

FRUGU / FRRRA contract proposal

Jan 1 – Dec 31 2014

General Provisions

Definitions (for the purposes of this contract):

Florida Rugby Union Geographic Union (FRUGU) – the governing body for all rugby union matters in the State of Florida.

Florida Rugby Referees Association (FRRRA) – the governing body for all rugby union match official matters in the State of Florida.

FRUGU Member Club – Any Club, Collegiate, High School or Youth rugby union organization operating in the State of Florida and paying dues directly or indirectly to the FRUGU.

Referee – An IRB certified referee in good standing with USA Rugby.

Assistant Referee (AR) – An IRB certified Referee or Assistant Referee in good standing with USA Rugby.

Performance Reviewer – An IRB certified Performance Reviewer in good standing with USA Rugby.

Referee Coach – An IRB certified Referee Coach in good standing with USA Rugby.

Match Official – An IRB certified Referee, Assistant Referee, Performance Reviewer, or Referee Coach in good standing with USA Rugby, assigned by FRRRA to a match or tournament covered by the provisions of this contract.

Development Fees – Fees paid by the FRUGU or other organizing body to the FRRRA for the development of referees within Florida.

Match Fees – Fees paid by the FRUGU Member Clubs for the services of Referees and Assistant Referees, and fees paid by the FRRRA for the services of Performance Reviewers and Referee Coaches.

Touch Judge – An IRB/USA Rugby certified Touch Judge in good standing with USA Rugby.

Travel Costs – Expenses paid by FRUGU Member Clubs or the FRRRA to Match Officials to offset their travel expenses.

League Match – Any scheduled match involving a Member Club that is part of, or leads to, a larger Regional or National Tournament.

League Tournament – Any scheduled event including more than one League match on the same day at the same location.

Friendly Match – Any scheduled match not defined as a League match.

Friendly Tournament – Any scheduled event including more than four Friendly matches on the same day at the same location.

Referee Development

The FRRRA will be solely responsible for the organization and provision of all referee training and development within the State of Florida.

The FRRRA will provide a minimum of 3 IRB Level 1 Referee courses annually.

The FRRRA will provide IRB Level 2 Referee courses and other referee development courses annually as it deems necessary for the benefit of its members.

The FRRRA will provide, or assign its members to Performance Reviewer and Referee Coach courses as it deems necessary for the development of its members.

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Each FRUGU Member Club is required to have a minimum of one active referee by Sept 1st 2014, and 2 Touch Judges by April 31st 2014, as part of its membership. The FRRRA will provide Level 1 Referee courses as necessary to help the membership achieve this requirement. The Touch Judge course is available online through USA Rugby.

Currently active referees can only be used to meet this requirement if they are a direct product and active member of a Member Club. "Direct product" means that the referee was an active player or coach for the club before becoming a referee.

If a member club chooses not to meet this requirement, the alternative is to pay a fee of \$200 to the FRUGU to offset the training and travel costs of a referee from another organization. If the requirement is not met, or the fee is not paid, then the club will not be in good standing with the FRUGU and will not be assigned referees for any matches.

Each FRUGU Member Club will thereafter maintain a minimum of 1 active Referee and 2 Touch Judges as part of its membership. To maintain active status a referee must be assigned to, and officiate, a minimum of 5 x 15s matches or 3 x 7s tournaments per calendar year.

If an FRUGU Member Club's Referee does not maintain active status, then the club will be required to provide another member to attend a Level 1 Referee course the following year.

Fees and Travel Costs

The payment of all development fees, match fees and travel costs will be paid to the FRRRA or Match Officials in a timely manner, as specified by the provisions of this contract. Failure to comply will result in interest charges and/or the withholding of match official services.

Discipline

The FRUGU will establish written guidelines for the handling of foul play and match official abuse, including appropriate sanctions for all Member Club officers, coaches, players and spectators. These guidelines will be distributed to all FRUGU Member Clubs and all members of the FRRRA.

The FRRRA will file a written report within 48 hours to the FRUGU Discipline Officer detailing the occurrence of any red card, yellow card or abuse of match officials by any Member Club officer, coach, player or spectator.

Payments from FRUGU to FRRRA

Development Fees

FRUGU will communicate three times yearly to the FRRRA matches scheduled for all FRUGU Member Clubs, for the upcoming season. FRUGU will reimburse FRRRA only for matches where the home team is a FRUGU Member Club. FRUGU will pay the FRRRA at a rate of \$25 per scheduled 15s match, except friendly tournaments and "All Florida Weekend", as follows:

Dec 1- FRUGU communicates to FRRRA matches scheduled Jan 1 - April 31. FRRRA then invoices the FRUGU for these matches at a rate of \$25/match.

April 1 - FRUGU communicates to FRRRA matches scheduled May 1 - August 31. FRRRA then invoices the FRUGU for these matches at a rate of \$25/match.

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August 1 - FRUGU communicates to FRRRA matches scheduled September 1 - December 31. FRRRA then invoices the FRUGU for these matches at a rate of \$25/match.

Additional matches will be billed and added to the next invoice at the rate of \$50/match if added to the schedule past the deadlines set forth above.

FRUGU will not pay development fees for friendly tournaments or "All Florida Weekend".

Payments will be sent to the FRRRA within 30 days of invoice. Payments sent after this date will be assessed interest according to the following schedule:

30-60 days - 1.5%

60-90 days - 3.0%

90 days on - 5.0%

15s - League matches and tournaments, friendly matches and tournaments.

Match Fees

To be paid by the host club to the Referee prior to kick off for single matches; and by the Tournament Director to the FRRRA Tournament Representative no later than the end of the tournament for league or friendly tournaments.

Referees - \$60 for an 80 minute game. Matches less than 80 minutes will be paid at a rate of \$1.00 per minute not to exceed normal match fee of \$60 and \$30 per AR.

ARs - \$30/AR only when assigned by FRRRA.

Performance Reviewer and Referee Coach match fees will be paid by the FRRRA.

Travel Costs

To be paid by the host club to the Referee prior to kick off for friendly matches; and by the Tournament Director to the FRRRA Tournament Representative no later than the end of the tournament for friendly tournaments.

The FRRRA will communicate to the Tournament Director the relevant travel expenses of all assigned match officials no later than 3 days prior to the tournament. Travel costs for league matches and league tournaments are to be paid to the match officials by the FRRRA.

Referees and ARs - \$0.25 per mile.

Performance Reviewer and Referee Coach travel costs will be paid by the FRRRA.

Exchange Referees and ARs

Referees and ARs assigned via exchange with another referee society will be paid in the same manner as FRRRA referees for all match fees and travel costs.

Hotel accommodation requirements

Hotels provided by the host club will be of reasonable quality. An AAA rating of two diamonds is the minimum requirement.

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For a single match, the host club will provide the referee hotel accommodation after the match if their return travel following the match will extend beyond 11 PM. The host club will provide the referee hotel accommodation the evening prior to the match if their travel to the match would need to begin before 6 AM from their home location, allowing for arrival 1 hour prior to kick off. For a League or Friendly Tournament the host club is to provide one hotel room for every 2 match officials needing accommodation, as per guidelines below, when requested by FRRA:

Single day tournament

Match officials will be provided hotel accommodation the evening prior to the tournament if their travel to the match would need to begin before 6 AM from their home location, allowing for arrival 1 hour prior to kick off.

Match officials will be provided hotel accommodation after the tournament if their round-trip travel plus working hours exceed 12 hours, or their return travel following the last match will extend beyond 11 PM.

Multi-day tournament

Match officials will be provided hotel accommodation for the night(s) between the tournament days if their travel is over 60 miles to the event.

Match officials will be provided hotel accommodation the evening prior to the tournament if their travel to the match would need to begin before 6 AM from their home location, allowing for arrival 1 hour prior to kick off.

Match officials will be provided hotel accommodation after the tournament if their return travel following the last match will extend beyond 11 PM.

Tournament host club will not be responsible for the cost of additional rooms to accommodate guests traveling with referees. If additional rooms need to be booked to accommodate guests, the host club will assist when possible, but ultimate responsibility is assumed by the FRRA.

The FRRA will provide the host club the assignments for hotel rooms no later than three days prior to the event, to be communicated to the hotel by the host club.

Single match assignments and obligations

The FRRA will assign all match officials, as appropriate, for all matches scheduled within Florida.

If ARs are not assigned by the FRRA, each participating Member Club will be required to provide 1 qualified Touch Judge for the duration of the match.

The host club will confirm the scheduled time and location of the match with the referee no later than 9PM on the Wednesday prior to a Saturday match. Matches scheduled on any other day of the week will be confirmed no later than 9PM three days prior to the match.

The FRRA reserve the right to reschedule the assigned match officials if the above confirmation is not observed.

The referee will confirm the scheduled time and location of the match with assigned ARs, Performance Reviewer and/or Referee Coach.

All match officials will arrive at the match location no later than 1 hour prior to kick off.

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Upon arrival, the referee will check in with the head coach of both teams and arrange the pre-match procedures so as not to interfere with the warm up of either team.

After the match, the referee will be given an appropriate amount of time for their own post-match procedures, before making themselves available to discuss any aspects of the match with the coach and/or captain of both teams.

Tournament assignments and obligations

The FRRRA will assign all match officials, as appropriate, for all tournaments hosted by the FRUGU or a Member Club.

When the FRUGU or a Member Club is planning to schedule a tournament they will nominate a Tournament Director who will be responsible for communicating the proposed date and estimated number of referees required to the FRRRA, ensuring that there is no scheduling conflict and that the FRRRA can accommodate the request.

The number of referees requested is subject to change up to one month prior to the tournament date. If additional, or fewer, referees are needed after this date, FRRRA approval is required.

The FRRRA will assign one Performance Reviewer/Referee Coach for every three referees assigned to a tournament, except for "All Florida Weekend".

The number of referees assigned by the FRRRA to any tournament will be based on the number of matches and/or the playing minutes scheduled, as per the guidelines below, except for "All Florida Weekend":

League 15s Tournaments

1 Referee per match per day.

2 ARs per match. ARs will be assigned to officiate 2 matches per day. (An assigned referee may serve as an AR at the discretion of the FRRRA).

1 Performance Reviewer/Referee Coach for every 3 Referees assigned to the tournament.

Friendly 15s Tournaments

1 Referee per 120 minutes of scheduled playing time.

Touch Judges will be provided by the host club and/or participating clubs, unless ARs are specifically requested of the FRRRA by the host club.

1 Performance Reviewer/Referee Coach for every 3 Referees assigned to the tournament.

The FRRRA will appoint the senior assigned Performance Reviewer/Referee Coach/Referee as their "Tournament Representative". This official will be solely responsible for all matters concerning the scheduling of match officials; questions pertaining to rugby law; and safety, including but not limited to, field set up and match postponement/abandonment due to weather conditions.

All match officials will arrive no later than 1 hour prior to kick off of the first match.

The FRRRA Tournament Representative will check in with the Tournament Director upon arrival.

The Tournament Director will provide the FRRR Tournament Representative with the following for each day of the Tournament:

- Referees' Tent or equivalent shelter (minimum 10x10)
- 1 cooler with ice
- 3 liters minimum of water and/or Gatorade, or equivalent, per assigned Referee and AR per day
- Lunch for each assigned Match Official per day, or \$10 per person per day if no food available at Tournament
- Host club will provide each assigned Referee with a Tournament t-shirt

10s Tournaments

Unless otherwise specified below, all conditions pertaining to match fees, travel costs, hotel accommodations, assignments and obligations previously detailed will apply.

Match Fees

To be paid by the Tournament Director to the FRRR Tournament Representative no later than the end of the tournament.

Referees - \$20 per match.

ARs - \$10 per match, only if specifically requested and scheduled.

Tournament assignments and obligations

1 Referee per 80 minutes of scheduled playing time.

2 ARs per 5 matches if requested by host club.

The Tournament Director will provide the FRRR Tournament Representative with the following for each day of the Tournament:

- Referees' Tent or equivalent shelter (minimum 10x10)
- 1 cooler with ice
- 3 liters minimum of water and/or Gatorade, or equivalent, per assigned Referee and AR per day
- Lunch for each assigned Match Official per day, or \$10 per person per day if no food available at Tournament
- Host club will provide each assigned Referee with a Tournament t-shirt.

7s Tournaments

Unless otherwise specified below, all conditions pertaining to match fees, travel costs, hotel accommodations, assignments and obligations previously detailed will apply.

Match Fees

To be paid by the Tournament Director to the FRRR Tournament Representative no later than the end of the tournament.

Referees - \$15 per match.

ARs - \$5 per match, only if specifically requested and scheduled.

Tournament assignments and obligations

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1 Referee per 5 matches.

2 ARs per 10 matches if requested by host club.

The Tournament Director will provide the FRRRA Tournament Representative with the following for each day of the Tournament:

Referees' Tent or equivalent shelter (minimum 10x10)

1 cooler with ice

3 liters minimum of water and/or Gatorade, or equivalent, per assigned

Referee and AR per day

Lunch for each assigned Match Official per day, or \$10 per person per day if no food available at Tournament

Host club will provide each assigned Referee with a Tournament t-shirt.

"All Florida Weekend"

All available FRRRA Referees, Performance Reviewers and Referee Coaches will be assigned to this tournament.

The FRRRA will invite Referees, Performance Reviewers and Referee Coaches from any other Referee organization as it deems necessary.

As previously detailed, the FRUGU will pay no development fees for "All Florida Weekend". Development fees will be paid by the Central Florida Sports Commission, or other hosting organization, as detailed in a separately negotiated contract.

Match Fees

Each Member Club will pay \$25 per 15s match played to cover assigned Referee and AR costs.

Each Member Club will pay \$7.50 per 7s match played to cover assigned Referee costs.

Travel Costs

No match official travel costs will be charged by the FRRRA to either the FRUGU or Member Clubs for "All Florida Weekend".

Hotel accommodation requirements

Neither the FRUGU nor Member Clubs are responsible for booking or paying for any match official hotel accommodation for "All Florida Weekend".

Tournament assignments and obligations

The FRUGU Tournament Director will discuss the development of the 15s and 7s match schedule with the FRRRA prior to the Tournament to ensure maximum referee development and maximum tournament efficiency for all Member Clubs involved.

The FRRRA will assign all match officials, as appropriate, for all 15s and 7s matches scheduled throughout the weekend.

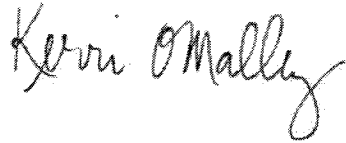
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All match officials will arrive no later than 1 hour prior to kick off of the first match.

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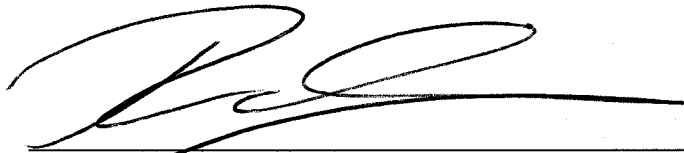
The FRRA Tournament Representative will check in with the Tournament Director and hosting organization upon arrival, and will be provided all supplies as detailed in a separately negotiated contract.

Signed:



Kerri O'Malley
President, Florida Rugby Union

2/10/14
Date



Roy Monk
Vice President, Florida Rugby Referee Association

2/10/14
Date