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Phoenix Ice Hockey
Referees Association, Inc.
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P.I.H.R.A. is on the move for the New Year !

Board of Directors institute new policies and procedures

As we begin the new year, your Board of Directors continue to work diligently to make the necessary changes to improve the Association, by establishing a better organization and improving the quality of amateur ice hockey officiating. After the ratification of our Bylaws and the incorporation of the Association, the Board has begun to establish the day to day policies and procedures of the association. As we do this our objective is to ensure that our association is providing the best "officiating product" possible to the hockey leagues for which we officiate. Every official in our association should have the fair and equal opportunity to officiate games, to learn and develop, and to contribute to our association.

In order to meet these objectives we have taken steps and will take future steps. One of which is to provide a means of communication among our membership. This newsletter is one such means of accomplishing that goal. You should also find enclosed a fee schedule which explains what you will be paid for the games that you work. Although you are now paying a percentage to the association, you can see that you will still receive more per game after the fees than last year because there has been a fee increase this year.

The Board of Directors will begin to evaluate our fees as paid by the leagues in the Spring. Most of our contracts, however, do not expire for another year. When new contracts are to be negotiated, we will be in a much better position if we have our "own house" in order and have an association of officials who are professional and who strive to be top quality officials.

Your efforts over the past year are appreciated. Thanks to those officials who have pitched in when needed, especially at the last minute. We are open to your suggestions and comments. Together we can make this association the best it can be !

Tony Knowles
President

Vacancies Filled in Board

Pursuant to the Bylaws the P.I.H.R.A. Board of Directors has appointed Mike Gray as the treasurer for the 1996-1997 season. The Board also appointed Ed Burke as the General Counsel for the association. Due to the resignation of Gary Widdup as Board Member at Large, the Board has appointed Marvin Smith to fill that

position. The Board would like to thank Gary for his assistance and dedication during which he served on the Board. The following is a recap of the current Board of Directors for the Association:

President: Tony Knowles
Vice President: Bill Seneski
Secretary: Herb Haley
Treasurer: Mike Gray
Bd Member at Large: Marvin Smith
Alternate Bd. Member: Vacant

Legal Counsel: Ed Burke

The Board of Directors meet at minimum on a monthly basis and are open to any comments or suggestions regarding the association.

Committees to Be Named

Members of the Ethics and Conduct Committee and the Grievance Committee are to be named by the Vice President and Secretary, respectively, this month. Anyone who expressed interest in either committee should have been contacted. If you were not contacted or are interested but have not expressed that to anyone, please contact Bill Seneski, Herb Haley, or Marvin Smith.

Call For Game Assignments

The Board has yet to establish complete scheduling guidelines for our schedulers. When these policies are drafted, they will attempt to ensure that every official has the opportunity to work a fair number of games. Although schedulers are responsible for assigning games equitably, at times they are unable to reach many officials. Many of us are very hard to get in touch with. If you have not heard from a scheduler, and are willing and able to work games, pick up the phone and call the schedulers for games. Find out at what time in the month they schedule and make it a point to reach them, either by being available to receive the calls, returning phone calls promptly, or by initiating the call yourself.

NEW POLIES & PROCEDURES

The following policies and procedures have been approved by the Board of Directors.

Policy 97-01 (General) Changes in Game Assignments.

All changes in game assignments must be made through the scheduler. Any game turned back to scheduler with less than 49 hours until game time will incur a fine to the official of that equal to 1/2 the game fee. Any game turned back to the scheduler with less than 72 hours but more than 49 hours will incur a fine to the official of \$ 5.00.

Either fine under this policy may be appealed to the Board of Directors, who under circumstances for which there was an excusable emergency may waive such fine. All fines under this policy shall be deposited into the association's general account.

This policy is effective February 1, 1997.

Policy 97-02 (General) Failure to Show for Assigned Game.

Any official who does not show up to work an assigned game will incur a fine of that equal to the game fee, unless failure to show was due to an excusable reason and the proper procedure was followed as outlined.

In the case of an excusable emergency which prevents an official from showing up to an assigned game, this policy will not apply. However, the following two steps must be taken. First, at the earliest possible time, the official must contact the scheduler and inform him of the emergency and that he will not or did not show for the game. Second, the scheduler will evaluate whether the reason in an excusable emergency. These situations will be evaluated on a case by case basis. The official has the ability to challenge the decision of the scheduler through the Grievance Committee procedure.

Any official who works a game alone because of an official who has failed to show for his assigned game shall be paid 1/2 times the game fee. Such official shall notify the scheduler of the fact that they worked the game alone. The remaining (1/2 of the fee) amount of the fine shall be deposited into the associations general account.

This policy is effective February 1, 1997.

Explanation of the above two policies:

Officials should take games to work only when they know they will be able to work the game. Accepting assignments from the scheduler should be taken seriously. Many people depend on you when you take games, Schedulers, players, leagues, coaches, and your fellow officials. We have had a serious problem with no-shows this season and these policies should begin to address the problem. Fortunately, it is a small number of people who continually fail to show up for games. We have an obligation (besides contractual) to the

leagues to show up for our games. Our goal is to not have to fine anyone for an entire season, so let's be responsible.

The fact that an official is fined for a no-show does not eliminate the possibility of further discipline through the Discipline Committee for excessive no shows.

Finally, the money received by the association as the 1/2 fee left over, will help pay the official who works alone but when his partner has an excused absence, so did not incur any fine.

Policy 97-03 (Ethics & Conduct) Ethics and Conduct Committee Procedures.

A complaint before the Ethics and Conduct Committee shall be filed no more than 15 days after an incident or series of related incidents for which a member is brought before the committee. Such complaint must be made in writing, stating the specific details of the incident or related incidences for which a complaint is being filed, and can be given to any Board Member. Such Board Member shall forward the complaint to the Chair of the Committee. The committee shall have 30 days from the receipt of the complaint to render a decision.

This policy is effective February 1, 1997.

Policy 97-04 (Grievance) Grievance Committee Procedures.

Members who wish to file a grievance before the Grievance Committee shall have 15 days from the notification of a fine or from which the source of the grievance originates. Such grievance must be made in writing, stating the specific details of the aggrieved incident, and can be given to any Board Member. Such Board Member shall forward the grievance to the Chair of the Committee. The

committee shall have 15 days from the receipt of the complaint to render a decision.

This policy shall be effective February 1, 1997.

Parking Passes for Coliseum

It had come to the attention of the Board that quite often officials had to pay to park at the Coliseum, because of special events, etc..., when going to work a game. Many officials were not happy about paying to "go to work", and several were not willing to work at the Coliseum if they had to drop \$ 5.00 to work a game.

Thanks to the help of Jim Rogers, we were able to work out an amicable agreement. We now have parking passes. For those of you that have not yet received the pass, one should be enclosed with this newsletter. If for some reason you do not receive one, please contact Tony Knowles to make arrangements to receive one.

The pass must be displayed on the windshield of your car in the lower driver's side window.

Officials to Be Paid Monthly

Effective February 1, 1997, the Board intends on accomplishing its goal regarding the payment of officials. All officials will receive only one check a month for any games worked the previous month. Each month, official's checks should be mailed out by the 15th of the month via the U.S. Postal Service. Each check will be accompanied by a detailed statement of games worked and amount remitted. The statements will also give a year-to-date total, in order to make it easier for officials to keep track of their earnings.

Tidbits from the Association

In November Bill Seneski broke his leg while officiating at the Coliseum. He had to have surgery and will not be able to walk easily for quite some time,

besides skating. We'd like to wish Bill a speedy recovery.

Quote of the Month: "Every game is a officiating seminar!" -guess the author

Future Newsletters

- The staff at the Corporate office who prepares this newsletter welcomes any ideas, or submissions that you might wish to add to the next newsletter. Whether it be tidbits from around the association or a question you want answered (hockey rules, association policies, etc...) please contact Tony Knowles.



Inspired Questions & Answers

Q: When an attacking team shoots the puck into the zone with attacking players deeper than the top of the face off circles, is it still intentional offsides if the puck only goes 2 feet into the zone?

A: Yes. It makes no difference how far into the zone the puck travels. The intentional offsides is determined the instant the puck crosses the blue line. In this situation, you have an immediate whistle and the face off goes all the way down into the defensive end zone of the attacking team causing the offsides. See Rule 626 (f) Note.

Q: How can I get a copy of the ratified Bylaws?

A: Copies of the Bylaws for the Association are available by contacting any of the Board Members to arrange receipt of a copy.

Q: When the puck is shot directly on goal by an attacking player with a teammate in the Attacking Zone (non-intentional situation). Should the official allow play to continue under the delayed offside rule?

A: No. As soon as the official is aware that the puck will not be intercepted by a defending player before it reaches the goal and/or goalkeeper, he must stop play immediately for the offside infraction. Face-off should be taken at the point

from which the shot was taken. (last play) See Rule 626 (d).

Q: On a delayed off-side(non-intentional), what is the determining factor for whether to delay the call or to stop play?

A: The intent of the delayed off-side rule is to keep play in progress as long as the defending team has a reasonable opportunity to advance the puck out of the Defending Zone and moves promptly to do so. If a defending player is forced back further into the Defending zone by an attacker or there is the slightest of contact with the puck or puck carrier, play should be stopped. See Rule 626 (d).

