



UMPIRES POLICY

Definitions

1. The following terms have these meanings in this Policy:
 - a) *"DUIC"* – Deputy Umpire-in-Chief
 - b) *"PUIC"* – Provincial Umpire-in-Chief
 - c) *"ZUIC"* – Zone Umpire-in-Chief
 - d) *"Member Association"* – the OASA, SPOA, PWSA, and ORSA
 - e) *"OASA"* – Ontario Amateur Softball Association
 - f) *"SPOA"* – Slo-Pitch Ontario Association
 - g) *"PWSA"* – Provincial Women's Softball Association
 - h) *"ORSA"* – Ontario Rural Softball Association
 - i) *"Umpire"* – those individuals registered with Softball Ontario who are certified to act as umpires

Purpose

2. The purpose of this Policy is to describe Softball Ontario's mandate with respect to umpire programs across the Province.

Softball Ontario Policy

3. Softball Ontario requires each Member Association to administer the selection process for PUIC's with the following requirements:
 - a) The Member Associations may agree to a single PUIC to service their associations.
 - b) Each Member Association will advertise for the PUIC position.
 - c) The PUIC will then select his/her own DUIC's "up to four".

Fast Pitch Selection Process

4. The Provincial Umpire in Chief timing, application, and selection procedure will be in accordance with Appendix "A".

Softball Ontario Umpires Program

5. Softball Ontario will administer a province-wide umpires program with a Fast Pitch and Slo-Pitch Committee consisting of the following individuals:
 - a) Fast Pitch Umpire's Committee will be composed of up to:
 - i. One (1) PUIC
 - ii. Four (4) DUICs
 - b) Slo-Pitch Umpire's Committee will be composed of:
 - i. One (1) PUIC
 - ii. Three (3) DUICs

Note: Each position carries a two (2) year term.



UMPIRES POLICY

6. Softball Ontario's Umpire Committee will report to Softball Ontario's Executive Director.

Application and Transition

7. This Policy will take effect on February 18, 2018.
8. As of February 18, 2018, individuals currently filling the roles of DUIC – JD and DUIC – Clinics will be permitted to complete their term.
9. As of February 18, 2018, individuals filling the roles of ZUICs will be permitted to complete their term.



UMPIRES POLICY

APPENDIX " A "

Fast Pitch Provincial Umpire-in-Chief Timing, Application and Selection Procedure

In order for there to be a planned timing, selection and transition period for the volunteer Provincial Umpire-in-Chief position, the following process will be followed.

Six (6) Months Prior to Expiration (First and Second Terms Only)

1. The incumbent in this position should be asked in writing by the Board through the Chairman as to whether he/she is interested in being considered for an additional term or be informed in writing that the position will open for a general call for applications. The incumbent must respond with a declaration in writing, six (6) months in advance of the expiration date of his/her present term, whether there is an interest in seeking an additional term.

Answer Affirmative

2. In the event that the incumbent states his/her interest in the affirmative, the Board of Directors will consider the following options:
 - i. The Board may reappoint the incumbent for an additional term without requiring a performance review/appraisal.
 - ii. The Board may request that a performance review/appraisal be completed prior to making a decision on reappointment of the individual. The interview process and additional functions pertaining to this undertaking should be done in a timely manner. The conclusions of the performance review/appraisal should be forwarded to the Board and the incumbent in written form.
 - iii. If the Board considers the review negative in substance, they will immediately inform the incumbent that he/she will not be re-appointed. At this time, the Board will immediately begin the search for a new Provincial Umpire-in-Chief.



UMPIRES POLICY

Answer Negative

3. In the event the incumbent states he/she is no longer interested or no longer able to serve in the position, the Board shall put in motion the following procedures:
 - i. The Board shall immediately initiate the search for a new Provincial Umpire-in-Chief. This position will be open to all current Softball Ontario registered umpires in good standing.
 - ii. The search and final appointment process for the position should be concluded in a one (1) month period.
 - A) Call for applications August 15
 - B) Application process closes August 29
 - C) Interview process September 7
 - D) Voting process opens September 11
 - E) Voting process closes September 14
 - F) Notify new PUIC September 21
 - iii. The interview committee will be comprised of the ZUIC's, DUIC's and one selected board member.
 - iv) All registered Softball Ontario Fast Pitch (FP) Umpires (registered in the year of the election) receive one (1) vote.
 - v. After the voting deadline one (1) DUIC, the Executive Director, and one (1) Softball Ontario Board Member would review results and the vote would be immediately tabulated. The candidate with the majority of votes would become PUIC. Results will be made public after notifying the successful candidate.
 - vi. In the event the FP Umpire community fails to achieve a 51% (quorum) of registered voters, there will be a new poll opened and a second and final vote will proceed. If the second and final vote fails to achieve the 51% (quorum) the decision to select the PUIC would then revert to the Board of Directors in consultation with the DUIC's.
- Note: The FP Umpire Committee will be permitted to request from the Executive Director, 24 hours after the polls open how many votes have been recorded.



UMPIRES POLICY

After Appointment for a Third Term

vii. In the case where a Provincial Umpire-in-Chief has been appointed for a third term, or more, each term beyond the third term will be open for competition. The Board will follow the timelines indicated under Paragraph 3, Answer Negative, Points ii - iv, above, to organize the competition. The process will be run six (6) months from the start of the third term. The incumbent Provincial Umpire-in-Chief is welcome to re-submit his/her name for the position.