

2017-19 REFEREE SERVICE AGREEMENT

1. This agreement made between the Rochester District Youth Soccer League on behalf of its member clubs and the Western New York State Referee Association, Inc. -- Rochester Unit and Batavia Unit on behalf of its members shall be in effect for the period January 1, 2017 through December 31, 2019.

2. DEFINITIONS:

- a. Division Coordinator: Individuals identified by the League who oversee the games in specified age groups.
- b. Game Reports: Required post-match documentation that is to be submitted by the Referee using the Online Game Reporting System.
- c. League: The Rochester District Youth Soccer League (RDYSL).
- d. League Liaison: The President or the Vice President, Referees and Discipline of the League.
- e. Online Game Reporting System (OGRS): An internet based system to be used by the Referee to submit his required post-match documentation.
- f. Referee: The official who has been assigned to the match by the lead assignor or day assignor. If a multiple-official crew has been assigned to the match, this Referee is the center official.
- g. Referee Correction Action Plan (CAPS): A written remedial plan with further training and assessments to correct identified Referee deficiencies.
- h. Referee Unit: The Rochester and Batavia units of the Western New York State Referee Association, Inc. (RRU)
- i. Referee Unit Liaison: The person or persons assigned by the Referee Unit to work with the League on any in-season problems with individual referees as identified by the League.
- j. Retained Passes: The risk management pass of any coach(es) or team official(s) who is dismissed from any match and the player pass of all players who are dismissed (receives a red card) during the match.

3. OBLIGATIONS OF THE LEAGUE:

- a. Scheduling
 - i. The League will provide the Referee Unit and assignors with a schedule at least 3 weeks before the start of the season.
 - ii. The League will notify the assignors of all game changes made pursuant to league rules or otherwise within 24 hours of the changes.
- b. Pregame
 - i. Before each game begins, each team will provide the Referee with two copies of an OGRS generated game report with a roster of players and any callup player forms.
 - ii. All players listed as active on the roster will present their passes to the Referee for inspection.
 - iii. All coaches and team officials shall present their signed laminated risk management passes, with photograph, to the Referee for inspection.

- iv. The League will follow all risk management procedures as required by New York State West Youth Soccer Association.
 - v. The home team will provide the Referee with all game fees. In the event the fees are not paid in full at the field at the start of the game, the referee should play the game, report this matter on the game form and to the Referee Unit Liaison. The Referee Unit Liaison will report the problem to the League Liaison. The League insures the referee will be paid.
- c. League Rules
- i. The League shall provide the Referee Unit with a list of League-specific rules and exceptions to the USSF rules that the League will be using. The League will also provide a document suitable to provide to each referee detailing League specific procedures and rules.
 - ii. The League will send a representative to the Referee Unit preseason meetings to present league rules to the referees.
 - iii. The Referee Unit will conduct an annual meeting of its members approximately one month prior to the start of the League's current season. The League will be given a minimum of thirty (30) minutes on the agenda.

4. GRIEVANCES ABOUT REFEREES

- a. Minor problems
 - i. Defined as problems that the League experiences with individual referees, including but not limited to failure to submit match reports in a timely manner (as outlined below), failure to follow League rules, and so forth.
 - ii. The League Liaison or Division Coordinator will contact the assigned Referee Unit Liaison by email to address minor issues.
 - iii. The Referee Unit will assess the complaint and take action they deem necessary. The Referee Unit Liaison will report back to the League Liaison or Division Coordinator within two weeks of the receipt of the complaint of actions taken to address the issue.
- b. Timely League feedback to the Referee Unit
 - i. The League will provide the RRU all pertinent information related to any major problem with any referee(s) regarding their actions and performance before, during or after any match(es) within one week of any such problems.
- c. Game Reports
 - i. Game reports
 - 1. The Referee will complete the Online Game Reporting System report within 50 hours of the schedule kickoff of the assigned match.
 - 2. The Referee will retain the game reports and any related information until August 31st of that year.
 - ii. The league has identified that some referees do not file timely Game Reports. The referee unit will take action to correct this problem.
 - iii. If the League does not have the filed report with 24 hours, the League will provide access to the Referee Unit Liaison or their designee(s) allowing them to access a current listing of such late game reports. That listing will contain the necessary information to allow the Referee Unit Liaison or their

assignee(s) to identify the referee involved with the game report, such as, gender, age, division, date of game and game number.

iv. .

- v. The league reserves the right to restrict from being a center or solo Referee for the remainder of the current season any referee who fails to submit two (2) or more game reports in a timely manner from being a center Referee for the remainder of the current season.

d. Problem Referees

i. Definition

1. Defined as a Referee the League believes is a problem referee, and should be assigned lower level games or not be assigned any games. The League shall notify the Referee Unit Liaison and the Referee Unit President by email whenever such a Referee is identified.
2. Situations that would result in a Referee being identified as a problem referee include, but are not limited to, reoccurring problems including failure to arrive at scheduled time, failure to follow league rules, repeated failure to file on-time game reports, misconduct or inappropriate behavior.

ii. Notice

1. The League shall provide e-mail notice to the Referee Unit Liaison and the Referee Unit President of significant and recurring problems throughout the season as soon as such a problem referee is identified.
 - a. The notice shall contain specific dates, description of the issue(s) causing such action in sufficient detail, and the League's proposed restriction(s) and suggested corrective action(s).
 - b. If there are reports, game feedback reports, videos or other evidence, the league will provide to the referee unit any documentation of the problem.
 - c. When such notification is based on a previous season it will consist of an email sent no later than December 1 prior to the next season to the Referee Unit President and Referee Unit Liaison.
2. The RRU shall communicate with the referee who is the subject of the complaint.
3. The RRU determine what further training and assessment is needed, and will create a written CAPS to correct any performance deficiency that may have been identified by the League or RRU.
4. The RRU CAP will include, but not limited to, classroom training, field assessments, referee clinics and restricted assignments until additional training requirements are met.
5. The proposed CAPS shall be provided to the League for its review and comment prior to its being given to the impacted Referee. The League may require a formal game assessment be conducted as part of the CAPS. If it does so the League is responsible for payment of the assessor's fee.

6. Upon successful completion of the CAPS, the respective referee shall be deemed “remediated” and will be eligible to return to normal game assignment activity. NO further action or restriction shall occur unless another deficiency occurs.
 7. Referees who have been identified as deficient by the League and/or RRU who do not agree to the CAPS or do not successfully complete the assigned CAPS may be game restricted by RRU. At which time the RRU Board shall notify the Referee, the lead assignor and the day assignors.
- iii. Suspension before opportunity to be heard
 1. If the issue is player safety, the referee will be removed from all games pending the resolution of the issue.
 2. In issues other than player safety, the referee will be removed from any solo or center games while the issue is addressed.
 3. The problem referee may be assigned as assistant referee where the referee in question will be monitored by the other two referees or a representative from the Referee Unit.
 - iv. Opportunity to be heard
 1. The Referee will have two (2) weeks from the date of the original League email to respond in writing if the Referee disagrees with the allegations or with the proposed action(s).
 2. The President of the Referee Unit and the League President or their designees shall confer in good faith to resolve any issues.
 3. If necessary to resolve any issues, a hearing within one (1) week from the referee response would be conducted by The President of the Referee Unit or his/her designee and the League President or his/her designee.
 4. If an impasse occurs a neutral party acceptable to both the League and the Referee Unit, who is not affiliated with either organization, may be added to break a tie vote.
 5. The referee in question will be given an opportunity to be heard.
 - v. Decision
 1. Final determination of the Referee’s status should be done as soon as possible and every effort should be made to reach a decision within one (1) week from the hearing.
 2. The decision reached by the RRU representative, League representative and any agreed upon neutral party is final.

5. DISPUTE RESOLUTION

- a. Disagreements between the League and the Referee Unit which cannot be resolved will be handled by a committee consisting of the Referee Unit President or his/her designee, and the League President or his/her designee.
- b. If an impasse occurs within this group a neutral party acceptable to both the League and the Referee Unit, who is not affiliated with either organization, may be added to break a tie vote.

6. OBLIGATIONS OF THE REFEREE UNIT:

- a. Training of Referees
 - i. It is the responsibility of the Referee Unit to train the Referees on specific League requirements related to accurate and timely game reporting.
 - ii. The Referee Unit maintains a roster of approved referees who are currently registered and in good standing with USSF.
 - 1. This roster includes USSF referee grade and a recommended level of match assignment.
 - 2. This roster is available to designated, registered USSF assignors who provide assignment services to various affiliated leagues and clubs.
 - iii. The Referee Unit will make every effort to ensure officials who are members of their unit are entered as such into the OGRS as soon as possible.
 - 1. It is the goal of RRU and the League that all members of RRU are entered into the OGRS at all times.
- b. Scheduling
 - i. The RRU will work with the assignors and the member Referees to have Referees to all League games where notice of the game is timely given.
- c. Pregame
 - i. The Referee(s) will follow all League pregame procedures.
 - ii. The Referee(s) will follow all risk management procedures as required by New York State West Youth Soccer Association.
 - iii. If a Referee is requested by a coach or League official to show their current risk management pass and fails to do so, the game may or may not be played at the sole discretion of the coach or League official. If the match is not played or it is played and the Referee does not officiate the Referee(s) will not receive any payment.
- d. Post-game
 - i. Retained passes
 - 1. Upon completion of any assigned match the Referee will keep any Retained Passes.
 - 2. The Referee will use the address provided by the RDYSL OGRS to mail such passes to the Division Coordinator at the Referee's expense. These passes must be mailed within 24 hours of game completion unless it is a weekend or recognized holiday in which case the mailing must occur on the first date after the match on which mail service is available.
 - ii. If any game results in a team "no-show", the Referee will submit this information using the OGRS to the League within 48 hours.
 - iii. Serious Event
 - 1. A serious event shall include, but is not limited to, when police or ambulance are called, game abandonment due to team or spectator conduct or mass confrontation.
 - 2. In the event of a serious event at a League game, the Referee shall inform the Referee Unit President and Referee Unit Liaison as soon as possible and the Referee Unit shall verbally notify the League Liaison and the League President no later than 24 hours after such notification.

3. In the event of an assault on a Referee and/or Assistant Referee the Referee Unit shall verbally notify the League Liaison and League President no later than 24 hours after such notification.
- e. Referee Communication: The League Liaison or League President may provide the Referee Unit with information to be communicated to the Referee Unit members at any time during the season. The Referee Unit President must approve any such communication. Such approval shall not be unreasonably withheld. This communication is anticipated to be distributed using email and will be sent by the Referee Unit within 48 hours of receipt from the League.

7. FEE SCHEDULE AND PAYMENT:

- a. Referees are independent contractors who provide Referee services to various clubs affiliated with the League. Referees are compensated according to a fee structure agreed upon between the League and the Referee Unit on behalf of their members. For games which are played as scheduled individual Clubs pay the referee fees directly to the Referee(s) at the time service is rendered.
- b. The fee agreement is attached as addendums.

8. MENTOR PROGRAM

- a. The League and Referee Unit agree that the development of new referees is in the best interest of the parties to this contract and their members.
- b. The referee unit will develop and share with the league an education and training plan.
- c. If acceptable, the League will contribute \$---- to the Referee Unit to be used towards the education and training of recently certified referees.
- d. RRU will provide appropriate metrics to the League related to the scope, quantity of training provided, and its effectiveness annually. The purpose of these metrics is to enable to the League to evaluate continued participation in the mentor program. The appropriate metrics will be provided by the RRU no later than December 31st following the completion of the season.
- e. Within two months of the provision of the metrics from 8.d the League and Referee Unit will evaluate the mentor program to determine if the league will contribute funds for the following years.

9. RENEGOTIATION:

- a. Because unanticipated conditions may occur, either party may reopen negotiations on a particular issue covered by this agreement by giving 90 days' notice to the other party.
- b. A negotiation shall occur on these points. Parties are expected to conduct the discussions in good faith.
- c. If the results of this renegotiation alter this agreement, those results shall become an amendment to this agreement.
- d. The remainder of the agreement shall stand in full force and effect.

Accepted for Western New York State Referee Association, Inc. -- Rochester Unit

Michael J. Smith 12-6-16
Michael J. Smith, President Date

Accepted for Western New York State Referee Association, Inc. – Batavia Unit

Fran Pecoraro 12/5/16
Fran Pecoraro, President Date

Accepted for Rochester District Youth Soccer League

George J. Hebert 12/8/16
George J. Hebert, President Date

Dealing with Game Cancellations on Short Notice (Not due to “act of God”)

When assignor receives notification	Referee Action Needed	Assignor Responsibility	Referee Owed	Referee Action
24 hours or more before kickoff	Check Arbiter daily	Update Arbiter	None	Reassigned to rescheduled game if possible
<24 hours >6.5 hours before kickoff	Check Arbiter on game day on or after 4:00PM	Update Arbiter by 6.5 hours before kickoff	None	Reassigned to rescheduled game if possible
<6.5 hours >2.5 hours before kickoff	Check Arbiter on game day on or after 4:00PM	Update Arbiter and Call Official(s)	One-half game fee(s)	Claim fee through assignor
<2.5 hours before kickoff	Check Arbiter on game day on or after 4:00PM	Update Arbiter and Call Official(s)	Full game fee(s)	Claim fee through assignor

Game fees are based upon the age group the team is in. The 2017 fee schedule is as follows:

Age Group	Center Referee	Each Assistant Referee
U10 and under	\$32	NA
U11 and U12	\$40	NA
U13 and U14	\$50	\$29
U15 and U16	\$64	\$42
U17, U18 and U19	\$73	\$51

The 2018 fee schedule is as follows:

Age Group	Center Referee	Each Assistant Referee
U10 and under	\$32	NA
U11 and U12	\$40	NA
U13 and U14	\$50	\$30
U15 and U16	\$65	\$43
U17, U18 and U19	\$75	\$53

The 2019 fee schedule is as follows:

Age Group	Center Referee	Each Assistant Referee
U10 and under	\$32	NA
U11 and U12	\$40	NA
U13 and U14	\$51	\$30
U15 and U16	\$66	\$45
U17, U18 and U19	\$75	\$55

NOTE: These fees may be modified by mutual agreement between the League and the Referee Unit as deemed appropriate.

Travel fee: A \$12 travel fee will be paid to each assigned official (max 3 per game) who must travel over 30 miles one way to an assigned game. A voucher with the address of the field can be filled out and submitted to the League for reimbursement. Vouchers are available on the League website, www.rdysl.com and will be submitted through between May 15 and August 15. The vouchers will be paid within two weeks of their receipt by the League. MapQuest or a similar Internet mapping service will be used to determine miles traveled. Vouchers will be provided by the League to the Referee Unit prior to the season in electronic formats.

If a playing field is declared unplayable and all parties are present (i.e. at least 7 players from each team for ages U13 – U19, at least 6 players from each team for ages U11 – U12, and at least 5 players from each team for ages U9 – U10, and the necessary Referee(s) and coach(es)), each assigned official (up to a maximum of three (3)) will be paid \$12.

If a match is started but not completed, each assigned official will be paid their entire normal and customary game fee.

If a team does not show or is not ready to play within the approved grace period of fifteen minutes after the designated start time, each assigned official will receive their entire normal and customary game fees.

If a team refuses to pay the Referee(s) the designated game fee prior to the start of the match, the League will be assessed a \$25 fee per assigned official (max three per game) plus the normal game fee owed.