



The Flag and Whistle
Newsletter of the South Bay Soccer Referee Association
Serving the Soccer Community since 1976



Written by: Warren Howell and Jonny Joseph
Edited by: Jonny Joseph

November 2020

Notes from the Board



We wish you and your families a very happy and safe Thanksgiving Holiday!

Returning Membership Applications

Thank you to all members who have submitted applications to renew our membership in the Association. As you know, membership renewal is not automatic and our Returning Membership Applications are subject to review by the Board each year. If you have not submitted yours yet, please do so as soon as possible.

Leagues' Resumption

The latest updates on three of our prominent leagues are as follows:

1. Coast Soccer League (CSL) has scheduled January 2021 as their revised anticipated start date but remain subject to receiving field permits.
2. Southern California Developmental Soccer League (SCDSL) has penciled in January 9th, 2021 but will reevaluate on a monthly basis for the rest of 2020.
3. South Bay Peninsula Soccer League (SBPSL) is planning the details of starting their season, possibly January 2021.

Projecting start dates is very difficult given the various stakeholders involved and the unpredictability of the Covid-19 pandemic. We will continue to communicate updates as we become aware of them.

Cal South Updates

The next live Referee In Service Review Webinar will take place in **January 2021**. Nevertheless, we will have an instruction segment, with videos, at our last Membership Meeting of the year. Please be reminded of the **date change** – December 1, 2020!

RETURN TO PLAY

For the latest on RETURN TO PLAY go to www.calsouth.com and click on the **RTP** banner.

Board of Directors

President: Jonny Joseph **Vice-President:** Steve Morgan **Secretary:** Jack Desemone
Treasurer: Bruce Ashton **Member-At-Large:** Tim Martinez **Assignor:** Gabriel Goldsman



IMPORTANT MESSAGE - REGISTRATION

We want to encourage everyone to register early for all referee licenses for 2021. Due to resulting COVID challenges, Cal South has reduced staffing. To prevent possible delays of referee license process approval and badge distribution, everyone is encouraged to register and complete all requirements on the Cal South website, <https://calsouth.com/us/referees/>, as soon as possible.

Referee Masks

Sixty members have ordered over 160 masks and we have made them available to all of you for pickup at the location of your pickup choice. If you have not done so yet, please contact the applicable Board Member to schedule a convenient time.

Monthly Membership Meeting

To participate in the November Membership Meeting, **Tuesday, December 1st @ 7:03 pm**, please use the following Zoom information:

Link: <https://us02web.zoom.us/j/83121635447?pwd=V0F5bk1CYjRYb3dydGINSWNVMWIEZz09>

Meeting ID: 831 2163 5447

Passcode: 212204

Phone: 1-669-900-6833

We look forward to seeing you then! If you cannot make a meeting, we do have a recording of the most recent meeting on our website at <https://sbsra.org/association/meetings/>.

To Tax or not to Tax?

California Assembly Bill 5 or AB 5 is a state statute that expands the classification of workers as employees and the burden of proof for classifying individuals as independent contractors belongs to the hiring entity. As a result of this law, which became effective on January 1, 2020, there were concerns that the Association may have to treat members as employees, which would create many issues and possibly threaten our ability to continue as an association.

We have relieving news! AB 2257, which exempts certain professions and occupations from the provisions of AB 5, took effect on September 4, 2020. While AB 2257 focused on exemptions for those employed in the entertainment industry, it also included a category of “Other Professions and Occupations Exempted” from the provisions of AB5. This category includes “Competition judges (including amateur umpires and referees).” So it appears the Association may continue safely to treat our members as independent contractors as before AB5 became effective.

Please note this is for information purposes only and members should consult with their own professional advisers for any legal or tax concerns in this regard.,

Membership Meeting Minutes Approval

The draft October Membership Meeting minutes are included below and will be presented for approval at the next Membership Meeting. Please be reminded our next meeting is on December 1, 2020 due to the timing of the Thanksgiving Holiday.



SBSRA Membership Meeting Minutes Tuesday, October 27, 2020 Via Zoom Conference

Board Members in Attendance: Jonny Joseph (President), Steve Morgan (Vice-President), Bruce Ashton (Treasurer), Jack Desemone (Secretary), Gabriel Goldsman (Assignor)

1. The meeting was called to order at 7:33pm.
2. Approval of August Minutes - Steve Morgan proposed acceptance of the minutes as presented in the Flag & Whistle, Sue Pascoe seconded and the minutes were approved by acclamation.
3. Cal South Training - Chris Nevil presented Cal South's October In Service Topic "Key Law 12 (Foul and Misconduct) Incidents" with some input from GG. SM reminded members that this presentation does not provide members with credit for Cal South mandated In Service training. To obtain that credit, members are required to watch Cal South's presentation and complete their quiz. He noted that our "Meetings" page on our website includes individual links to each month's training offered by Cal South.
4. October Board Meeting Report-JJ reported the following:
 - a) Insurance - JJ reported that as of October 1st the insurance premium of \$575 was paid for E&O. The Liability and Medical policy expires on December 31, 2020. We have also requested a return of a significant part of our premium for 2020 and have provided Philadelphia Insurance with the requested documentation and information. Members asked some detailed questions about the various insurance policies procured by the Association.
 - b) New Members - JJ reported that no new member applications had been received since the September meeting. The Board had approved two new member applications during the October Board Meeting and invited any new member candidates to introduce themselves to the group.
 - c) Membership Monthly Attendance - JJ expressed concern as to why many members continue to be absent from the monthly Zoom meetings. The Board had enlisted the help of Warren Howell to contact members who have not attended the last three meetings since the AGM. The reason that resonated was that they were not motivated to attend due to the fact that there were no games currently taking place or that they were busy with work commitments. Bill Bymel suggested that the Zoom invite be linked to their calendar. This would allow one's device to remind them of the upcoming event automatically. SM replied that he sends the notifications through Arbiter which should members could sync with their calendars, and reminders are emailed closer to the day of the meeting. Sergio Perez asked if other associations are experiencing the same issue. JJ responded that we are focusing on SBSRA and how we can improve.
 - d) Treasurers Report - The Income Statement and Balance Sheet for the quarter ended, and as of, September 30, 2020 was shared on the screen with the membership. BA



reported that the Association's revenue in the quarter ended September 30 was similar to the prior quarter, which was \$50k less than the comparable period in the prior year and that our annual subscription to ArbiterSports had been paid during this period. BA also reminded that members that our fiscal year has changed since the prior year so the financial statements for the quarter is different to that of the prior year, but month to month is still comparable. BA noted that our bank balance is approximately \$5,500 less than last year, mostly due to the association not collecting membership dues this year.

BA also reported that Julie Nourayi is in the process of performing the informal review, done every other year, of the association's financial record keeping. BA estimated that Julie could complete her field work in the next couple of weeks. JJ noted that the timing of the report to be shared with members may approximate the end of the year/early next year.

- e) Member Ratings-JJ reported that the Board is discussing the process of how each member is ranked and ways that the Association can improve the ranking process. JJ thanked GG and SM for taking the lead on this important initiative.

5. Returning Membership Applications - Jonny reported the following:

- a) 113 members had submitted their RMA as of earlier that day,
- b) SM has been diligently following up with members who have not done so yet. He had determined that a few are waiting to see what happens with COVID-19, a few are planning on retiring, and a some still need to do the Cal South certificates to be on the ROL,
- c) Four applications were declined.

JJ encouraged remaining members to submit RMAs, noting that:

- a) Annual dues are not payable at this time,
- b) Dues will only be requested when we are able to schedule games,
- c) Members can decide they no longer wish to be members at any time before they pay their dues.

6. Cal South Referee Official List - SM reported that he is constantly checking the Cal South website as to the status of the ROL. There are still SBSRA members that have not completed one or more of the required certifications; Sudden Cardiac Arrest, Concussion, and SafeSport modules, therefore, those members are not eligible to receive games, when that happens. SM emphasized that when games are on, there will be a rush to get certified. JD brought up that Cal South is requiring that all Cal South members sign a COVID-19 waiver that can be found on the Cal South website. In response to a question SM noted that the COVID-19 waiver is part of the 2021 renewal process.

- a) SM reported that there are now 137 active members on Arbiter, 6 inactive, and 16 were deleted.
- b) Stephen Hannant asked; how can members verify that they have received credit for the Cal South trainings. JJ replied that he is been in contact with Juan Guzman, the



State Referee Administrator at Cal South and learned that their office had to reduce their staff, and they are working on providing associations with a report of their member's completion of In Service training.

7. Bylaw Amendments - JJ explained the procedure for the suggested bylaw changes. Each member would be allowed to speak, if they choose to, for 2 minutes regarding each vote. Rick Roberts reminded the members that they needed to use their Arbiter email to vote. JJ reminded that only Members in Good Standing are eligible to vote. JJ noted that the next opportunity to change the bylaws would be at the January 2021 meeting and encouraged passage of the proposed revised bylaws as prepared by the Bylaws Committee, as any modifications desired could be proposed then before many of the changes could have any effect on the Association.

The results of the votes were as follows:

- a) Revised Bylaws without the Term Limits item. Passed 38-3
- b) Term Limits. Passed 31-9
- c) Member in Good Standing. Not passed 16-25

JJ thanked the Bylaws Committee for their many hours of hard work - Kiku Annon, Chris Nevil, Sue Pascoe and Steve Resnick.

8. Return to Play - As the time remaining for the meeting was running out, JJ referred the membership to read the Flag and Whistle for the latest updates.
9. Association Masks - JJ introduced Manny Fineberg, who modeled a mask sample for the members. Manny said that it would be a turn-around of approximately 10 days for delivery after the order is placed. JJ noted that should any members have changed their mind and preferred not to order a mask, they should let him know ASAP. Rick Roberts will be sending out invoices very soon and if everyone could please send payment this week, we could have the masks in everyone's hands by the second week of November. Manny also showed a new pair of shorts that will sell for \$25. In response to a question about electronic whistles, Manny replied that they are on back order.
11. November meeting-JJ informed the membership that the next meeting is on November 24th, which is in Thanksgiving week. He asked the members if they would like it to be moved to December 1st, the following week. Members expressed through the chat window that it was a good idea to move the meeting to December 1st. JJ also asked if the members if they would prefer a start time of 7:03 rather than 7:33, for Zoom meetings only. That was also agreed upon. At Chris Nevil's suggestion, it was noted that the in person meetings start time likely would remain at 7:33 when those can resume.
12. The meeting adjourned at 9:42pm, with apologies from JJ for the 10 minutes late finish.



Don't Try to Win the Argument (as adjusted for soccer by SBSRA)

Referee Magazine

September 14, 2020

As an official, when you are involved in a conflict, your goal is to resolve it. You have to fight the tendency to want to win the argument. It's a subtle difference but critical to conflict management.

When resolving a conflict, the best outcome is when there are two "winners." If there is only one winner, self-esteem and trust erodes in the loser. To avoid that, strive to keep an open dialogue and keep thinking about the words you choose and the way they impact the situation.

There's an old officiating saying that summarizes this philosophy: "As officials, we always have the last word. However, **we don't always have to say it.**"

1. Permit the other person to talk without interrupting

Have the courtesy to listen before you say anything. It is then more likely that the other person will extend you the same courtesy. When both sides have been adequately heard, problem solving begins.

A Retired NL umpire Doug Harvey, one of the most respected ever to work in the profession, applied his "10-Second Rule." He gave a manager who argued with him 10 seconds to vent before Harvey responded. His theory: The comments from the arguer were so emotional that his breath couldn't last for more than 10 seconds. When he stopped to take a breath, Harvey could calmly begin his explanation.

2. Limit discussion only to the immediate issue that is adversely affecting your relationship

One of the fastest ways to get off to a bad start in solving a problem is to rehash the past or bring the discussion into other non-pertinent issues. A few coaches like to do that. You've got to "keep them in the box," meaning keep them focused on the play or situation they are complaining about. Coaches may try to talk about things that happened earlier in the game. When they do that, say something like, "Let's focus on this play and get it resolved. Now, how did you see this play?"

3. Choose an optimal time to bring up and discuss problems

Many problems that compromise positive conflict resolution can be avoided by carefully choosing the time to discuss an issue. To find that time, approach the other person when you are both calm and free to talk. Dead-ball time, like during an injury stoppage or between periods, is a great time for officials to talk to people. Keep the conversations focused and brief.

4. Judiciously avoid the other person's vulnerabilities or emotional sensitivities

Everyone has personal vulnerabilities and it's very tempting to hit below the belt. It is a sign of maturity to avoid those areas when engaged in conflict. A deliberate strike at a personal vulnerability is irrelevant as well as hurtful.



It also invites a counterattack focusing on your areas of sensitivity. No one will trust you with emotionally sensitive information if you use it as a weapon whenever there is a problem. In other words, it is inappropriate for the official to counterattack.

A testy umpire once shouted to a coach who had questioned a safe call in softball, "I see that white hair under your cap. You probably think your huge experience entitles you to second guess me." Sarcasm is never a good instrument for promoting serenity.

Probably the biggest temptation to avoid is using a team's record or game score as a weapon. When a team is losing in lopsided fashion and a coach or player is complaining about a call, it is very tempting to fire back with, "You've won only three games this year and you're down a bunch today. Maybe you should start focusing on playing instead of officiating. You've got a lot of work to do." While the premise behind that statement is true, saying it gets you in trouble. You've used a team's vulnerability to your advantage, a bona fide taboo.

5. Regularly touch base with the other person.

It is customary not to take the time to talk when things seem to be going well. If you don't talk when things are going well, then angry interactions may be the only times when you connect with coaches and players. Make it a point to make periodic comments about the progress of the game, even if those remarks may be innocuous.

Continuing dialogue is one of the best possible ways to avoid problems. That concept straddles a fine line too. You want lines of communication open with participants, but you can't have a constant running dialogue with them. Talking should be limited to brief words at appropriate times, such as during a dead-ball interval. Keep in mind you are only sending the message that you are willing to communicate; you are not commenting on all facets of play.

Warren's Howellers and Some Things to Think About

We begin with something more on the serious side:

Unforeseen Result of a Bad Call or Two (news article submitted some years ago by long-time SBSRA member **Rick Guerin**, who passed away on October 13 at the age of 90)

A Scottish soccer player who was found drunk and asleep in his car in the middle of a highway offered every player's favorite excuse -- he blamed the referee. "I recognise (sic) that footballers are role models and that, as such, they should set a positive example. On this occasion, I have failed to do that," **Rob Malcolm** wrote in an apology posted on the Queens Park Rangers website. "But I must say that I was very upset and frustrated with the poor performance of the referee in our match at Plymouth the evening before."

Jonny Joseph writes "I first met Rick in 1999 shortly after I became a referee in AYSO Region 70, West LA. Rick was well into his seventies at the time but was in good shape and was one of only two National Badge referees in the region at that time. Soon thereafter he became the Regional Referee Administrator and I offered to help in whatever way I could. Over the next



few years I got to know him quite well and we would often chat about various things, even beyond refereeing. One day, he said to me – I think I've got this referee thing all figured out! **It's all about man-management.** Of course, you have to know The Laws of the Games, you have to look the part, signal correctly, get the calls right and blow your whistle with confidence, but you have to be able to work with people - your referee team, players, coaches and even administrators. I learned a few other things from Rick, but this remains my favorite.”

A Thought for the Month

You get good judgment from experience, and experience comes from bad judgment.

Words of Wisdom from Referee magazine:

“You are only as good as your next call.”

Words of Wisdom from the First Century BCE

“Who is wise? He/she who learns from everyone.”

----- Keep  Smiling -----