

Bylaws
Human Resources Management Association
Of Central Massachusetts, Inc.

ARTICLE 1
NAME AND AFFILIATION

Section 1.1: Name. The name of the Chapter is Human Resources Management Association of Central Massachusetts, Inc. (herein referred to as the “Chapter”). To avoid potential confusion, the Chapter will refer to itself as Human Resources Management Association of Central Massachusetts and not as SHRM or the Society for Human Resource Management.

Section 1.2: Affiliation. The Chapter is affiliated with the Society for Human Resource Management (herein referred to as “SHRM”). As a SHRM affiliated Chapter, the Chapter is also a member of the Massachusetts State Council, serving on the Board of the State Council and abiding by State Council governance process.

Section 1.3: Separate Legal Existence of Chapter/Autonomy. Both parties are separate legal entities, and neither party nor its officers, agents or employees may hold themselves out as an agent of either organization. Neither party is an agency or instrumentality of the other party. Neither party shall contract in the name of the other organization or incur any financial or other obligations on behalf of the other, without the express written consent of the other organization. Neither party may hold itself out to the public as the other organization. The Chapter shall have autonomy with regard to all phases of its operation, subject to its governing instruments.

Section 1.4: Use of SHRM Domain, Logo and Brand. The Chapter agrees to follow SHRM Brand Standards Guides, as may be modified from time to time, and be consistent with SHRM in its use of any/all electronic, printed, oral, and all other types of media including but not limited to SHRM logos, resources, branding and branding requirements, affiliate of logo, and all others. The Chapter may use only the “Affiliate of SHRM” logo or the approved SHRM branded block template, in accordance with SHRM Brand Standards Guides. The Chapter shall not use the standard, standalone SHRM logo in any media, for any reason. The Chapter may not use the SHRM name, logos, trademarks, or copyrightable materials in any manner that deviates from the SHRM Guidelines without SHRM’s prior written permission. The Chapter may register a domain name that is either as it appears in the SHRM approved bylaws or the approved SHRM branded block template.

Section 1.5: Starting or affiliating with other groups. The Chapter is required to obtain written approval from SHRM’s CEO/President or designee before the Chapter legally affiliates through the governance process with other groups or starts other groups or subchapters while affiliated with SHRM. This includes the written approval of all governing documents associated with these organizations.

Section 1.5a: The Chapter may initiate, facilitate or engage in mutually beneficial business relationships that further the Chapter’s business or mission objectives to the extent these business relationships are not in conflict with Section 1.5.

Section 1.6: Approved Service Area. The approved service area (zip code ranges) for the Chapter is listed in the Chapter Charter (“Affiliation Agreement”) and subsequent addendums, as appropriate. The service areas reference where the Chapter is allowed to overtly solicit for i) members and ii) event activity. Chapters may only hold physical events within their approved service area unless the Chapter obtains written approval of SHRM’s CEO/President or designee.

Section 1.7: Member Service Area. The Chapter is required to obtain written approval from SHRM’s CEO/President or designee (which includes the written approval of all governing documents associated with these organizations) prior to the Chapter starting a new Chapter, sub-chapter, or adding a Member Service Area (“MSA”) to an approved service area, while affiliated with SHRM.

Section 1.8: Approved Service Area Modifications. Should the Chapter wish to request a modification to the Approved Service Area, request consideration to become a Member Service Area (“MSA”) or have another currently affiliated chapter become an MSA of the Chapter, the Chapter is required to obtain written approval from SHRM’s CEO/President or designee.

ARTICLE 2 PURPOSE

The purposes of this Chapter, as a non-profit organization, are:

1. to grow dual membership: members who are both SHRM Chapter and SHRM members;
2. to provide a forum for the personal and professional development of members;
3. to provide an opportunity to develop leadership, managerial, business acumen, public speaking and group decision-making skills;
4. to provide an opportunity to interact and develop individuals new to the profession; and all individuals acting in a Human Resources related function or responsibility in the area; student chapters in the area, etc.;
5. to provide an arena for the development of trust relationships where common problems may be discussed and deliberated;
6. to provide an opportunity to focus on current human resource management issues of importance to members;
7. to provide a focus on state and national workplace public policy issues;
8. to provide valuable information gathering and dissemination channels;
9. to provide a pool of human resource professional leaders for succession as volunteer leaders of the Chapter, State Council and of SHRM;
10. to serve as an important vehicle for introducing human resource professionals to SHRM;
11. to serve as a source of new members for SHRM; and
12. to serve as part of the two-way channel of communications between SHRM and the individual members.

The Chapter supports the purposes of SHRM, which are to promote the use of sound and ethical human resource practices in the profession and:

1. to be a recognized world leader in human resource management;
2. to provide high-quality, dynamic and responsive programs and service to our customers with interests in human resource management;
3. to be the voice of the profession on human resource management issues;
4. to facilitate the development and guide the direction of the human resource profession; and
5. To establish, monitor and update standards for the profession.

ARTICLE 3 MISSION

The Mission of the Human Resources Management Association of Central Massachusetts (HRMA) is to promote and foster the human resources profession by continually striving for the highest standards of performance in human resources management and administration; by endeavoring to educate our members and partner with educational institutions in the art and science of human resources management; and by encouraging adherence to the Code of Ethics of the Society for Human Resources Management.

ARTICLE 4 FISCAL YEAR

The fiscal year of the Chapter shall be July 1 through June 30.

ARTICLE 5 MEMBERSHIP

Section 5.1: Qualifications for Membership. The qualifications for membership in the Chapter shall be as stated in Sections 5.3, 5.4, 5.5, 5.6, 5.7, 5.8 and 5.9 of this Article. To achieve the mission of the Chapter, there shall be no discrimination in individual memberships because of race, religion, sex, age, national origin, disability, veteran's status, or any other legally protected classes under federal, state or local laws.

Section 5.2: Non-transferability of Membership. Membership in the Chapter is neither transferable nor assignable.

Section 5.3: Individual Membership. Membership in the Chapter is held in the individual's name, not an organization with which the member is affiliated.

Section 5.4: Professional Members. Professional membership shall be limited to those individuals who are engaged in one or more of the following: (a) currently employed in the field of human resources management; (b) responsible for the human resources function in his or her organization; (c) holds a professional certification or credential related to the field of human resources from a recognized credentialing organization; and/or (d) is a faculty member holding an assistant, associate or full professor rank in human resource management or any of its specialized functions at an accredited college or university and have at least three (3) years' experience at this level of teaching. Professional members may vote and hold office in the Chapter.

Section 5.5: Consultant Members. Consultant membership shall be limited to those individuals who meet one of the following criteria (excludes employment agencies): (a) a consultant with at least three (3) years' experience in consulting to clients on matters relating to the human resources profession; or (b) an attorney with at least three (3) years' experience in counseling clients on matters relating to employment and/or labor law. Consultant Members shall constitute no more than twenty-five percent (25%) of the equivalent Professional Membership. Once the maximum number of Consultant Memberships has been reached, new applicants for Consultant Membership will be placed on a waiting list and granted membership on a first-come, first-served basis, with priority given to former HRMA members. Applicants for Consultant Membership from the waiting list will be admitted (a) when Professional Membership increases; or (b) when Consultant Members resign. Consultant members may vote and hold office in the Chapter.

Section 5.6: Student Members. Student membership shall be limited to those individuals who meet one or more of the following criteria: (a) a member of a student chapter affiliated with SHRM; or (b) an active student enrolled full- or part-time in the equivalent of at least six (6) credit hours per semester at an accredited university or college. Must be able to prove emphasis in human resource management subjects and enrollment in the university's or college's human resource or related degree program. Student Members shall be entitled to participate in all activities of the Chapter, with one student member appointed to the Board as a student representative with voting rights. They may also serve on Chapter Committees.

Section 5.7: Life Members. Life membership shall be limited to those individuals who meet all of the following criteria: (a) has attained twenty (20) years (not consecutive) as a member in good standing of HRMA; (b) currently or has been an officer of the Chapter or a member of the Board of Directors of the Chapter; and (c) has been approved by a vote of the Board of Directors. Life members may vote and hold office in the Chapter and shall pay no dues.

Section 5.8: Associate Members. Associate membership shall be limited to those individuals who do not meet the qualifications of the other categories of membership, but who meets one of the following criteria: (a) demonstrate a bona fide interest in the human resource field and the mission of the Chapter; or (b) offer a human resource-related service or product. Associate members may vote and hold office in the Chapter.

Section 5.9: Corporate Members. Corporate membership shall be available to organizations that demonstrate a bona fide interest in supporting the human resources profession and the mission of the Chapter. Corporate membership is held by the organization, which may designate up to six (6) individuals to represent the organization within the Chapter. Designated representatives must meet the qualifications of either Professional, Consultant, or Associate membership as defined in Sections 5.4, 5.5, or 5.8. Corporate Members may vote and serve on Chapter Committees; however, only designated representatives who individually qualify as Professional or Consultant Members may hold office in the Chapter.

Section 5.10: Application for Membership. Application for membership shall be on the Chapter application form. All applications shall be reviewed and approved by the Board of Directors or their designee. New members shall be afforded full membership rights from the date of application approval by the Board of Directors or their designee.

Section 5.11: Voting. Each Professional, Consultant, Life, Associate, Corporate and appointed Student member shall have the right to cast one vote on each matter brought before a vote of the members. Votes shall be tallied by the Board of Directors.

Section 5.12: Dues. Dues shall be determined annually by the Board of Directors. Annual dues for each member shall be payable in advance on the anniversary of the member's joining date. Dues not received within thirty (30) days after the anniversary date shall be considered delinquent, and the member will automatically be moved to non-member status.

Section 5.13: Discipline and Termination of Membership. Any member may be removed from membership, with cause, upon an affirmative vote of two-thirds of the entire Board of Directors at a duly constituted Board of Directors meeting. Prior to the vote the member shall be entitled to respond to the allegations deemed to constitute cause for removal from membership. This applies to all members, Chapter paid staff, as well as volunteer and elected leaders.

ARTICLE 6 MEMBER MEETINGS

Section 6.1: Regular Meetings. Regular meetings of the members shall be held monthly from September through June or as otherwise determined by the Board of Directors.

Section 6.2: Annual Meetings. The annual meeting of the members for electing Directors and Officers, and conducting other appropriate business, shall be held in May or at such other time as determined by the Board of Directors.

Section 6.3: Special Meetings. Special meetings of members shall be held on call of the President and the Board of Directors.

Section 6.4: Notice of Meetings. Notice of all special and annual meetings shall be given to all members at least ten (10) days prior to the meetings. Notice of regular meetings shall be given to all members at least seven (7) days prior to the meeting. The notice provision may be waived in the case of an emergency with the concurrence of a simple majority of the board.

Section 6.5: Quorum. The vote of a majority of the members present at any meeting at which there are a minimum of members holding one-tenth of the votes entitled to be cast, either in person, or by some other manner approved by the Board of Directors, shall be necessary for the adoption of any matter voted on by the members, except to the extent that applicable state law may require a greater number.

ARTICLE 7 BOARD OF DIRECTORS

Section 7.1: Power and Duties. The Board of Directors (also referred to as the "Board") shall manage and control the property, business and affairs of the Association and in general exercise all powers of the Chapter.

Section 7.2: Officers. The following shall be members of the Board of Directors and shall be Officers of the Chapter: President, Vice President, Second Vice President, Immediate Past President, Treasurer, Co-Treasurer and Secretary.

Section 7.3: Composition of the Board of Directors. Along with the Officers listed in Section 7.2 of this Article, the Board of Directors shall include a minimum of six additional members, including a student board member. These shall constitute the governing body of the Chapter.

Section 7.4: Qualifications. All candidates for the Board of Directors must be a Professional, Consultant, Life, Associate, or Appointed Student member of the Chapter in good standing at the time of nomination or appointment and for their complete term of office. The President must be a current member in good standing of SHRM throughout the duration of his/her term of office. Consultant Members may seek election to the Board of Directors; however, no more than three (3) Consultant Members at any one time may be members of Board of Directors.

Section 7.5: Election – Term of Office. Officers and Directors shall be elected by the members at the annual meeting of the membership from the proposed slate of the nominating committee appointed by the Board of Directors. Each elected Officer and Director shall assume office on July 1 following his/her election. Officers shall hold office for two years or until his/her successor is elected and takes office, and Directors shall hold office for three years or until his/her successor is elected and takes office.

Section 7.6: Vacancies. Any vacancy in the Board may be filled for the unexpired term by appointment of the Board of Directors.

Section 7.7: Quorum. A simple majority of the total Board of Directors shall constitute a quorum for the transaction of business. The act of a majority of the Board of Directors present at any meeting at which there is a quorum, either in person, an acceptable form of proxy or by conference call, shall be the act of the Governing Body, except to the extent that applicable state law may require a greater number.

Section 7.8: Board of Directors' Responsibilities. The Board of Directors shall transact all business of the Chapter except as prescribed otherwise in these Bylaws or other governing instruments of the Chapter. A member in good standing may request the Secretary to place on the agenda of the next regular Board of Directors meeting any action for consideration by the Board of Directors.

Section 7.9: Removal of Officer or Director. Any Officer or Director may be removed from office, with cause, upon an affirmative vote of two-thirds of the entire Board of Directors at a duly constituted Board of Directors meeting. The Officer or Director shall be entitled to a statement of the reasons for his/her removal prior to any termination action being imposed. SHRM reserves the right to remove any elected or appointed Chapter Leader (Director, Officer, Committee Chair, Committee Member, or other) from office who has demonstrated actions that are inconsistent with the Chapter bylaws, the Chapter charter or operating guidelines.

Section 7.10: Maintain Coverage. The Chapter shall maintain policies of basic Directors & Officers (D&O), Errors and Omissions (E&O) and Cyber Liability Insurance commensurate with assets and liabilities of the Chapter. These policies will provide the board members, officers, employees, members, volunteers, or agents of the Chapter with coverage for losses from wrongful or negligent acts, and to ensure the Chapter's obligations under its Agreement with SHRM.

ARTICLE 8 BOARD DUTIES AND RESPONSIBILITIES

Section 8.1: Responsibilities of Board Members. Each member of the Board of Directors shall share responsibility for the governance, oversight, and strategic direction of the Chapter. Board members are expected to act in the best interests of the Chapter and its membership, uphold its mission and values, and ensure compliance with applicable laws, policies, and these Bylaws. The specific duties of each Board position shall be outlined in the position descriptions maintained by the Secretary and may be updated as necessary by the President and/or the Board of Directors. Board members are required to attend a minimum of eight (8) Board meetings annually.

Section 8.2: Officer Overview. The elected officers of the Chapter shall consist of a President, Vice President, Second Vice President, Treasurer, Co-Treasurer, Secretary, Immediate Past President, and such other officers as the Board of Directors may from time to time establish. Officers shall serve as members of the Board of Directors and share in the general responsibility for the governance, supervision, and strategic direction of the Chapter. Each officer shall perform the specific duties of their office as outlined in these Bylaws and in the position descriptions maintained by the Secretary, as well as such additional responsibilities as may be assigned by the President or the Board of Directors. Officers are expected to uphold the mission and values of the Chapter, act in the best interest of the membership, and ensure the effective and ethical management of the Chapter's affairs.

Section 8.3: President. The President shall serve as the chief elected officer of the Chapter and provide overall leadership, direction, and coordination of its affairs, subject to the authority of the Board of Directors. The President shall preside at all meetings of the Chapter and the Board, represent the Chapter in external relations, and ensure that the organization's activities align with its mission, bylaws, and policies. The President shall work closely with other officers and directors to advance the Chapter's strategic priorities. The President must be a current member in good standing of SHRM throughout the duration of their term. If the President's SHRM dues are not paid by their employer, the Massachusetts State Council shall cover such dues.

Section 8.4: Vice President. The Vice President shall support the President in the overall leadership of the Chapter and assist in carrying out its goals and initiatives. The Vice President shall perform the duties of the President in the President's absence, incapacity, or at the President's request. The Vice President may be assigned responsibility for specific projects, committees, or initiatives, as determined by the President or the Board of Directors.

Section 8.5: Second Vice President. The Second Vice President shall provide additional leadership support to the President, Vice President, and the Board of Directors. The Second Vice President shall preside at meetings in the absence of both the President and the Vice President and may oversee designated committees, programs, or initiatives as assigned. The Second Vice President shall also assist in advancing the Chapter's mission and goals through active participation in planning and coordination of activities.

Section 8.6: Treasurer. The Treasurer shall be responsible for the financial management of the Chapter. Duties include maintaining accurate financial records, preparing and presenting timely financial reports, ensuring the proper receipt and disbursement of funds, and overseeing compliance with all required financial filings. The Treasurer shall coordinate financial reviews or audits as directed by the Board of Directors and ensure transparency and accountability in all fiscal matters. The Treasurer may establish and lead an ad hoc Finance Committee to support the Chapter's financial oversight.

Section 8.7: Co-Treasurer. The Co-Treasurer shall share responsibility with the Treasurer for the financial affairs of the Chapter. Duties include assisting with recordkeeping, report preparation, monitoring receipts and disbursements, and ensuring adherence to established financial policies and procedures. The Co-Treasurer shall assume the duties of the Treasurer in the Treasurer's absence or incapacity and may be delegated specific financial responsibilities by the Treasurer or the Board of Directors.

Section 8.8: Secretary. The Secretary shall be responsible for maintaining accurate records of the proceedings of all meetings of the Chapter and the Board of Directors. The Secretary shall ensure that notices of meetings and other official communications are provided in a timely manner to members and shall maintain the Chapter's official records and governing documents. The Secretary shall also support the Board in maintaining organizational continuity and compliance with recordkeeping requirements.

Section 8.9: Core Leadership Area (CLA) Directors. Core Leadership Area (CLA) Directors shall provide leadership and oversight in their designated functional areas, as determined by the President and the Board of Directors. CLA Directors are responsible for planning, coordinating, and implementing programs, awareness sessions, and initiatives in support of the Chapter's mission. They may establish and lead subcommittees as necessary to carry out these responsibilities. A CLA Director serving as Certification Lead must be a SHRM member in good standing for the duration of their term and hold a current SHRM certification. A CLA Director serving as Membership Lead must be a SHRM member in good standing for the duration of their term. All CLA Directors must maintain SHRM membership in good standing throughout their service.

Section 8.10: Immediate Past President. The Immediate Past President shall serve as an advisor to the President and the Board of Directors, ensuring continuity of leadership and governance. The Immediate Past President shall perform such duties as may be requested by the President or the Board and may provide guidance on Chapter strategy, operations, or succession planning. The Immediate Past President must be a current member in good standing of SHRM throughout the duration of their term.

ARTICLE 9 COMMITTEES

Section 9.1: Committees. The establishment of both standing and ad-hoc committees shall be the right of the Board of Directors.

Section 9.2: Committee Organization. Committees in addition to the Nominating Committee are established by resolution of the Board of Directors.

Section 9.3: Committee Chairpersons. Appointment of Chairpersons to committees is the responsibility of the Board of Directors. The Chairperson will seek interested members to participate in committee activities. Special Committees or task forces may be organized and approved by the Board of Directors to meet particular Chapter needs.

Section 9.4: Committee Activity. Committees are established to provide the Chapter with special ongoing services, such as Programs, Board Development, Membership, College Relations, SHRM Foundation Initiatives, By-Laws, Professional Development, Communications, Marketing/Public Relations, Workforce Readiness, Students, etc.

ARTICLE 10 ELECTRONIC VOTING

Mail or electronic ballots may be used for the election of Directors provided the Chapter has had at least one in-person meeting that year unless there are extenuating circumstances where the Chapter cannot meet in person.

ARTICLE 11 STATEMENT OF ETHICS

The Chapter adopts SHRM's Code of Ethical and Professional Standards in Human Resource Management for members of the Chapter in order to promote and maintain the highest standards among our members. Each member shall honor, respect and support the purposes of this Chapter and of SHRM. Each Chapter Board Member and Officer shall attest that they abide by SHRM's Code of Ethics.

The Chapter shall not be represented as advocating or endorsing any issue unless approved by the Board of Directors.

No member shall actively solicit business from any other member at Chapter meetings without the approval from the Board of Directors.

ARTICLE 12 PARLIAMENTARY PROCEDURE

Meetings of the Chapter shall be governed by the rules contained in Robert's Rules of Order (newly revised) in all cases to which they are applicable and in which they are consistent with the Law and the Bylaws of the Chapter.

ARTICLE 13
AMENDMENT OF BYLAWS

The Bylaws may be amended by a majority vote of the members present at any meeting at which a quorum exists, and in which required notice has been met, provided, that no such amendment shall be effective unless and until approved by the SHRM President/CEO or his/her designee as being in furtherance of the purposes of SHRM and not in conflict with SHRM bylaws. Any motion to amend the bylaws shall clearly state that it is not effective unless and until approved by the SHRM President/CEO or his/her designee.

ARTICLE 14
INDEMNIFICATION

Each person at any time a director, officer, employee or agent of the Chapter and any person who serves at its request as a director, officer, employee or other agent of another organization, or who serves at its request in any capacity with respect to any employee benefit plan, including each former director, officer, employee or agent who was such before, on or after the date of the adoption of this bylaw shall, to the extent permitted by law and without prejudice to any other rights he or she might have, be entitled to be reimbursed by the Chapter for, and indemnified by the Chapter against, all judgments, fines, penalties, costs and expenses reasonably incurred by him or her in connection with or arising out of any claims made, or any action, suit or proceeding threatened or brought against him or her or in which he or she may be involved as a party or otherwise by reason of any action alleged to have been taken or omitted by him or her as a director, officer, employee or agent, or in any capacity with respect to any employee benefit plan, whether or not he or she continues to be a director, officer, employee or agent, or to serve in any capacity with respect to any employee benefit plan, at the time of incurring such costs and expenses, including amounts paid or incurred by him or her in connection with reasonable settlements (other than amounts paid to the Chapter itself) of any claim, action, suit or proceeding.

Any rights to reimbursement and indemnification granted under this Article to any such director, officer, employee or agent shall extend to his or her heirs, executors and administrators. No such reimbursement or indemnification shall be provided for any person with respect to any matter as to which he or she shall have been adjudicated in any proceeding not to have acted in good faith in the reasonable belief that his or her action was in the best interests of the Chapter, or to the extent that such matter relates to service with respect to an employee benefit plan, in the best interests of the participants or beneficiaries of such employee benefit plan. Reimbursement or indemnification hereunder shall include payments by the Chapter of costs and expenses incurred in defending a civil or criminal action or proceeding in advance of the final disposition of such action or proceeding upon receipt of an undertaking by the person indemnified to repay such payment if he or she shall be adjudicated to be not entitled to indemnification hereunder, which undertaking shall be accepted without reference to the financial ability of such person to make repayment.

Nothing herein contained is intended to, or shall, prevent a settlement by the Chapter prior to final adjudication of any claim, including claims for reimbursement or indemnification under this bylaw, against the Chapter when such settlement appears to be in the interest of the Chapter. Each such person shall, by reason of his or her continuing such service or accepting such election or employment, have the right to be reimbursed and indemnified by the Chapter, as above set forth with the same force and effect as if the Chapter, to induce him or her to continue so to serve or to accept such election or employment, specifically agreed in writing to reimburse and indemnify him or her in accordance with the foregoing provisions of this Article. Nothing herein contained is intended to, or shall, prevent the Chapter from entering indemnity agreements with other persons or purchasing insurance to cover any liabilities of any director, officer, employee or agent. No director or officer of the Chapter shall be liable to anyone for making any determination as to the existence or absence of liability of the Chapter hereunder or for making or refusing to make any payment hereunder in reliance upon advice of counsel.

ARTICLE 15

CHAPTER DISSOLUTION

In the event of the Chapter's dissolution, the remaining monies in the Treasury, after Chapter expenses have been paid, will be contributed to an organization decided upon by the Board of Directors at the time of dissolution (e.g., the SHRM Foundation, a local student Chapter, the State Council, an HR degree program, or other such 501(c) organization in alignment with the purposes of the Chapter). Should a Chapter become an MSA of another chapter (host), the Chapter would be dissolved. In this situation, the dissolving Chapter funds shall be transferred to the host chapter (successor). Funds should be transferred within 180 days or as soon as reasonably practical.

ARTICLE 16

WITHDRAWAL OF AFFILIATED CHAPTER STATUS

Affiliated Chapter status may be withdrawn by the President/CEO of SHRM or his/her designee as a representative of the SHRM Board of Directors upon finding that the activities of the Chapter are inconsistent with or contrary to the best interests of SHRM. Prior to withdrawal of such status, the Chapter shall have an opportunity to review a written statement of the reasons for such proposed withdrawal and an opportunity to provide the SHRM Board of Directors with a written response to such a proposal within a thirty (30) day period. In addition, when the Chapter fails to maintain the required affiliation standards as set forth by the SHRM President/CEO or his/her designee, it is subject to immediate disaffiliation by SHRM. After withdrawal of affiliated status, the SHRM President/CEO or his/her designee may cause a new Chapter to be created or may re-confer affiliated status upon such body.

**ARTICLE 17
TERMS USED**

As used in these Bylaws, feminine or neuter pronouns shall be substituted for those of the masculine form, and the plurals shall be substituted for the singular number in any place where the context may require such substitution or substitutions.

Ratified by the Membership of the Chapter and signed by:

Chapter President Signature: *Nicole Smith*

Printed name: Nicole Smith

Date: August 24, 2026

Chapter mailing address: HRMA of Central MA, Inc.
P.O. Box 281
Worcester, MA 01613-0281

Chapter primary email address (if applicable): president@hrmacentralma.org

President's email: nsmith@ascentria.org

President's phone: _____

Approved by:

SHRM President/CEO or President/CEO Designee:

Printed name: *Michael P. Pitken*

Date: *9-23-2026*