



## Assignor Affiliate Pledge

What we promise to each other and our constituents for the advancement of referee labor rights and the positive promotion of the officiating craft:

1. A stern commitment to the ideology that we function as **representatives of our officials**. We must align with their best interest during collective bargaining sessions. We are not subservient to the programs or club teams we service. Albeit our client's viability is important, their profitability is not.
2. A price floor (minimum) of **\$25 (net) per game, running-clock, on-the-hour** to serve as the starting point of negotiations. **Stop-clock games must pay a premium**. Assignors must embrace the concept of **collective bargaining** instead of automatically taking the first offer from league or tournament management. Our clients don't get to set our prices. We negotiate. And we don't undercut one another in the process.
3. **Mandatory pay** for all forfeits or cancellations (or any change to the schedule that might adversely affect the originally assigned crews) unless those changes are communicated a **minimum of 24 hours in advance**. This is based on the legal principle of *promissory estoppel*. At a certain point, games must become **guaranteed**.
4. **Transparency and Communication:** Events, assignments, proposals, etc. should be communicated freely between assignors within our network, for the purposes of support, advice, and to prevent accidental underbidding. We must trust each other and work together to get the best deal for our members while also having each other's back so as not to be taken advantage of by rogue referees.
5. Aid in the enforcement of the **Respect for the Game Guidelines** and manifest support of our referees in any conflict between them and any coach, player, or wayward parent. Our commitment is to the safety of our crews and to the integrity of the game. Under no circumstances do we allow tournament directors/league commissioners to usurp our crews' authority and/or override the decisions of the referees.

I pledge to uphold the aforementioned principles in my duties as a referee assignor and as an affiliate of the greater *Ref Union* network.

Signed,

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Print Name

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Organization (if applicable)

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Signature

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Date