

USTA SHREVEPORT BOSSIER REGULATIONS
For USTA League Tennis Adult and Mixed Divisions; USTA Southern Combo Division and Tri Level Division
League Year 2016

(Note: Paragraphs included herein are numbered according to pertinent paragraphs of the 2016 USTA League Tennis Regulations).

1.00 GENERAL The Regulations in 1.00 General in conjunction with USTA National, USTA Southern and USTA Louisiana regulations shall apply to all USTA League Divisions (Adult and Mixed) as well as USTA Southern Combo and Tri-Level.

1.02 Governance

1.02A Waiver of Rules and Procedures Prohibited Printed below are the USTA Shreveport - Bossier Regulations as authorized by the USTA National League Regulations, USTA Southern Section Regulations, and USTA Louisiana Regulations.

1.02B Amendments NWLACTA may amend these USTA Shreveport - Bossier Regulations.

1.02C Written Interpretation The Local League Coordinator, in conjunction with the NWLACTA shall have the authority to interpret the Shreveport Bossier Regulations.

1.04B Administration

1.04B(3)c Local League Coordinators Local league administrators who include Local Coordinators and Board of Directors of the local Northwest Louisiana Community Tennis Association are responsible for administering and promoting the USTA League Programs in their area.

1.04B(3)c(i) League Code of Ethics All league administrators will adhere to the USTA Southern Section League Tennis Officials Code of Ethics (http://www.southern.usta.com/USA-League-Tennis-Pages/9305_USTA_Southern_Section_League_Tennis_Officials_Code_of_Ethics__As_of_21804/)

1.04B(3)c(ii) League Coordinator Responsibilities USTA League Tennis Regulations (National, Southern Section, State, Local) are available on www.nwlacta.com prior to the start of local league competition.

1.04B(3)c(iii) A mandatory team captain's meeting must be held prior to the start of league play for each local league program. Topics to be covered include local regulations (provide internet links to National, Sectional, State regulations), championships eligibility requirements, and deadlines. Local league coordinators should review all regulations and procedures with new team captains.

1.04C Official Information System

1.04C(1)a Team Registration Dates/ Deadlines – The deadline date must be prior to the start of the local league season and must be no later than one (1) month prior to the state championship. See **League Addendums for Dates and Deadlines**

1.04C(1)b Player Registration Dates / Deadlines – All player additions to existing registered team rosters must be made no later than 14 days prior to the state championship except for local leagues played during a state championship. See **League Addendums for Dates and Deadlines**

1.04C(1)c League Fees & Financial Statement

1.04C(1)d The local Northwest Louisiana Community Tennis Associations is responsible for making available a financial statement to the local team captains at the conclusion of each league year. Any fees paid to the local league coordinator, level coordinators, league assistants, and/or league secretary must be itemized on the financial report. These financial statements can be found on www.nwlacta.com under CTA minutes.

1.04C(1)e Enrollment Fees The 2015 USTA Shreveport - Bossier league year enrollment fees.

Adult 18 & Over and 40 & Over: Fees/person/roster entry- \$10.00 Louisiana Tennis Association, \$9.00 NWLACTA, \$3.00 Tennislink Fee-Total \$22.00

Adult 55 & Over: Fees/person/roster entry - \$5.00 Louisiana Tennis Association, \$9.00 NWLACTA, \$3.00 Tennislink Fee - Total \$17.00

Tri-Level 18 & Over and 40 & Over: Fees/person/roster entry-\$10.00 Louisiana Tennis Association; \$9.00 NWLACTA; \$3.00 Tennis Link Fee-Total \$22.00

Tri-Level 55 & Over: Fees/person/roster entry- \$5.00 Louisiana Tennis Association; \$9.00 NWLACTA; \$3.00 Tennis Link Fee-Total \$17.00

Mixed 18 & Over and 40 & Over: Fees/person/roster entry- \$10.00 Louisiana Tennis Association, \$9.00 NWLACTA, \$3.00 Tennislink Fee-Total \$22.00

Adult 55 & Over: Fees/person/roster entry - \$5.00 Louisiana Tennis Association, \$9.00 NWLACTA, \$3.00 Tennislink Fee - Total \$17.00

Combo 18 & Over and 40 & Over: Fees/person/roster entry- \$10.00 Louisiana Tennis Association, \$9.00 NWLACTA, \$3.00 Tennislink Fee-Total \$22.00

Combo 55 & Over: Fees/person/roster entry - \$5.00 Louisiana Tennis Association, \$9.00 NWLACTA, \$3.00 Tennislink Fee - Total \$17.00

1.04C(2) Official Score Reporting and Standings System – All scores must be entered within 48 hours after the match has been completed. After a match has been entered on TennisLink, they must be confirmed by the opposing team within 48 hours of initial entry or the initial score will be considered valid automatically.

1.04D Local League

1.04D(3) Local League Season In the event the local league season is not concluded on the date published on TennisLink, then the end date in Tennislink will be amended to reflect the date of the last match played.

1.04D LOCAL LEAGUE

1.04D(1) Definition

1.04D(1)a New Local Leagues The local CTA or Local League Council in the absence of a CTA must present a proposal to the USTA Louisiana League Council showing growth potential for league and USTA membership along with a recommendation for a local league coordinator. This proposal must show intent to develop multiple USTA League Programs. All proposals must be submitted three months prior to the USTA Louisiana State Championship scheduled for the inaugural program.

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TEAM COMPOSITION				
DIVISION	Age Group	MINIMUM NUMBER OF PLAYERS	GENDER	NTRP LEVEL
Adult	18 & Over 3.0, 3.5, 4.0, 4.5	8	Same Gender	Player's NTRP rating level shall not exceed the team NTRP level except 18 & Over 5.0+ and 40 & Over 4.5+ The 18 & Over 5.0 and 40 & Over 4.5 levels may have up to two players from the next higher NTRP level on a team roster Current NTRP level and/or up to one level above the player's current NTRP level.
	18 & Over 2.5 & 5.0+	5		
	40 & Over 3.0, 3.5, 4.0, 4.5+	8		
	*55 & Over 3.0, 3.5, 4.0, 9.0	6	Same Gender	When using straight NTRP levels, player's NTRP rating shall not exceed the NTRP level. Combined NTRP rating levels of partners shall not exceed team NTRP level. NTRP difference between partners shall not exceed 1.0 The minimum NTRP level for 9.0 is 4.0.
	*65 & Over 3.0, 3.5, 4.0, 9.0			
Mixed	18 & Over Straight Level 2.5, Combined 6.0, 7.0, 8.0, 9.0, 10.0	3 men 3 women	Men and Women	When using straight NTRP levels, player's NTRP rating level shall not exceed team NTRP level. Combined NTRP rating levels of partners shall not exceed team NTRP level. NTRP difference between partners shall not exceed 1.0. The minimum NTRP Level for: 6.0 is 2.5; 7.0 is 3.0; 8.0 is 3.5; 9.0 is 4.0; 10.0 is 4.5.
	40 & Over 6.0, 7.0, 8.0, 9.0			
	**55 & Over 6.0, 7.0, 8.0, 9.0			
Combo	18 & Over Straight Level 2.5, Combined 6.0, 7.0, 8.0, 9.0, 10.0	6	Same Gender	When using straight NTRP levels, player's NTRP rating level shall not exceed team NTRP level. Combined NTRP rating levels of partners shall not exceed team NTRP level. NTRP difference between partners shall not exceed 1.0. The minimum NTRP Level for: 6.0 is 2.5; 7.0 is 3.0; 8.0 is 3.5; 9.0 is 4.0; 10.0 is 4.5.
	40 & Over 6.0, 7.0, 8.0, 9.0			
	**55 & Over 6.0, 7.0, 8.0, 9.0			
Tri Level	18 & Over 2.5, 3.0, 3.5 (W) 3.0, 3.5, 4.0 3.5, 4.0, 4.5	6	Same Gender	Current NTRP level and/or up to one level above the player's current NTRP level.
	40 & Over 3.0, 3.5, 4.0			
	55 & Over 3.0, 3.5, 4.0			
* Division, League Types and Levels that USTA Southern will use. ** League Types and Levels that USTA Louisiana will use.				

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1.04D(5) Two Team Leagues. If any Adult Division Age Group consists of only two teams in a level of play, each team must maintain its roster with at least 40 percent of its players at the designated NTRP level of play. The exception is the Adult Division 55 & Over Age Group that uses combined NTRP rating levels and will not be required to comply with this Regulation. This will not apply to the Adult 65 & Over Age Group.

1.04E Player Eligibility

1.04E(1) Domicile and Residency Requirements The majority of registered players for each team must reside in the State of Louisiana. The local league administrators have the discretion to accept or deny entry to teams of which the majority of the players are comprised of team members from another area.

1.04F Official League Rating Program

1.04F(1) Entry A player must enter league play in accordance with the following:

NTRP RATING LEVELS FOR ENTRY INTO LEAGUE PLAY		
DIVISION	AGE GROUP	PLAYER NTRP RATING LEVEL
Adult	18 & Over 40 & Over 55 & Over, straight NTRP levels *65 & Over, straight NTRP levels	Current NTRP rating level and/or up to one level above the player's current NTRP level. The 18 & Over 5.0+ and 40 & Over 4.5+ levels may have up to two players from the next higher level on a team roster.
	55 & Over, combined NTRP levels *65 & Over, combined NTRP levels	Combined NTRP rating levels of partners shall not exceed the team NTRP level. NTRP rating level difference between partners may not exceed 1.0 The minimum NTRP level for 9.0 is 4.0
Mixed	18 & Over 2.5 Straight NTRP levels	Limited to 2.0 and 2.5 NTRP rated players
	18 & Over, Combined NTRP Levels 40 & Over, Combined NTRP Levels **55 & Over, Combined NTRP Levels	Combined NTRP rating levels of partners shall not exceed the team NTRP level. NTRP rating level difference between partners may not exceed 1.0 The minimum NTRP Level for: 6.0 is 2.5; 7.0 is 3.0; 8.0 is 3.5; 9.0 is 4.0
*Combo	18 & Over 2.5 Straight NTRP levels	Limited to 2.0 and 2.5 NTRP rated players
	18 & Over, Combined NTRP Levels 40 & Over, Combined NTRP Levels 55 & Over, Combined NTRP Levels	Combined NTRP levels of partners shall not exceed the team NTRP level. NTRP difference between partners may not exceed 1.0
**Tri Level	<u>18 & Over</u>	Current NTRP rating level and/or up to one level above the player's current NTRP level.
	<u>40 & Over</u>	
	<u>55 & Over</u>	
*Additional Division, League Types and Levels that USTA Southern will use. ** Additional League Types, Age Groups and Levels that USTA Louisiana will use.		

2.00 USTA LEAGUE REGULATIONS All USTA League Regulations in 1.00 GENERAL and 3.00 GRIEVANCE PROCEDURES and the following regulations in this section shall apply to all USTA League Divisions (Adult and Mixed) as well as USTA Southern Combo and Tri-Level except for Reg. 2.04 NTRP Dynamic Disqualification and Review Procedures which shall apply only to the USTA League Adult Division..

2.01A Levels of Play –Adult 18 and Over: 2.5, 3.0, 3.5, 4.0, and 4.5 **40 and Over:** 3.0, 3.5, 4.0, and 4.5+ **55 and Over:** 3.0, 3.5, 4.0, and 9.0
Tri-Level 18 and Over: 2.5-3.0-3.5 (women only) 3.0-3.5-4.0 and 3.5, 4.0 and 4.5 (men and women) 3.5-4.0-4.5, **40 and Over:** 3.0-3.5-4.0 and 3.5-4.0-4.5 (men and women) **55 and Over:** 3.0-3.5-4.0 (men and women) **Mixed: 18 and Over:** 5.0, 6.0, 7.0, 8.0 and 9.0 **40 and Over:** 6.0, 7.0, 8.0 and 9.0, **55 and Over:** 6.0, 7.0 and 8.0 **Combo 18 and Over:** 2.5, 5.5, 6.5, 7.5, 8.5 and 9.5 **40 and Over:** 5.5, 6.5, 7.5, 8.5 and 9.5 **55 and Over:** 6.5, 7.5, and 8.5

2.01A(1) A player cannot have an NTRP rating higher than the NTRP level in which the player is competing except in the 5.0+ NTRP level of the Adult Division, 18 & Over and the 4.5+ NTRP level of the Adult Division, 40 & Over. All plus (+) level team rosters may include up to two players from the next higher NTRP level.

2.01A(1)a In plus (+) NTRP levels utilizing three individual matches within a team match, no more than one Plus(+) level player shall be allowed to play in a team match and shall be required to play in the #1 position, either singles or doubles.

2.01A(1)b In plus (+) NTRP levels utilizing four or more individual matches within a team match, two Plus(+) level players may play in a team match and shall be required to play in the #1 position, either singles or doubles.

DIVISION	LEAGUE TYPE	LEAGUE FORMAT	Points Awarded For
Adult	<u>18 & Over</u> 3.0, 3.5, 4.0 and 4.5	2 Singles 3 Doubles	3 Individual Wins
	<u>18 & Over</u> 2.5 & 5.0+	1 Singles 2 Doubles	2 Individual Wins
	<u>40 & Over</u>	2 Singles / 3 Doubles	3 Individual Wins
	<u>55 & Over</u>	3 Doubles	2 Individual Wins

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Mixed	65 & Over	3 Doubles	2 Individual Wins
	18 & Over	3 Doubles	
	40 & Over	3 Doubles	
	55 & Over	3 Doubles	
Combo	18 & Over	3 Doubles	2 Individual Wins
	40 & Over	3 Doubles	
	55 & Over	3 Doubles	
Tri Level	18 & Over	3 Doubles	2 Individual Wins
	40 & Over	3 Doubles	
	55 & Over	3 Doubles	

2.01C – Competition Format

2.01C(2) Team Match. Each team match in a local league shall consist of such number of individual matches of singles, doubles, or any combination thereof as determined by the local league. For each team match, a majority of the individual matches must actually be played to constitute a valid team match. The following procedure should be used when the combination of individual match defaults given by the two teams in the team match results, or would result, in a situation where the majority of the individual matches would not be played.

The first course of action would be for both captains to agree on what individual matches, based on the number of players present, or to be present, that can be played to constitute a valid team match. Once that is determined, both captains will re-exchange scorecards.

If both captains cannot come to an agreement on what individual matches will be played to constitute a valid team match, based on the number of players present, or to be present, then the following individual matches will be assigned in sequential order to be played:

Format	Required Matches in sequential order	Minimum # of Players Required for Each Team in Valid Team Match
2 singles, 3 doubles	#1 and #2 singles, and #1 doubles (priority); #2 doubles if enough players present	4
1 singles, 4 doubles	#1 singles, #1 and #2 doubles (priority); #3 doubles if enough players present	5
2 singles, 2 doubles	#1 singles and #2 singles and #1 doubles (priority)	4
1 singles, 3 doubles	#1 singles and #1 doubles and #2 doubles (priority)	5
1 singles, 2 doubles	#1 singles and #1 doubles	3
3 doubles	#1 and #2 doubles	4

If both teams have enough players to play the match and it's discovered after-the-fact that a majority of the matches were not played to constitute a valid team match, both captains need to come to an agreement of what lines will be played to make the team match valid. If captains cannot come to an agreement, then the individual match(es) to be played will be assigned in sequential order in the above-mentioned table. If a captain does not comply with this regulation, then it may be considered a full-team default in favor of the opponents. If a team shows up without the minimum # of players required for the team match based on the number of players present, or to be present, it will be a full team default in favor of the opponents. Please refer to national regulation 2.01C(5) on team default procedures.

2.01C(2)a-If a team does not have minimum # of players required for a team then teams shall play the individual courts for the # of players present. Captains shall notify the Local League Coordinator who will reschedule the remaining un-played individual matches.

2.01C(2)b Court Surfaces. The team captain/representative of any team hosting a match should inform the visiting team, prior to the lineup exchange, the details on which court will be playing on which surface (no names required, just court positions - #1 & #2 Singles on clay, #1, #2, #3 Doubles on hard, for example).

2.01C(3) Match Scoring and Formats All matches in USTA Leagues and Southern Leagues shall be the best of three tiebreak sets with a set tie-break at 6-all. In the event of split sets, a match tie-break (10-point) shall be played in lieu of a third set with the two minute set break with no coaching allowed. In the event of a tie Coman tiebreak procedure will be used in set tie-breakers and match tie-breakers.

Procedures in the Event of a Tie for Local Play

In the event of a tie, whether in round robin or single elimination, the section recommends that the tie shall be broken by the first of the following procedures that does so (same as Championship Procedure):

- (1): Individual Matches. Winner of the most individual matches in the entire competition.
- (2): Head-to-head. Winner of head-to-head match.
- (3): Sets. Loser of the fewest number of sets.
- (4): Games. Loser of the fewest number of games.
- (5): A Method to be determined by the Local League. Procedure to be announced prior to the commencement of local league play.

If a Local League has a playoff, the section recommends to follow the above-mentioned championship procedures in the event of a tie, since TennisLink will defer to championship procedures in a local league playoff. Please refer to national regulation 2.03H)

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2.01C(5) Team Lineups The team captains shall exchange their lineups simultaneously 5 minutes prior to the scheduled match time. No substitution may be made in an individual match after the lineup has been presented, except for injury, illness, disqualification, or no-show of a player prior to the start of an individual match. A team may substitute a player in the affected position within the 15 minute default time, using a player not already listed on the lineup. The substitute player is entitled to a five (5) minute warm-up.

2.01C(5)a Team Defaults: If a team defaults an entire team match (more than 1/2 of individual courts) for any reason during round robin local league play, then all matches of that team, played or to be played, shall be null and void when determining standings but will be used for ratings and advancement purposes. Such teams will be required to continue to play all scheduled matches and results will be recorded in TennisLink. If all teams with a mathematical chance to advance have played the defaulting team in good faith, those matches shall stand as played when determining standings. The local league coordinator may file a grievance against the defaulting team. Additional penalties may be imposed by grievance committee on teams defaulting an entire team match. The Local League Council may review any extenuating circumstances upon request by administration or team captain.

2.01C(5)c Rescheduling Matches due to Inclement Weather : A match will be rescheduled if the wind chill is below 39 degrees one hour before the match is scheduled to begin, or if the courts are unplayable due to weather related causes (rain, snow, sleet, ect.), one hour before the match is scheduled to begin, as determined by the Head or Assistant Tennis Pro at the host facility. It is the responsibility of the hosting team's Captain to contact the Tennis Pro at the Host site to determine playability AND notify the Visiting Captain at least 1 hour before the match is scheduled to begin if the Match is to be rescheduled due to wind chill or weather. Cancelled matches cannot be rescinded. A new date must be selected within "1" week of the postponed match and played within "2" weeks of the scheduled match date or the Coordinator may set the make – up date. When rain or inclement weather forces the cancellation and re-scheduling of a team match, line-ups would stand only for those individual courts that have already started (first serve attempt) their match. All other individual courts, even those that were in warm-up may be changed including defaulted courts. When determining weather, related to a match cancellation, go to www.nwllcta.com and click on the weather channel icon located on the bottom of the home page. You must enter the host facility zip code, which can be found on the link called Facility Map on the left side of the home page. This will be the universal weather source used by local facilities and pros.

2.01C(5)(l) Rescheduling of Matches - Advancing Teams. A Local League match shall be rescheduled upon request if 50% of the minimum required players for the match are registered players on a team attending a National, Sectional or State Championship (See Chart Below). Consideration will be given for appropriate travel time to the Championship. All scheduled courts not affected should be played as scheduled. It is recommended to reschedule matches prior to the originally scheduled date and the two (2) week make up regulation will apply.

Division	Age Group	Minimum # of Players	# Players = 50% Minimum Required Players
Adult	18 & Over: 3.0, 3.5, 4.0, 4.5	8	4
	18 & Over: 2.5 and 5.0+	5	2
	40 & Over 3.0, 3.5, 4.0, 4.5+	8	4
	55 & Over 3.0, 3.5, 4.0, 9.0 combined	6	3
Mixed	All Age Groups/Levels	3 men and 3 women able to combine and compete	1 man or 1 women
Combo	All Age Groups/Levels	6 players able to combine and compete	1 player from any NTRP
Tri-Level	All Age Groups/Levels	6 players able to combine and compete	1 player from any NTRP

2.01C(5)e Each local league may decide how to score a team default. If local league has no specific rule to cover a full team default it must follow the National Championship Regulation 2.03L.

2.02 Progression

2.02A(1) Local Competition: The team winning the majority of the individual matches shall be awarded one team point. The team with the most team points shall be declared the local league winner. In case of a tie, the tie shall be broken as defined in USTA Southern Regulations, 2.01E. All local matches must be completed two (2) weeks prior to the state tournament. See USTA Louisiana Championship Procedures for details on team deposit and player registration.

2.02A(2) Local Champion Advancing teams should reference the USTA Louisiana State Championship Procedures on the championship website for instructions and deadline dates for championship entry.

2.03 District/Area, Section and National League Championships 2.03A Eligibility

MATCHES REQUIRED TO ADVANCE TO CHAMPIONSHIPS					
Divisions	Age Group	Sectional Championships and Below		NATIONAL CHAMPIONSHIP	
		Local Matches Required for State and Section Championship	Default received counting to advance	Minimum Matches through Section Championship	Defaults received counting to advance
Adult	18 & Over	2	1	3	0
	40 & Over				
	55 & Over				
	65 & Over	1 Local or State Championship Match	1	Not Part of National Program	
Mixed	18 & Over	2	1	3	0
	40 & Over	2	1	3	0

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Minimum matches to advance to Section Championships for States with 2 or more teams				
Combo	18 & Over	1	1	Not Part of National Program
	40 & Over			
	55 & Over			
Mixed	55 & Over	1	1	Not Part of Sectional or National Program
Tri Level	18 & Over	1	1	Not Part of National Program
	40 & Over			
	55 & Over			
A RETIRED match shall count for all players				

3.00 GRIEVANCE PROCEDURES The Regulations in 3.00 GRIEVANCE PROCEDURES shall apply to all USTA League Divisions (Adult and Mixed) as well as USTA Southern Combo and Tri-Level.

3.01A(1) Local Grievance Committee All local league regulations will include the names of Local League Grievance Committee Members and will be distributed to captains prior to the beginning of the local league season via captain's packets and/or websites. Each state shall approve all Local and State Grievance and Grievance Appeal Committees. Grievance decisions that impose sanctions will be upheld throughout the USTA Southern Section.

3.01B(1) Local Grievance Appeals Committee All local league regulations will include the names of Local League Grievance Appeal Committee Members and will be distributed to captains prior to the beginning of the local league season via captain's packets and/or websites. Each state shall approve all Local Grievance Appeals Committees. (See list of grievance committee below).

3.03 Grievance Complaints

3.03B(1) Local League Procedures All local grievances, appeals and NTRP complaints and appeals will be submitted in writing or by email to the local coordinator. See USTA National League Tennis Regulations 3.00 for procedures that must be followed to file local grievances, appeals and NTRP complaints. (see list of coordinators and email addresses below)

3.03E(4) NTRP Grievance The USTA Southern Section will administer NTRP Grievance complaints. These complaints should be first delivered to the Local League Coordinator, who will forward to the State League Coordinator. The USTA Southern NTRP Grievance Committee will have jurisdiction over grievances filed against any player and/or captain who commits or condones entering at an NTRP level lower than their actual skill level.

2015 USTA (Local League) League Committees:

NWLA Community Tennis Association www.nwlacta.com

Shreveport-Bossier Local League Administrator: Tammie Harris- Adult Spring, Karen Jantz-Mixed and Combo

Shreveport-Bossier League Finance Administrator: John Liles

Coordinators

Women's Coordinator:

Tammie Harris / 318-426-637 / tmeredith1@comcast.net

Men's Coordinator:

Bob Patterson / 318-423-0354 / bob.patterson@ubh.com

Flex & Tri Level Coordinator:

Tammie Harris/ 318-426-637 / tmeredith1@comcast.net

Mixed and Combo Coordinator:

Karen Jantz /318-218-2395 / kkjantz50@aol.com

Grievance Committees (Adult): Christi Pylant, Rachel Lawler, Gary Procell, Anthony Spano, John Liles

Grievance Appeals Committees (Adult): Members will be selected from Grievance Committee as needed

Grievance Committees (Mixed): Christi Pylant, Kaye Cochran, Jay Boyd, Terri Bianca, Bob Patterson, Bonnie Cox, John Liles, Mike Correal, Gary Killen, Becky Mire, Danny Roemer, Tammie Harris

Grievance Appeals Committees (Mixed): Members will be selected from Grievance Committee as needed

Grievance Committees (Combo): Christi Pylant, Kaye Cochran, Jay Boyd, Terri Bianca, Bob Patterson, Bonnie Cox, John Liles, Mike Correal, Gary Killen, Becky Mire, Danny Roemer, Tammie Harris

Grievance Appeals Committees (Adult): Members will be selected from Grievance Committee as needed