

The Board received, and handled, three grievances, all from the same trial. For the sake of anonymity, names have been deleted. The Board does not guarantee that this will be the case in the future, however.

The first grievance, by the Judge and Competitor A against Competitor B, concerned comments made on a social media site. Although the Board decided that Competitor B's comments were not in keeping with the NEBCA Standard of Conduct, the Board voted 3:2 that social media was not within the Grievance Process scope and dismissed the grievance.

The second grievance, filed by the Judge against Competitor C, concerned comments made by Competitor C during a run-off handler's meeting. After investigation, discussion, and due consideration, the Board unanimously voted that this grievance had merit. Because Competitor C was admittedly aware of his inappropriate behavior, the Board opted to simply counsel (as in, "advise" or "caution") him about this behavior.

The third grievance, filed by Competitor B (now a bystander) against the Judge, concerned actions by the Judge before Competitor C's run during a run-off. After much investigation, many interviews, and much discussion, the Board unanimously voted that this grievance was without merit.

Thoughts on the Grievance Process

Concerning the grievance process, the Board would like to share a few thoughts.

First, please seriously consider if a grievance is necessary. Please make all efforts to resolve differences, or a situation, before filing a grievance. While it may seem to be a simple letter that you write, in the end no one "wins", and it does set in motion a time-consuming process. In fact, while the Board investigated these grievances, all other Board business was put on hold – including some significant strategic questions that members raised, such as districting.

Why? The Board is composed of volunteers, who like most of you, have day jobs, business travel, families, and farms. Grievances take priority given the time that is available, so.... other things will slip.

Second, realize that the Board considers violations of USBCHA policies, rules and so forth to be outside of the jurisdiction of the NEBCA grievance process. Therefore, the Board will not consider grievances based on USBCHA violations, and so will dismiss any grievances or grievance comments based on USBCHA violations. If you have an issue serious enough to tell the NEBCA Board that someone violated a USBCHA rule or guideline, then please file directly with the USBCHA.

Third, realize that this applies to social media as well. Unless it is something that took place on the official NEBCA site, the Board has voted 3:2 that social media is beyond the current grievance process scope. The USBCHA has addressed social media issues in the past, so file with them if you wish.

Pending Work, transitioning to the 2017 Board

There are two open topics that will move to the 2017 Board.

The first is Districting. Preliminary analysis by the Board Chair and the President indicates that there are very few imbalances when considering the number of members per state, and the representation in all of the NEBCA spaces (Board, Executive, Open Committee, Novice Committee, etc).

It seems that any imbalances that might exist could most easily be handled by insightful nominations and committee appointments. This work, however, is not complete, and the 2017 Board and Executive need to address it more thoroughly. The preliminary analysis is attached. (For questions, contact Joyce Geier.)

The second are some minor modifications to the Grievance Process. The Board owns this document, and learned some things in its first application this year. Among the recommended updates are clarifying that USBCHA violations are not in scope; social media is not in scope; that email is a valid interview and information gathering method; and that "shall" should be replaced with "should" in several specific steps. Again, making these updates transitions to the 2017 Board.

Submitted for the Board,

Joyce Geier, Board Chair for the NEBCA Board of Directors (Maria Mick, Rob Drummond, Fiona Robertson, and Chris Bowen)

Attachments (2)

1. Scribing Best Practices.

This document, and sample score sheets, will be added to the NEBCA website after the annual meeting. Again, with many thanks to OBCC for collaborating with NEBCA on this, as well Rose Redick and Mary Ellen Young for coordinating the work and doing the writing, and Tara Dier for permitting use of the original scribe document.

SCRIBING TIPS

Scribing is a great way for inexperienced handlers to help out at a trial and learn about more aspects of trialing. You have the best seat in the house to watch each handler run and can see firsthand how the runs are scored. Your job is to run the clock and write down the scores so the judge doesn't need to take his/her eyes off the run. While an important task it does not require much if any prior experience.

Here are some pointers you will need to know.

You will be provided with a stack of score sheets, a running order and a time clock. Make sure that the dog and handler are as marked on the running order. Most handlers announce their name and their dog's name. However, if you aren't sure who is coming to the post just ask the handler (or the judge or course director). Most likely someone has been assigned to collect the sheets and post the scores and that person will quietly approach you every few runs. Hand that person the sheets of completed runs

THE CLOCK

Usually the scribe operates the clock/timer. Some judges like to do it themselves and some run their own clock in addition to the official one. The clock/timer runs down to zero from the maximum time allowed. Start the clock the moment the handler sends his/her dog from the post and don't touch it unless the judge tells you to.

If the time runs out before the run is complete, usually the judge (but sometimes the scribe) calls Time. If something unexpected happens during a run (e.g. a loose dog on the field, sheep goes down) make a note of the time remaining but leave the clock running.

As soon as a run is complete, reset the clock to be ready for the next handler. Please reset the timer before you do anything else, including tallying the scores of the last run, because the next handler will approach the post promptly. If you aren't ready

with the clock when the next handler is at the post, say so and ask the handler to wait until you have it set.

SCORE SHEETS

The scribe keeps track of the judges point deductions and totals these points at the end of the run. Some judges give the clerk the points off at the end of each phase of work. Some judges will give you the points off with each infraction and rely on the scribe to total them up for each phase. Write big and bold. For any changes, cross out the entire incorrect entry and write in the correct number.

If time expires before a run finishes, write "Time" in the phase of work where time ran out on the left side. All available points for that phase and all subsequent phases will be lost but a total score is still given. If a run ends due to a retirement or disqualification, write "RT" or "DQ" in the phase of work where it occurred on the right side and also in the total score box. There is no need to record the elapsed time if the run is finished before the time runs out.

At the end of the run, total up the points off and subtract from the total available for the final score. Double check it, or make sure whoever takes them from you double checks them. If there is something you aren't sure about in the scores, ask the judge before you give the sheet to the person assigned to collect them. Some trials require the judge to review and initial each score sheet before it leaves the judge's tent and some judges insist on doing this. If this is the policy, do not release a score sheet until a judge has reviewed it.

Every trail manager should provide to every person scribing an example of the score sheet for each class and how the points off, retires, D.Q.'s, etc. are to be recorded on the score sheet so that consistency is maintained by everyone scribing and that it is clear to the person recording the scores on the board and the judge how everyone is recording the points off.

A FEW MORE POINTS

During runs, the scribe should intercept and respond to anyone coming into the judge's tent (e.g. questions, delivering food, etc.)

Scribes should not discuss anything that they observed or heard while scribing with anyone including comments made by the judge.

One more thing... Judging takes concentration. Some judges like to chat, some don't. Take your lead from the judge and don't initiate conversation during a run. If you have questions, save them for between runs or the end of the day. Don't comment on a run or fill the judge in on a dog and handler you know unless they ask. Judges appreciate the help scribes provide and recognize that it is a learning opportunity.

Notes:

With special thanks to Tara Dier, author of the original OBCC scribing guidelines document.

A copy of scribe sheets for each class including the double lift can be found in the File section of the NEBCA yahoo list. You will also find a suggested score board for the classes as well.

Sample Score Sheets: Open and Double Lift

Open	Date
Handler: _____	# _____
Dog: _____	
Judge: _____	
Points Lost	Points
Outrun 20	
Lift 10	
Fetch 20	
Drive 30	
Pen 10	
Shed 10	
Total Points Possible	100
Total Points Lost	
Score	

Open	Date
Handler: _____	# _____
Dog: _____	
Judge: _____	
Points Lost	Points
Outrun 20	
Lift 10	
Fetch 20	
Drive 30	
Pen 10	
Shed 10	
Total Points Possible	100
Total Points Lost	
Score	

HANDLER: _____	DATE	
DOG: _____		
JUDGE: _____		
Points lost	Points Earned	
Outrun-1 20		
Lift-1 10		
Fetch-1 20		
Outrun-2 20		
Lift-2 10		
Fetch-2 20		
Drive 40		
Shed 20		
Pen 10		
Total Points Possible		170
Total Points Lost		
Score		

HANDLER: _____	DATE	
DOG: _____		
JUDGE: _____		
Points Lost	Points Earned	
Outrun-1 20		
Lift-1 10		
Fetch-1 20		
Outrun-2 20		
Lift-2 10		
Fetch-2 20		
Drive 40		
Shed 20		
Pen 10		
Total Points Possible		170
Total Points Lost		
Score		

Attachment 2. Preliminary Districting Analysis & Report

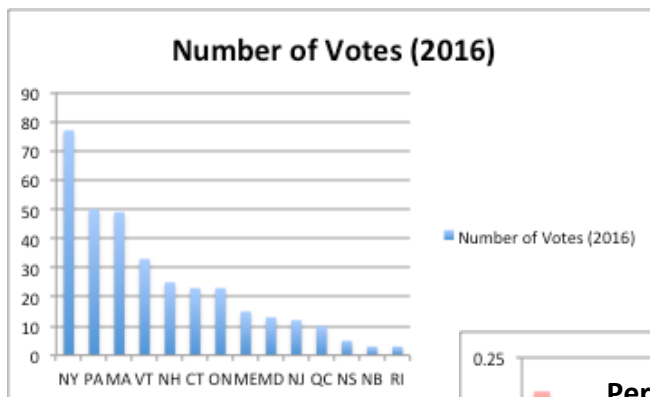
The Question & Approach

The Question:

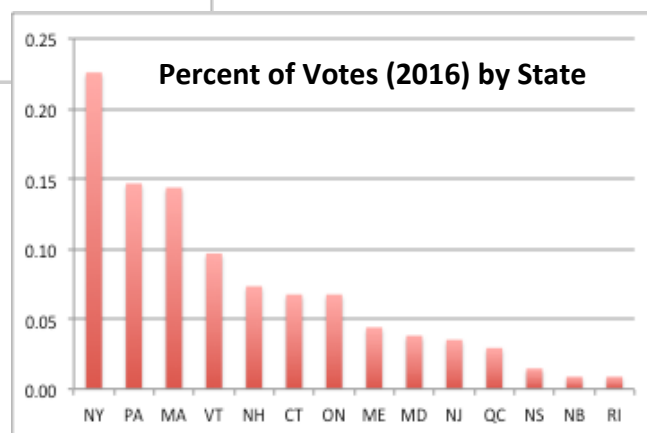
- Are all states equally represented in the NEBCA governance structure?

The Approach:

- NEBCA Governance defined for this work as...
 - The Board & Executive (President, VP, Secretary, Treasurer, and Newsletter Editor) => guides operations and policy
 - Committees (Open Committee and Novice Committee) => controls trialing, rules, and regulations
- The baseline for target representation was the 2016 votes, by state
- The data for actual representation was taken from the Officers & Committees list in the summer NEBCA News, from 2010 through 2016.
 - A seven year period was used since the Board changes slowly
 - And it provided a bigger sample than just one or two years



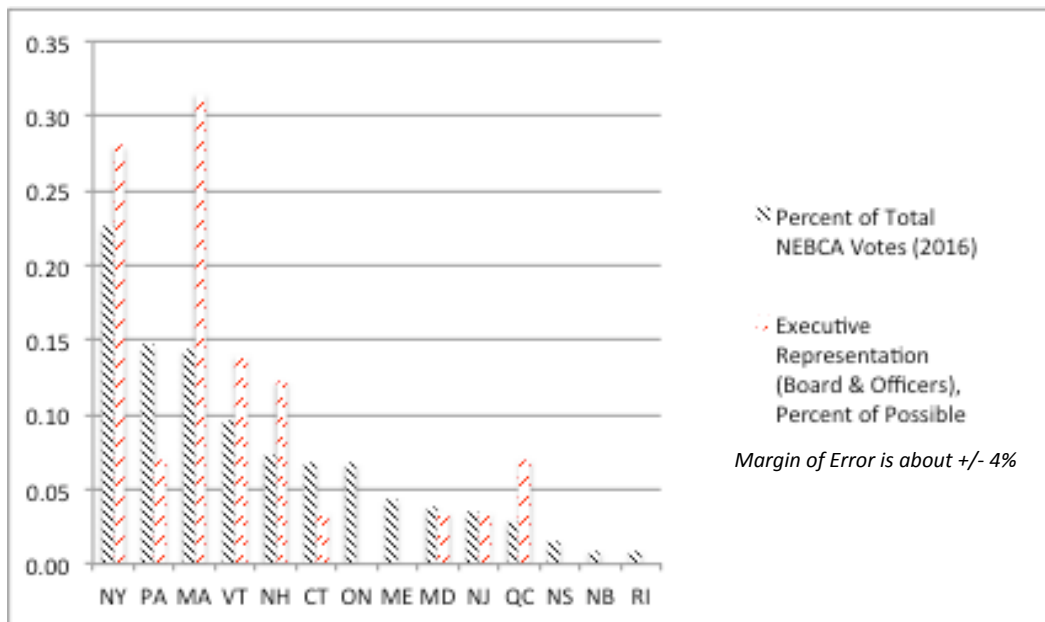
What is the current distribution of voting members by state?
- This is our baseline



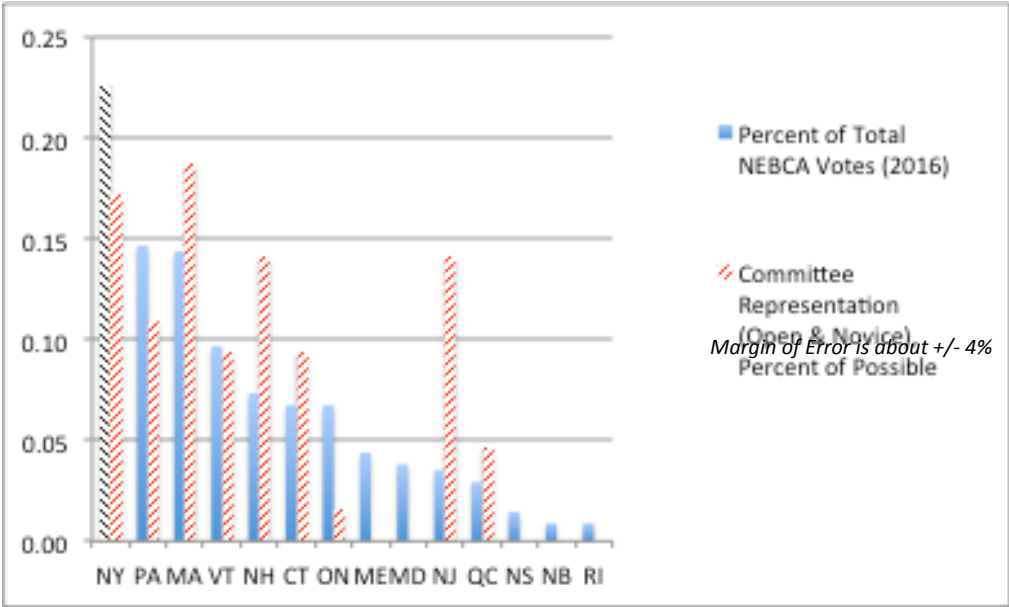
Raw Data. This is what was collected, to address the question.
 Number of Votes by State from Dave Sharp. Seats by State and Function
 Are from the Summer Editions of historical NEBCA News on website.

State	Votes (2016)	NEBCA Regic	Board (28 possible seats)	Executive (28 possible seats)	Newsletter (1 possible seat)	Total Executive Seats Filled (57 possible)	Open Committee (36 possible seats)	Novice Committee (28 possible seats)	Total Committee Seats Filled (64 possible)	All Representation (121 possible)
NY	77	y	9	6	1	16	6	5	11	27
PA	50	y	4			4	5	2	7	11
MA	49	y	2	14	2	18	7	5	12	30
VT	33	y	4	4		8	4	2	6	14
NH	25	y	3	2	2	7	7	2	9	16
CT	23	y		2		2		6	6	8
ON	23	y				0	1		1	1
ME	15	y				0			0	0
MD	13	y			2	2			0	2
NJ	12	y	2			2	3	6	9	11
QC	10	y	4			4	3		3	7
NS	5	y				0			0	0
NB	3	y				0			0	0
RI	3	y				0	0	0	0	0
NC	6	n							0	
VA	5	n							0	
WV	4	n							0	
CA	2	n							0	
FL	2	n							0	
GA	1	n							0	
IN	1	n							0	
KY	1	n							0	
MI	1	n							0	
WA	1	n							0	

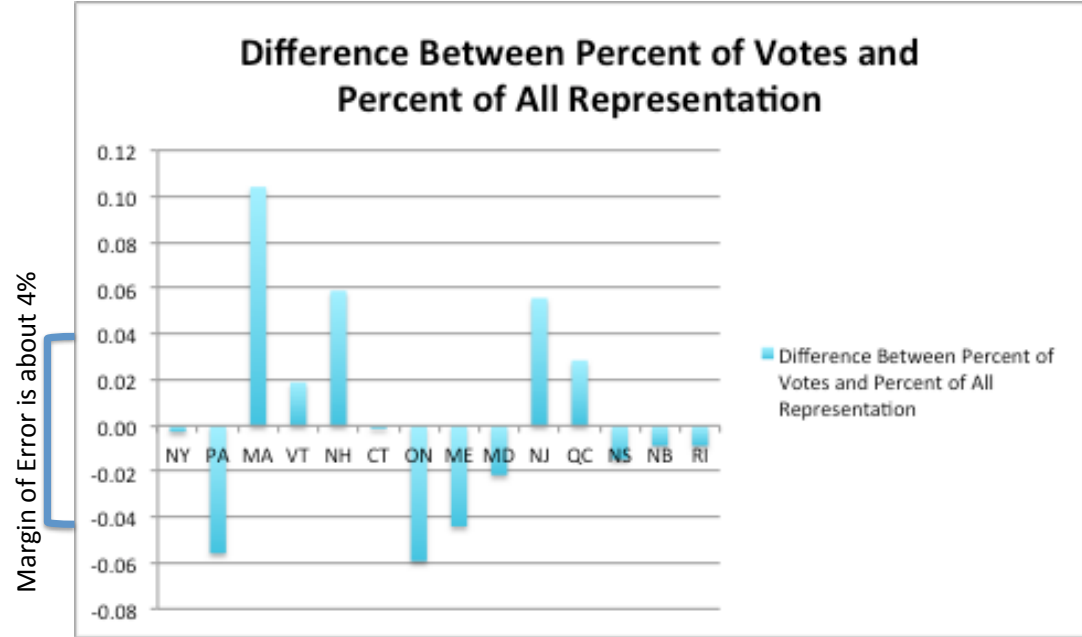
Looking at Officers and Board Representation, vs Voting Representation:



Looking at Open & Novice Committee Representation, vs Voting Representation:

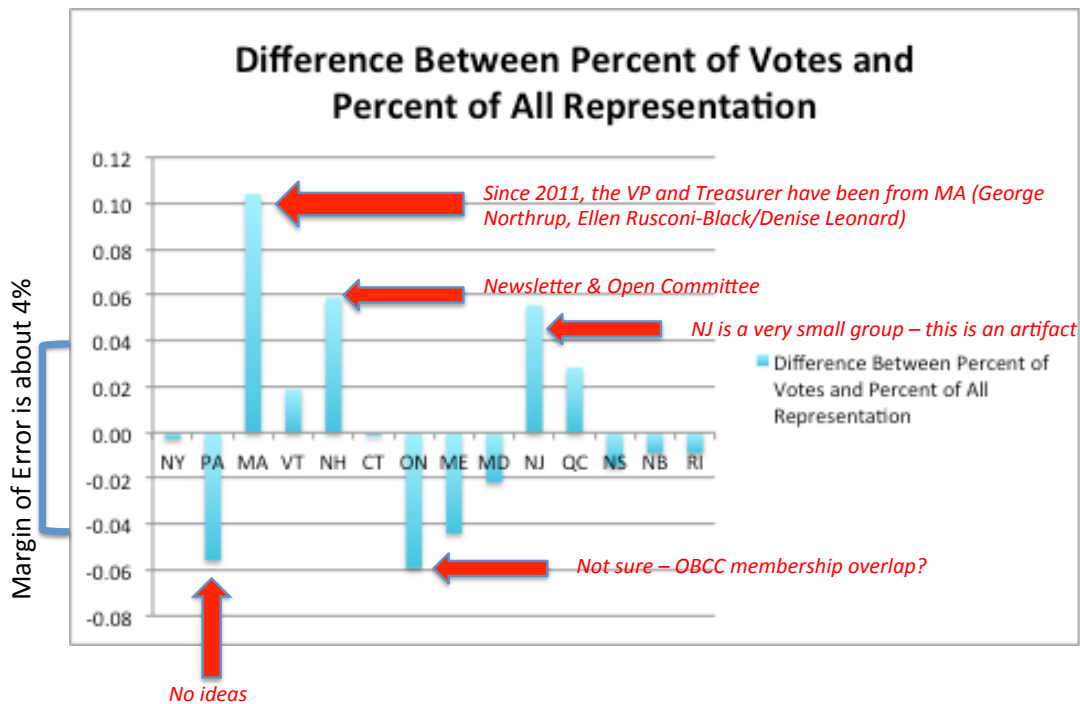


Summary



Margin of Error: Any bars within roughly +/- 4% are statistically “not different than 0%” and should be ignored. It still leaves a few outliers to consider (MA, PA, NH, ON)

Summary, with Possible Root Causes



Discussions & Thoughts

- From an analytical standpoint, any imbalances seem to stem from having too many long term, committed volunteers that happen to live in the same state
 - Not such a bad problem to have?
- From an analytical standpoint, the imbalances are minor and could be corrected by adding one or two people from under-represented areas to committees or executive.
 - Establishing districts may be overkill?
 - But perhaps asking the nominating committee to limit terms (ie: VP?), and asking the Executive to include under-represented states on committees, would be easier?
- And over to the Board....