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FORMAL COMPLAINT SUBMISSION FOR AREA DIRECTOR ACTION 4

Board Meeting Agenda 3905 Century Club
Special Mtg 18-November-2026

Local Saturday, November 18, 2026
5 PM Alaska /6:00pm Pacific /7:00pm Mountain /8:00pm Central /9:00pm Eastern /10:00pm Atlantic
(November 19, 2026,02:00 UTC)

Zoom meeting to be held at:
https://us02web.zoom.us/j/82083810825?pwd=cnhZMkU4blB6OFVjcmFGNFlrOGpZUT09

Visitors are welcome to attend on Zoom. Visitors, please mute your video and audio until the Q & A time. It is very helpful for the record if everyone uses the Zoom "rename" feature to add your callsign to your name. To do so, click the three dots in the top right corner of your picture block.

Board Meeting Agenda:

1. CALL TO ORDER AND ATTENDANCE ROLL CALL VE3CMB

3905 Century Club, Inc.
Board of Directors

AREA	Director	Assistant Area Director
1st	KB1XP – Michael Samulenas	AA1NZ – Tom Bates
2nd	N2XTT – Peter Summers	AC2MT – Rich Walbert
3rd	KE3HAY – Keon Hayes	KE3UY – Mark Holloway
4th	AI4K – David A. Yarbrough	K4JEL – Jeff McCulloch
5th	WA6LBU – Clay Mayrose	Vacant
6th	WY6N – Wayne Harris	KJ8O – Joe Miller
7th	vacant	K7PGL – Randy Hanrahan
8th	W8NET – Gene Marsh	W8JCS– Dan Gallmeyer
9th	W9ROG – Roger Callewaert	W9WWG – Virgil Warren
10th	W6PNY - Mac McCracken, Jr	N8BF - Byron J Fiedler
DX	VE3CMB – Craig McLoughlin	VA3YKT – John Gadoua
	President	AA1NA – Kirk Frazier
	Vice President	KA0BMX – Joe Fritton
	Secretary	N3VEJ – Doug Wittich
	Treasurer	WA2JIM – Clay Statmore
	Immediate Past Pres	KL7OR -Dean Davis

All votes will be conducted by area number beginning with DX, then 10, down to 1, then officers.

Proxy Voters: Submit all proxy appointments, using a member within your call area, to all three: "Kirk Frazier AA1NA" < banjo39402@aol.com>; "Craig McLoughlin VE3CMB" <ve3cmb@rogers.com>; "Doug Wittich N3VEJ" <wittich@comcast.net>. See bylaws for complete details.

Visitor Attendance:

New Document 11/16/2026 8:35 PM DGW
01-Agenda-2026-11-18_Special_CensureW3BS.docx

2. Motion for Censure

Motion: 2026-11-D Rules Violations and Detrimental Conduct – W3BS. It is presented that Bernard Spiegel's (W3BS) behavior on the net and AIM is in violation of Bylaws Article III, C. Members' Rules of Conduct.	
Whereas: Bernard Spiegel, W3BS attempted not following the check-in protocol; outlined in the official NCS Guide (9-1-2023). **Whereas:** Virgil Warren, (W9WWG), sent a private e-mail outlining the violations that Bernard Spiegal W3BS performed, requesting W3BS adhere to the NCS Guide. **Whereas:** Bernard Spiegel, W3BS violated Article III, Section C, Paragraph 8, by bypassing his own direct representative (4th Area Director) and sending the aforementioned email directly to then president Dean Davis (KL7OR). **Whereas**: During the remediation phase, Bernard Spiegal, W3BS did not co-operate with the Board-Mandated Remediation Procedures. **Whereas**: Bernard Spiegel, W3BS on the night of 7/25/2026, demonstrated On-Air Misconduct and Open Defiance of Board Authority. (See attached e-mail below). **Whereas**: Bernard Spiegal, W3BS exhibited Disruptive Behavior per Article V, Paragraph 1 h. (See attached email below).	
Resolved: The BoD approve initiation of ARTICLE III. MEMBERSHIP, F. Formal Censure and Probation"	
Implementation: Effective immediately. Upon approval of this motion by the board of directors the President will initiate the Formal Censure and Probation process in accordance with Bylaw ARTICLE III.F	o Constitution o By-laws o NCS Guide o Operations Handbook
Submitted by: W9ROG Roger Callewaert, 9th Area Director **Submission Date:** 9 Nov 2026	
Seconded by: W6PNY	

3. Motion for Adjournment by…

FORMAL COMPLAINT SUBMISSION FOR AREA DIRECTOR ACTION
Date: 10-26-26
To: Roger G. Callewaert, Jr., W9ROG | 9th Area Director
From: Virgil Warren, W9WWG | Club Member
Subject: Combined Chronological Grievance on Bernard M. Spiegel, W3BS, for Formal Board review.

1. Statement of Intent and Request for Escalation

In accordance with the club By-Laws governing member grievances, I am submitting this chronological record of complaints against Bernard M. Spiegel, W3BS, directly to you as my designated Area Director.
Because localized remediation attempts have formally failed due to Bernards non-cooperation and subsequent defiance, I respectfully request that you fulfill your responsibility as 9th Area Director, to bring this combined file before the Chairman of the Board and the full Board of Directors for final review and disciplinary determination. I am filing this grievance strictly in my capacity as a regular club member seeking to uphold our governing documents.

2. Details:

- **Respondent:** Bernard M. Spiegel, W3BS (Club Member and Master Degree Holder)

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3. Chronological Log of Violations

COMPLAINT I: The Private Email Bypass & Executive Escalation Pipeline

- **Date of Event:** May 25, 2026 – May 26, 2026
- **Specific Rules Violated:** Article III, Section C, Paragraph 8 (Mandatory Complaint Channels and Right to Private Local Resolution)
- **The Factual Record:**
  On Monday, May 25, 2026, I sent a private, courteous email to Bernard requesting that he respect my position as a Net Control Station and follow the check-in protocols outlined in the official NCS Guide that I follow (version 9-1-2023) during my nets. Specifically, I requested that if his preference was to be placed further down on the check-in list, he should wait to check in when General Check-ins were called. Instead of responding to me or utilizing the proper administrative channels, the respondent immediately utilized my private correspondence to initiate an unauthorized executive escalation pipeline. The next day, Tuesday, May 26, 2026, I received an unrecorded telephone call from then Vice President Kirk D. Frazier, AA1NA, confirming that the executive branch was in possession of the private email I had sent to the respondent.
- **The Governance Breach:**
  Article III, Section C, Paragraph 8 explicitly mandates that *"Members have a RESPONSIBILITY to lodge any complaint only to their Area Director."* By bypassing

his own direct representative (the 4th Area Director) and sending my email to then President, Dean Davis, KL7OR, Bernard chose to bypass protocol as defined in the Club Bylaws and stripped away the mandated opportunity for a private, mediated resolution at the localized Area Director level.

The Remediation Refusal

- **Date of Event:** June 2026 – July 2026 (Remediation Phase)
- **Specific Rules Violated:** Non-Cooperation with Board-Mandated Remediation Procedures
- **The Factual Record:**
  Following the Board's initial directive to refer the matter back down to the Area Directors for local handling, formal compliance terms were presented to the respondent. These terms simply asked him to acknowledge the active 09/01/2023 NCS Guide and agree to wait for General Check-ins if he wished to be placed lower on the net check-in list. My area director relayed to me, from then 4th area director, that Bernard said "I did nothing wrong, and would not apologize. Let me reiterate that no apology was ask for from Bernard. This non-cooperation caused a failure in the ability for the two area directors to resolve this matter.

COMPLAINT II: On-Air Misconduct and Open Defiance of Board Authority

- **Date of Event:** 7/25/2026
- **Specific Rules Violated:** Article V, Section A, Paragraph 1.h.ii & iii (Disruptive Behavior) ie: ii, Questioning the authority of the NCS
  Iii, Questioning the procedures followed by the NCS.

- **The Factual Record:**
  I was the designated Net Control Station on the night of 7/25/2026 In compliance with the active 09/01/2023 NCS Guide, On AIM Bernard requested to be placed down on the list with regular check-ins, via the AIM window. I continued to take pre-net check-ins and again I saw where Rusty, WU2T, commented “Buddy wants to be put down on the regular check-in list with the rest of us”. I responded: RR I will get him during General Chuk-ins.
  Bernard then responds:
- 23:48 W3BS-BUDDY: rusty, thanks. unfortunately the net control guide does not say i can make this request. nor does it say i cant make this request. virgil is making an interpretation, which he should run by his net coordinator - but he has not done so
- This same comment was posted again on AIM at 23:52
- **The Governance Breach:**
  Article V, Section A, Paragraph 1.h explicitly defines disruptive behavior as *interfering with the net or distracting the NCS*. Furthermore, our Constitution

clearly establishes that an NCS's real-time decision on the air *"shall be considered to stem from the Board of Directors."* Bernards actions constitute an intentional, repeat offense that directly undermined my attempt to operate an enjoyable net for all who checked in. I believe this conduct needs to be discouraged and until net control procedures are changed, any member/non-member should respect the NCS and comply with the NCS's protocol.

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4. Impact on Club Integrity

Finally, let me say that I have no desire to see any club member lose his/her club privileges. However, in the case of Bernard M. Spiegel, W3BS, his repeated attempts to question my authority while I am NCS cannot be allowed to continue.
Bernards behavior represents a clear, documented pattern of ongoing defiance. He has demonstrated that he does not respect our Bylaws, IE: Article V,A,1,h,I,ii,iii and will not cooperate with his elected Area Director during remediation, and will openly disrupt an active net to challenge a Net Control Station who has the integrity to enforce the approved 09/01/2023 Guide. Allowing a member to deliberately target and undermine an NCS for applying our established NCS Guide rules, erodes the administrative trust required to protect all of our volunteers.

5. Request for Board Action

Because localized remediation has completely failed, I respectfully request that you refer this matter to the Board of Directors for final dispensation.

Respectfully,
Virgil Warren, W9WWG
Club Member
