

Disciplinary Hearing for Alex Weiss

February 15, 2012

Call to Order: by John Brady at 2:20 p.m. Both Alex Weiss and the Board were notified of the hearing in writing.

Board Members Present: Marlise Cusick, Don Dvorak, Alex Weiss, Fran Weiss, Ginny Hoffman, Peggy Higginbotham, Nancy Martin, John Landry, Shirley Ann Garvey, Kay Craft, John Brady, Regina Sooley.

Also Present: Michelle Raeuber, John Reeve, Francine Winzelberg, Ellen Finney, Geoffrey Cross, , Marianne Cross, Bonnie Clutterbuck, and Anne Landry.

Presentation of Facts:

Anne Landry : Recounted the facts according to her. Alex argued with Michelle about the score after the board was played and said a few things that were offensive. She stated Alex's behavior was loud, rude and disruptive. He said further things to both Michelle and Anne after the game. He was rude and haranguing and disrupted the game. His behavior violates the Zero Tolerance policy and affected her ability to run a smooth and pleasant game.

Michelle Raeuber: Played 3nt making 4, everyone agreed. Later Alex said she only made 3 and everyone disagreed. Michelle asked Anne about the board, and Anne stated that most people made 4. She stated that she thought Alex threw off a club and Alex said "Maybe you need the points.....I don't. Maybe you would have thrown a club, but I didn't." She stated he was rude and disruptive. Alex apologized to Michelle after the game, but not to Anne. Harish was silent.

Ellen Finney: Stated that this event was very upsetting to her. This was the middle board. Alex had the cards out after the round and she asked what he was doing. She stated that he was rude and abusive towards her. She stated that Alex is an excellent player and could be an asset to our club. She stated she is disappointed in his behavior. She says many of the Fernandina players don't want to play here because people are rude, and they are afraid to call the Director.

Alex Weiss: Stated that all three boards had not been played. Bonnie and Anne disagreed. Alex asked Anne what he said to her that was rude and haranguing. Alex agreed he was loud, but stated that he was not rude or haranguing.

Notice of this hearing was in the Club Newsletter. Alex emailed John about this incident, asking to see the alleged six emails that were sent about this incident, so that he could prepare for this hearing. Alex did not hear from John,.

Alex stated that the round was not over, and during the next board it occurred to him that he took four tricks, and he asked to review the last board. Michelle and Ellen became agitated about this, and made disparaging comments that Alex should have been more attentive. Alex called Anne to

the table and she said it was too late to review, that the board was over. Then Anne came back and stated that the board could still be reviewed if the round was not over. Alex was standing by the Director's desk when Michelle came up and told Alex he may have been correct.

Alex insisted to Anne that he wants a committee to review the board. Alex stated that he may have been loud, and certainly was upset, but under the circumstances it was understandable. He stated that he did say to Michelle "maybe you would have thrown a club, maybe you need the points more than I do." He also stated that he may have been loud. However, he stated that he did argue for what he feels is right

Alex looked at the hand record afterwards, which stated that 4nt can be made. He decided to try to smooth things over by apologizing to Michelle. Alex stated that he likes Michelle, and had no idea there was any difficulty between them. He apologized to her and stated that the hand does make 4nt. He then went to Anne and told her to cancel the committee and let the result stand.

John Landry asked Alex if his statements were indeed insulting. Alex agreed that may have been insulting.

Marlise stated that we should not be discussing the boards between rounds.

Harish was not present.

John Brady stated that the notice was in the newsletter, because the members need to know what is going on in the club, especially when it concerns Zero Tolerance. The members are entitled to know what is going on in our meetings, in our club, and that we are adamant about holding friendly games, and adhering to Zero Tolerance.

Bonnie Clutterbuck: She was at the next table, could hear what was happening, and stated it was loud. Bonnie stated that Alex is a very experienced player and plays tournaments. She stated that we can receive an unfavorable ruling, but need to be adults about it.

Marianne Cross stated that she was within earshot of the Director's desk and could hear Anne tell Alex to please stop talking.

Shirley Ann Garvey stated that Zero Tolerance applies to people getting loud and angry.

Brian Gunnell submitted a written statement of the events. He characterized Alex's behavior as haranguing, offensive and disrespectful.

Geoffrey asked whether Alex has since apologized to Anne, and he has not. Geoffrey recounted a previous incident concerning Harold Task.

Nancy Martin stated that Alex is not the only person who is rude at the Club.

Don Dvorak stated that the Director is in charge of running the game.

Keith White submitted a written statement in defense of Alex's character and behavior at the bridge table.

John Brady: Robert's Rules allows this to be discussed in private. The Rules also allow members with an interest in the matter to excuse themselves. The Board will retire to consider this matter.

The board must now decide whether there has been a Zero Tolerance Violation, and if so, what sort of penalty should be imposed.

John stated that warnings are discouraged.

Shirley Ann stated that such behavior has occurred when she had a guest in town and that person did not want to come back.

Peggy feels that rudeness is a real problem.

The Board voted and 7 or 9 board members present feel there was a Zero Tolerance policy violation, which is enough, as a 2/3 vote is needed. Marlise and Regina dissented. They stated that they did not feel that Alex's actions rose to the level of a Zero Tolerance violation, and this was more of an argument among equals. The ZT policy should not be used to air our personal disagreements such as this.

The Board decided that the punishment should be an in person apology to Anne, and a one month suspension from JSOB games, excluding tournaments.

Don Dvorak made a motion to approve this punishment. The motion was seconded and passed, 7 board members approving. Marlise and Regina voted against the motion.

Redecorating the Club:

Nancy Mitchell proposed some remodeling idea, which will be discussed at our next meeting.

Close the Club during the August Regional:

A motion was made, seconded and passed to close the Club during the August Regional.

Tournament Food:

There have been many complaints about the food at this past tournament. The board members with the exception of Regina agreed. Discussion about ideas for the upcoming tournament food. Suggestions to bring back barbecue, sandwiches, chicken, keep it simple. No motion was made, but it will be discussed at the next meeting.

Meeting was adjourned at 3:16 p.m.