

Rock Solid Officials Contract Agreement for Officials

Name _____ Social Security# _____

Address _____ Shirt Size _____

E-Mail _____ Home # _____ Cell # _____

Thank you for your interest in working as a contract employee with Rock Solid Officials LLC - working under Rock Solid Officials LLC as an prides itself on its organization, fairness of play, and overall sporting experience.

Rock Solid Officials LLC has contracted Referees/Officials for the purpose of officiating league and tournament games as assigned. By becoming a referee I understand that I have taken a job with serious responsibilities.

An official is not an employee, but rather an independent contractor. If you are an independent contractor, then you are self-employed. The earnings of a person who is working as an independent contractor are subject to self-employment tax. To find out what your tax obligations are, visit the Self-Employed Individuals Tax Center. As such, the referee shall be responsible for paying of any local, state, and federal taxes, including, but not limited to all income taxes, FICA taxes that may accrue as a result of his/her employment. All contractors will be issued a 1099 at the end of the year (by the end of January) should they reach the IRS threshold for income. Officials are paid on the last day of their officiating assignment by direct deposit or check. (provided current banking information has been received). Referee agrees to comply with all rules and regulations of the organization applicable to officiating. Referee, at all times agrees to conduct him or herself in a professional and appropriate manner while performing any and all services as a referee for the organization.

Among the requirements of my job are the following:

1. I will do my best to understand all of the rules of the sport I am officiating, including the modifications of rules made by the RSO
2. I will stay alert during games, be in position for calls and plays, and do my best to enforce the rules in a competent and courteous manner.
3. I will ensure a fun and fair environment for all participants
4. I am responsible for checking and knowing what games I am scheduled for. I am responsible for appearing at all games for which I am scheduled, unless I have made arrangements in advance with RSO administration. It is my job to notify office personnel in a timely manner (48 hours in advance) so a replacement can be found.
5. I will check in with the league coordinator 30 minutes prior to my first scheduled game of the day (if applicable).
6. I will be properly dressed in the approved referee uniform.
7. I will refrain from engaging in any confrontation, with coaches, players, and all spectators.
8. I will remain professional at all times.
9. I will not be on nor have my cell phone out at any point during the game.
10. Official also agrees that he/she will at no time be under the influence of alcohol or any illegal drug during any game to which he/she is assigned. Any violation of this clause shall result in immediate termination of this contract. Any Official who fails to report a violation of the Rock Solid Officials LLC drug and alcohol provision of the contract may be liable to sanctions to be determined by Rock Solid Officials LLC
11. I acknowledge that some events have on-site staff, or "coordinators", and they are employees of the organization and have control of the games, players, rules, etc pertinent to our policies.
12. Officials are paid on the last day of their officiating assignment by direct deposit or check.
13. I agree to hold Rock Solid Officials, its Director, members and Associate leagues, harmless for injury, accident or damages as a result of any assignments.
14. It is specifically understood that Official is not an employee of Rock Solid Officials LLC. and Official agrees to serve as an independent contractor. Official understands and is aware that Rock Solid Officials LLC does not provide worker's compensation insurance to or for the benefit of Official. Rock Solid Officials LLC., does not provide any medical insurance coverage for Official. Official is responsible for any insurance coverage he/she deems necessary or appropriate. Rock Solid Officials LLC strongly encourages Official to obtain and maintain medical insurance coverage.
15. Official understands that he/she is personally responsible for his/her medical expenses, including without limitation: hospital charges, physician fees, therapist fees, ambulance fees and the cost of any and all medications that may be incurred by him/her as a result of any assignment. Official agrees to hold harmless and indemnify Rock Solid Officials LLC from any and all liability for injuries proximately caused to any person or property solely due to neglect or intentional act or omission of official arising out of Official's assignment at any athletic contest, pre-season practice game or event assigned by Rock Solid Officials LLC
16. I attest that I HAVE NOT been convicted or adjudicated of any offense involving a minor or any sexual offense, an offense involving any illegal/illicit drugs, and I am not currently servicing a sentence or probation/parole period. Signing below certifies and authorizes Rock Solid Officials LLC and or its agents to verify any of this information including, but not limited to criminal history and back ground checks.

The existence of this agreement does not guarantee or imply that games will be assigned to referee, or assign games of any particular type to referee. I know that RSO has the right to remove me from the referee schedule for failure to perform the duties of a referee, as outlined above.

I hereby agree that this Agreement shall be construed in accordance with the laws of the State of Minnesota and any arbitration or mediation will be held in Hennepin County.

Signature of referee _____ Date _____ (or type name to sign)