

The following terms used in these Bylaws shall have the meanings set forth below:

The "Executive Committee" Members of the Consortium are those who lead the meetings and oversee the actions of the CTEWD Consortium.

The "Consortium" means Connecticut Energy Workforce Development Consortium.

An "Executive Committee Member" means an individual appointed to serve in Executive capacity.

"Members" means individuals that satisfy the requirements for membership set forth in Article III of the Bylaws.

ARTICLE I - Name, Office, and Duration

1. Name. The name of this Consortium is Connecticut Energy Workforce Development Consortium.
2. Location. The principal place of meetings shall be located at 350 Church St., Hartford, CT 06103
3. Duration. The Consortium shall have perpetual existence.

ARTICLE II - Purpose

1. Purpose. The Consortium is a public-private partnership of individuals from business, education and government whose purposes include but are not limited to:
 - (a) Solutions to meet the current and future workforce needs of the state's energy industry.
 - (b) Develop accurate projections of future energy industry work force needs detailed by occupation and to prioritize those needs for focused educational and recruiting efforts.
 - (c) Career Awareness: Improving the image of the industry and introducing to Connecticut residents the high-paying jobs and career paths within it.
 - (d) Education: Impacting education public policy to support implementation of energy industry-relevant education and training at the secondary and post-secondary levels.

ARTICLE III - Membership

1. Membership. The membership of the Consortium shall be comprised of the following:
 - Representatives from Energy Utilities within the state of Connecticut.
 - Representatives from Industrial and Construction Companies within the state of Connecticut.
 - Representatives from Industry Associations (i.e. CEWD, CBIA).
 - Representatives from secondary and post-secondary educational institutions.
 - Representatives from Government, including but not limited to: CT Department of Energy & Environmental Protection, Department of Education, Department of Labor, regional workforce boards, etc.

ARTICLE IV - Executive Committee Members

Election. The Consortium membership will recommend and approve two co-chairpersons to lead the organization. Both individuals will serve for four-year staggered terms. Should a co-chair be unable to complete their term, their replacement will serve the remaining time. They will then be eligible to be selected as a co-chair (full new 4-year term) If either of the Chairpersons resigns or vacates his/her position before the end of their term, then the consortium must recommend/approve a new co-chair to fulfill the remainder of the term.

1. Number. The initial number of Executive Committee Members shall be two and may be increased or decreased without further amendment of these bylaws. At no time may the number of Executive Members be less than two (2). The current

Members are:

Co-Chair: Joseph Ryzewski
United Illuminating
180 Marsh Hill Rd.
Orange, CT 06477

Co-Chair: Laurie Shuckerow
Eversource
107 Seldon St.
Berlin, CT 06037

2. **Qualifications.** To serve as an Executive Committee Member, an individual must be a member in good standing with the Consortium.
3. **Powers.** The Executive Committee Members shall have all corporate authority, except such powers as are otherwise provided in these bylaws and the laws of the State of Connecticut, to conduct the affairs of the Consortium in accordance with these bylaws. The Executive Committee may delegate to committees of their own number.
4. **Meetings.** The Executive Committee meets at least quarterly. Committees meet as necessary based on project and initiative schedules. Committee meetings may be held as face-to-face, teleconference, or internet meetings.

Regular meetings of the Consortium shall be held in person and scheduled as directed by the Executive Committee throughout the year.
5. **Special Meetings.** Special meetings of the Consortium may be called by the Co-Chairs or the Consortium Manager when deemed in the best interest of the organization. Notices of such meetings shall be e-mailed to all members at their addresses as they appear in the membership listing/directory. Such notice shall state the reasons that such meeting has been called, the business to be transacted at such meeting and by whom it was called.
6. **Notice.** A meeting calendar will be established for the Consortium to give advance notice of full consortium meetings. At the direction of the Executive Committee, a written agenda shall be prepared and delivered by the Membership/Site Coordinator to each Consortium member no later than five (5) business days prior to any Consortium meeting. The Membership/Site Coordinator shall send e-mail notices to all members telling the time and place for all meetings.
7. **Vacancy.** Any vacancy occurring in the Executive Committee shall be filled by the majority of Consortium members recommending/approving a new Executive Committee Member. Each person so elected shall serve until the duration of the unexpired term.
8. **Compensation.** Executive Committee Members shall receive no compensation for their service.
9. **Resignation.** Any Executive Committee Member may resign at any time by giving written notice to the Consortium. The resignation shall be effective upon receipt by the Consortium or at such subsequent time as may be specified in the notice of resignation.

ARTICLE V - Committees

The committees are responsible for developing and implementing specific actions related to the committee purpose. There will be four standing committees:

- Education
- Business Community
- Policy
- Communication

Education Committee

The Education Committee works to impact education public policy and implementation of energy industry-relevant education and training at the secondary and post-secondary levels.

Business Community Committee

The Business Community Committee works to attract representatives from energy business sectors to participate in the Consortium, identify the needs of businesses and how the Consortium can provide value to them, and help create opportunities and gateways to meet the needs of constituents.

Policy Committee

The Policy Committee works to update CTEWDC members of pending and enacted legislation relative to their interests in workforce development.

Communication Committee

The Communication Committee works to keep members and the public informed of CTEWDC's and CEWD's mission and activities, develop materials, website and social media resources, and support all committees in the fulfillment of CTEWDC's mission.

The Executive Committee will oversee adding, restructuring or eliminating committees and ad hoc groups.

ARTICLE VI - Statement of Nondiscrimination

Notwithstanding any provision of these bylaws, the Consortium shall not discriminate against any director, officer, employee, applicant, or participant on the basis of sex, race, color, ethnicity or national origin.

ARTICLE VI - Amendments

1. Amendments to these bylaws may only be initiated by the Executive Committee or by a petition signed by at least 25% of Consortium members in good standing.
2. Notice of any potential change must be published and distributed to the membership at least 30 calendar days prior to voting on such measures.
3. Amendments must be approved by a majority of consortium members in good standing voting by e-mail or at a duly called special meeting.
4. Notice of approved changes to these Bylaws shall be published or distributed to all Consortium members no later than 60 days following adoption.

Adoption of Bylaws

Adopted by the Executive Committee Members by resolution and vote of all on the date below:

 _____ Date 9/20/17

Joseph Ryzewski

 _____ Date 9/19/17

Laurie Shuckel"ow