



Rock Solid Officials

Contract Agreement for Officials

NAME: _____ SOCIAL SECURITY#: _____

MAILING ADDRESS: _____ SHIRT SIZE: _____

E-MAIL: _____ HOME PHONE: _____ CELL PHONE: _____

BEST WAYS TO BE REACHED: Text _____ Email _____ Phone _____

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 hostile verbal sparring (i.e. bickering, name calling, cursing, telling players they should play better, etc), and will not use any hand gestures that may further agitate a player.
8. I will remain professional even when the player is not.
9. I will not be on nor have my cell phone out at any point during the game.
10. I will not arrive inebriated nor drink alcohol at a event or on the job.
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. Payment is on a per game basis. "Game" will be used universally for all leagues including volleyball and corn hole. "Game" is defined as "the complete contest between two teams" as scheduled on our league page. Assigned "games" are listed on the referee pages each month for payroll. Refs are responsible for reporting any updates within a 48 hour period.

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 the organization may 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)