

INTERCOUNTY TENNIS ASSOCIATION
MOTIONS TO AMEND THE BY-LAWS

To be moved by Sonja Zibin:

(A)

WHEREAS the By-Laws of the Association provide for appeals of grievance decisions made by a League Director;

AND WHEREAS the said appeals are to the Board;

AND WHEREAS the Board has, to date, delegated such appeals to a committee informally formed;

AND WHEREAS it is desirable to formalize the committee;

BE IT RESOLVED that Section 44 of the By-Laws be amended so as to insert new sub-paragraphs (i), (j), (k) and (l), below:

44. Grievance Appeals

- (a) An appeal of a grievance decision made by a League Director may be made to the Board by a Club Representative, where such grievance resulted in a penalty or sanction.
- (b) The Club Representative shall act on behalf of a Captain or Club member who has had the penalty imposed from an individual League's formal grievance process.
- (c) Any appeal of a League grievance decision shall be made in writing within eight (8) days after the effective date of the notice of decision of the League Director.
- (d) The Board shall review appeals promptly and in reaching its determination, shall request submissions from all affected parties.
- (e) The Board does not have the authority to waive a League rule.
- (f) The Board shall have the authority to affirm, modify or reject the decision of the League Director. However, the Board may not impose a harsher penalty than that imposed by the League Director.
- (g) All decisions made by the Board shall be communicated in writing and are final and binding.
- (h) A Board member who is also a member of an affected Club shall abstain from participating in the appeal.
- (i) Decisions of the Board shall be delegated to a grievance appeals committee.
- (j) The committee shall consist of three (3) Board members, one of whom shall be the chair, with a fourth (4th) member as an alternate.
- (k) The President shall not be entitled to serve on the committee.
- (l) The composition of the Committee shall be revisited annually following the Fall AGM.