

## Dues and Fees Timeline

1. Each member shall receive two invoices from the Commissioner during the season for all monies owed to the NHFOA.
2. First Invoice
  - a. The first invoice will be sent to all members on or before November 1 of each year. This invoice will be for all regular season assigning fees, including turnback fees or missed game assignments.
  - b. Payment, in full, of this first invoice must be received by the annual business meeting.
  - c. If payment for this invoice, in full, is not received by the annual business meeting, the member will not be eligible for a Thanksgiving assignment and for a post-season/playoff assignment for that season.
3. Second Invoice
  - a. The second invoice for all monies owed to the NHFOA, including dues for the upcoming year and any outstanding or previously unpaid dues, assigning fees, turnback fees or missed assignment fees, will be sent by the commissioner at the close of each season. This will include any credit for any overpayment as a result of cancelled games from the first invoice.
  - b. The second invoice for all monies owed to the NHFOA, including any unpaid balance from the first invoice or previously unpaid dues, assigning fees, turnback fees or missed assignment fees, shall be due and payable no later than December 31 of each season. No partial payments will be accepted.
  - c. Failure to comply with payment procedures in full by December 31 of each season will result in:
    - i. Fine of \$20 added to total payment.
    - ii. All monies owed, plus the \$20 fine must be paid by January 31 following the end of the season in order to prevent suspension.
  - d. Failure to pay ALL outstanding obligations, including the \$20 fine, by January 31 following the end of the season will result in:
    - i. Suspension, including no game assignments assigned from the NHFOA, for all levels, from January 31 following the end of the season until October 15 of the same year.
    - ii. All monies owed, plus the \$20 fine must be paid by March 1 following the end of the season in order to prevent termination.
  - e. Failure to pay ALL outstanding obligations, including the \$20 fine, by March 1 following the end of the season will result in:
    - i. Termination of NHFOA membership, losing all ability to receive any game assignments from the NHFOA.
    - ii. A terminated member official may be reinstated at anytime by paying all outstanding obligations, including the \$20 fine, plus an additional \$100 reinstatement fee.
    - iii. Any member who is reinstated is still subject to the suspension, including no game assignments assigned from the NHFOA, for all levels, from January 31 following the end of the season until October 15 of the same year.

## Hardship Clause

1. Any member may petition the hardship committee. The petition must be in writing requesting the hardship exemption. The petition for hardship shall be sent to the chairman of the hardship committee. The petition must be received by the Annual Business Meeting or no hardship shall be considered.
2. The decision to grant hardship status and any agreed upon payment plan is at the discretion of the hardship committee. Any decision of the hardship committee may be appealed to the Better Officiating Committee.
3. Failure to abide by the hardship committee's decision will place the official in jeopardy of further penalties including possible suspension or termination as determined by the hardship committee.