



California bill AB1655 takes next step

SAN FRANCISCO, Calif. — The California Senate Industrial Relations Committee in late July approved AB1655, a bill granting independent contractor status to sports officials working interscholastic and intercollegiate sports.

The bill is before the California Senate on what is termed "special consent." Full Senate approval is expected and the bill is expected to go to Governor Pete Wilson in mid-August.

The bill, authored by Assembly Democrat Thomas Hannigan of Fairfield, should resolve ongoing disputes between sports officials associations and the state's Employment Development Department (EDD). In recent years, because of unemployment claims, the EDD had conducted audits of several sports officials associations and found them to be operating as "employers" and subject to paying back unemployment insurance premiums.

Jim Jorgensen, commissioner of the Northern California Athletic Conference, one of the chief proponents, said, "When we went into the meeting with the Industrial Relations Committee we noticed on the committee's consultant report that the EDD was a listed proponent. Incredible! We have come a long way in this."

Added Jorgensen: "Six months ago they were the adversary, and now they support our legislation. We must have something good here."

AB1655 provides the EDD will, by July 1, 1996, adopt new

departmental regulations further removing "employer" status of sports officials associations. It also establishes that by statute, sports officials working interscholastic or intercollegiate sports events will be exempt from employee status.

Attorney Don Collins, another of the bill's proponents, reports the EDD has issued to the bill's proponents a first draft of new regulations. In the draft Collins reports the EDD to have underscored the following:

"There have been several CUIAB (California Unemployment Insurance Appeals Board) cases, ALJ (Administrative Law Judge) court cases and a California Attorney

General's opinion relative to amateur sports officials that have said if the principal does not have control over a sports official's decisions during a contest the official is an independent contractor."

Collins has reviewed the regulations and returned comments. Of them, he said: "Basically, we're considered independent contractors as long as the entity that hires us is found not to have control over our on-the-field decisions."

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Want to be a superachiever?

(Editor's Note: The following item appeared in the August 1995 issue of communication briefings.)

If you want to be a superachiever, you might want to work on developing traits that a study by Dr. Seymour Epstein, a psychologist, showed superachievers have. Here are some of the most important:

- They cope with disapproval well. Superachievers are less sensitive to disapproval and rejection.
- Their thinking is action-oriented. They think in ways that facilitate effective action and don't spend lots of time worrying.
- They don't waste time on things they can't change. They don't let little things bother them, and they don't

worry about negative situations they can't affect. They learn from their mistakes.

- They're less rigid than others in their thinking. They don't classify people as "for" or "against" them. They don't group people into categories, such as "winners" and "losers." They don't feel they should retaliate when people treat them badly. And they favor compromise over rigid decisions.

In essence, they don't see the world as black and white. They're high on optimism. They think of challenges as opportunities.

- They plan well. Once priorities are established, they work on them.
- Source: *Personal Selling Power*