

Cumberland-Cape May Officials Assoc. # 196
#196 Board Policy Manual
2018
Reviewed and changed March 2019
Rules, Regulations and Fines

The following are the rules and regulations for the Association that were duly passed by a majority vote of the membership:

1. Dues: Dues are due on February 1 of the previous year for the admission in the Local and IAABO membership directories. All dues not paid by February 1 will warrant a \$35.00 late fee for the first two months. Late fees and dues paid after this date will pay the \$35.00 fine plus \$10.00 per month late.

Assessment Fees: For the year just worked are 4.5% of the monies made on games the Board is responsible for. This fee is due April 15 of that given year. If the fee is late, there is a \$25.00 late fee for the first two months. Assessments and fines paid after the first two months are the original assessment plus the \$25.00 late fee and \$10.00 a month thereafter. If late fees are not paid by June 1 of the year in question then the next season the member will lose the first half of their schedule and still must pay their assessment and fees before they get reinstated to officiate.

2. Lateness to Games:
 - A. The first occurrence of lateness warrants a half game fee for being late to the game. Unless proper protocols were made, Call AD and Assigner
 - B. Late to a game is not being on the court 15 minutes prior to the assigned Start of the game.
3. Non-Arrival to Games:
 - A. If an official does not arrive to do an assigned game, there is a game fee Penalty: for the no show fine (first occurrence.)
 - B. If an official does not arrive for a game on more than one occasion during The season, there is a game fee penalty and their schedule is pulled until The Executive Board has the opportunity to meet with the official and Come to a resolution.
_This includes giving games to other officials without using the proper protocols. (Asking Assigner)
5. Out of uniform:
 - A. When an official is out of uniform while working a ball game, the penalty is a warning.
 - C. If this type action continues, the official will go through due process and be put in not good standing for the upcoming season.
 1. The working uniform for the Association is: Black pants, socks both black, a white and black striped shirt without pockets and black shoes.

2. The shirt must have an IAABO patch placed in the proper position and an NJSIAA patch place properly. For the year 2001 and further, an American flag will be worn on the shirt properly placed.
3. A black whistle is to be used. Women may wear a black skirt if they choose.
4. No (applicant) candidate is to wear either the NJSIAA or the IAABO patch on their shirt.
5. All uniform procedures follow NJSIAA and IAABO processes.

6. Game Returns

- A. Any game that is returned to the board that the board is responsible for Within 72 hours of the assigned game time carries a ½ game fee assessment. If it is a two game situation, you only get assessed for the first game. Naturally unless there is a verified emergency known to the Assignor
- B. A 24 hour return if a full game fee fine unless there is a verified emergency known to the Assignor
- C. All declines and returns must have a valid reason assigned to the communication given to the assignor.

7. Conduct Unbecoming an Official:

- A. All other infractions that occur, which could harm the Association or a member will be brought to the attention of the executive committee and will be dealt with by the executive committee for the good of the Association.

8. Absent Tee Ballots: There will be no absent tee ballots since we are using online voting

9. Dual Membership: _Dual membership shall be reviewed by the Executive Committee annually and voted on by Executive board if the board will open or close it for the upcoming year.

10. Discrimination Policy

- A. All members must sign the Acknowledgement form and annually review at a meeting for the policy on Discrimination/Harassment for the board and the constitution.

11.) Candidates Board Policy

- A. All candidates that apply for membership into the board must attend the candidate class and make 85% of the meetings. There will be no waiver for experience from an IAABO board or from any other board.

12.) No member shall attempt or become an independent assignor of high school and tournament games. All high school assignments must go through the elected assigner of the Board.

In all situations if you feel that you have not gotten your due process please write a letter to the Vice President and you will get a hearing from the Grievance/Fine committee. If still unhappy write the President for an executive hearing to review your situation.