire

Activities/Decisions Since Last Executive Meeting

The NHWPCA Fall Meeting was held on September 13th at the North Conway Water Precinct WWTF. George Ciccone from the Fairfield, Connecticut WPCF attended the meeting as part of the NEWEA Operator Exchange Program. George spent the previous two days touring the Nashua, Manchester, Exeter, Pease and Peirce Island wastewater facilities to get a good overview of the New Hampshire wastewater experience.

New Hampshire and Vermont teamed up to tour the Deer Island WWTF. The event took place October 3rd and was cosponsored by NHWPCA, GMWEA and VTRWA. Ray Peebles coordinated the event on behalf of NHWPCA.

Meetings/Conference Calls Held

October 1st - Attended the ASA/Director Conference Call held at 3:00 pm
NHWPCA Board of Directors holds meetings on the third Friday of the month and since the last report, held meetings on the following dates:
September 13th at the Fall Meeting
October 11th at 10 am at Cornerstone in Concord, NH

Action Plan Committee/Officer Assignments

NA

Committee Member School Outreach Activities

NA

General Comments

Happy Thanksgiving to all Water Professionals

Report Submitted by

Steve Clifton

Submitter's Email

sclifton@underwoodengineers.com

Date Submitted

10/29/2019

*NHWPCA WWTCA MTG
DECEMBER 13 @
EXETER WWTF*

Subject: Committee/Officer Report Submission

Date: Friday, November 8, 2019 at 5:25:30 PM Eastern Standard Time

From: Scott Goodinson

To: mail@newea.org

Executive Committee Meeting Date

November

Name of Committee or Office

Director - Rhode Island

Activities/Decisions Since Last Executive Meeting

Pawtucket Red Sox - Aug 16

Annual Clambake & Tradeshow - Sept 6

WEFTEC - Sept 21-25

Meetings/Conference Calls Held

ASA meetings on:

Aug 12

Oct 8

Nov 12

Action Plan Committee/Officer Assignments

Nominations Committee Meeting/Lunch - Nov 8

Committee Member School Outreach Activities

NWPCA / NEWEA Teacher/Public Outreach Training - Aug 20

General Comments

Mechanical Seal & Maintenance in Wastewater Training - Nov 21

General Board Elections will be held at the Annual Holiday Party next month.

Report Submitted by

Scott Goodinson

Submitter's Email

goodinson4@msn.com

Date Submitted

11/08/2019

Subject: Committee/Officer Report Submission

Date: Wednesday, November 6, 2019 at 11:24:49 AM Eastern Standard Time

From: Chris Robinson

To: mail@newea.org

Executive Committee Meeting Date

November

Name of Committee or Office

Director - Vermont

Activities/Decisions Since Last Executive Meeting

ANR/Regulator's meeting - This quarterly meeting was held on October 4th in Montpelier. Agenda items included discussions regarding Pretreatment, the new 3-9050 stormwater permit (3-Acre Permit), Wetlands statute revisions, PFAS drinking water testing results, Residuals PFAS sampling update, and the Clean Water Service Provider process within the new Water Investment Division.

VT Stormwater Manual Training - GMWEA held a training session on the new 2017 VT Stormwater manual on September 20th in Montpelier. The training was very successful with all 30 seats were occupied. Another training is being planned for 2020. Probably around February/March timeframe.

Sacramento Course Trainings - GMWEA held a basic and an advanced Sacramento course this past summer/fall. It was very well received again and there are plans to hold these two courses again in 2020. The new SAC books are awesome...check them out!

Succession Planning - GMWEA has set a priority to increase the involvement of the 400+ members in the organization. Approximately 1/3 of the board is planning to step down or step back from their position on the BOD.

Government Affairs - The GMWEA Committee is preparing for the next legislative session. PFAS, and the repercussions of it, will likely dominate the session.

LCBP Grant Project - The second brochure (billing stuffer) is completed (Pharmaceuticals and Personal Care Products) and will be distributed to 270 municipal entities in VT. The first brochure "Cloggers" was focused on products that should not be flushed since they cause clogs. This was well received by municipalities and I actually received one with my bill from the City of Vergennes.

Operator Exchange - VT hosted the Maine operator this year, Chris Cline from Yarmouth. Chris arrived on Monday October 28th and returned on Wednesday October 30th. While in VT he visited the following facilities: White River Junction, Quechee, Montpelier, South Burlington, and Essex Junction. He also received a quick tour of Shelburne Farms and attended the GMWEA Fall Trade Show and Conference. Chris is a great guy and it was a pleasure to have him in VT.

Meetings/Conference Calls Held

The GMWEA holds its board meetings each month on the 2nd Wednesday of the Month. The meetings alternate between the Burlington area and the Montpelier area. These locations are voted on at the beginning of each year based on convenience for the board members.

GMWEA held their Annual Trade Show & Conference on October 30th at the Double Tree in South Burlington

General Comments

Thank you to Mary Barry and Janine Burke-Wells for attending the GMWEA Fall Conference

Report Submitted by

Chris Robinson

Submitter's Email

crobinson@shelburnevt.org

Date Submitted

11/06/2019

WEF DELEGATE

Subject: Committee/Officer Report Submission

Date: Wednesday, October 23, 2019 at 7:51:59 AM Eastern Daylight Time

From: James Barsanti

To: mail@newea.org

Executive Committee Meeting Date

November

Name of Committee or Office

WEF Delegate

Activities/Decisions Since Last Executive Meeting

My activities included attending WEFTEC in Chicago, working with the NEWEA and WEF Bylaws Committees on our Bylaws revisions, and a meeting with the student chapter at Northeastern University.

Meetings/Conference Calls Held

At WEFTEC, I was assigned to the HOD Outreach Committee and will be serving as the committee chair. I am also serving on the WEF Operators Advisory Panel and Workforce Development Work Group. I attended the WEF Collections Systems Committee and Public Communications and Outreach Committee meetings. I will be serving as a Technical Practice Group Chair for Field Operation and Maintenance for the WEF CSC.

I am a member of the NEWEA Innovation Task Force and have been participating in those monthly conference calls.

Action Plan Committee/Officer Assignments

None at this time.

Committee Member School Outreach Activities

I attended a meeting with the Northeastern NEWEA Student Chapter on October 3rd. In addition to presenting an update on our work in Framingham, I showed the students the new WEF Brave Blue World trailer. I anticipate visiting with our WPI AAEES/NEWEA student chapter in November. I visited with 3rd graders at the Framingham King Elementary School for Imagine a Day Without Water on October 22nd. We had a presentation and a Q and A with the students, and they will be creating posters on why water is important to them for a contest that we have at DPW. I will be visiting with the Norfolk Agricultural High School in mid November for an advisory board meeting.

General Comments

Better stop dreaming of the quiet life, 'cause it's the one we'll never know.

Report Submitted by

James Barsanti

Submitter's Email

jrb@framinghamma.gov

Date Submitted

10/23/2019

**VICE PRESIDENT/AD HOC
COMMITTEE COUNCIL**

Subject: Committee/Officer Report Submission

Date: Monday, November 11, 2019 at 3:13:01 PM Eastern Standard Time

From: Virgil Lloyd

To: mail@newea.org

Executive Committee Meeting Date

November

Name of Committee or Office

Vice President

Activities/Decisions Since Last Executive Meeting

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Meetings/Conference Calls Held

conducted meetings/conference calls with Certifications Task Force, and jointly developed action plan for implementing recommendations. The group will be meeting in person in December to discuss possible approaches to define a structure for support of the certifications.

Conducted quarterly conference call of the ASA/State Directors. Ongoing discussion topics include Government Affairs updates, PFAS, supporting the Public Awareness initiative (among other items). These calls are well attended and usually feature a lively discussion.

Report Submitted by

Virgil Lloyd

Submitter's Email

vlloyd@fando.com

Date Submitted

11/11/2019

**COMMUNICATIONS
COUNCIL**

Subject: Committee/Officer Report Submission

Date: Thursday, October 24, 2019 at 1:24:18 PM Eastern Daylight Time

From: Meg Tabacsko

To: mail@newea.org

Executive Committee Meeting Date

November

Name of Committee or Office

Director - Communications Council

Activities/Decisions Since Last Executive Meeting

-Attended WEFTEC 2019 - Sept. 21-25

Meetings/Conference Calls Held

-Participated in NEWEA/NEWWA Jt. YEC Mtg.

Report Submitted by

Meg Tabacsko

Submitter's Email

meg.tabacsko@mwra.com

Date Submitted

10/24/2019

Subject: New submission from NEWEA Education Outreach Presenter Survey

Date: Friday, November 8, 2019 at 12:21:30 PM Eastern Standard Time

From: Lenny

To: mail@newea.org

Name

Lenny Young

Email

leonard.young@mwra.com

May we contact you in the future?

- Yes

If you're part of a NEWEA Committee, which committee?

Youth Education Committee, Safety Committee

What state are you from?

MA

What grade did you present to?

3

Date of presentation

11/06/2019

How many students were in the class or group?*

100

School/Group Name

LINDEN STEAM ACADEMY

City/Town

MALDEN

State

MA

Materials Used*

WWMC Testing Kits, Imagine a Day Without Water handouts, Dwayne the Storm Drain

Was the NEWEA School kit easy to follow?

- Yes

Did the children seem interested in the materials presented?

- Yes

Did the students participate?

- Yes

MANAGEMENT REVIEW COUNCIL

Subject: Committee/Officer Report Submission

Date: Monday, October 28, 2019 at 1:27:46 PM Eastern Daylight Time

From: Jay Sheehan

To: mail@newea.org

Executive Committee Meeting Date

November

Name of Committee or Office

Awards Committee

Activities/Decisions Since Last Executive Meeting

- Finalized 2020 Slate of Awards Winners
- Submitted Final 2020 Slate to NEWEA for NEWEA ExCom action
- 2020 Final Award Slate approved by NEWEA ExCom
- Contacting 5 non-member Award Winners so they will reenlist with NEWEA

Meetings/Conference Calls Held

- September virtual meeting/email vote to Approve Final 2020 slate
- Correspondence with NEWEA to organize 2020 Award nominees

Action Plan Committee/Officer Assignments

- Meetings TBD upcoming for preparation for Annual Conference Award Luncheon
- Chair/Vice-Chair & Committee still need to:
 - identify 1-2 WEF Awards for 2020 submission
 - notify 5 award-winners that they need to become NEWEA members (all have been contacted, 4 of 5 have agreed at the time this report was filed)
 - verify that NEWEA Directors & Award Nominators have been made aware of people receiving awards
 - review and edit 2020 Award Luncheon script
 - add WEF Award winners to 2020 program
 - formally invite award speaker (Past President) to present at the Awards Luncheon
 - other miscellaneous preparation for 2020 Awards Luncheon

Committee Member School Outreach Activities

N/A

General Comments

For people that read Committee Reports, please thank Mike Wilson for his service. When I hear Mike has been thanked 3 times, I will no longer include this message...

THANK YOU TO MIKE WILSON FOR YOUR TIME & COMMITMENT LEADING THE NEWEA AWARDS PROGRAM FOR THE PAST 2 YEARS!!!

Report Submitted by

Jay Sheehan

Submitter's Email

JSheehan@WoodardCurran.com

Date Submitted

10/28/2019

Subject: Committee/Officer Report Submission

Date: Sunday, October 27, 2019 at 11:45:28 AM Eastern Daylight Time

From: Mike Bonomo

To: mail@newea.org

Executive Committee Meeting Date

November

Name of Committee or Office

Bylaws Committee

Meetings/Conference Calls Held

Several calls and emails to prepare the By-Laws changes to accommodate merger of NEWIN into NEWEA, add a Council Director, modify membership and make several "clean ups" to By-Laws.

Action Plan Committee/Officer Assignments

The By-Laws Committee has made several modifications to the By-Laws to accommodate the inclusion of NEWIN into NEWEA. These changes include membership modifications, the addition of a Council Director and several "clean ups" that the Committee felt were overdue. The By-Laws Committee requests that we have an approval vote to move the final language (with WEF changes) placed on the Annual Meeting ballot. – an action item is recommended to vote on "Approval of final bylaws language and recommendation to place bylaws before the membership for ratification at the annual business meeting of the membership in January." If approved by the EC, the NEWEA office can send out the notice to the membership "as approved and recommended by the Executive Committee."

Report Submitted by

Mike Bonomo

Submitter's Email

mbonomo@idexcorp.com

Date Submitted

10/27/2019

OUTREACH COUNCIL

Subject: Committee/Officer Report Submission

Date: Tuesday, October 29, 2019 at 2:04:23 PM Eastern Daylight Time

From: Robert Fischer

To: mail@newea.org

Executive Committee Meeting Date

November

Name of Committee or Office

Government Affairs Committee

Activities/Decisions Since Last Executive Meeting

Drafted Agenda for Boston GAC Session
Sent agenda/invites to NEIWPC Regulators (one from each NE State)

Meetings/Conference Calls Held

None

Action Plan Committee/Officer Assignments

GAC Conference Call in November

Committee Member School Outreach Activities

None

General Comments

None

Report Submitted by

Robert Fischer

Submitter's Email

bfischer@sbur1.com

Date Submitted

10/29/2019

**ITEMS FOR DISCUSSION/
ACTION ITEMS**



**New England Water Environment Association
Executive Committee Meeting
November 12, 2019**

ACTION ITEM: APPROVE: 2019 NEWEA ByLaws Changes

The By-Laws Committee has reviewed and submits these proposed By-Laws changes to accomplish 3 requested goals:

1. Create a new Innovation Council and Director as a result of the NEWIN merger into NEWEA.
2. Create a NEWEA only (Association only) membership to, among other reasons, allow for Regulator Membership in NEWEA only and any other NEWEA only membership categories the EC may deem appropriate.
3. Clean up some language to bring a consistency to the By-Laws.

Respectfully submitted November 12, 2019 by:

ByLaws Committee

ACTION ITEM

The NEWEA By-Laws Committee recommends that the Executive Committee approve the by-laws changes.

Action:  Approved _____ Approved as Amended
_____ Denied



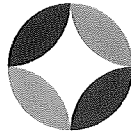
NEWEA bylaws changes to be proposed at the annual membership meeting, January 26, 2020

Below is a table summarizing the 2020 proposed changes to the NEWEA Bylaws. In general, the changes include:

1. Addition of a sixth council director, bringing Executive committee membership to 20 members.
2. Clear listing of the six council director positions, including Public Outreach Council; Collection Systems and Water Resources Council; Treatment, Systems Operation and Management Council; Innovation Council; Communications Council; and Meeting Management Council.
3. Addition of a NEWEA-only (non-WEF) membership category to validate our current “Regulator” membership category and the option for other such categories in future.
4. Language changes suggested by the WEF Bylaws Committee, mostly clarifying the WEF/NEWEA relationship and documentary harmony.
5. Addition of a clause related to procedure in the case of an ultimate dissolution of the NEWEA corporation, requiring a two-thirds membership vote before proceeding; this sensible addition was strongly suggested by the WEF Bylaws Committee.

The following table denotes specific sections of the NEWEA Bylaws that have been altered with explanations of the changes.

Section(s)	Nature of Change
3.1	Added language stating that NEWEA objectives are in harmony with WEF objectives
5.1, 5.2	Added references to NEWEA Association-only memberships
6.2, 6.3	Separated reference to WEF officer status to a separate section for clarity
6.6.1, 7.1.1	Added reference to clarify that there are six state and six council directors
7.1.2, 9.1.3.1	Added language clarifying that WEF delegates must be WEF members
7.2	Added language to include NEWEA member sitting on WEF Board as honorary EC members
9.1.2.6	Added “other duties” clause to Vice President description
9.1.5 et sub	Added language to clarify Council Director roles and to include sixth council director and defined council titles, including addition of Innovation Council
9.1.6 et sub	Added language to clarify State Director roles
9.1.7	Added “other duties” clause to Past President description
9.1.8.1	Added language clarifying honorary WEF officer role with NEWEA Executive Committee
9.2 et sub	Added language to clarify terms of office and to include sixth council director
9.3.1	Clarifying language for annual officer nomination process
11.3.1	Altered language to reflect current renewal and dues reconciliation procedures
11.4 et sub	Added section defining NEWEA Association-only (non-WEF) memberships
12.1.1 et sub	Added language re: NEWEA Association-only memberships and NEWEA direct dues billing
14.2.4.2	Clarified term language in case of Treasurer sitting on nominating committee
19.1, 19.2	At suggestion of WEF, added language regarding procedure for corporate dissolution



NEWEA
WORKING FOR WATER QUALITY

The above changes have been reviewed and recommended by the NEWEA Bylaws Committee, reviewed and accepted by the WEF Bylaws Committee, and approved by the NEWEA Executive Committee at its November 12, 2019 meeting in Woburn, Massachusetts.



NEWEA CONSTITUTION AND BYLAWS
(Adopted xxxxxxxx xx, 20xx)

The NEWEA became a tax-exempt corporation on January 1, 1977. Articles of Organization were issued by the Commonwealth of Massachusetts on that date and are on file with the ASSOCIATION's Executive Director. The constitution and bylaws of the corporation are as follows:

1. NAME

- 1.1 The name of this corporation shall be the New England Water Environment Association Inc., hereinafter designated as the ASSOCIATION and abbreviated NEWEA.

2. AFFILIATION

- 2.1 The ASSOCIATION shall be a member of the Water Environment Federation, hereinafter designated as WEF, and shall participate in the activities of that organization. It is the intent that the Constitution and Bylaws of this ASSOCIATION shall be in harmony with the Constitution and Bylaws of the WEF.

3. OBJECTIVES

- 3.1 The ASSOCIATION shall strive to accomplish the following objectives. All objectives are in harmony with those of WEF.
- 3.2 Advance the fundamental knowledge of the water environment, its basic qualities, and physical laws governing its interaction with other aspects of the environment, and with the aesthetic, economic, and biological needs of the earth's inhabitants.
- 3.3 Advance the knowledge and technology in the design, construction, operation, and management of water quality systems and facilities.
- 3.4 Increase the knowledge and understanding of the earth's water environment and encourage and promote action necessary for its enhancement.
- 3.5 Develop and implement effective delivery mechanisms to rapidly disseminate knowledge concerning the water environment to members and other interested parties.
- 3.6 Promote sound policy in matters relating to the water environment.
- 3.7 Improve the professional status of all personnel engaged in any aspect of protecting and improving the earth's water environment.
- 3.8 Strengthen and build alliances with organizations throughout the world incorporating members of all professions dedicated to the preservation and enhancement of water quality and water resources.
- 3.9 Stimulate public awareness of the relationship of water resources to the public welfare, and the need for pollution prevention, resource recovery, preservation, conservation and reuse of water resources.
- 3.10 Serve the International community of water environment professionals.

4. FRANCHISE

- 4.1 The exclusive service area of the ASSOCIATION shall consist of the states of Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island and Vermont.
- 4.2 No revision to divide the exclusive service area shall be made until the following conditions are met.
- a) A petition requesting such division is presented to the Executive Committee through the President. The petition shall be signed by not less than 51 percent of the ASSOCIATION membership.
- b) A mail ballot, on the question of division of the ASSOCIATION is submitted to the entire membership; and

two-thirds of the voting Individual and Group Members approve the division of the ASSOCIATION.

c) The division is approved by the WEF.

43 No revision to expand the exclusive service area by joining with another member association of the WEF shall be made until the following conditions are met.

a) A petition requesting such joining is presented to the Executive Committee through the President. The petition must be signed by not less than a total of 100 Individual and/or Group Members.

b) A mail ballot on the question of joining another member association is submitted to the entire membership; and two-thirds of the voting Individual and Group Members approve the joining of the ASSOCIATION with another member association.

c) The joining is approved by the WEF.

5. MEMBERSHIP

5.1 The membership of the ASSOCIATION shall consist of persons and organizations interested in any of the objectives of the ASSOCIATION residing in or maintaining a place of business within the exclusive service area of the ASSOCIATION and having such qualifications as are prescribed in the Constitution and Bylaws for the Individual, Group, or ASSOCIATION-Only membership.

5.2 The term "eligible voting member" as used in this Constitution and Bylaws shall include all persons having the rights and privileges of Individual, Group, or ASSOCIATION-Only Members as prescribed in the Constitution and Bylaws.

6. EXECUTIVE COMMITTEE

6.1 The affairs of the ASSOCIATION shall be managed by an Executive Committee under such rules as the Committee may determine, subject to the specific conditions of this Constitution and Bylaws.

6.2 The Executive Committee shall consist of elected officers, ~~(as defined in Section 7.1) and the Executive Director, who shall serve without a vote.~~

6.3 ~~Any sitting member(s) of the WEF Board of Trustees and/or WEF Delegate(s)-at-large whose primary Member Association is the ASSOCIATION shall be invited to participate in the affairs of the Executive Committee in an advisory, non-voting capacity.~~

6.4 Presiding Officer

6.3.1 The President of the ASSOCIATION shall be the Presiding Officer of the Executive Committee.

6.5 Quorum

6.4.1 A quorum of the Executive Committee shall consist of a majority of its members.

6.6 Duties of the Executive Committee

6.5.1 Shall be the representative of the ASSOCIATION and shall manage its affairs and establish policies subject to the conditions and limitations prescribed in the Constitution and Bylaws.

6.5.2 Shall receive all committee reports and take appropriate action on recommendations made in these reports where required.

6.5.3 Shall direct the investment and care of the funds of the ASSOCIATION.

6.5.4 Shall make funds available for regular operation of the ASSOCIATION and for specific purposes. No financial commitments shall be incurred that are beyond the funds available or otherwise due.

6.5.5 Shall approve the hiring of, the annual compensation for, and direct the activities of an Executive Director.

6.6 Proxy Appointment

6.6.1 Any of the six ASSOCIATION State Directors, six ASSOCIATION Council Directors, ASSOCIATION-elected WEF Delegates, or Treasurer may appoint a proxy to serve in his or her behalf at an Executive Committee meeting, provided he or she notifies the President and Executive Director in advance and in writing.

6.7 Senior Management Team

Deleted: , the Executive Director and, if applicable, a WEF Officer and/or WEF Delegate(s)-at-large whose primary Member Association is the ASSOCIATION. The WEF Officer /WEF Delegate(s)-at-large and the Executive Director

- 6.7.1 Shall consist of the President, President-elect, Vice President, Immediate Past President, Treasurer, and Executive Director (in a non-voting advisory role)
- 6.7.2 Shall convene as necessary outside of the Executive Committee in order to make determinations with regard to routine administrative and strategic details of association business requiring immediate decisions and timely action.
- 6.7.3 Shall reasonably and in good faith represent the intentions and expectations of the Executive Committee.
- 6.7.4 Shall report fully and regularly to the Executive Committee with regard to decisions taken and actions consummated on behalf of the Executive Committee.
- 6.7.5 Shall discuss ways to help the Executive Committee make the most efficient possible use of their meeting time to effect and analyze ASSOCIATION business in order to serve the best interests of the membership and the industry.

7. OFFICERS

- 7.1 The officers of the Corporation shall be:
 - 7.1.1 a President, a President-Elect, a Vice-President, the latest living ASSOCIATION Past President, six ASSOCIATION State Directors, six ASSOCIATION Council Directors, and a Treasurer; and
 - 7.1.2 ASSOCIATION-elected Delegates who represent the ASSOCIATION as WEF members on the WEF House of Delegates in terms as defined and designated in the WEF Bylaws.
- 7.2 Any sitting member(s) of the WEF Board of Trustees or WEF-appointed At-Large Delegate(s) whose primary Member Association is the ASSOCIATION shall be given honorary non-voting officer status, and invited to attend all NEWEA Executive Committee meetings.
- 7.3 All officers shall be persons having all the rights and privileges of Active members.

Deleted: WEF's

Deleted: WEF Trustee(s)

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8. APPOINTMENT OF EXECUTIVE DIRECTOR

- 8.1 The Executive Director shall be appointed by the Executive Committee upon the recommendation of the Management Review Committee.

9. OFFICERS

- 9.1 Duties and Functions
 - 9.1.1 President
 - 9.1.1.1 General supervision of the affairs of the ASSOCIATION.
 - 9.1.1.2 Preside at all conferences and meetings of the ASSOCIATION and meetings of the Executive Committee.
 - 9.1.1.3 Be an ex-officio member of all committees, other than the Nominating Committee, and appoint the members of all committees where membership is not otherwise specified by the Constitution and Bylaws.
 - 9.1.1.4 Perform such other duties as may be assigned by the Executive Committee.
 - 9.1.2 President-Elect and Vice President
 - 9.1.2.1 Assist the President in the performance of prescribed duties.
 - 9.1.2.2 Preside at conferences and meetings of the ASSOCIATION and at meetings of the Executive Committee in the absence of the President.
 - 9.1.2.3 Be ex-officio member of all committees other than the Nominating Committee and those chaired by the individual.
 - 9.1.2.4 Perform such other duties as may be assigned by the Executive Committee.
 - 9.1.2.5 In absence of the President, the President-Elect shall act. In case the President-Elect cannot act, the Vice President shall act. In case the Vice President cannot act, the latest living Past President shall do so. The Executive Committee shall elect one of its members to act if the Past President cannot do so.
 - 9.1.2.6 The Vice President shall perform other duties as assigned by the President and Executive Committee.
 - 9.1.3 ASSOCIATION-elected WEF Delegate(s)
 - 9.1.3.1 The ASSOCIATION-elected WEF Delegate(s) shall serve as WEF members on the WEF House of Delegates, in terms as defined and designated in the WEF Bylaws, representing the ASSOCIATION in the conduct of all business by the WEF House of Delegates.
 - 9.1.4 Treasurer
 - 9.1.4.1 See that all moneys due to the ASSOCIATION and the WEF are collected carefully, and, without

Deleted: represent

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Deleted: the WEF.

loss, transferred to and reconciled with the WEF and proper accounts and custody; ensure that all MA dues collected directly by WEF are correctly tracked and properly transferred to and reconciled with the NEWEA account; see that all expenditures are properly entered in the records of the ASSOCIATION, and the bills and vouchers for their payment are proper and in order; and sign or see to the signing of checks or drafts against funds of the ASSOCIATION, all in accordance with procedures established or approved by the Executive Committee.

9.1.4.2 Forward to the Officers and each Executive Committee member a quarterly financial summary of accrued income and expenses consistent with the annual financial statement.

9.1.4.3 Present at the Annual Meeting of the ASSOCIATION a balance sheet of the books as of the end of the previous fiscal year and as of the end of the quarter preceding the Annual Meeting which books shall be made available for audit, annually or as otherwise specified by the Executive

Committee at the expense of the ASSOCIATION, by a public accountant appointed by the Executive Committee.

9.1.4.4 Consult with the officers of the ASSOCIATION as to the custody and investment of funds and preparation of an annual budget.

9.1.5 ASSOCIATION Council Directors

9.1.5.1 ASSOCIATION Council Directors (6 total) represent six councils of ASSOCIATION committees: Public Outreach Council; Collection Systems and Water Resources Council; Treatment, Systems Operation and Management Council; Innovation Council; Communications Council; and Meeting Management Council. Each Council comprises several ASSOCIATION standing committees.

9.1.5.2 Each ASSOCIATION Council Director provides leadership and oversight to his/her Council committees and acts as a liaison and voting representative for each committee to the Executive Committee.

9.1.6 ASSOCIATION State Directors

9.1.6.1 Association State Directors (6 total); each represents his/her respective state and advises the Executive Committee of the needs and initiatives of that state.

9.1.6.2 State Directors shall establish and maintain liaison between the ASSOCIATION and the Director's respective constituency (such as the State Operator Association or the Affiliated State Association), and the state and federal legislative delegation from his/her state on environmental issues of concern to New England.

9.1.7 Past President

9.1.7.1 The Past President shall serve as the Chair of the Management Review Committee and perform other duties as assigned by the President and Executive Committee.

9.1.8 Non-voting honorary officer(s) by virtue of appointment to WEF position

9.1.8.1 A member of the WEF Board of Trustees and any appointed At-Large member of the WEF House of Delegates whose primary Member Association is the ASSOCIATION (as approved by the ASSOCIATION Executive Committee) shall be invited to attend Executive Committee meetings on a non-voting basis, and to offer advice and guidance as appropriate.

9.2 Terms of Office

9.2.1 The terms of office of the President, President-Elect, Vice President, Treasurer, and the latest living Past President shall be for approximately one year, which term shall start immediately following the close of the ASSOCIATION annual meeting, at which the election of officers is conducted, and continue until their successors qualify. Officers shall not be eligible to succeed themselves in consecutive terms, excepting the offices of Treasurer and WEF-Appointed honorary Officers. The Treasurer position may not serve more than three (3) consecutive one-year terms. Any WEF-Appointed Honorary Officer may serve consecutive terms so long as he or she serves in his/her WEF-appointed position.

9.2.2 The terms of the six ASSOCIATION State Directors and six ASSOCIATION Council Directors shall be for approximately three years, with Directors nominated and elected each year as required. New Director terms shall start immediately following the close of the ASSOCIATION annual meeting at which the election of officers is conducted, and continue until their successors qualify.

9.2.3 The term(s) of the ASSOCIATION-elected WEF member Delegate(s) shall be as defined and designated in the WEF Bylaws, spanning approximately three years beginning and ending at the annual meetings of the WEF. The Delegate(s) shall not be eligible to succeed themselves in consecutive terms.

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9.3 Nominations and Election of Officers

9.3.1 Nominations for Vice-President, ASSOCIATION-elected WEF Delegate(s), Treasurer, and ASSOCIATION State and Council Directors for the following year shall be received and considered by the Nominating Committee. Nominations shall also be received for President and President-Elect if advancement to these offices is not automatic as prescribed by this document. The Nominating Committee, through its Chair, shall submit to the Executive Committee for its approval at least sixty days prior to the annual meeting of

the ASSOCIATION its selection of one or more candidates for each office required to be filled. All nominees shall have signified their willingness to serve

- 9.3.2 Upon completion of each term of office, or upon adoption of a resolution by the Executive Committee that a vacancy exists in the office of President or President-Elect, there shall be automatic advancement from President-Elect to President and from Vice President to President-Elect. Denial of such automatic advancement shall be by a two-thirds majority vote of the Executive Committee.
- 9.3.3 The Executive Director shall transmit the report of the Nominating Committee to the ASSOCIATION membership. The eligible voting Members of the ASSOCIATION shall elect officers at the annual meeting by majority vote. Nominations may be made from the floor by eligible voting Members present. If more than one name is placed in nomination for office, voting shall be by ballot and the nominee receiving a majority of the votes cast shall be declared elected.
- 9.3.4 Should any nominee for office not receive a majority of the votes cast for that office, the names of the two nominees receiving the greatest number of votes shall be re-submitted immediately to the eligible voters for consideration.
- 9.3.5 In the case of a vacancy in an elected office, the Nominating Committee shall promptly select a nominee for the office. Such nominees may be voted on at a regular meeting of the Executive Committee or by a mail ballot of the Executive Committee. The nominee receiving a majority vote of the Executive Committee members voting shall be declared elected. The officer so selected shall take office immediately and shall continue in office until a successor is elected.
- 9.3.6 The President shall be ineligible for re-election. This prohibition shall not apply to a person acting as President in the absence of the President. However, should any of the officers serving as President, President-Elect, or Vice President have been elected to fill a vacancy, and will have served in that elected office less than six months, such officer shall be eligible for re-election to the same office for one full term of office.

10. EXECUTIVE DIRECTOR

10.1 Duties and Functions

- 10.1.1 Serve as the Clerk of the Corporation.
- 10.1.2 Serve as the executive officer of the ASSOCIATION, and operate under the general direction of the President and the Executive Committee.
- 10.1.3 Attend all Executive Committee Meetings, prepare and distribute an agenda, and record, finalize and distribute the minutes of the Executive Committee Meetings.
- 10.1.4 Maintain records of the ASSOCIATION including a database list of members of the ASSOCIATION.
- 10.1.5 Present a report for each calendar year at the Annual Meeting of the ASSOCIATION.
- 10.1.6 Perform such other duties as may be assigned by the Executive Committee.

11. MEMBERSHIP CLASSIFICATION, QUALIFICATIONS, AND PRIVILEGES

11.1 Individual Member

11.1.1 Qualifications

- 11.1.1.1 Any Individual interested in the advancement of knowledge relating to the objectives of the WEF and the ASSOCIATION.

11.1.2 Rights and Privileges

- 11.1.2.1 Shall be an eligible voting member of the ASSOCIATION
- 11.1.2.2 Shall have all the rights and privileges granted by the WEF and ASSOCIATION including the rights to hold office and serve on committees.
- 11.1.2.3 Shall be entitled to receive publications of the WEF, as authorized by its Board of Trustees, and publications of the ASSOCIATION, as authorized by its Executive Committee, for the specific Individual member package.

11.2 Group Member

11.2.1 Qualifications

- 11.2.1.1 Any group or organization interested in the advancement of knowledge relating to the objectives of WEF and the ASSOCIATION.

11.2.2 Rights and Privileges

- 11.2.2.1 Shall have all the rights and privileges granted by the WEF and the ASSOCIATION including the

right of its ASSOCIATION-recognized authorized representative(s) to vote as provided for in this Constitution and Bylaws

11.3 Certification of Membership

11.3.1 The Executive Director shall coordinate each month with the Executive Director of the WEF, the new and renewed Individual and Group Members of the ASSOCIATION, and shall reconcile payments of the appropriate amount of dues for each class member.

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11.4 ASSOCIATION-Only Memberships

11.4.1 Qualifications

11.4.1.1 Any Individual or group interested in the advancement of knowledge relating to the objectives of the ASSOCIATION

11.4.2 Rights and Privileges

11.4.2.1 Shall be an eligible voting member of the ASSOCIATION, but shall not be a certified Member of WEF.

11.4.2.2 Shall have all the rights and privileges granted by the ASSOCIATION including the rights to hold ASSOCIATION office and serve on ASSOCIATION committees.

11.4.2.3 Shall be entitled to receive publications of the ASSOCIATION, as authorized by its Executive Committee, for the specific ASSOCIATION-Only member package.

11.4.2.4 Shall be ineligible to receive WEF member benefits or publications or to hold WEF-related offices unless, and until such time as, the ASSOCIATION-Only membership is upgraded to an Individual or Group Membership as defined in sections 11.1 and 11.2 above

11.5 Student Chapters

11.5.1 Qualifications

11.5.1.1 Any Student Chapter, located within the ASSOCIATION franchise and consisting of at least five persons, may be granted charter membership in the WEF by majority vote of the ASSOCIATION provided:

- a) Its objectives are in harmony with the purposes of the WEF and ASSOCIATION;
- b) The Constitution and Bylaws of the applicant chapter have been certified by the ASSOCIATION as being in harmony with those of the ASSOCIATION and of the WEF; and
- c) The Student Chapter has been recommended for membership by the ASSOCIATION.

11.5.2 Organization and Privileges

11.5.2.1 The Student Chapter will be issued a WEF charter following recommendation by the ASSOCIATION and approval by the WEF.

11.5.2.2 The Student Chapter shall govern the number and character of its meetings. At least one meeting shall be held each school year.

11.5.2.3 A Counselor for the Student Chapter shall be appointed or elected by the ASSOCIATION. The Counselor shall be an Individual or Group member of the ASSOCIATION and of the WEF and shall be an advisor to the Student Chapter.

11.5.2.4 All officers and members of the Student Chapter shall be Individual Members of the ASSOCIATION and of the WEF.

11.5.2.5 The Student Chapter shall submit an annual report to the Student Activities Committee by May 1 of each year.

11.5.3 Authority

11.5.3.1 A Student Chapter shall have authority to act only on its own behalf and shall have authority to incur obligations for the Student Chapter only.

11.5.4 Withdrawal and Termination

11.5.4.1 A Student Chapter may withdraw from the WEF at the end of any school year after giving appropriate written notice of its intentions to both the ASSOCIATION and the WEF.

11.5.4.2 The ASSOCIATION may revoke the charter of any Student Chapter, if, after the Chapter has been afforded an opportunity to be heard, the ASSOCIATION judges it to be in the best interest of the ASSOCIATION and the WEF to do so.

12. DUES

12.1 Payment of Dues

- 12.1.1 For each Individual and Group Member, the annual dues shall be determined by the Executive Committee and shall include the current dues as established by the Board of Trustees of the WEF. For ASSOCIATION-Only Members, the annual dues shall be determined by the ASSOCIATION Executive Committee.
- 12.1.1.1 Annual dues for Individual and Group Members will be billed directly to ASSOCIATION Members either by the WEF or by the ASSOCIATION, and reconciled in accord with bylaws section 11.3.1 above. Dues shall be considered delinquent if not received by the Member's anniversary date.
- 12.1.1.2 Annual dues for ASSOCIATION-Only Members will be billed to those members by the ASSOCIATION. Dues shall be considered delinquent if not received by the Member's anniversary date.
- 12.1.1.3 Dues are payable for a twelve-month period beginning with the first date of membership which is defined as the anniversary date.

12.2 Subscription(s) included in Dues

- 12.2.1 All members certified to the WEF by the ASSOCIATION shall be entitled to such publications of the WEF as may be approved by its Board of Trustees for the appropriate membership package. All members shall be entitled to the publications of the ASSOCIATION as may be approved by its Executive Committee.

12.3 Arrears

- 12.3.1 Any Member of the ASSOCIATION who shall be delinquent in dues for a period of 30 days from the designated renewal date shall be notified of such delinquency and suspended from further services. If payment is not made within the next succeeding 30 days, the delinquent Member shall be dropped from the rolls and thereupon forfeit all rights and privileges of membership.

13. ADMISSION AND EXPULSION

13.1 Admission

- 13.1.1 Applications for membership will be reviewed by the Executive Director in accordance with the policies established by the Executive Committee.
- 13.1.2 There shall be no admission fee.

13.2 Expulsion

- 13.2.1 Any member may be expelled from the ASSOCIATION for good and sufficient reason by a two-thirds vote of the Executive Committee.
- 13.2.2 Any officer may be removed from office for good and sufficient reason by a two-thirds vote taken at a duly constituted meeting of the Executive Committee.

14. COMMITTEES

14.1 General

- 14.1.1 In addition to the Nominating Committee provided for in Section 14.2 of the Constitution and Bylaws, the President is empowered to appoint such additional committees as may be required to advance the best interest of the ASSOCIATION and to enable it to fulfill its objectives.

14.2 Nominating Committee

- 14.2.1 Shall consist of the three immediate past presidents who are active in the ASSOCIATION and are eligible voting members of the ASSOCIATION, and two sitting ASSOCIATION officers, as appointed by the Nominating Committee Chair and approved by the Executive Committee.
- 14.2.2 The senior past president shall serve as Chair of the Committee.
- 14.2.3 Shall nominate candidates for the elective offices of the ASSOCIATION.
- 14.2.4 No members of the Nominating Committee shall be eligible for nomination to a new term of elective office.
- 14.2.4.1 A Past President sitting on the Nominating Committee may be nominated for an ASSOCIATION-Elected WEF Delegate position.
- 14.2.4.2 A Treasurer who is sitting on the Nominating Committee may be nominated to serve in the

second or third consecutive term of his/her currently held position.

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15. **PUBLICATIONS**

15.1 All publications of the ASSOCIATION shall be issued under direction of the Executive Committee.

16. **MEETINGS**

16.1 Annual Conference and Annual Business Meeting

16.1.1 An Annual Conference and Annual Business Meeting of the ASSOCIATION shall be held at the time and place selected by the Executive Committee.

16.1.2 Each person attending the Annual Conference shall pay a registration fee of such amount as may be determined by the Executive Committee.

16.1.3 An Annual Business Meeting of the ASSOCIATION shall be held during the Annual Conference to receive reports of officers and committees, to elect officers, and carry on other business of the ASSOCIATION.

16.2 Special Meetings

16.2.1 Special meetings of the ASSOCIATION may be held at such other times and places as requested by the Executive Committee or upon the petition of one hundred eligible voting members.

16.3 Notices

16.3.1 Notices of all conferences and meetings of the ASSOCIATION shall be sent out to all Members by the Executive Director or under his/her supervision, at least thirty days in advance of any conference or meeting.

16.4 Executive Committee Meetings

16.4.1 The Executive Committee shall hold at least one meeting at the time of each Annual Conference.

16.4.2 Other Executive Committee meetings shall be held at the call of the President, or on petition addressed to the Executive Director and signed by five or more Executive Committee members.

16.4.3 Notice of all Executive Committee meetings shall be issued by the Executive Director at least fourteen days in advance of such meetings to all Executive Committee members.

17. **INDEMNIFICATION**

17.1 Entitlement

17.1.1 As provided in this Article, the ASSOCIATION shall indemnify any person who is or has been an Officer, Committee Member, or Employee (hereinafter "Officer") of the ASSOCIATION against legal expenses and liabilities reasonably incurred or imposed on the Officer in connection with serving the ASSOCIATION.

17.2 Limitations

17.2.1 No indemnification shall be provided any Officer if it is determined by the ASSOCIATION that the Officer has:

- a) engaged in fraudulent, criminal, malicious or knowingly wrongful conduct;
- b) gained personal profit or advantage which is either in breach of the Officer's fiduciary duty to the ASSOCIATION or represents a conflict of interest with the ASSOCIATION;
- c) breached a professional duty by reason of any negligent act, error or omission committed in the performance of professional duties unrelated to the ASSOCIATION;
- d) not acted in good faith;
- e) engaged in an act which constitutes false arrest, wrongful detention, wrongful entry, wrongful eviction violation of the right to privacy and/or immoral, licentious or sexual behavior intended to lead to or culminate in any sexual act.

17.2.2 Indemnification shall be provided only if the ASSOCIATION determines the Officer acted reasonably, in good faith, in a manner not opposed to the best interests of the ASSOCIATION and had no reason to believe his actions were unlawful. The termination of any civil suit or civil proceeding by settlement shall not create a presumption that the Officer did not act in good faith or in a manner opposed to the best interests of the ASSOCIATION. The termination of any criminal suit or criminal proceeding by a conviction, plea of nolo contendere or its equivalent shall create a presumption that the Officer acted in bad faith or in a manner not in the best interests of the ASSOCIATION.

17.2.3 Indemnification pursuant to this Article with regard to any one set of facts or situation which may give rise to a request for indemnification by an Officer or Officers shall be limited to an aggregate of \$50,000.

17.3 Procedure

- 17.3.1 Indemnification under the terms of this Article shall be made by the ASSOCIATION only as authorized in each specific case that the indemnification of the Officer is proper and in accordance with the standards set forth herein.
- 17.3.2 A request for indemnification shall be made by the Officer in writing to the President as soon as practicable, but in no event later than the earlier of 15 days after (1) the commencement of any action, suit or proceeding against the Officer or (2) the Officer shall become aware of any fact or situation which may reasonably be anticipated to give rise to a claim for indemnification.
- 17.3.3 The Executive Committee shall investigate all requests for indemnification and shall render its recommendation no later than 60 days after the President receives the request for indemnification.
- 17.3.4 The determination as to whether indemnification shall be made by the ASSOCIATION pursuant to this Article shall be made (1) by the Executive Committee by majority vote of a quorum consisting of Officers who were not parties to such action, suit or proceeding, or; (2) in the event such a quorum is not obtainable, or, even if obtainable and if a quorum of disinterested Officers so directs, by independent legal counsel in a written opinion. In the event (1) or (2) are not either obtainable or directed, then the determination with regard to indemnification shall be made by majority vote of the ASSOCIATION's membership.
- 17.3.5 The body or person making the determination on the request for indemnification as provided in 17.3.4 shall report its decision or findings to the Officer requesting indemnification no later than 90 days after the Executive Committee or membership vote, as the case may be, makes its recommendation.
- 17.3.6 Any action taken by the body or person making the determination on the request for indemnification as provided in 17.3.4 shall be final.
- 17.3.7 In making the determination on the request for indemnification as provided in 17.3.4, the body making the determination may vote at a meeting specifically called for that purpose, with not less than 10 days advance written notice, or by mail ballot; a decision to indemnify must receive the affirmative vote of not less than 50% of the eligible voters.
- 17.3.8 For all purposes the vote of an interested party to the action, suit or proceeding shall be disregarded. A quorum shall be 50% of the eligible votes at a meeting or mail ballot.

17.4 Subrogation

- 17.4.1 In the event of any payment by the ASSOCIATION to an Officer, or on behalf of an Officer, as provided in this Article, the ASSOCIATION shall be subrogated to the extent of such payment to all rights of recovery thereof. The Officer shall execute such documents as shall reasonably be required to secure such right for the ASSOCIATION, including but not limited to those necessary for the ASSOCIATION to bring suit in the name of and on behalf of the Officer.
- 17.4.2 The Officer shall assist the ASSOCIATION in effecting settlement and the conduct of any defense or suit arising out of any payment by the ASSOCIATION under this Article.

17.5 Surety

- 17.5.1 The Executive Committee may authorize payment to or on behalf of an Officer prior to final disposition of any suit or proceeding. If such payment is authorized, the Executive Committee shall receive a written commitment by the Officer and such surety as it shall reasonably require repaying such payments if it is determined that indemnification by the ASSOCIATION was not authorized by this document.

17.6 Applicable Law

- 17.6.1 The foregoing right of indemnification shall be in addition to and not necessarily exclusive of all other rights accorded by applicable law.

17.7 Insurance

- 17.7.1. The ASSOCIATION shall have the power to purchase and maintain insurance on behalf of Officers whether or not the ASSOCIATION would have the power to indemnify them against liability under the provisions of this Article.

17.8 Other

- 17.8.1 The provisions of this Article shall apply to the legal representatives of deceased persons who were

Officers. An Officer's rights hereunder shall not be assignable without the prior written consent of the ASSOCIATION.

18. AMENDMENTS

18.1 Initiation

18.1.1 Amendments to this Constitution and Bylaws may be proposed by a majority of the Executive Committee, or through it on petition of 100 eligible voting members. All proposed amendments shall be submitted in writing to the Executive Committee.

18.1.2 The Executive Director shall mail notice of proposed changes to the Constitution and Bylaws and notify the membership of the availability of the complete text of the proposed amendments, upon instruction of the Executive Committee, to each eligible voting member at least 30 days before it is to be voted upon. Complete text of the proposed changes to the Constitution and Bylaws may be mailed or emailed upon request to the membership and will be available on the ASSOCIATION Web site.

18.1.3 Any proposed change to the existing Constitution and Bylaws shall be referred to the WEF Board of Trustees for review.

18.2 Adoption

18.2.1 Amendments to this Constitution and Bylaws may be made by a majority affirmative vote of the eligible voting Membership present and voting at the Annual Meeting of the ASSOCIATION, announcement of the proposed amendments having been mailed by the Executive Director to each eligible voting member not later than 30 days in advance of the meeting at which said amendment is to be voted upon.

18.2.2 A proposed amendment may be mailed by the Executive Director to each eligible voting Member for the purpose of voting by letter ballot. The letter ballot shall be returned not later than 30 days following the mailing of the proposed amendment. A majority vote of the letter ballots cast is required for adoption.

18.2.3 An amendment approved by the ASSOCIATION membership shall take effect immediately.

19. DISPOSITION OF ASSETS UPON DISSOLUTION

19.1 ~~Dissolution of the ASSOCIATION may take place with the consent of a minimum of two-thirds of the registered members of the ASSOCIATION.~~

19.2 In the event of dissolution of the ASSOCIATION as a corporation, the property and assets thereof, after providing for all obligations and liabilities of the Corporation, shall then be disposed of exclusively for the purposes of the Corporation in such manner, or to such organizations exempt from taxation under Section 501(c)(3) of the Internal Revenue Code of 1954, as shall be determined by the Executive Committee.

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