

## Notice of impending high school soccer referee work stoppage – Thursday September 28

Twin Cities Soccer Referees Organization (TCSRO) is a member organization representing over 170 metro high school officials. Together with metro assignors, we began discussing soccer official compensation for the 2024-2029 Metro Fee Structure in September of 2022. TCSRO presented an initial compensation proposal on November 21, 2022. The AD representative for soccer, Keith Cornell of St Michael-Albertville provided an initial offer from the Metro AD committee in early December. TCSRO provided a counter proposal in December of 2022 and received verbal confirmation that most of the provisions of this counter proposal would be acceptable to the Metro AD committee. Since then, we have had additional calls where TCSRO and the assignors have restated our counter position. Mostly recently, we had a call on September 14 where TCSRO and the assignors restated its proposal. There was a commitment to provide feedback on the TCSRO counter following an internal discussion of the Metro AD committee. This has not occurred.

Based on the lack of negotiation and feedback from the Metro AD committee, TCSRO and its members are forced to announce that TCSRO members will not officiate high school matches on or after Thursday September 28 without an acceptable agreement for the 2024-2029 Metro Fee Schedule in place.

### What are the components of the TCSRO proposal?

<b>2024 Compensation Component</b>	<b>TCSRO Position</b>	<b>AD Committee Lead Negotiator Position</b>
<i>Varsity match (3 officials)</i>	<i>\$90 (accepted Metro AD counter to our initial \$96 proposal)</i>	<i>Proposed \$90</i>
<i>Varsity match (2 officials)</i>	<i>\$100 (accepted Metro AD counter to our initial \$106 proposal)</i>	<i>Proposed \$100</i>
<i>Junior varsity</i>	<i>\$72 (reduction from our original \$81 proposal)</i>	<i>Proposed \$70 and committed to discuss with the Metro AD Committee</i>
<i>Elimination of the current doubleheader penalty</i>	<i>Agreed</i>	<i>Agreed to this provision</i>
<i>School payment of assignor fees (two conferences, Suburban East and Metro East, as well as numerous metro schools are doing this for the current season)</i>		<i>Committed to discuss with the Metro AD committee</i>
<i>Adjust soccer referee compensation for the 2025 season to match negotiated lacrosse fees</i>		<i>Committed to discuss with the Metro AD committee</i>

*TCSRO has made accommodations to work toward an agreement. The remaining differences between the TCSRO and Metro AD Committee positions should be able to be quickly resolved through constructive negotiation.*

### **Why is TCSRO providing advanced notice of this work stoppage?**

*We recognize the impact of a work stoppage on schools and more importantly, our student-athletes. This is not a decision we take lightly. We are providing advance notice to allow athletic departments to make appropriate adjustments to their transportation and other schedules. Additionally, our advance notice provides a window for the Metro AD Committee to negotiate an agreement with TCSRO and the assignors.*

### **Is the work stoppage a certainty?**

*No, TCSRO and metro assignors have been and are available and willing to meet with the Metro AD committee and negotiate an acceptable agreement before Thursday. This is our desired outcome.*

### **Why can't TCSRO continue to negotiate without a work stoppage?**

*In 1999, a soccer referee association and its assignor were negotiating officials' compensation for the 2000-2004 Metro Fee Structure with the Metro AD Committee during and after the fall soccer season. The then Metro AD Committee engaged in anti-labor practices and solicited independent assignors to supplant the association. These actions were the genesis for the current assigning model for metro high school soccer and led to the demise of the soccer referee organization.*

*While we believe the AD representative for soccer has acted in good faith throughout our discussions, the lack of active negotiation is troubling. Based on our unfortunate history, TCSRO and its members are unwilling to rely on the Metro AD Committee's goodwill to determine our compensation for the next five years.*

### **What you can do to help**

*Please contact the AD representative for soccer, Keith Cornell of St Michael-Albertville ([keithc@mystma.org](mailto:keithc@mystma.org), 763-497-6519), and other members of the Metro AD committee and ask them to negotiate with TCSRO and the assignors to resolve outstanding issues so we provide the uninterrupted soccer season that our student-athletes want and deserve.*

*If you have any specific questions for TCSRO, please contact Jim Engelking ([jime@tcsro.org](mailto:jime@tcsro.org), 651-214-6811).*

Thanks

TCSRO Leadership

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