



**ENLISTED ASSOCIATION OF THE
NATIONAL GUARD OF UTAH
BYLAWS
2024**

**BY-LAWS
OF THE
ENLISTED ASSOCIATION OF
THE NATIONAL GUARD
OF UTAH (EANGUT)**

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ARTICLE I: NAME

Section 1: The name of this Association is “Enlisted Association of the National Guard of Utah,” hereinafter referred to as “EANGUT” or “ASSOCIATION”.

Definitions. When used in this constitution and By-laws, the following terms shall mean:

- a. Utah National Guard: Both Army and Air
- b. Association: The Enlisted Association of the National Guard of Utah.
- c. National Association: Enlisted Association of the National Guard of the United States.
- d. “Shall” is used in an imperative sense.

ARTICLE II: OBJECTIVE

Section 1: The objective of the ASSOCIATION is to promote and advance the status, welfare, and professionalism of the enlisted members of the National Guard of Utah.

ARTICLE III: ORGANIZATION

Section 1: When necessary, EANGUT shall be organized with State Officers and Committees (outlined in Article III and V, respectively) into seven areas according to the following plan:

AREA 1: All Artillery Command Units

AREA 2: Joint Force Headquarters, Army Garrison Command, Troop Command Units and Headquarters, 640th Regiment (RTI), and Recruiting Command.

AREA 3: All Military Intelligence Command Units.

AREA 4: All Engineer Command Units.

AREA 5: All Special Forces Command Units.

AREA 6: All Army Aviation Units.

AREA 7: Air National Guard.

Section 2: Large membership numbers, large projects or large conferences could necessitate the division into Areas. If the decision is made by the Executive Council to divide EANGUT into areas, Area President/Officers will be elected by majority vote of members at large who are present.

Section 3: All areas will abide by the Constitution and By-Laws of EANGUT.

Section 4: Should an area not have any members present; business will continue as usual minus the area with no member in attendance.

ARTICLE IV: MEMBERSHIP

Section 1: Classes of Active Membership in the ASSOCIATION are:

- Annual
- Lifetime
- Associate
- Corporate

Section 2: Qualifications and Requirements for the Membership Classes are:

- **Annual:** All enlisted personnel who are members of a recognized unit in the Utah National Guard, currently serving, honorably separated or retired, are eligible for annual membership.

- **Lifetime:** Upon application, payment of the prescribed amount and approval of the Executive Council of the ASSOCIATION, a person who is qualified to be an Annual member may be issued a Life membership. Life Membership will be retained by those individuals who receive warrants or commissions as officers, except that these individuals may not vote or hold office.
- **Associate:** Upon application, payment of the prescribed dues, and approval of the Executive Council of EANGUT or the Executive Director, a person not otherwise qualified for membership may be issued an Associate membership. An Associate member may not be an accredited state delegate, hold office or be entitled to vote.
- **Corporate:** Upon application, payment of the prescribed dues, and approval of the Executive Council of EANGUT or the Executive Director, organizations with a common interest in the goals and objectives of EANGUT may join as a corporate member. Corporate members may not be entitled to representation.

Section 3: Dues required for membership in EANGUT effective 1 Jan 2014 are as follows:

1. Annual
2. Lifetime

Annual Due State & (EANGUS)	Lifetime Dues State & (EANGUS)
Enlisted: \$ 20.00 (13.00)	Lifetime: \$ 290.00 (\$130.00)
Associate: \$ 20.00 (13.00)	Associate: \$ 290.00 (\$130.00)

3. Corporate - \$300.00 for State Corporate dues (includes National Corporate dues).

Section 4: Membership Year

The membership year shall coincide with that of the “Enlisted Association of the National Guard of the United States (EANGUS)”. The State Treasurer in accordance with Article V of the Constitution effective 5 June 1999, will pay all National dues with the EANGUS National Office monthly.

ARTICLE V: OFFICERS/EXECUTIVE COUNCIL

Section 1: Titles: The Officers of EANGUT are:

- President
- Vice President-Army
- Vice President-Air
- The immediate Past President
- Secretary
- Treasurer
- Army Member-At-Large (3 members)
- Air Member-At-Large (1 member)

Section 2: Duties and Powers:

President: The President is a member of the Executive Council and shall:

- a. Direct the affairs of EANGUT in accordance with the policies adopted in General or Special Conference of EANGUT.
- b. Appoint all committees and designate the chairperson and vice chairperson of each, with all appointments subject to confirmation by the Executive Council.

- c. Issue a call for a State Conference and, when directed to do so by the Executive Council, issue the call for a Special Conference of EANGUT and provide overall management for such conferences.
- d. Render an annual report to the ASSOCIATION at the State Conference.
- e. Perform other duties as prescribed by the Bylaws or assigned by the Executive Council and other duties usually performed by the President of an organization.
- f. The President may incur such incidental expenses as may be necessary for operation of the ASSOCIATION within limits (annual budget) set by the Executive Council.
- g. The President may sign deeds, mortgages, bonds, contracts, or other instruments which the Executive Council has authorized, except in the case where the signing and execution thereof shall be expressly delegated by the Executive Council or by these Bylaws to some other officer or agent of EANGUT or shall by law to be otherwise signed or executed.
- h. Appoint Special staff officers (i.e., Chaplain, Parliamentarian, Sergeant-at-arms) incidental to the conduct of State Conferences and Special Conferences.

Vice President Army and Air: The Vice President is a member of the Executive Council and shall:

- a. Perform the duties usually performed by the Vice President of an organization and such duties as may be prescribed by the Bylaws or assigned by the President of EANGUT.
- b. Assume the office, title and prerequisites of the President on the event of termination, resignation, or removal from office of that officer and serve the unexpired portion of tenure in office. The Vice President assuming office of the President is the Vice President of the same branch (Army/Air) followed by the Vice President of the opposite service, if required.
- c. Post significant events from each the Air and Army National Guard on the EANGUT website calendar. The events include but are not limited to: Conferences attended by members representing EANGUT, State EANGUT Conference, Events sponsored by EANGUT, recruiting events.
- d. Plan and oversee execution of each State Conference.

Immediate Past President: The Immediate Past President is a member of the Executive Council. Unless elected thereto under procedures prescribed in the Bylaws of EANGUT, the Immediate Past President may not succeed to any other office by reason of absence, incapacity, death, resignation, or removal from office of such other officer.

Secretary: The Secretary is a member of the Executive Council and shall:

- a. Perform the duties usually performed by the Secretary of an organization.
- b. Be the recording officer of EANGUT (eg. monthly minutes)
- c. Be responsible for the records of EANGUT.

d. Maintain a contact list of the members of EANGUT and ensure they have a current EANGUT membership during their elected tenure.

Treasurer: The Treasurer is a member of the Executive Council and shall:

- a. Receive, receipt for, and be custodian of all funds of any nature whatsoever due EANGUT and such contributions as may be made to it and deposit the same in the name of EANGUT in a bank or banks or trust company or companies to be designated by the Executive Council. The Treasurer shall ensure that all bills and claims of EANGUT are paid, and shall render to the President and Executive Council, at its regular meetings, or when the Executive Council so requires, an account of all such transactions as Treasurer and of the financial condition of EANGUT. There shall be a monthly reconciliation, an annual audit of the books and finances of EANGUT, and report thereof submitted by the Treasurer to the Executive Council at its regular meetings. The Treasurer shall make an annual report of finances to the State Conference.

Members-At-Large: Army and Air Member at-Large are members of the Executive Council and shall:

- a. Provide liaison between EANGUT and the Service members they represent.
- b. Visit all areas of responsibility as a representative of EANGUT.
- c. Provide information/advice on EANGUT matters to responsible Service members.

Section 3: Elections:

The President, Vice President, Secretary, Member At-Large, and Treasurer of the ASSOCIATION shall be elected biennially, by majority vote, at a State Conference or Special Meetings of EANGUT. The President, Vice President Army and Vice President Air are voted for during even years while the Secretary, Treasurer, and at-large members: Army and Air are voted for during odd years. In the event a nominee for an office of EANGUT fails to receive a majority vote, the succeeding votes shall be taken on the two nominees who receive the highest number on the first vote.

Section 4: Tenure:

The President, Vice President(s), Secretary, Member At-Large, and Treasurer of EANGUT shall be installed in office on the last day of the State Conference at which they are elected. In the event of election at a Special Meeting, the tenure will be until the next scheduled State Conference.

The Immediate Past President of the ASSOCIATION shall be installed in office on the day the successor in the office of President is qualified and installed in that office.

Section 5: Executive Council:

Officers of the ASSOCIATION, other than the immediate Past President, are members of the Executive Council by virtue of election as an Officer of the ASSOCIATION.

The Executive Council shall have general supervision of the affairs of the ASSOCIATION between State and Special Conferences.

The Executive Council will convene at the call of the President of the ASSOCIATION.

In the event of a vacancy on the Executive Council or an Executive Director vacancy resulting from termination/resignation, except for the office of President, elect by majority vote, a successor to the vacant office to serve the unexpired period of tenure.

Section 6: Oath of Office

The President shall administer the Oath of Office to all incoming Officers, elected or appointed. The Oath is as follows: "I, (State Name), do solemnly swear to uphold the office of (State Office). I pledge my full support and ability to further the ideals and missions of the Association, to serve the membership by deeds worthy of their trust, and to abide by the provisions of the Association." The Office of President will receive the same Oath administered by the Immediate Past President.

Section 7: Termination of Tenure

An Officer may be removed from office by two-thirds (2/3) vote of the Executive Council, or by two-thirds (2/3) vote of the delegates at a special or state conference for sufficient cause.

ARTICLE VI: EXECUTIVE DIRECTOR

Section 1: Duties and Responsibilities

- a. Act as an aide and advisor to the President.
- b. Be an official representative of the ASSOCIATION in dealing with other organizations and/or businesses.
- c. Perform other duties as outlined in contract for the Executive Director and may be prescribed by the Bylaws or assigned by the President of the ASSOCIATION.
- d. Submit transmittal documents to the membership coordinator at the National Office and post transmittal received from the National Office to the EANGUT database.
- e. Coordinate, at least monthly, with the Treasurer for disbursements to the National Office for membership.
- f. Duties assigned to the Executive Director (a contractor) can include but are not limited to assistance with the budget, assistance with membership, assistance with the EANGUT.org website, assistance with creating a Strategic Plan, and assistance with the annual State Conference.

Section 2: Selection:

The Executive Director (ED) shall be appointed by the Executive Council through the competitive process. Nominees shall be brought forth to the executive council and voted on at the direction of the President. The ED must be a current member of EANGUT.

Section 3: Salary:

The monthly or annual fee for this position will be negotiated annually or by contract and approved by a majority vote of the Executive Council in accordance with provisions of the Executive Director's contract. The annual contract is from 1 January – 31 December. Because the ED is an independent contractor, the general rule is that the payer (EANGUT) has the right to control or direct only the result of the work and not what will be done and how it will be done (in accordance with Federal tax laws).

Section 4: Termination:

The Executive Director shall, if it becomes necessary to the ASSOCIATION, be subject to termination should the Executive council deem it necessary by majority vote. The Executive Director shall receive a two week notice prior to termination in order to appropriately resolve any unfinished business.

ARTICLE VII: WEB MASTER

Section 1: Duties and Responsibilities

- a. Act as an aide and advisor to the President.
- b. Be an official representative of the ASSOCIATION in dealing with other organizations and/or businesses.
- c. Perform other duties as outlined in the contract and are performed by the Web Master (WM) of an organization and as may be prescribed by the Bylaws or assigned by the President of the ASSOCIATION.
- d. Duties assigned to the WM (a contractor) can include but are not limited to EANGUT.org website, app, and newsletter. Assistance with the budget, assistance with membership, assistance with creating a Strategic Plan, and assistance with the annual State Conference.

Section 2: Selection:

The WM shall be appointed by the Executive Council through the competitive process. Nominees shall be brought forth to the executive council and voted on at the direction of the President. The WM must be a current member of EANGUT.

Section 3: Salary:

The monthly or annual fee for this position will be negotiated annually or by contract and approved by a majority vote of the Executive Council in accordance with provisions of the Web Master's contract. The annual contract is from 01 January – 31 December. Because the WM is an independent contractor, the general rule is that the payer (EANGUT) has the right to control or direct only the result of the work and not what will be done and how it will be done (in accordance with Federal tax laws).

Section 4: Termination:

The Web Master shall, if it becomes necessary to the ASSOCIATION, be subject to termination should the Executive council deem it necessary by majority vote. The Web Master shall receive a two week notice prior to termination in order to appropriately resolve any unfinished business.

ARTICLE VIII: MEETINGS AND CONFERENCES

Section 1: The Annual Conference shall be held each year on a day determined at the Annual Conference the previous year. At the annual State Conference, the next annual State Conference date and the Conference Checklist will be handed to the Conference Committee Chairperson.

Section 2: By the January monthly meeting, details of the Conference will be briefed to the Executive Council. At a minimum, the details will include venue option(s) and the names of the Conference Committee members. In addition, a review of the Conference Checklist will be completed with significant milestones noted to all Executive Council members.

Section 3: Special Meetings may be called by the President with the concurrence of a majority of the Executive Council or by petition of twenty (20) percent or more of the active members.

Section 4: The Order of Business for all meetings or conferences shall be as follows (unless modified by the President):

- a. Annual Conference
- b. Monthly Meetings
 - a. Call to order
 - b. Roll Call
 - c. Reading, Corrections, and approval of minutes of previous meetings.
 - d. Reports of Officers of the Executive Council, as directed by the President
 - e. Reports of Committees (Standing or Special)
 - f. Unfinished Business
 - g. New Business.
 - h. Adjournment.
- c. Business Meeting (nominations, vote and swear in of new officers, annual report and review of Bylaws)
 - a. Scholarship Presentations
 - b. Guest Speaker(s)

Section 5: Voting

- a. The “directed proxy” method may be used in order to prevent the cancellation of a meeting. In order to utilize the directed proxy, the absent voting member must send a written (or email) authorization to the President (or his designated replacement for the meeting) stating, “I give my proxy to NAME at the meeting.”
- b. Each member of the Executive Committee, with the President as a non-voting member except in the case of a tie, has one (1) vote at any meeting (may use a directed proxy).
- c. An active member present at the Annual Conference or Special Meeting (excluding Executive Committee meetings) has one (1) vote (directed proxy is not an option for general members of EANGUT)

Section 6: Quorum. At least fifty (50) percent of the Executive Council must be able to vote (in person or by directed proxy) at any meeting or conference.

Section 7: Travel.

The following compensation will be provided to anyone traveling on official EANGUT business outside of normal commuting distance based on the approval of the Executive Council:

- a. Per Diem as indicated by the Government based website for that location.
- b. Incidentals commensurate with that of military based travel.
- c. Travel costs not to exceed commercial travel costs of lowest common carrier.

ARTICLE IX: COMMITTEES

Section 1: The President of the Association shall appoint all committees. The committees shall meet as often as determined by the Committee Chair. They may include, but are not limited to:

- a. Conferences
 - a. The Conference Committee will coordinate the planning and scheduling of the annual enlisted association conference by reserving meeting space and catering of meals, contacting vendors for contributions and booth requirements (may be a shared responsibility with other committee members), solicit hotels, eateries,

etc., for prize donations, assembling and mailing registration packets, assisting with vendor and conference room set up, and coordinating all events and socials. An EANGUT checklist will be provided to the Conference chairperson for the annual State Conference.

b. The Conference Committee Chair will inform the membership of information pertaining to the National Conference. This information will include as a minimum: Time and place, transportation issues, lodging issues, registration issues, and any other information deemed necessary or pertinent.

b. Constitution and By-Laws

a. The Constitution and By-Laws Committee shall review and update the constitution and by-laws of the local organization and make proposed changes as deemed necessary. Said changes shall be incorporated into the documents and reviewed by the Executive Committee and put forth to a vote of the membership at the next Annual Conference. Proposed changes will be made available in print and on the Enlisted Association website at least 30 days prior to the annual conference.

c. Finance

1. The Finance Committee shall audit the accounts of the Treasurer once a year at a minimum, at least 30 days prior to the EANGUT annual conference and provide a report at said conference. The committee shall draft an annual budget for approval by majority vote at the monthly Executive Council meeting in November. The Committee shall review the income tax reports and present them to the Executive Council.

d. Insurance

1. The Insurance revenue will go into the budget as annual revenue. An Insurance Committee can be appointed to monitor any revenues generated by insurance policies and make recommendations to the Executive Council as to the disbursement of any revenues received.

e. Legislative

1. The Legislative Committee shall review all legislative issues that affect the members. They shall also review all resolutions made by the Resolution Committee for possible inclusion in upcoming state and federal legislative sessions. The committee will also keep current on any and all legislation that would or could affect the members of the body.

f. Membership

a. The Membership Committee has the responsibility to maintain accurate membership information in the EANGUT database.

b. The Membership Committee Chair will report membership numbers at each Executive Council meeting and the Annual Conference.

c. The Membership Committee will plan and execute membership drive events.

h. Scholarship

1. The Scholarship Committee shall establish requirements for scholarship applications and shall announce when applications are to be submitted. The committee shall also screen all applications and select the recipients. It shall then notify the Executive Council. Recognition of scholarship recipients will take place during the annual State Conference.

i. Special Projects

1. The Special Projects Committee shall be appointed by the President and approved by the Executive Council when deemed appropriate and necessary.
2. Responsible for planning and coordinating approved special events. Financial and other support will be approved each year by the executive council. The below five approved events:
 - a. Camp Williams Trunk or Treat
 - b. Air Guard Easter Egg Hunt
 - c. Sub for Santa
 - d. UTNG Best Warrior Competition
 - e. Air Guard Airman of the Year

j. Ways and Means

1. The Ways and Means Committee shall propose and conduct fund raising events.
2. Responsible for attracting and coordination of state conference vendors.

k. Junior Enlisted

1. The Junior Enlisted Committee shall represent the ranks of E-5 and below. The Committee's purpose shall be to review policies and make proposals that effect the rank's represented.

l. Resolution

1. The Resolution Committee shall review and consolidate all proposals for resolutions submitted by areas. The committee shall notify the Executive Council as to the content of the proposals. The Resolution Committee shall prepare the proposals for vote at the Annual Conference.

m. Technician Issues

1. The Technician Issues Committee shall monitor and report those issues directly affecting the Technician Workforce. They shall also communicate regularly with the Technician Local Union.

n. AGR Issues

1. The AGR Issues Committee shall monitor and report those issues directly affecting the AGR Workforce.

o. Retirement

1. The Retirement Committee shall maintain the retiree database for EANGUT. In addition, the chairperson shall bring forth issues that may be specific to the retired members of EANGUT.

ARTICLE X: GENERAL PROVISIONS AND DEFINITIONS

Section 1: The Finance Committee, consisting of at least three (3) members, shall audit all financial account books at least once annually prior to the Annual Conference.

Section 2: In case of partial mobilization of the Utah National Guard, the ASSOCIATION shall remain active. In case of total mobilization of the Utah National Guard, the ASSOCIATION shall become inactive, and no business shall be executed except to meet any obligations that shall have been incurred prior to such mobilization and all funds shall be held in abeyance.

Section 3: The ASSOCIATION shall be reactivated upon reorganization of the Utah National Guard following demobilization.

Section 4: Assets. All property of a financial nature shall be accounted for in accordance with National Guard regulations as applicable.

ARTICLE XI: RESOLUTIONS

Section 1: Due process shall be served by voting on issues that may become resolutions during the Annual Conference or Special Meetings. National level approved resolutions will be sent to EANGUS Area XI Chairperson. State level approved resolutions will be sent to the State Judge Advocate General for review of legalities. After this review the legislative committee will seek sponsors for inclusion in the upcoming legislative session. An information copy will also be sent to the State of Utah Senior Enlisted Advisors for Army and Air.

Section 2: How to write a resolution. The purpose of a resolution is to delineate a position for the Enlisted Association of the National Guard of Utah. Resolutions are declarations of position and are not meant to require specific actions. On most issues, EANGUT has ample authority to clarify policy without specific direction by resolution. Keep in mind some of the common reasons that cause resolutions to be tabled.

- a. The EANGUT is already on record and/or has ample policy direction on the subject involved.
- b. The resolution may be premature in light of pending or imminent developments.
- c. The language is too general to be of value when applied to specific projects or instances, or
- d. The subject is simply too local to call for a state or national policy.

Resolution Format. Please use the correct format found on at <https://eangut.org/resolutions/>. If possible, include brief explanations on background and details needed for adopting the measure as a state policy.

ARTICLE XII: AMENDMENTS TO THE BY-LAWS

Section 1: Amendments to these By-laws may be adopted by a two-thirds vote of the active members present at an Annual Conference or Special Meeting called for that purpose. The members shall be given at least thirty (30) days of the annual conference in written notice and posted of any proposed amendments.

ARTICLE XIII: WAR OR NATIONAL EMERGENCY

Section 1: When Article Invoked:

- a. This Article may be invoked by majority of the Executive Council of the ASSOCIATION in the event of:
 - (1) War and/or
 - (2) National Emergency
 - (a) Proclaimed by the President of the United States.
 - (b) Declared by the Congress of the United States.
- b. This Article when invoked, shall take precedence over any conflicting provision of the By-laws of the ASSOCIATION.

Section 2: Tenure and filling vacancies:

On or after the date of invocation of this Article:

- a. Subject to the provisions of Article III, Section 1, of these By-laws, the tenure in office of each officer of the ASSOCIATION is, if so determined by a majority vote of the Executive Council of the ASSOCIATION, extended for the duration of the war or National Emergency and for six (6) months thereafter or until the Executive Council, by majority vote determines that this Article shall no longer remain in effect.

b. In the event of a vacancy in the office of President of the ASSOCIATION and there is, at that time, no Vice President of the ASSOCIATION to succeed thereto, the Executive Council shall elect to the office of President, by majority vote, a member of the existing Executive Council.

c. In the event of a vacancy in the office of Vice President, Secretary or Treasurer of the ASSOCIATION, the Executive council shall elect to that office by majority vote, a member of the ASSOCIATION.

d. A member of the Executive Council elected to be an officer of the ASSOCIATION vacates his original seat on the Executive Council; and

e. The Executive Council may suspend the operation of any provisions of Article III and/or VIII of the By-laws.

ARTICLE XIV: ADOPTION

Section 1: These By-laws were adopted as amended by a majority vote of the members assembled at a conference on 1 March 2024.