

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 to work tournaments or clinics in Arizona before they will be considered for assignment.
- 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.
- A signed W-9 must be on file with the Arizona Region before any payment for work will be made.
- Officials will be paid match pay commensurate to the level of their 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 a payroll service.
- Taxes will NOT be withheld from any official's pay. Taxes are the responsibility of the official. If applicable, wage garnishments will be withheld from the official's pay, as required by law.
- 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 their own uniform. An Arizona Region official shirt is available each season which may be earned or purchased.
- An official will provide their 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 a training session prior to the start of the tournament season to become familiar with rule or policy changes in the organization.
- An official should list his/her availability to work tournaments on the OASIS scheduling program linked from the Arizona Region website a minimum of 2 weeks prior to the tournament they wish to work. It is the official's responsibility to make sure the availability information is correct in order to be properly assigned.

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 on the OASIS availability listing if I disagree with any of the terms above.

Printed Name _____

Signed _____ Date _____

Parent Signature _____ Date _____

(In the event the official is a minor)

9/1/11

Individual/Sole Proprietor Waiver

I am an individual/sole proprietor doing business as:

(Name of Sole Proprietor)

I am performing work as an independent contractor for:

(Name of the Employer)

I am not an employee of:

(Name of the Employer)

For workers' compensation purposes, and therefore, I am not entitled to workers' compensation benefits from:

(Name of the Employer)

I have provided an IRS Form W9 to the Employer.

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.