Early Career Resource Group

Charter

Article I: Name

The name of the club shall be “Early Career Resource Group.”

Article II: Purpose

The goal/mission of the group is to proactively prepare for the growth and development of the early career demographic at Brookhaven National Laboratory by:

- Attracting qualified and diverse early career staff;
- Retaining the talent through an inclusive, equitable and supportive work culture;
- Developing talent through professional growth opportunities and facilitating intra-generational knowledge transfer; and
- Promoting collaboration between the early career scientific and support staffs by providing a platform to discuss issues and propose ideas for the future.

Article III: Membership

Is open to BNL and BSA and their immediate family members, the Brookhaven area office of the US Department of Energy and members of their immediate families; persons with BNL or BSA guest and visiting appointments and members of their immediate families; employees of permanent on-site employers (such as Teachers Federal Credit Union, Upton Post Office, etc.) and members of their immediate families. All shall be admitted to membership in this group and covered by its bylaws. The right to vote is reserved for members of the Early Career Resource Group.
Article IV: Officers

1. The leadership team will consist of the co-chairs, secretary(s), and treasurer, as well as coordinators for: events, internal and external outreach, welcome, social media and as needed. Members of the leadership team shall have voting rights.
2. The members of the leadership team who are elected by the voting members shall conduct the affairs of the club.
3. The leadership team members shall be elected to a term of two years to begin in February, and may be re-elected.
4. In case of a vacancy in any office, one of two paths may be pursued:
   a. The leadership team may fill the vacancy for the unexpired term by vote of the leadership team for a nominated individual. The individual shall fill the role on a temporary basis until the next normal election cycle. Or;
   b. the leadership team may notify the membership of a special election that will consist of a two week nomination period followed by a vote from the membership in the next schedule meeting.
5. The officers will serve without remuneration.

Article VI: Meetings

1. Regular meetings will be held monthly.
2. The Leadership team may call special meetings of the membership as needed.

Article VII: Special Committees

The co-chairs shall appoint a committee chairperson as the need arises, subject to majority approval of the leadership team.

Article VIII: Amendments

1. This charter may be amended by 3/4 vote of those members who are present at any regular meeting, quorum being present, provided notice of the proposed amendment has been made given at the preceding meeting.
2. No amendment of this charter that would require reorganization or dissolution shall be made except by a 3/4 vote in a newly assembled meeting, a quorum being present, provided notice of the proposal amendment was dual emailed, 30 days prior to meeting, to each member in good standing.