

Arizona Region of USA Volleyball Officials Independent Contractor Agreement

The Arizona Region does not *employ* officials. Officials that work the Arizona Region of USA Volleyball tournaments are hired as independent contractors. As such the following is understood for all volleyball officials of the Arizona Region:

- An official must be a registered member of the Arizona Region or another USAV Region for the current season before they will be considered for assignment to work tournaments or clinics in Arizona.
- A Background Screen is required every two consecutive seasons as part of membership under the Official category.
- A signed Official's Code of Conduct and Independent Contractor Agreement must be submitted each season with membership renewal to the Arizona Region.
- An official is paid match pay commensurate to the level of his/her proficiency rating. Junior Officials Development Program members are paid a flat fee per wave until they have advanced to Provisional official rating.
- Payroll is paid monthly through RefPay.com. Every official must create an account with RefPay.com to be paid and ArbiterSports.com to be assigned. The RefPay account must be linked to the AZ Region Arbiter group in order for payment to be processed.
- Taxes will NOT be withheld from any official's pay. Taxes are the responsibility of the official.
- Workman's Compensation coverage is NOT available for officials as independent contractors through the Arizona Region.
- Extended Insurance coverage is offered to an official for an additional charge through USA Volleyball. Those officials that are PAVO members have this extended coverage already and do not have to apply for it.
- An official will provide his/her own uniform. An Arizona Region official shirt is available each season which may be earned or purchased.
- An official will provide his/her own equipment. The Arizona Region will provide a current USAV Domestic Competition Regulations to each official at no charge every two years.
- An official will attend an AZ Region officials' training session prior to the start of the tournament season to become familiar with rule or policy changes in the organization.
- An official must register and complete the required online training curricula and testing through the USAV Academy prior to the start of the tournament season. A passing score of 90% or above is required in order to be assigned to work.
- An official must be familiar with the Arizona Region Officials' Division Handbook.
- An official must mark themselves ready to be assigned in Arbiter and unblock any dates they are available to work a minimum of 2 weeks prior to the tournament they wish to work. Any changes in availability within 2 weeks of the tournament need to be called in to the Official's Assigner.

By signing below I acknowledge I have read and understand the requirements and the relationship of an official as an independent contractor with the Arizona Region of USA Volleyball. I will not place my name as available to work in Arbiter if I disagree with any of the terms above.

Printed Name _____

Signed _____ Date _____

Parent Signature _____ Date _____

(In the event the official is a minor)

9/1/14

Individual/Sole Proprietor Waiver

I am an individual/sole proprietor doing business as:

(Please print)

(Name of Individual / Sole Proprietor)

I am performing work as an independent contractor for the Arizona Region of USA Volleyball.

_____ I understand that I am not an employee of the Arizona Region of USA
(Please initial) Volleyball; and therefore, I am not entitled to workers' compensation
benefits from the Arizona Region of USA Volleyball.

I have provided an IRS Form W9 to the Arizona Region of USA Volleyball.

Signature Individual / Sole Proprietor

Date

Parent signature if Sole Proprietor is a minor

Date

Insurance Carrier

Date

A copy of this waiver will be submitted to the insurance carrier of the Employer. The Employer will maintain a copy of this waiver and make it available for audit purposes.