



**PENINSULA SPORTS OFFICIALS ASSOCIATION
2020 BY-LAWS**

**PENINSULA SPORTS OFFICIALS ASSOCIATION, INC.
P.O. BOX 957
REDWOOD CITY, CA 94064-0957**

Table of Contents

1. Purpose
2. Board and Staff
3. Board Elections
4. Board Members Roles & Responsibilities
5. Membership
6. Membership Dues
7. Membership Seniority
8. Clinics
9. Annual PSOA Umpire's Tournament
10. USA Softball Rules Test
11. Assignments
12. Cancellations
13. Schedule Problems
14. Missing Assignments
15. No Umpires Present
16. Introductory or Probationary Status
17. Uniform
18. Out of Uniform
19. Wearing Uniform While Playing
20. Pay Periods
21. Payment Errors
22. One Man Games
23. Forfeited Games
24. Protested Games
25. Evaluations
26. Time Limits
27. Starting Times
28. Playing Time Left
29. Inclement Weather
30. Umpire Responsibility
31. Tardiness
32. No City Representative
33. Field Not Ready to Play
34. Player Thrown Out
35. Umpire as a Player Thrown Out
36. Umpires Playing in Leagues
37. Professionalism
38. Alcohol/Substance Abuse
39. Umpire berating the game and/or Umpire
40. Tournaments
41. Regional/National Tournament Expenses
42. Umpires Awards Event Cost
43. Pay Scale
44. PSOA Business Status
45. Other
46. Board Members
47. Past Officers and VIPS
48. Joe Griggs Award

1. PURPOSE

The Peninsula Sports Officials Association is dedicated to providing exceptional softball umpiring service to the San Francisco Peninsula and other areas as requested; by recruiting, training and maintaining an organization of independent contractors dedicated to the game of softball.

2. BOARD & STAFF

- a) Management of the Association shall be by an Executive Board, which shall consist of five (5) active PSOA members. The positions of the Executive Board will be the office of President, Umpire-in-Chief (UIC), Deputy Umpire-in-Chief (Deputy UIC), Secretary and Board Member at Large.
- b) There shall be four (4) voting members and a non-voting President (exception: The President shall vote to break ties).
- c) Any three (3) Board members shall consist a quorum for the transaction of business, including the President.
- d) Any Board member who has three (3) unexcused absences in a year may be removed from the Board.
- e) The general duties of the Executive Board shall include, but not be limited to the following:

Hold open, regularly scheduled Board Meetings. Board meetings are to be hold on the second Saturday of each month. The location and time will be determined by the President with the assistance of the Secretary. The President may present alternative dates if necessary.

Conduct PSOA business as necessary

Serve on stand and/or Ad Hoc committees

Serve as an example to other umpires on and off the field

Conduct Member Umpire Evaluations

Establish and maintain on and off field performance standards

Present items to the Board for general improvement of the Association

Treat all members of PSOA with equal respect

By majority vote, impose or life any fine or sanction upon an Association member for cause

By majority vote, appoint or remove Staff Members serving as Assignor(s) or Treasurer.

- f) Any Board or Staff Member who is removed from his/her position by a vote of the Board may not be again nominated to serve on the Board or as Staff for two (2) years from the date of the vote.

3. BOARD ELECTIONS

- a) Starting in with the year 2020, all Board members will serve a three (3) year term of office.

At the 2020 General Meeting, the following officers will be elected: President

At the 2021 General Meeting, the following officers will be elected:

Deputy Umpire-in-Chief and Secretary

At the 2022 General Meeting, the following officers will be elected:

Umpire-in-Chief and Member-At-Large

- b) This rotation will continue from year to year.
- c) Any Board Member sending correspondence to the board regarding resignation from their Board duties will be replaced at the end of the current PSOA year unless the resignation is deemed immediate by the resigning Board Member in their correspondence.
- d) Any Board Member resigning must send a written notification (e-mail accepted) to the President; unless it is the President who will send notification to the Umpire-in-Chief.
- e) No Board Member will serve more the three (3) three (3) year terms of office without a break in service of at least one year.
- f) A Board Member may concurrently hold an elected Board Position and a Board appointed Staff position (s) of Assignor or Treasure provided that this individual abstains from any and all Board votes regarding compensation for the Staff position which they may hold.
- g) Any Board Member resigning before the end of their term will not be eligible for nomination for the same Board position for two complete years; unless accepting a nomination or assignment of another Board position.
- h) All Board Members up for re-election will notify the Secretary in writing (e-mail accepted) at last two weeks before the General Meeting of their intention to retain their position.
- i) Nominations and elections for any vacant office shall be held at the General Meeting. All newly elected officers will take the place of the prior incumbents at the end of the General Meeting.
- j) Any member in good standing shall be eligible for nomination for any office; except as prior noted. The member must have been a member in good standing for twelve (12) consecutive months preceding the nomination.
- k) Nominations for vacation positions should be sent to the Secretary in writing (e-mails accepted) at least two (2) weeks before the General Meeting. Write-ins at the General Meeting will be accepted.
- l) The term of office shall be three (3) years for each Board Member and any Board member may be recalled at any time by a majority vote of the membership. A petition signed by a minimum of forty (40) percent of the membership, and submitted to any Board member shall be cause to hold a General meeting for the purpose of recall. Ninety (90) percent of the petition signers must attend the special General Meeting for the recall vote to be held.
- m) Officers shall be voted upon by members with at least twelve (12) months membership in good standing with the PSOA.
- n) Elections will be by ballot unless Board positions are unopposed

- o) If no candidates accept nomination to fill a vacant Board position, the President will interview and appoint a PSOA member to fill the vacancy.
- p) All elections shall be run by the President.
- q) As noted e-mails will be accepted as written notice as required. Text messages will not be accepted as written notice.

4. BOARD AND STAFF MEMBERS ROLES & RESPONSIBILITIES

PRESIDENT

Chairs General and Board meetings when present

Sets dates and times for General meetings

Sets dates and times for Board meetings

Reviews agenda for General and Board meetings

Votes on Board actions to break ties

Appoints members to serve on standing and/or Ad Hoc committees

Coordinates the negotiation of contracts with cities and leagues along with the Umpire-in-Chief or another designated PSOA member

Accepts or rejects reasons for missing board meetings

May recommend removing any Board Member for missing three (3) meetings in one year that are not excused or having performance issues. The decision to remove a Board member will be made by majority vote of the Board.

Appoint interim Board members to replace any Board member who resigns before the completion of their term

Will appoint a Board member to oversee and maintain communication to the general membership regarding Association issues. The communication may be distributed via e-mail or other electronic media such as the Association's current website www.psoabayarea.org, or social media such as Facebook.

The President shall nominate a Treasurer to handle all the Association's financial matters. The full Board shall agree by a two-thirds vote with the President's nomination prior to the nominee accepting the position. Notice shall be given to the membership upon the vacancy of the Treasurer position.

Is authorized to sign paychecks in conjunction with the Treasurer.

Ensures the PSOA by-laws are reviewed and updated each year.

Umpire-in-Chief (UIC)

The Umpire-in-Chief shall have complete responsibility and charge of all umpires in the performance of their duties on the field

The Umpire-in-Chief shall nominate an Assignor, for each type of softball discipline necessary, to make all league and tournament assignments. The full Board shall agree by a two-thirds vote with the Umpire-in-Chief's nomination prior to the nominee accepting the position. Notice shall be given to the membership upon the vacancy of any Assignor position. Any position holding the position of Assignor shall be subject to review, but the Board, at any time.

The Umpire-in-Chief shall recommend to the Board, within a reasonable length of time, the suspension of any umpire who fails to qualify for membership, or the discharge of his/her duties as an Umpire. The UIC shall recommend to the Board the suspension of any umpire who fails to attend any meeting or clinic held for old or new members whom, in the judgement of the Umpire-in-Chief, needs further instruction or training.

Shall chair the board meeting when the President is not present

Shall coordinate Umpire-in-Chief assignments when necessary for tournaments

Issues or approves all fine letters for missed assignments and/or umpire performance issues.

Work with the Deputy Umpire-in-Chief to investigate complaints and grievances.

Appoint an interim President to replace an individual who resigns before the completion of their term.

Assist the President in identifying and preparing a candidate for Umpire-in-Chief during the last year of their eligibility for the UIC position

Deputy Umpire-in-Chief (Deputy UIC)

The Deputy Umpire-in-Chief shall investigate all complaints/grievances which involve any umpire; and make such adjustments as are necessary between the parties involved. The Deputy UIC shall have the right to interview any umpire orally or in writing regarding the incident that initiated the investigation. The Deputy UIC may recommend to the Board re-training, sanction or suspension of any umpires not meeting the evaluation program minimum standards.

Assist the UIC upon request

In the absence of the President and UIC shall chair the board meeting

Shall be responsible for running the umpire's tournament, including training umpires in the duties and responsibilities of being the attending Umpire-in-Chief for a tournament.

Arranges for the education, training and testing of all PSOA members. This includes scheduling clinics, establishing training agendas, training and reviewing members assisting to assist in training (mentors).

Maintains and coordinates the umpire evaluation and mentoring program. Attempts to ensure the total number of evaluations done each year are appropriate. Communicates the results of evaluations periodically to the Board Members.

Supply fine list for missed tests and clinics to the UIC in a timely manner.

Works with the Umpire-in-Chief and Assignor to ensure assignments are arranged so that experienced Mentors are paired with umpires needing improvement.

Initiates fines for umpires missing required clinic(s) or the annual USA softball umpire exam deadline. Any other Board Member may assist the Deputy UIC with these duties as needed.

SECRETARY

Handles all written communications between the Board, membership and outside parties, maintains the Association's website: www.psoabayarea.org, and maintains the Association's email address: psobayarea@gmail.com.

Provides e-mail correspondence to all Board members regarding the date, time and site of Board Meetings.

Provides detailed minutes to all Board Members within one week after a Board Meeting for review by the Board.

Prepares and coordinates the annual registration information (packets and website forms)

Maintains legible records of meetings and other correspondence regarding the Association.

E-mails the current nominated candidates for open Board positions to the general membership two weeks before the General Meeting.

Prepares announcement letter to the membership for the General Meeting.

Provides ballots for elections due for each General Meeting

Maintains PSOA membership seniority list (i.e. Years of Service)

Maintains PSOA National Tournament umpire participation

Initiates fines for umpires who miss the General Meeting(s) without an approved excuse.

MEMBER AT LARGE

Attend Board Meetings as scheduled

Upon request, will assist any other Board Member

Is responsible for coordinating of the umpire's tournament each year

Are responsible for distributing and collection the election ballots at the General Meeting

Coordinate the awards give to PSOA members for seniority or other recognition

Is the principal coordinator of any PSOA function requiring meeting rooms, field space, food and beverage, including Umpire's Awards Event.

ASSIGNOR(S)

Coordinates with umpires and leagues/cities to staff all games with the required umpires.

Responds regarding any umpire no-show or tardiness and cancellations for all games.

Ensures the umpire assignments are distributed fairly with consideration of individual umpire's performance ranking, seniority, recent performance, and need (s) for professional development

Refers complaints regarding umpire performance to Umpire-in-Chief

Refers recommendations for fines regarding no-show or tardiness to Umpire-in-Chief

Reports to Board regarding ongoing activities and occurrences in the Slow Pitch program

Prepares accurate and complete billing to Treasurer regarding any client business.

TREASURER

Maintains legal documents and forms that must be retained by the Association.

Maintains and manages the Association's finances and bank accounts.

Processes umpire payroll and issues checks/payments for payroll and/or approved expenses

Enforces fines approved by the Umpire-in-Chief and/or Board

Reports to the Board on current and projected status of Association's budget and finances.

Levies fines reported by the Umpire-in-Chief, Secretary, Assignor or Board

Assists the Board in the development of the annual budget

Provides a financial statement to the Board at least quarterly

Is authorized to sign paychecks in conjunction with the President

5. MEMBERSHIP

a) Membership in the Association shall be gained by completing an application and payment of the current year dues.

b) There are three (3) classifications of membership: 1) introductory (rookie) 2) probationary and 3) full/active

All first year umpires will be considered introductory umpires for their entire first year; unless an evaluation by a Board Member(s) indicates that the umpire should be promoted to full active based on past umpiring experience.

Any umpire designated as probationary may petition to be evaluated by the UIC to have their probation removed and must do so in writing

- c) A person become full active by completing 10 PSOA assignments each calendar year.
- d) Any person dropped by the Association for cause will have their re-entry to the Association reviewed by the Board and agreed by a two-thirds vote.
- e) All new applicants must attend rules and mechanics clinics as outlined by the Umpire-in-Chief before they umpire, unless they provide proof of prior umpiring experience and are evaluated by a Board Member. (Umpiring in the Umpire's Tournament does not count as a clinic but can be used to assist in teaching a new applicant proper mechanics.)
- f) All members must attend the General Meeting each year to be eligible for umpiring assignments; unless receiving prior exemption from the Board. These exemptions are granted on a case-by-case basis and are solely at the discretion of the Board.
- g) All members must complete the background check form before they can be given any assignment
- h) Any member who fails the background check will no longer be given any assignments. Any games already assigned will be revoked.
- i) To become a probationary umpire, any umpire must work two games without pay and be evaluated.

6. MEMBERSHIP DUES:

Membership dues for the 2020 season are: Association \$100.00;

USA \$70.00. THERE WILL BE NO ASSIGNMENTS ISSUED UNTIL DUES ARE PAID!

USA Fees are forwarded to Oklahoma City immediately after the General Meeting to ensure insurance coverage. This fee is not refundable after the General Meeting. Members with dual membership must provide proof of payment of the USA fees in order to pay only the PSOA membership fee. This proof must be provided at the time of fee payment only.

7. MEMBERSHIP SENIORITY

Active/full members are credited with a year's seniority in the PSOA after completing a minimum of ten (10) assignments for PSOA each calendar year. Members failing to complete ten assignments may petition the Board for credit for a year's service and must do so in writing. The Board will decide on a case-by-case basis.

Active/full members not working for three or more consecutive years will be designated as probationary umpires and required to comply with the requirements of introductory umpires. Prior years of service will be recognized after the completion of a new year's service. Any member not working five consecutive years for PSOA will lose any prior seniority earned; unless granted by the Board.

8. CLINICS

Clinics are a requirement in order to be eligible for assignments. The following are the types of softball in which you can be assigned: USA Slow Pitch and Modified. Clinic Classifications will be listed on the clinic schedule. **ALL UMPIRES MUST ATTEND A RULES CLINIC** each calendar year.

Any umpire with less than five (5) years' experience must also attend a mechanics clinic each calendar year. All members with five (5) or more year's experience must attend a mechanics clinic once every three (3) years.

Clinics are for the betterment of individual umpires and the Association as a whole. It is the accepted responsibility of each PSOA member to fully participate in helping train our newer umpires.

Any other USA Regional or National clinic or school may be substituted for local clinics/schools with prior Board approval and proof of attendance.

THE RULES TEST IS NOT A CLINIC.

Umpires who do not attend all required clinics or miss the General Meeting will be fined one hundred dollars (\$100.00). Those umpires will only receive assignments according to the Association needs. It is the responsibility of the Deputy UIC to provide a list to the Treasurer of those members failing to attend the required clinics. It is the responsibility of the Secretary to provide a list to the Treasurer of those members failing to attend the General Meeting.

Any late sign-ups including returning umpires, who have not attended a clinic, are required to work one assignment (two or three games) for an evaluator or Board Member without pay. Any out-of-area umpires who sign up late must get a letter of recommendation from their previous city or association and work one assignment (two or three games) for an evaluator or Board Member without pay.

9. ANNUAL PSOA UMPIRES TOURNAMENT

Every umpire will work a minimum of two games for free as assigned (umpire, trainer, scorekeeper, etc.) for the umpire's tournament. Failure to work the tournament may result in a fine of two missed assignments.

THE UMPIRE'S TOURNAMENT IS NOT A CLINIC

10. USA RULES TEST:

The USA rules test is to be completed and the answer sheet turned in at the Rules/Test Clinic (see schedule) or mailed to the PSOA PO Box prior to any assignments given. If an umpire fails to obtain a score of 70% they must correct the test to 100% by placing the rule number and page number from the rule book on the corrected answer sheet. **All answer sheets must be turned in no later than April 15.**

Tests may be taken on-line if available. The Deputy UIC will coordinate information on this process if available.

A fine of one hundred dollars (\$ 100) will be assessed if the answer sheet; with a passing score or corrections is not submitted by April 15. Answer sheets received after April 15 are subject to the one hundred dollar (\$ 100) fine.

Failure to comply may result in not receiving any assignments until the tests are returned and corrected, or if you are assigned on an as needed basis, any monies due may be withheld until the designated fine is settled.

The PSOA may require that other tests be completed as part of the application process on an annual or applicant-by-applicant basis.

11. **ASSIGNMENTS:**

The Assignor will mail your assignments at least one week in advance, along with a monthly calendar. On the calendar, each member is to mark the dates that they **ARE AVAILABLE** to work in that month and return it to the Assignor. Failure to return your calendar may result in you becoming non-active. In order to reactivate your assignments, you must call the Assignor. Should you have a change in your availability after you return your calendar, please notify the Assignor.

The Assignor may only assign games after the receipt of schedules from the city or other scheduling entity.

The PSOA is moving to an new version of Arbitor that will allow umpires more access to scheduling on-line.

12. **CANCELLATIONS:**

The Assignor will be responsible only for cancellations that are phoned in or received by mail directly to the Assignor, or his designee, at least **48** hours before the scheduled game(s). If cancellation is less than **48** hours and a replacement is found before the scheduled game(s), there will be a fine of \$40.00 (\$20.00 to the umpire who worked on short notice and \$20.00 to the Assignor). If no confirmation, then the cancellation is not valid.

Any late replacement done with a general e-mail to the membership will not incur a fine.

The umpire originally accepting an assignment is responsible for the game and will be fined if there is a missed assignment unless the agreeing replacement umpire sends a confirming e-mail to the Assignor.

13. **SCHEDULING PROBLEMS**

Any umpire who consistently disputes with the Assignor, with their schedule or type of games, will be subject to disciplinary action.

Any umpire may present information to the Board, in writing, if their assignments consistently do not match their submitted availability.

14. **MISSING ASSIGNMENTS:**

ANY UMPIRE WHO DOES NOT MAKE THEIR ASSIGNMENTS, INCLUDING THE UMPIRE'S TOURNAMENT, AS ASSIGNED BY PSOA ASSIGNORS, PAID OR VOLUNTEER, (for example, the Special Olympics) AND DID NOT INFORM THE ASSIGNOR OF THEIR INTENT TO CANCEL (AS PRE BY-LAW #12) WILL BE FINED THE NUMBER OF GAMES HE OR SHE WAS ASSIGNED PLUS A \$50.00 ASSOCIATION FINE. THE UMPIRE MAY ALSO BE SUSPENDED. THE ASSIGNOR OR HIS DESIGNEE WILL HANDLE CANCELLATION OF GAMES ONLY. ANY DEVIATION MAY BE SUBJECT TO SUSPENSION.

15. **NO UMPIRES PRESENT:**

The Association is liable for any expenses the city incurs for any scheduled games that an umpire fails to show for. These expenses will be deducted from the umpires' future paycheck. The umpire(s) will also be fined as per by-law #13.

16. **INTRODUCTORY or PROBATIONARY STATUS:**

All new members will spend one season on probation. At any time during this period the new member may be dropped from the Association without prejudice or provocation by action of the Board. **No fees will be refunded.**

Any member who cannot work due to medical leave will be required to submit a medical release from their doctor in order to resume work.

17. **UNIFORM:**

The proper uniform will be **neat and clean** and consist of clean black or black and white shoes (no more than ten percent 10% white), black or white laces, USA cap, black or navy blue socks, dark blue or light blue polo shirt with ASA or PSOA logo, USA approved shirts, to be worn in league play only (old style polo shirts are not acceptable for tournaments), ASA or USA jacket/sweater/pullover, navy blue or gray slacks (**No Cotton, No Pleats**), black belt, ASA or USA blue ball bag, indicator and brush. (Brush must be kept out of sight when not in use.)

The USA catalog style navy blue shorts and USA white socks (long or short) may be worn in **LEAGUE PLAY ONLY**. Shirts must be buttoned up, jackets should be zipped and the FIELD UMPIRE MAY NOT WEAR A BALL BAG.

White undershirts or dark shirts, (without logos) may be worn under any shirt or jacket as long as they are not distracting to the umpire's appearance.

18. **OUT OF UNIFORM:**

Any umpire caught out of uniform or has an unkempt or dirty uniform will be given a **LETTER OF WARNING** for the first time violation and **FINED** one game for each violation thereafter. **REPEATED UNIFORM VIOLATIONS ARE SUBJECT TO SUSPENSION.**

19. **WEARING UNIFORM WHILE PLAYING:**

Any umpire wearing any part of his/her uniform that identifies him/her as such while playing or coaching will be ejected from the game if he/she refuses to remove same. No umpire shall wear an umpire uniform after services of his/her games while sitting in the stands.

20. **PAY PERIODS:**

Cities/Leagues will be billed every two weeks. Pay periods will be as soon as the cities/leagues pay. Your paycheck will be sent to you as soon as the Association receives payment from the cities. Umpires are not to contact the Treasurer regarding getting their paycheck. **NO EXCEPTIONS.**

21. **PAYMENT ERROR:**

Any error in payment must be checked out with the Assignor for the city you worked in. If any member's check bounces (i.e. dues), they will be assessed the bank fees. Should any member require a check to be reissued, they will be charged the appropriate bank fees for a stop payment on that reissued check.

22. **ONE MAN GAMES:**

All umpires assigned to work one-man games will work behind the plate

23. **FORFEITED GAMES:**

FORFEITED GAMES WILL NOT BE WORKED. Any umpire working a forfeited game will be **fin**ed \$50.00.

24. **PROTESTED GAMES:**

Each umpire is responsible for notifying the Umpire-in-Chief and Assignor if a game has been officially protested, (an e-mail is permitted), by 9:00 am the day after the game was played. The details of the league, game time, partners name, if any, and details of the protest are required. Handwritten notes may be mailed if the UIC and Assignor have been contacted by telephone.

Protested games, where the protest is upheld, will require the original umpires be obligated to finish the game **WITHOUT PENALTY AND WITHOUT PAY.** If the original umpires are not available, new umpires will be assigned the replayed games. A full game fee will be deducted from the original umpires to pay the replacement umpires. Protests regarding local rules will not be recognized by the Association, unless a copy of the current city rules are at the field at the time of the protest.

25. **EVALUATIONS:**

The Board or other requested parties will attempt to evaluate all umpires during the season/year. These evaluations are meant to assist each umpire in meeting standards and provide CONSTRUCTIVE CRITICISM if required. Evaluations will be sent to the umpire and UIC for their review. Evaluations should not be discussed at the field during an assignment.

26. **TIME LIMIT:**

Each city has specific rules regarding their time limit. Some cities have specific times that the lights must be shut off. There are different rules regarding tie games; including cities using the International Tie-Breaker rules. **Check with scorekeeper on rules before the start of your first game.**

27. **STARTING TIMES:**

Cities have had to adjust start times to accommodate multiple uses of their field. League game start times may change on some weeks. Be sure to check your schedule carefully to confirm the start time.

Most Cities have a 10-minute grace period for the first game only. If a team has an insufficient number of players to start at game time, they will lose their turn at bat in the first inning. *(Check local rules)*

If a field has a clock, it will be started at scheduled game time.

28. PLAYING TIME LEFT:

Umpires, out of courtesy, should inform both teams when there is only five **5 MINUTES** of playing time remaining; especially at fields where there is not a clock on the scoreboard. Umpires should notify the Manager and/or pitcher when a potentially game ending runner comes to the plate.

29. INCLEMENT WEATHER:

An umpire will get full pay for any part of a game that is called due to inclement weather. The umpire will not receive pay if the Assignor has informed the umpire of any cancellations. It is the umpire's responsibility to check with the Assignor or the individual city if information is available, one hour before your scheduled game.

30. UMPIRE RESPONSIBILITY:

Umpires are required to arrive at least 10 minutes before game time to conduct a pre-game meeting with the managers about the no swearing rule, taunting, ground rules, etc. **(THIS SHOULD BE DONE BEFORE EVERY GAME THROUGHOUT THE SEASON).**

Also, if you are detected showing up after the start of a game, you may receive a "Letter of Warning" for your first offense only. For the second offense, a 2-game fine will be assessed, and the funds will go to the umpire that is present. **IT IS THE CITY'S RESPONSIBILITY, NOT THE PARTNER'S, TO INFORM THE ASSOCIATION, IN WRITING, OF THIS OFFENSE.**

31. TARDINESS

Umpires will be FINED for being late to assignments as determined by the UIC. Reports of an umpire being late may be made by the League Director, scorekeep, team manager, the umpire's partner and/or Board Member or designee. Any umpire arriving at the field for an assignment after the scheduled start time is subject to 1) Warning letter for first offense, 2) Reduction in pay of three dollars (\$ 3.00) for one month for the second offense, 3) Reduction in pay of three dollars (\$ 3.00) for another month for a third offense. Traffic problems, in general, are not an excuse for being late.

32. NO CITY REPRESENTATIVE:

Games will not be played without a scorekeeper or a city representative at the field. The umpires are to WAIT AN EQUIVALENT OF ONE GAME; IF NO ONE SHOWS UP, YOU MAY LEAVE. The umpires will be paid for as many games as are scheduled. If the representative shows up within 15 minutes of the scheduled game, the game will be played. Later than 15 minutes, cancel that game and play the remaining games at the scheduled times. The umpire(s) must e-mail the UIC and Assignor if there was a game not played because there was no city representative.

33. FIELD NOT READY FOR PLAY

If the field is not ready for play within fifteen (15) minutes of the scheduled game time, cancel that game and play the remaining game (s) at the scheduled time. (i.e. Lights, other organizations on the field, bases, etc.) It is the City/League representative who is responsible for clearing the field of people and equipment prior to game time.

This does not include league games going long.

34. PLAYER THROWN OUT:

Umpires must inform the scorekeeper of any player that is thrown out of a game **for whatever reason. The umpire should complete a city ejection form, if** available, and explain the reason the player was thrown out. An e-mail should be sent to the UIC also stating a player has been ejected. This is not necessary if the player was ejected for failing to comply with the Collision Rule; unless the player continues to make an issue of the ruling after an appropriate time.

35. UMPIRE AS A PLAYER THROWN OUT:

Any umpire who plays for a team and is thrown out of a game will suffer the same suspension from umpiring as the suspension given to the umpire by the city involved. **NO EXCEPTIONS!**

36. UMPIRES PLAYING IN LEAGUES

Umpires that play softball must notify the Assignor(s) what nights and Leagues they play in (or have played in) so that the Assignor(s) avoid scheduling them for those games and/or Leagues. An umpire found playing in a league where he/she has umpired without notifying the Assignor will be subject to a fine of fifty dollars (\$ 50.00) for each game played in the league. An umpire found playing in a league using a false identity is subject to a fine of one hundred dollars (\$ 100.00) for each game played and may be suspended from the PSOA.

37. PROFESSIONALISM

Our umpires are expected to act in a professional manner, while umpiring a game. For example: Any umpire using inappropriate language or actions and the Association receives a valid complaint from a League Representative or player will receive a minimum fine of fifty dollars (\$ 50.00)

38. ALCOHOL/SUBSTANCE ABUSE:

Any umpire observed drinking alcoholic beverages or using drugs before or between games or who has alcohol on his/her breath or who is under the influence of any drug or alcohol will be suspended for a minimum of 30 days. Depending upon the severity of the situation, the umpire may be suspended for the entire season. This rule will be enforced in the judgment of the UIC. The umpire involved may appeal, in writing, to the Board.

Members of the PSOA should not be drinking alcoholic beverages at softball fields whether they are working, playing or being a spectator.

39.UMPIRE BERATING THE GAME AND FELLOW UMPIRE:

Any umpire who intentionally interferes with the game, while working or watching a game that demeans the game as a spectator or player, will be subject to a one hundred dollar (\$25.00) fine and possible suspension.

40.TOURNAMENTS:

The UIC or a Deputy UIC will cover tournaments that require 2 umpires per game. If unavailable, the Senior Board member will act as UIC Tournament Director. (One exception: The Seniors Tournament). The Association will be paid in advance for all tournament games scheduled.

41.REGIONAL AND NATIONAL TOURNAMENTS:

THE PSOA is proud of its reputation in the softball community. Our umpires have been recognized for their efforts by getting assignments in Regional and National Tournaments. Unfortunately, the PSOA is not longer able to assist in paying for travel expenses. Umpires must pay their own expenses to any Regional and/or National School or Tournament.

42.CHARGE FOR DINNER:

All umpires and one guest will be invited to attend our Annual dinner. There will be no charge for the guest. Any additional guests will be charged \$25.00 each. (Exception: Guests invited by the Association will not be charged.) Any umpire making a reservation and failing to cancel said reservation will be fined \$25.00 per reservation. This includes umpire and guest. Cancellations must be given 1 week prior to the dinner date. No reservations will be taken after the cutoff date. If you do not have a reservation, you will not be admitted. **NO EXCEPTIONS.**

43.PAY SCALE:

Modified Pitch: \$

Slow Pitch:	2 or more games – 2 umpires	\$
	2 or more games – 1 umpire	\$
	1 game – 2 umpires	\$
	1 game – 1 umpire	\$

Local Tournaments: \$1.00 more than league play – slow pitch only

League Playoffs will also pay \$1.00 more per game

Introductory Umpires: \$1.00 less than current pay scale

Introductory umpires are umpires who have never worked softball (or in the judgment of the UIC would be considered an introductory umpire).

ANY UMPIRE WHO WORKS ALONE BECAUSE THE OTHER UMPIRE WAS A NO-SHOW WILL BE PAID THE ONE MAN RATE FOR EACH GAME WORKED.

44. PSOA BUSINESS STATUS

PSOA is a 501 c non-profit organization that operates as a conduit to facilitate payment between cities and organizations and independent contractors.

45. OTHER:

The PSOA Board will review any matters not covered in the by-laws.

46. **BOARD MEMBERS:**

PRESIDENT	Michael Simon	(650) 575 4871
UMPIRE-IN-CHIEF	Kevin Dowling	(650) 400 8611
DEPUTY UIC	Spencer Schulz	(650) 339 1070
SECRETARY	Javier Chavez	(650) 619 7232
MEMBER AT LARGE	Larry Hegre	(650) 802 9621
TREASURER	Larry Hegre	
ASSIGNOR	Larry Hegre	

47. **PAST OFFICERS AND VIPS**

Art David	Bill Wooten
Joe Griggs	Dan Hibson
Don Giovanetti	Mike Blondino
Howard McGee	
Dick Koumarian	

48. **JOE GRIGGS AWARD**

Each year the PSOA will award a deserving nominee, if any, the Joe Griggs Award, in memory of Joe Griggs, former NorCal UIC and founding member of the PSOA. The recipient will have shown over a period of time a willingness to go above and beyond the normal duties of a USA umpire to benefit the Association. They shall be a member in good standing and have at least ten years seniority. This award shall be awarded to an umpire deemed to have served the Association unselfishly for many years; not the best umpire. This award shall be voted upon by all past award recipients of the Joe Griggs Award. Inactive members are not eligible to nominate or vote for the award.

1998-Don Giovannetti Non Active
1999-NONE
2000-Mike Mihalek Deceased
2001-Howard McGee Non Active
2002-Joe Griggs Deceased
2003-Pete Sakelarios

2004-Carl Mitchell
2005-Jim Rodondi
2006-Kevin Coyne Non Active
2007-Dave Martinez Non Active
2008-Tim Driscoll Non Active
2009-Michael Simon
2010-Chris McCoy
2011-Stan Angel Non Active
2012-John Anderson
2013-Larry Hegre
2014-Charlie Adams
2015-Kevin Dowling
2016-Spencer Schulz
2017-Darrell Cullen
2018-Jim Vickery
2019-Larry Fisher