SBU Policy

Declines, No Action, Turnbacks, Late, No-Shows, Terminate Game Early, Leave Game Before Completion

SBU uses ArbiterSports, a web-based assigning program for scheduling. It is the responsibility of each Independent Contractor to accurately maintain their availability calendar in ArbiterSports and act in a timely fashion when assignments are published.

Penalties will be imposed for Independent Contractors for the following situations:

* **Decline**: Declining a game assignment on a day where the Independent Contractor’s calendar shows available a fine of $5 per game or assignment block will be assessed on the 3rd and each subsequent occurrence.
* **No Action:** Failing to respond to a published assignment within the allotted 3-day time frame a fine of $10 per game or assignment block will be assessed for each occurrence.
* **Turnback**: Accepting a game assignment and later turning it back to the assigner or assistant assigner a fine of $5 per game or assignment block will be assessed for each occurrence.
* **Late:** Anything preventing the game from starting at the scheduled game time a fine of **½ the stated game fee** will be assessed to the responsible official(s).
* **No Show/Terminate Game Early/Leave Game Before Completion** – Missing an assigned game, failing to perform the assigned duties during game, and/or terminating or leaving a game early will result a fine of the **full stated game fee.**

1. An Independent Contractor that develops a pattern (3 or more violations) of declines, turnbacks, or a combination of both may have future games assignments stopped until their availability issues have been rectified with the assigner(s).
2. An Independent Contractor that develops a pattern (2 or more violations) of late will be placed in “Not in Good Standing” status until cleared by the SBU Executive Board.
3. An Independent Contractor that develops a pattern (3 or more violations) of no action will be placed in a “Not in Good Standing” status until cleared by the SBU Executive Board.
4. An Independent Contractor that misses a previously accepted game assignment and/or terminates a game or leaves a game early will also be subject to disciplinary action outlined in the Independent Contractor Agreement.
5. Fines assessed specific to Independent Contractors violating policy as outlined above will be placed in a special fund to be administered by the SBO Executive Board.
6. Independent Contractor are expected to attend all regularly scheduled membership meetings, advanced training sessions, and clinics as outlined in the SBU Meeting Attendance Policy and become WOA certified each season by a date determined by the Assigner
7. Independent Contractors may appeal the assessed fine/penalty to the SBU Executive Board via email to the SBU Secretary