

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: 5-26-95

BILL NO. S.B. 145

OR

SUBJECT unfired org

KIDS

(NAME) Senator Carol Roessler

P.O. Box 7882

(Street Address or Route Number)

(City and Zip Code) Madison WI 53707

(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

Please return this slip to a messenger PROMPTLY.

Senate Sergeant-At-Arms  
State Capitol - B35 South  
P.O. Box 7882  
Madison, WI 53707-7882

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: May 26, 1999

BILL NO. 145

OR

SUBJECT \_\_\_\_\_

(NAME) ~~Sen~~ Peter Reschman

159 N. Oakwood Road

(Street Address or Route Number)

(City and Zip Code) Oshkosh WI 54904

(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

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Senate Sergeant-At-Arms  
State Capitol - B35 South  
P.O. Box 7882  
Madison, WI 53707-7882

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: May 26, 1999

BILL NO. 145

OR

SUBJECT \_\_\_\_\_

(NAME) GARY RESCHMAN

159 N. Oakwood Rd

(Street Address or Route Number)

(City and Zip Code) Oshkosh WI 54904

(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

Please return this slip to a messenger PROMPTLY.

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State Capitol - B35 South  
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Madison, WI 53707-7882

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: 5/26/99

BILL NO. Senate Bill 145

OR

SUBJECT \_\_\_\_\_

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: \_\_\_\_\_

BILL NO. Senate Bill 145

OR

SUBJECT \_\_\_\_\_

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: 5/26/99

BILL NO. SB 145

OR

SUBJECT \_\_\_\_\_

(NAME) John A. Bodnar

(Street Address or Route Number) 538 Madison St.

(City and Zip Code) Oshkosh WI 54901

(Representing) \_\_\_\_\_

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

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Senate Sergeant-At-Arms  
State Capitol - B35 South  
P.O. Box 7882  
Madison, WI 53707-7882

(NAME) Lawrence T. Pasquin

(Street Address or Route Number) 1243 Merritt Ave

(City and Zip Code) Oshkosh WI 54901

(Representing) \_\_\_\_\_

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

Please return this slip to a messenger PROMPTLY.

Senate Sergeant-At-Arms  
State Capitol - B35 South  
P.O. Box 7882  
Madison, WI 53707-7882

(NAME) Sheahan Donoghue

(Street Address or Route Number) Div. of Equal Rights Administrator - DWI

(City and Zip Code) 201. E. Washington Ave - GEF1

(Representing) Dept. of Workforce Development

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

Please return this slip to a messenger PROMPTLY.

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State Capitol - B35 South  
P.O. Box 7882  
Madison, WI 53707-7882

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: 5/26/99

BILL NO. SB 145

OR  
SUBJECT Wisconsin

(NAME) Mickey Beil

(Street Address or Route Number) 5225 W. Villet

(City and Zip Code) Milwaukee 53208

(Representing) Milwaukee Public Schools

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

Please return this slip to a messenger PROMPTLY.

Senate Sergeant-At-Arms  
State Capitol - B35 South  
P.O. Box 7882  
Madison, WI 53707-7882

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: 5/26/99

BILL NO. SB-148

OR  
SUBJECT \_\_\_\_\_

(NAME) Cong. Underhurn

(Street Address or Route Number) Rm 111 N. State Cap.

(City and Zip Code) Madison

(Representing) Wisc. Assembly

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

Please return this slip to a messenger PROMPTLY.

Senate Sergeant-At-Arms  
State Capitol - B35 South  
P.O. Box 7882  
Madison, WI 53707-7882

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: 5/26/99

BILL NO. SB-145

OR  
SUBJECT \_\_\_\_\_

(NAME) Rep. Cong. Underhurn

(Street Address or Route Number) Rm 111 N. State Cap.

(City and Zip Code) Madison

(Representing) State Assembly Dist.

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

Please return this slip to a messenger PROMPTLY.

Senate Sergeant-At-Arms  
State Capitol - B35 South  
P.O. Box 7882  
Madison, WI 53707-7882



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## WISCONSIN LEGISLATIVE COUNCIL STAFF MEMORANDUM

One East Main Street, Suite 401; P.O. Box 2536; Madison, WI 53701-2536

Telephone: (608) 266-1304

Fax: (608) 266-3830

Email: [leg.council@legis.state.wi.us](mailto:leg.council@legis.state.wi.us)

---

DATE: June 8, 1999

TO: SENATOR JAMES BAUMGART, CHAIRPERSON, SENATE LABOR COMMITTEE

FROM: Dan Fernbach, Senior Staff Attorney

SUBJECT: 1999 Senate Bill 145, Relating to the Employment of Minors 12 Years or Older as Officials for Athletic Events in Which the Participants Are Under 14 Years of Age

1999 Senate Bill 145 was introduced on May 5, 1999 by Senator Roessler and referred to the Senate Labor Committee. The Committee conducted a public hearing on Senate Bill 145 on May 26, 1999.

### A. PRESENT LAW

Wisconsin's present child labor laws, located in ch. 103, Stats., provide that, with certain exceptions, *minors under the age of 14 may not be employed* or permitted to work in any gainful occupation or job.

One exception allows 12- and 13-year olds to be employed as sideline officials for high school football games. A second exception allows minors aged 11 to 13 to be employed as "ball monitors" at high school football games and practices. Also, minors 12 and 13 years of age may work as caddies on golf courses if they use caddy carts.

Under the federal Fair Labor Standards Act (FLSA), with some exceptions, a minor under 14 years of age may not be employed in interstate commerce or in the production of goods for interstate commerce. Under federal law, an employer includes local units of government, and enterprises engaged in interstate commerce are defined to include schools and any enterprise with annual gross sales of \$500,000 or more.

**B. PROVISIONS OF SENATE BILL 145**

Senate Bill 145 would allow minors 12 years of age or older to be employed under direct adult supervision as officials for athletic events if the participants are under the age of 14 to the extent permitted under the FLSA; that is, if the employer is not engaged in interstate commerce, has gross sales of less than \$500,000 per year and is not a school or a public agency.

**C. POSSIBLE AMENDMENTS TO SENATE BILL 145**

At the May 26 public hearing on Senate Bill 145, several suggestions were made for amendments to the bill, as follows:

1. **Age of participants.** If minors age 12 and over are to be employed as officials, SECTIONS 3, 4 and 9 of the bill should be amended to ensure that these minors are *the same age or older* than the participants.

2. **Private, nonprofit sponsoring organizations.** SECTION 4 of the bill should be amended to apply only to athletic events sponsored by private, nonprofit organizations, such as soccer clubs, but not to school-sponsored events which could violate the FLSA.

3. **Instructional emphasis.** SECTION 4 of the bill should be amended to clarify that covered athletic events, or the sponsors of such events, must emphasize instructional, rather than competitive aspects, of the particular game or sport.

4. **Practices.** The word "practices," as used in SECTIONS 5 and 7 of the bill should be clarified.

5. **Potential FLSA violations.** Provisions of current law [ss. 103.67 (2) (h), (i) and 103.71 (2) (a), Stats.], as amended by the bill, may be in violation of the FLSA and should be amended.

Finally, it should be noted that SECTION 2 of the bill, relating to the employment of minors as golf caddies, would require minors age 14 to 16 to use golf carts if they are employed as caddies. Current law only requires 12- and 13-year olds to use golf carts. This impact appears to be inadvertent. Therefore, SECTION 2 should be removed from the bill.

I hope that the above information is helpful, and I will be happy to work with Senator Roessler's staff to develop appropriate amendments to Senate Bill 145.

DF:jal;wu

# Vote Record

## Senate Committee on Labor

*Intro &  
Adopt of  
Sub*

Date: 8-19-99  
 Moved by: Breske      Seconded by: Decker  
 AB: \_\_\_\_\_      Clearinghouse Rule: \_\_\_\_\_  
 AB: \_\_\_\_\_      Appointment: \_\_\_\_\_  
 AJR: \_\_\_\_\_      Other: \_\_\_\_\_  
 A: \_\_\_\_\_      SR: \_\_\_\_\_

A/S Amdt: \_\_\_\_\_  
 A/S Amdt: \_\_\_\_\_ to A/S Amdt: \_\_\_\_\_  
 A/S Sub Amdt: LRB 0103  
 A/S Amdt: \_\_\_\_\_ to A/S Sub Amdt: \_\_\_\_\_  
 A/S Amdt: \_\_\_\_\_ to A/S Amdt: \_\_\_\_\_ to A/S Sub Amdt: \_\_\_\_\_

Be recommended for:

- Passage
- Introduction
- Adoption
- Rejection

- Indefinite Postponement
- Tabling
- Concurrence
- Nonconcurrence
- Confirmation

Committee Member

Sen. Jim Baumgart, Chair  
 Sen. Russell Decker  
 Sen. Roger Breske  
 Sen. David Zien  
 Sen. Margaret Farrow

| Aye                                 | No                       | Absent                   | Not Voting               |
|-------------------------------------|--------------------------|--------------------------|--------------------------|
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <input type="checkbox"/>            | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Totals: \_\_\_\_\_

Motion Carried

Motion Failed

# Vote Record

## Senate Committee on Labor

*Passage as amended*

Date: 8-19-99  
 Moved by: Breske      Seconded by: Decker  
 AB: \_\_\_\_\_      Clearinghouse Rule: \_\_\_\_\_  
 AB: \_\_\_\_\_      Appointment: \_\_\_\_\_  
 AJR: \_\_\_\_\_      SR: \_\_\_\_\_      Other: \_\_\_\_\_  
 A: \_\_\_\_\_      SR: \_\_\_\_\_

A/S Amdt: \_\_\_\_\_  
 A/S Amdt: \_\_\_\_\_ to A/S Amdt: \_\_\_\_\_  
 A/S Sub Amdt: LAB 0103  
 A/S Amdt: \_\_\_\_\_ to A/S Sub Amdt: \_\_\_\_\_  
 A/S Amdt: \_\_\_\_\_ to A/S Amdt: \_\_\_\_\_ to A/S Sub Amdt: \_\_\_\_\_

Be recommended for:

- Passage
- Introduction
- Adoption
- Rejection

- Indefinite Postponement
- Tabling
- Concurrence
- Nonconcurrence
- Confirmation

Committee Member

Sen. Jim Baumgart, Chair  
 Sen. Russell Decker  
 Sen. Roger Breske  
 Sen. David Zien  
 Sen. Margaret Farrow

| Aye                                 | No                       | Absent                   | Not Voting               |
|-------------------------------------|--------------------------|--------------------------|--------------------------|
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
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| <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <input type="checkbox"/>            | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Totals: \_\_\_\_\_

Motion Carried

Motion Failed

Sheriff

Michael E. Brooks



**Winnebago County**

420 JACKSON STREET - P.O. BOX 2808

OSHKOSH, WISCONSIN 54903-2808

(920) 236-4900 (920) 727-2888

FAX (920) 236-4902

JAIL FAX (920) 236-1221

May 21, 1999

SENATOR JIM BAUMGART  
CHAIRMAN, SENATE LABOR COMMITTEE  
P O BOX 7882  
MADISON WI 53707-7882

Dear Senator Baumgart:

I am writing this letter in support of Senate Bill <sup>145</sup>154, allowing an exception to the Child Labor Laws. This Bill would allow children between the ages of 12 and 14 to officiate sporting events. I believe there are many reasons why the Wisconsin Senate and Assembly should pass this. But to illustrate an example I would like to use the Oshkosh Youth Baseball Program. Over the years OYB has utilized children to officiate baseball games for the younger levels. I believe this has been a very beneficial program, not for the adults or the Oshkosh Youth Baseball treasury, but for the life-long lessons that it teaches our youth. I believe the benefit for the youth involved is learning to problem solve, how to handle themselves in stressful situations, and recognition that things look differently from the other side of the table. Both of my sons worked as umpires when they were 13 and 14 years of age. Each of the boys learned to problem solve by getting both teams together to resolve an issue, how to conduct themselves in stressful situations where others did not agree with their call. And equally as important, both boys, who previously questioned the calls of the umpires, began to have a better appreciation for what it was like when the shoe was on the other foot.

I do not believe that this exception will have a negative impact on our children. Quite the contrary, I believe the young people that have become involved in officiating will benefit greatly by the above-mentioned lifelong lessons they will learn.

Sincerely,

A handwritten signature in cursive script that reads "Michael E. Brooks".

Sheriff Michael E. Brooks

MEB/gea

CC: Senator Carol A. Roessler



# WISCONSIN Child Labor and Street Trades Employment Information

## Hours and Time of Day Minors May Work Effective May 1, 1995

DWD 270.15, requires that all employers except in agriculture and domestic service, display a copy of this poster in the workplace where minors are permitted to work.

### HOURS AND TIME OF DAY MINORS MAY WORK

| Maximum Hours of Work                           | 12 - 13 <sup>1</sup><br>year olds | 14 - 15<br>year olds | 16 - 17<br>year olds         |
|---|-----------------------------------|----------------------|------------------------------|
| <b>Daily:</b>                                   |                                   |                      |                              |
| School Days: Except Last School Day of the Week | 4 hours                           | 4 hours              | 5 hours <sup>4,5</sup>       |
| Friday and Non-School Day.....                  | 8 hours                           | 8 hours              | 8 hours <sup>4,5</sup>       |
| Day During Non-School Week.....                 | 8 hours                           | 8 hours              | Unlimited <sup>2,4,5</sup>   |
| <b>Weekly:</b>                                  |                                   |                      |                              |
| School Week.....                                | 18 hours                          | 18 hours             | 26 hours <sup>5</sup>        |
| School Week Less Than 5 Days.....               | 24 hours                          | 24 hours             | 32 hours <sup>5</sup>        |
| Non-School Week.....                            | 40 hours                          | 40 hours             | 50 hours                     |
| <b>Permitted Time of Day</b>                    |                                   |                      |                              |
| School Day.....                                 | 7am - 8pm                         | 7am - 8pm            | 7am - 11pm <sup>4,5</sup>    |
| Friday.....                                     | 7am - 9:30pm                      | 7am - 11pm           | 7am - 12:30am <sup>4,5</sup> |
| Non-School Day Preceding School Day.....        | 7am - 8pm                         | 7am - 8pm            | 5am - 11pm <sup>4,5</sup>    |
| Non-School Day Preceding Non-School Day.....    | 7am - 9:30pm                      | 7am - 11pm           | 5am - 12:30am <sup>4,5</sup> |
| Day During Non-School Week.....                 | 7am - 9:30pm                      | 7am - 11pm           | Unlimited <sup>3,4,5</sup>   |
| <b>Newspaper Delivery:</b>                      |                                   |                      |                              |
| Day Preceding School Day.....                   | 5am - 8pm                         | 5am - 8pm            | 5am - 9pm                    |
| Day Not Preceding School Day.....               | 5am - 9pm                         | 5am - 9pm            | 5am - 11pm                   |
| <b>Street Trades:</b>                           |                                   |                      |                              |
| Day Preceding School Day.....                   | 7am - 8pm                         | 7am - 8pm            | 6am - 9pm                    |
| Day Not Preceding School Day.....               | 7am - 9pm                         | 7am - 9pm            | 6am - 11pm                   |
| <b>Maximum Days per Week</b>                    |                                   |                      |                              |
| Newspaper Delivery And Agricultural Work.....   | 7 days                            | 7 days               | 7 days                       |
| Other Work.....                                 | 6 days                            | 6 days               | 6 days                       |

1. Ages 12 - 13 years may be employed only: as caddies, in agriculture, domestic service, street trades, school lunch programs, or for a parent/guardian who owns the business.
2. Ages 16 - 17 must be paid time and one-half for work in excess of 10 hours per day or 40 hours per week, whichever is greater. Minors 14 - 17 working in agriculture, must be paid time and one-half for work over 50 hours per week during peak periods.
3. Following the end of work, 8 hours of rest is required before the start of work the next day. Work must be directly supervised by an adult between the hours of 12:30am - 5am.
4. Minors age 16 and 17 who are Emancipated, Living Independently, Head of Household, Enrolled in a GED Program at a Vocational or Technical College, may work 40 hours per week when public schools are in session and up to 50 hours per week during non school weeks. The daily hours and time of day restrictions do not apply.
5. Minors age 16 and 17 who are enrolled in Home School may only work 26 hours per week when public schools are in session and 32 hours if less than 5 days of school and up to 50 hours per week during non school weeks. The daily hours and time of day restrictions do not apply.

### ADDITIONAL INFORMATION

- Minors are limited to the maximum hours and time of day restrictions even though they may work for more than one employer during the same day and/or week.
- All minors must have 1/2 hour meal period after 6 consecutive hours of work.
- Before a minor under 18 years is permitted to work, a work permit must be on file with each employer except those in agriculture and domestic service.
- If a minor pays the \$5.00 work permit fee to the permit officer, the employer must reimburse the minor not later than the first pay check.
- Generally, employment is considered too hazardous for minors because of particular equipment or the occupation is prohibited, not the establishment.
- See DWD 270.12 for the modified times of day and hours for work in canning and freezing establishments.
- Employers subject to both federal and state laws must comply with the most stringent of the provisions. For federal law information, contact: US Dept. of Labor, Wage and Hour Office, 212 E. Washington Ave., Madison, WI 53703, (608) 264-5221.

The Department of Workforce Development is an equal opportunity service provider. If you need assistance to access services or need material in an alternate format, please contact us. Deaf, hearing or speech impaired callers may call us at the numbers listed below. For further information about child labor or street trades law contact:

Equal Rights Division  
P.O. Box 8928  
Madison, WI 53708  
Telephone (608) 266-6860  
TDD (Hearing Impaired) (608) 264-8752

Equal Rights Division  
819 N 6th Street  
Milwaukee, WI 53203  
Telephone (414) 227-4384  
TDD (Hearing Impaired) (414) 227-4081

## TESTIMONY ON SENATE BILL 145

Good Morning

I am Sheehan Donoghue, Administrator of the Equal Rights Division at the department of Workforce Development. I am appearing for information only on SB 145.

Senate Bill 145 permits businesses that are exempt from the Fair Labor Standards Act, (FLSA), to hire 12 and 13 year old minors to officiate at athletic games involving participants of the same age group or younger.

The Department met with Sen. Roessler prior to the drafting of this bill to work out our concerns with the concept of 12 and 13 year old minors officiating at athletic games. We had two basic concerns: 1. The department had a concern that young people should not be put in a hazardous environment while officiating athletic games. 2. The department wanted to insure that any legislation that is adopted does not conflict with the Fair Labor Standards Act.

Officiating can be dangerous for the individual doing the officiating. For example, if the official is in the wrong spot at the wrong time, they may be swept up into the play and injured as a result. Officials normally do not wear padding. Parents of team members may get abusive towards the minor. This bill requires that minors 12 and 13 years of age must be employed under the direct supervision of an adult. The department believes this should satisfy our first concern.

The Fair Labor Standards Act applies to businesses that gross over \$500,000.00 in sales or engage in interstate trade, as well as to government employers and most schools. Schools would be subject to the FLSA if they receive federal funds. What we don't want to have happen

is to have a school get caught in a situation in which they, by virtue of receiving federal funds, are brought within the FLSA, and are unaware of that fact until the Federal Government gets a complaint from an irate parent. At that point, the school is suddenly hit with a large fine and the school finds itself in a conflict of laws situation.

We believe that by limiting the scope of the bill to private, non-profit organizations such as soccer clubs, conflict with the FLSA can be avoided. Small non-profit organizations such as the one running the sports program in Oshkosh are the groups that are most likely to hire 12 and 13 year old minors to officiate at sports events.

The Department would oppose expanding the bill to allow schools to hire minors to officiate at their games. Schools might find themselves in the unfavorable position of being in violation of the Federal Fair Labor Standards Act due to not having checked carefully enough the question of coverage by the FLSA.

Thank you for the opportunity to appear before you and testify on the effects of SB 145 today.

# WISCONSIN EMPLOYMENT OF MINORS LAW

The statutes shown in this material are from the 1987-88 Wisconsin Statutes as updated by the 1989-90 Legislature through 1989 Wisconsin Act 368. Please report errors to the Revisor of Statutes at (608) 267-3536.

**103.64 Employment of minors; definitions.** As used in ss. 103.64 to 103.82:

(1) "Deputy", "employee", "employer", "employment", "frequenter", "general order", "local order", "order", "place of employment", "safe", "safety", "special order" and "welfare" have the meanings given in s. 101.01.

(2) "Nonprofit organization" means an organization described in section 501 (c) of the internal revenue code.

(3) "Permit officer" shall mean any person designated by the department to issue child labor permits.

(4) "Private school" has the meaning given in s. 115.001 (3r).

(5) "Public school" has the meaning given in s. 115.01 (1).

History: 1971 c. 228 s. 44; 1971 c. 271; 1985 a. 1.

**103.65 General standards for employment of minors. (1)**

A minor shall not be employed or permitted to work at any employment or in any place of employment dangerous or prejudicial to the life, health, safety, or welfare of the minor or where the employment of the minor may be dangerous or prejudicial to the life, health, safety or welfare of other employees or frequenters.

(2) No minor shall be employed or permitted to work at any employment for such hours of the day or week, or such days of the week, or at such periods of the day as shall be dangerous or prejudicial to the life, health, safety or welfare of such minor.

History: 1971 c. 271.

Plaintiff was in class protected by rule promulgated under this section; court did not err in giving "negligence per se" instruction. *McGarrity v. Welch Plumbing Co.* 104 W (2d) 414, 312 NW (2d) 37 (1981).

Trial court erred in failing to hold as matter of law that employer's violation of child labor laws caused injury and that defense of child's contributory negligence was inapplicable to case. *D. L. v. Huebner*, 110 W (2d) 581, 329 NW (2d) 890 (1983).

**103.66 Powers and duties of the department. (1)** The department may investigate, determine and fix reasonable classifications of employments, places of employment and minimum ages for hazardous employment for minors, and may issue general or special orders prohibiting the employment of minors in employments or places of employment prejudicial to the life, health, safety or welfare of minors, and may carry out the purposes of ss. 103.64 to 103.82.

(2) The department may investigate and fix reasonable classifications of employments and hours of employment for minors and may issue general or special orders fixing maximum hours of employment for minors per day and per week, maximum days of employment per week, hours at which employment shall begin and end and the duration of lunch and other rest periods as are necessary to protect the life, health, safety, and welfare of minors.

(3) The investigations, classifications and orders provided for in subs. (1) and (2) shall be made pursuant to the procedure specified in ss. 101.01 to 101.25. Every order of the department has the same force and effect as the orders issued pursuant to ss. 101.01 to 101.25. These orders are subject to review as provided in ch. 227.

History: 1971 c. 185 s. 6; 1971 c. 271, 307.

**103.67 Minimum ages in various employments. (1)** A minor 14 to 18 years of age shall not be employed or

permitted to work in any gainful occupation during the hours he is required to attend school under s. 118.15 unless he has completed high school, except that minors under 18 may be employed in public exhibitions as provided in s. 103.78.

(2) A minor under 14 years of age shall not be employed or permitted to work in any gainful occupation at any time, except that:

(a) Minors 12 years of age or older may be employed in school lunch programs of the school which they attend.

(b) Minors under 14 years of age may be employed in public exhibitions as provided in s. 103.78.

(c) Minors 12 years of age or older may be employed in street trades, and any minor may work in fund-raising sales for nonprofit organizations, public schools or private schools, as provided in ss. 103.21 to 103.31.

(d) Minors 12 and 13 years of age may be employed as caddies on golf courses, if they use caddy carts.

(e) Minors 12 years of age or older may be employed in agricultural pursuits.

(f) Minors 12 years of age or older may be employed in and around a home in work usual to the home of the employer, if the work is not in connection with or a part of the business, trade or profession of the employer and the type of employment is not specifically prohibited by ss. 103.64 to 103.82 or by any order of the department.

(g) Unless prohibited under s. 103.65, minors 12 years of age or older may be employed under the direct supervision of the minor's parent or guardian in connection with the parent's or guardian's business, trade or profession.

(h) Minors 12 and 13 years of age may be employed as sideline officials for high school football games.

(i) Minors 11 to 13 years of age may be employed as ball monitors at high school football games and practices.

(3) Sections 103.64 to 103.82 do not apply to the employment of a minor engaged in domestic or farm work performed outside school hours in connection with the minor's own home and directly for his parent or guardian.

History: 1971 c. 271, 307; 1973 c. 183; 1979 c. 234; 1985 a. 1; 1989 a. 126. Injured minor cannot be charged with contributory negligence when employment is in violation of child labor law. See note to 895.37, citing *Tisdale v. Hasslinger*, 79 W (2d) 194, 255 NW (2d) 314.

**103.68 Hours of labor.** Except as the department may from time to time issue orders as provided under s. 103.66 (2) regulating the hours of employment of minors, the following schedule of hours shall be deemed to be necessary to protect minors from employment dangerous or prejudicial to their life, health, safety, or welfare and shall apply to minors of the ages specified therein:

(1) No minor under 18 shall be employed or permitted to work at any gainful occupation other than domestic service or farm labor for more than 8 hours in any one day nor more than 40 hours nor more than 6 days in any one week, nor during such hours as he is required under s. 118.15 (2) to attend school.

(2) No minor under sixteen shall be employed or permitted to work in any gainful occupation other than domestic service or farm labor more than twenty-four hours in any one week, nor, except in domestic service, farm labor, or in public

exhibitions as defined in s. 103.78, or in street trades as defined in s. 103.21, before seven A.M. nor after six P.M.

(3) At least 30 minutes shall be allowed for each meal period which shall commence reasonably close to 6 a.m., 12 m., 6 p.m. or 12 p.m. or approximately midway of any work period or at such other times as deemed reasonable by the department. No minor under age 18 shall be employed or permitted to work more than 6 consecutive hours without a meal period.

**103.69 Council on child labor.** The council on child labor shall review biennially the hours of employment for minors and the minimum ages for hazardous employment determined by the department under s. 103.66 and make recommendations to the department it deems necessary to protect the life, health, safety and welfare of minors. The department may, by orders issued under s. 103.66, give effect to the recommendations of the council.

*History:* 1971 c. 271.

See note to 103.65, citing *McGarrity v. Welch Plumbing Co.* 104 W (2d) 414, 312 NW (2d) 37 (1981).

**103.695 Designation of a permit officer.** (1) (a) The department shall designate a school board, as defined in s. 115.001 (7), as a permit officer unless the school board refuses the designation.

(b) A school board designated as a permit officer under par. (a) may assign the duties of permit officer to an officer or employe of the school district.

(2) The department may designate persons other than school boards as permit officers, regardless of whether any school board refuses designation as a permit officer under sub. (1) (a).

*History:* 1987 a. 187.

**103.70 Permits necessary for minors; exceptions.** (1) Except as otherwise provided in sub. (2) and in ss. 103.21 to 103.31 and 103.78, and as may be provided under s. 103.79, a minor, unless indentured as an apprentice in accordance with s. 106.01, or unless 12 years and over and engaged in agricultural pursuits, shall not be employed or permitted to work at any gainful occupation or employment unless there is first obtained from the department or a permit officer a written permit authorizing the employment of the minor within those periods of time stated in the permit, which shall not exceed the maximum hours prescribed by law.

(2) Minors may be employed without permits in any employment limited to work in or around a home in work usual to the home of the employer, if the employment is not in connection with or a part of the business, trade or profession of the employer, is in accordance with the minimum age stated in s. 103.67 (2) (d) and is not specifically prohibited by ss. 103.64 to 103.82 or by any order of the department.

*History:* 1971 c. 271; 1973 c. 59; 1979 c. 234; 1987 a. 187.

Under the neighborhood youth corps program authorized by the economic opportunity act of 1964, all enrollees of this federally sponsored and locally administered program are employes and must be covered by suitable work permits unless exempt because of age or the nature of their activities. The department does not have the authority to waive the permit fee, there being no statutory exemption. 62 Atty. Gen. 256.

**103.71 Conditions for issuance of permits.** (1) Except as provided in s. 103.78, a permit shall not be issued authorizing any minor 14 to 18 years of age to be employed during the hours he is required to attend school under s. 118.15, unless he has completed high school. The department and its permit officers shall accept as evidence of the minor's completion of high school either:

(a) A diploma or certificate to this effect issued by the superintendent of public schools or by the principal of the public school last attended by such minor, or in the absence of

both the aforementioned persons by the clerk of the proper school board; or

(b) A diploma or certificate to this effect issued by the superintendent of the parochial school system or by the principal of the parochial or private school last attended by such minor. Such superintendent, principal or clerk shall issue such diploma or certificate upon receipt of any application in behalf of any minor entitled thereto. As used in this paragraph the term "school district" shall apply to all regularly constituted school districts, including union free high school districts!

(2) No permit may be issued authorizing the employment of any minor under 14 years of age at any time, except for:

(a) The employment of minors 11 to 13 years of age as ball monitors at high school football games as provided in s. 103.67 (2) (i).

(b) The employment of minors 12 years of age and over:

1. In school lunch programs under s. 103.67 (2) (a).

2. In street trades as provided in ss. 103.21 to 103.31.

3. As caddies on golf courses as provided in s. 103.67 (2) (d).

4. In the business, trade or profession of the minor's parent or guardian as provided in s. 103.67 (2) (g).

5. As a sideline official at a high school football game as provided in s. 103.67 (2) (h).

(3) No permit may be issued under sub. (2) (b) 4, unless the department or permit officer is satisfied that employment under s. 103.67 (2) (g) is not injurious or detrimental to the minor's education, health, safety or welfare.

*History:* 1971 c. 271; 1973 c. 59, 183, 336; 1975 c. 94; 1979 c. 234; 1987 a. 187; 1989 a. 126.

**103.72 Refusal and revocation of permits.** (1) The department or permit officer may refuse to grant permits in the case of minors who seem physically unable to perform the labor at which they are to be employed. They may also refuse to grant a permit if in their judgment the best interests of the minor would be served by such refusal.

(2) Whenever it shall appear to the department that any permit has been improperly or illegally issued, or that the physical or moral welfare of the minor would be best served by the revocation of the permit, the department may forthwith, without notice, revoke the same, and shall by registered mail notify the person employing such minor and the minor holding such permit of such revocation. Upon receipt of such notice, the employer employing such minor shall forthwith return the revoked permit to the department and discontinue the employment of the minor.

**103.73 Form and requisites of permit; as evidence.** (1) The permit provided under s. 103.70 shall state the name and the date and place of birth of the minor and that the following evidence, records and papers have been examined, approved and filed:

(a) Such evidence as is required by the department showing the age of the minor. The department shall formulate and publish rules and regulations governing the proof of age of minors who apply for labor permits, and such rules and regulations shall bind all persons authorized by law to issue such permits.

(b) A letter written on the regular letterhead or other business paper used by the person who desires to employ the minor, stating the intention of such person to employ such minor and signed by such person or someone duly authorized by him.

(2) The permits provided under s. 103.70 shall be issued upon blanks furnished by the department.

(3) A child labor permit duly issued shall be conclusive evidence of the age of the minor for whom it was issued in any proceeding under any of the labor laws and under ch. 102, as to any act or thing occurring subsequent to the date such permit was issued.

History: 1971 c. 271; 1975 c. 147 s. 54; 1979 c. 89.

**103.74 Duties of employers of minors.** Every employer employing a minor under 18 for whom a permit is required, except in street trades, shall:

(1) Receive and file a child labor permit authorizing employment of the minor by him or her before the minor is permitted to do any work, and shall keep the permit on file and allow inspection of the permit at any time by the department or any school attendance officer. A permit shall be valid only for the employer for whom issued.

(2) Keep a record for each minor employed of his name, address, date of birth, the time of beginning and ending work and the time for meals each day and the total hours worked each day and each week.

History: 1971 c. 271; 1979 c. 298.

**103.75 Certificates of age.** (1) The department or persons designated by it may issue certificates of age for minors under rules the department deems necessary. The certificate is conclusive evidence of the age of the minor to whom issued in any proceeding under any of the labor laws and under ch. 102 as to any act or thing occurring subsequent to the date the certificate was issued.

(2) Any person who knowingly offers or assists in offering false evidence of age for the purpose of obtaining an age certificate or who alters, forges, fraudulently obtains, uses, or refuses to surrender upon demand of the department a certificate of age may be fined not more than \$100 or imprisoned not to exceed 3 months.

History: 1971 c. 271; 1975 c. 147 s. 54; 1979 c. 89, 177.

**103.76 Proof of age in court.** Whenever in any proceeding in any court under any of the labor laws or under ch. 102 there is any doubt of the age of a minor a duly issued child labor permit or age certificate shall be conclusive evidence. In the absence of such permit or certificate a duly attested birth certificate or a verified baptismal certificate shall be produced and filed with the court. Upon proof that the birth or baptismal certificate cannot be secured, the record of age stated in the first school enrollment of the child shall be admissible as evidence thereof.

History: 1975 c. 147 s. 54; 1979 c. 89.

**103.78 Minors in public exhibitions, radio and television broadcasts, modeling.** (1) Nothing contained in ss. 103.64 to 103.82 shall be construed as forbidding any minor under 18 years of age to appear for the purpose of singing, playing or performing in any studio, circus, theatrical or musical exhibition, concert or festival, in radio and television broadcasts, or as a live or photographic model. Labor permits shall not be required for such employment or appearances but no minor under 18 years of age shall be so employed except under the following conditions:

(a) The activities enumerated shall not be detrimental to the life, health, safety or welfare of the minor.

(b) The activities enumerated shall not interfere with the schooling of the minor and provision for education equivalent to full-time school attendance in the public schools for minors under 16 years of age and part-time attendance for minors 16 to 18 years of age shall be made for those minors who are not high school graduates.

(c) A parent or guardian shall accompany each minor under 16 years of age at all rehearsals, appearances and performances.

(d) The employment or appearance shall not be in a roadhouse, cabaret, dance hall, night club, tavern or other similar place. This prohibition does not apply to:

1. Minors presenting musical entertainment at dances held in any hall on Friday, Saturday or on any other day not followed by a school day or before midnight on Sunday, if the hall was rented for the purpose of celebrating a special event, including but not limited to a wedding, holiday, birthday or anniversary.

2. Dances held solely for minors conducted by private clubs or civic organizations where admission is limited to the membership of the club or by their invitation and the general public is excluded.

3. Performances by minors in theatrical performances at dinner theaters.

(2) The penalties in s. 103.82 (1) apply to any employer who violates this section.

(3) The penalties in s. 103.82 (3) apply to any parent or guardian who suffers or permits a minor to engage in activities in violation of this section.

(4) Treble the amount of compensation otherwise recoverable as provided in s. 102.60 (4) and wage loss as provided in s. 102.60 (6) are payable to a minor under 18 years of age injured during the course of his employment or appearance in violation of this section.

History: 1971 c. 271; 1979 c. 221; 1987 a. 332 s. 64.

**103.79 Minor golf caddies.** (1) Any minor on a golf course for the purpose of caddying for or while caddying for a person permitted to play golf on such course shall be deemed an employe of the golf club or other person, partnership, association or corporation, including the state and any municipal corporation or other political subdivision thereof, operating such golf course.

(2) The department may investigate and fix by general or special order reasonable regulations relative to the employment of minors as caddies on golf courses. The regulations may include a waiver or modification of permit requirements for caddies. The investigations and orders shall be made pursuant to ss. 101.01 to 101.25, and every such order has the same force and effect as orders issued pursuant to ss. 101.01 to 101.25. The orders are subject to review as provided in ch. 227.

History: 1971 c. 228 s. 43; 1971 c. 271, 307; 1975 c. 94.

**103.80 Inspection.** (1) The department and school attendance officers shall visit and inspect at all reasonable times, and as often as possible, all places covered by ss. 103.64 to 103.82.

(2) The failure of any employer to produce for inspection to the department, or school attendance officers, the permit provided for in s. 103.70 shall be prima facie evidence of unlawful employment of the minor. The presence of any minor in any factory, workshop or other place of employment shall be prima facie evidence of the employment of the minor.

History: 1979 c. 298.

**103.805 Fees; permits and certificates of age.** (1) The department shall fix and collect a reasonable fee based on the cost of issuance of permits under ss. 103.25 and 103.71 and certificates of age under s. 103.75. The department may authorize the retention of the fees by the person designated to issue permits and certificates of age as compensation for his services if the person is not on the payroll of the division

## 103.805 EMPLOYMENT

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administering this chapter. The permit officer shall account for all fees collected as the department prescribes.

(2) The fee for issuance of permits and certificates of age shall be paid by the employer, but when the minor advances the fee to the permit officer he shall be reimbursed by his employer not later than at the end of his first pay period.

History: 1971 c. 271.

**103.81 Advertising; penalty.** (1) During the term that the public schools are in session, a person shall not advertise or cause or permit any advertisement to be published in any newspaper for the labor or services of any minor during school hours in any employment for which a child labor permit is required under s. 103.70 which does not specifically state the minimum age of the minor whose services are desired, which age must be 18 years or over.

(2) A person shall not solicit in the schools or homes of this state, minors of permit age to leave school and enter their employment, if a child labor permit is required for that employment by s. 103.70.

(3) Any person who violates this section shall forfeit and pay into the state treasury not less than \$10 nor more than \$100 for each such offense. Every day during which any person violates this section shall constitute a separate and distinct offense.

History: 1971 c. 271.

**103.82 Penalties.** (1) (a) Any employer who employs or permits any minor to work in any employment in violation of ss. 103.64 to 103.82, or of any order of the department issued under those sections, or who hinders or delays the department or school attendance officers in the performance of their duties, or who refuses to admit or locks out the officer from

any place required to be inspected under ss. 103.64 to 103.82 may be required to forfeit not less than \$25 nor more than \$1,000 for each day of the first offense and, for the 2nd or subsequent violation of ss. 103.64 to 103.82 within 5 years, as measured from the dates the violations initially occurred, may be fined not less than \$250 nor more than \$5,000 for each day of the 2nd or subsequent offense or imprisoned not more than 30 days or both.

(b) In addition to the penalties provided in par. (a), any employer who employs any minor in violation of s. 103.68, or rules of the department shall be liable, in addition to the wages paid, to pay to each minor affected, an amount equal to twice the regular rate of pay as liquidated damages, for all hours worked in violation per day or per week, whichever is greater.

(3) Any parent or guardian who permits a minor under his or her control to be employed or to work in violation of ss. 103.64 to 103.82, or of any order of the department issued under those sections, may be required to forfeit not less than \$10 nor more than \$250 for each day of the first offense and, for the 2nd or subsequent violation of ss. 103.64 to 103.82 within 5 years, as measured from the dates the violations initially occurred, may be required to forfeit not less than \$25 nor more than \$1,000 for each day of the 2nd or subsequent offense.

History: 1971 c. 271; 1979 c. 298; 1987 a. 332.

**103.83 Discriminatory acts; employment of minors.** Section 111.322 (2m) applies to discharge and other discriminatory acts against an employe arising in connection with any proceeding to enforce ss. 103.64 to 103.82.

History: 1989 a. 228.

**OSHKOSH YOUTH BASEBALL**  
**GENERAL RULES**  
**9-10 & 11-12 Divisions**

**General Rules**

- 1) Abusive or profane language by anyone connected with OYB, including spectators, will not be permitted. Coaches and umpires will be asked to enforce this rule.
- 2) Coaches, players and spectators who are guilty of unsportsmanlike conduct will be removed from the game and may be subject to suspensions for upcoming games.
- 3) The use of alcohol or tobacco in any form is prohibited on the playing field during any OYB approved event.
- 4) A coach or assistant may warm up their pitcher.
- 5) No team will be allowed more than one (1) coach and two (2) assistant coaches in a ball game and in the dugout. (Score keepers not included.) Home team keeps official score.
- 6) A coach may walk down the baseline for only two (2) offensive conferences per inning.
- 7) All players will only play and practice within their own leagues. (9-10 and 11-12 will participate within their respective division only.)
- 8) The age the player is on August 1st is the playing age during that year, as defined by OYB.
- 9) Players involved in tournament teams must understand that their first obligation is to their league team. Their league coach has the right to suspend tournament privileges.
- 10) All players in OYB must be registered and paid prior to participating in any OYB activities for insurance purposes. Only OYB players may participate in practice.
- 11) Visitors get the playing field from 30 to 15 minutes prior to the scheduled start time and the Home team from 15 minutes to the start of the game. There will be no batting practice within 30 minutes of the start of the first game. If the first game runs long, a maximum of 5 minutes of on field warm-up will be allowed each team starting with the visitors. More time may be allowed with the joint agreement of the umpires and coaches.

Revised March 1999



**General Rules Continued**

- 12) No one is allowed behind the backstop, directly behind the catcher. (Minimum of 10' buffer required.)
- 13) Umpires are to report major infractions of rules to the VP 9-12 yr. old league.

**OSHKOSH YOUTH BASEBALL**  
**SAFETY RULES**  
**9-10 & 11-12 DIVISIONS**

**Weather**

- 1) No games or practices will be held when weather conditions are unfavorable. This is especially true if there is lightning present or if a severe weather warning has been issued for the game area. The umpire will consult with both coaches and if either coach thinks it necessary, play will be called or suspended if the division VP (or their designee) is not present. The division VP (or their designee) will make the call if present. Consultation should be made with any other league officials, if present.

**Equipment**

- 1) All batters/runners, player base coaches and the on-deck batter, must wear approved protective helmets at all times. (Games and practices.)
- 2) Players must not wear watches, rings, earrings, pins, jewelry or other metallic items.
- 3) Shoes with metal spikes or cleats are prohibited.
- 4) All catchers must wear helmet with mask, shin protectors, chest protector and protective cup when catching. Any player warming-up a pitcher on the field, must wear helmet with mask and a protective cup.
- 5) It is strongly recommended that all players wear an athletic supporter and cup at all times while playing and practicing.
- 6) All bats must be Official Little League (maximum 32" in length, maximum 2 1/4" diameter). No wood bats are allowed.

**Additional Safety Rules**

- 1) During warm-up drills, players should be lined up so as to avoid possible injury, having everyone line up side-by-side and throw in the same direction is usually the safest.
- 2) The batter and on-deck batter are the only players that are allowed to swing bats.

**Safety Rules Continued**

- 3) When a player inadvertently throws the bat after hitting the ball or while swinging at a pitch, the team will be warned. A second offense for the warned team will be an automatic out. (Umpire discretion.)
- 4) No misuse or abuse of equipment will be tolerated. There will no throwing of bats, helmets or other equipment. First offense, player will be removed from game. If occurrence is at end of game, the player will not be allowed to play in the next game. (Umpire discretion.)
- 5) All players not on the field are required to be in the dugout at all times, except to warm-up a new pitcher. Players from other teams or fans are not allowed in the dugout area without the permission of the coach.
- 6) There will be no hanging on the fences or fingers put through the fences. This applies to players, coaches and spectators. The umpire shall halt the game until this activity ceases.
- 7) Warming-up should only be done in a safe area where fans or players can not be inadvertently injured.
- 8) Prior to the start of the game, the umpires and coaches shall verify that the pitcher's mound is 46 feet from home plate.
- 9) No teams are allowed to warm-up in the vicinity of the concession stand.

**OSHKOSH YOUTH BASEBALL**  
**PITCHING RULES**  
**9-10 & 11-12 DIVISIONS**

**Pitching**

- 1) Any player on your team roster may pitch. A pitcher may pitch no more than three (3) innings per game.
- 2) Delivery of a single pitch constitutes having pitched one inning.
- 3) Any player removed as a pitcher shall be removed as a pitcher for the remainder of the game.
- 4) Any pitcher, who in one (1) inning, hits two (2) batters with wild pitches shall be relieved of their pitching duties for the remainder of the game. This penalty also applies to the pitcher who hits three (3) batters in any one (1) game. (The batter must make an effort to get out of the way, umpire discretion.)
- 5) No pitcher shall attach to their glove, person or uniform any foreign material.
- 6) No pitcher shall wear sweatbands or batting gloves on either hand or wrist while pitching.
- 7) A second trip by a coach to visit the same pitcher, in the same inning, shall cause that pitcher to be automatically relieved as pitcher for the remainder of that game.
- 8) Each pitcher will be allowed five (5) warm-up pitches between innings. A maximum of ten (10) pitches will be allowed to each new pitcher. The umpires may limit the number of warm-up pitches due to inclement weather or darkness, if such limitations, in his discretion, will not negatively affect the pitcher.
- 9) The throwing of curve balls is prohibited. The pitch will be called an automatic ball swung at or not unless the batter safely reaches base as a result of the pitch (the batter got a hit or is hit by the pitch for example). The pitcher will be warned on the first occurrence. The second occurrence will cause the pitcher to be relieved of their pitching duties for the remainder of the game.

**OSHKOSH YOUTH BASEBALL**  
**PLAYING RULES**  
**9-10 & 11-12 DIVISIONS**

**Playing Rules**

- 1) All games shall be six (6) innings in length, unless otherwise shortened by the twelve (12) run rule. The twelve run rule simply means that if a team is ahead by twelve (12) or more runs after four (4) complete innings, the game is over.
- 2) The completion of four (4) innings will constitute a complete game. Games suspended short of the four (4) innings due to weather or darkness, will be completed from the point of suspension. The umpires, after consultation with the coaches, will make the decision whether to call or suspend the game.
- 3) At the start of every game, the homeplate umpire must note the official start time to the scorekeeper. No full inning shall begin after 8:00 P.M. on the non-lighted fields and after 10:00 P.M. on the lighted fields. The first game of a double-header game, will not be allowed to start an inning after 2 hours have elapsed. Other than on Baseball Sunday and during the playoffs, there shall be no time limitation on games other than as noted above.
- 4) If a team is ahead by eight (8) or more runs during any inning, no member of the leading team may bat more than once during an inning.
- 5) Players must wear a full uniform during games. Full uniform is defined as: game pants, tucked in team shirts, socks, shoes and official OYB team game hats. Full uniforms are mandatory.
- 6) All players on the team roster present must play in the field at least three (3) innings per game. Shortened games or injury may affect this rule. An unlimited substitution rule is in effect. Teams will bat the roster.
- 7) A forfeit shall be declared if a team cannot field seven (7) eligible players. There will be a fifteen (15) minute window from the scheduled start time before the forfeit is declared.
- 8) There will be no automatic out if a team plays with seven (7) or eight (8) players.
- 9) If a team is unable to play on their regularly scheduled league time, the game will be forfeited. No games will be rescheduled. The only exception to this is games called or canceled by weather. Then it is the two coaches responsibility to reschedule the game (this includes securing a field and arranging umpires).
- 10) There will be no infield fly rule or balks called.

### Playing Rules Continued

- 11) There will be no intentional walking of a batter. If in the umpires discretion, this has occurred, a dead ball will be called for each pitch until the pitcher pitches to the batter. If in the coaches opinion this has occurred, and the umpire has not called a dead ball, a protest can be filed with the VP 9-12 league, which could result in the overturning of the game results.
- 12) There will be no yelling, harassing or intimidating of players or umpires throughout the game. Coaches are asked to help enforce this rule in regard to their team. Players and coaches guilty of this may be subject to expulsion from the game by the umpires and league suspension.
- 13) A courtesy runner will be used for the catcher, if on base, when there are two (2) outs to allow the catcher time to get their equipment on. A courtesy runner may be used in case of injury. Any substitute runners will be the last out made.
- 14) The runner can turn either way after touching first base. However, this right to immunity is immediately forfeited upon any act which in the umpires judgment, indicates the runner will try to advance.
- 15) A runner cannot leave the base until the ball has crossed homeplate. Any runner leaving early will be returned to that base and his team warned to "stop leaving early". If the ball is hit, the umpire will declare "dead ball" and all runners must return to their respective bases. Second violations from the warned team will be called out.
- 16) On plays at the plate, the runner must slide or avoid contact with the catcher. Runners violating this rule will be called out. The catcher may not block the plate or baseline, "without the ball", if he does, the runner will be awarded home.
- 17) Players must slide at second or third base if there is a close play made at the base in order to avoid contact. Runners violating this rule will be called out.
- 18) No head first sliding is allowed. Players are allowed to dive head first back to a base to avoid a tag.
- 19) There will be no stealing of home plate while the ball is being thrown back to the pitcher once the runners progress is stopped, unless the ball is over-thrown or mishandled. This holds true to stealing any base. No stealing of home on a passed ball. (No delayed stealing.)

**Playing Rules Continued**

- 20) With runners on first and third, there will be no stealing of home plate when the catcher attempts to throw out the runner trying to steal second base, even if the ball is overthrown or mishandled in the 9-10 division. In the 11-12 division, the runner can attempt to steal home in this scenario.
- 21) Players required to return to base as a result of a league rule or an umpire's ruling shall be returned to the base with immunity. The umpire is to call time on the field and handle as a dead ball situation.
- 22) Should the catcher drop the third strike, the batter cannot advance, and is out. On a caught foul tip with two (2) strikes, the batter is out.
- 23) On a walk, the batter cannot advance beyond first base. A runner on base may advance only one base unless a play is made upon them.
- 24) The runner is out if the base coach at first or third base touches, holds or physically assists the runner in returning or leaving a base.
- 25) The players, coaches or any member of the batting team shall vacate any space needed by a fielder who is attempting to field a batted or thrown ball. Violation of this rule is interference and the batter or runner on whom the play is being made shall be called out and all runners must return to their respective bases.
- 26) If an umpire sees that a runner missed a base or left early on a fly ball, the runner will be called out. If a call is not made, a coach may ask for a ruling, no formal appeal process is required.
- 27) Any situation not specifically covered in the above mentioned rules will be governed by the official rules to be found in the 1998 Official Little League Rule Book.

## *Coaches Responsibilities Agreement*

**Purpose:** *To assist coaches in knowing the responsibilities and expectations of being an OYB team coach*

OYB Coaches are expected to:

- Communicate**
- Teach**
- Model Behavior**
- Manage**
- Administer**

**I. Communicate** - It is important for the coach to provide two-way communication between the league and parents. Communication skills are also important when working with players. This can be accomplished as follows:

- a) Conduct at least one parent meeting
- b) Notify players of team selection at least one week following draft
- c) Notify players/parents of all practices & games
- d) Inform parents/players of OYB Policies
- e) Distribute OYB Information to players/parents
- f) **Check communication area (mailboxes in Concession stand) for information. Distribute and respond to information**

**II. Teach** - Our major purpose is to "teach" and have players "learn" baseball fundamentals. Helpful suggestions include:

- a) Attend coaches training opportunities
- b) Read Coaches Handbook and use as a guideline
- c) Conduct scheduled and organized practices
- d) Practice baseball fundamentals
- e) Teaching and Learning can be "fun"

**II. Model Behavior** - As coach, parents, players and fans will follow your lead as it relates to behavior and sportsmanship. This is an important area as the "game" is a competitive environment. Coaches need to:

- a) Show good sportsmanship at games and practices
- b) Use appropriate language at games and practices
- c) Control tempers and language of players, assist. Coaches and team "fans"
- d) Cooperate with umpires as they interpret OYB rules and control the game
- e) Cooperate with opposing team coach and league officials

*Unsportsmanlike behavior will not be tolerated -- Umpires or league officials may ask person(s) to leave*

**- OVER -**



**III. Manage** - This aspect deals with "game" responsibilities and happens primarily on game day and assist OYB with running the league.

a) Home Team coach must:

--- Keep the Official Scorecard by completing the entire card and getting umpires signature on card.

--- where appropriate pick-up and return umpire gear. (Esp. games away fr. Red Arrow)

Umpire gear and Official Score Card (s) are received and returned at Red Arrow Concession Stand

b) Players must be given playing time as per league rules

c) Bring ice and first aid pack to all practices and games

d) Attend Coaches and Umpires Clinic and other training sessions.

**IV. Administer** - This area addresses the operation of an effective league and successful season and outlines some basic steps in running OYB

a) OYB Medical forms must be completed by each player's parent/guardian and kept by the coach. Forms must be brought to all practices/games.

b) In medical emergency, first call player's parent/guardian and in their absence a medical professional via 911 to transport any injured player. Coach does not transport any injured player.

c) All league rules must be followed

d) Coach should remain at practice and/or games until all team members have been picked up

e) All league equipment, including pants, are returned at the conclusion of the season. During the season handle equipment in a careful manner; report any damage to equipment manager.

f) Participate in other duties e.g. concession stand coverage, "on duty" program, funding raising activities, OYB membership meetings

g) Volunteer services to support OYB

*Coaching in OYB is a wonderful experience for the coach and an educational, enjoyable experience for the youth.*

*This sheet is designed to illustrate the scope of coaching in OYB and is not intended to include every aspect.*

*I have read this agreement and understand the responsibilities.*

*Let's Play Ball!!!!*

\_\_\_\_\_  
*Signature*

\_\_\_\_\_  
*Date*

# Resolution Team

A team of three coaches from the 7-8, 9-10 & 11-12 groups will be assigned one week to serve on the Resolution Team. The purpose is the following:

- ◆ Resolve Disputes
- ◆ Assist Umpires
- ◆ Assist in decision making
- ◆ Final decision on weather related issues during the "game"
- ◆ Observe Umpires
- ◆ Make suggestions for improvement

For the week assigned the team will be at Red Arrow with visits to Mary Jewel and/or UW softball. The league will furnish (on a lend-lease basis) an OYB "white" hat.

| May 23 <sup>rd</sup>  | Executive Board |           |             |
|-----------------------|-----------------|-----------|-------------|
| Week of               |                 |           |             |
| May 24 <sup>th</sup>  | Kleinschmidt    | Koshellek | Walsh       |
| May 30 <sup>th</sup>  | Spanbauer       | Parsons   | Dewing      |
| June 7 <sup>th</sup>  | Ackerman        | Bodnar    | Uhen        |
| June 14 <sup>th</sup> | Gebel           | Poepke    | Hetzel      |
| June 21 <sup>st</sup> | Wojahn, T       | Demmin    | Wojahn, J   |
| June 28 <sup>th</sup> | Koplitz         | Sawyer    | Reschenberg |
| July 5 <sup>th</sup>  | McCallum        | Hetzel    | Wara        |
| July 12 <sup>th</sup> | Tyriver         | Stenson   | Roberts     |
| July 19 <sup>th</sup> | Kubasta         | Baum      | Koshellek   |
| July 26 <sup>th</sup> | Vaillancourt    | Zimmer    | Supple      |
| Aug 2 <sup>nd</sup>   | Executive Board |           |             |

Peter Reschenberg  
159 N. Oakwood Road  
Oshkosh, WI 54904  
Phone: 920-231-5781

My name is Peter Reschenberg and I am here to testify in support of Senate Bill 145. I am 12 years old and umpired for the first time last year as an 11 year old. I would like to continue to umpire. I am old enough to have a paper route but under current state law I am not old enough to work as an umpire. The games that I would umpire are for kids younger than myself. This is my 4th year playing baseball in the Oshkosh Youth Baseball league and the third year that I have made one of the traveling tournament teams representing Oshkosh. During this time, I have learned a lot about the rules of the game of baseball. I have also attended clinics on how to be an umpire. I really like baseball and being an umpire gives me a chance to earn some money doing something more with the game I like. I do not feel that this is any more dangerous than playing the game of baseball. Unless you are planning on banning the game of baseball, I do not feel that safety should be an issue keeping me from umpiring. I was not forced to umpire. I signed up to do it because I like it and I want to earn some extra spending money. I do not understand why our state law would not allow me to be paid to umpire. I urge you to support Senate Bill 145 and allow us to be paid to umpire games for kids in leagues younger than we are.

Gary Reschenberg  
159 N. Oakwood Road  
Oshkosh, WI 54904  
Phone: 920-231-5781

I am a parent of a 12 year old son and coach of his baseball team and am here to testify in support of Senate Bill 145. He was allowed the opportunity to earn some spending money umpiring games of baseball last summer. As a parent, you are always concerned about the activities that your children are involved in. I would not hesitate in allowing him the opportunity to continue umpiring and would without reservation recommend it to other parents that would like to pursue this opportunity for their children. I found the experience to be very positive. The Oshkosh Youth Baseball league, with which I am familiar, is an instructional league dedicated to teaching the youth in our community the game of baseball. Umpiring is part of the game. The coaches and league have worked very hard to keep this as a positive learning experience for the young umpires. I found the coaches to be very supportive and treated our young umpires as peers and not as an adult/child relationship. The games are handled as a learning experience, not only for the ball players but also for the umpires. With all the problems our kids face in today's world, the opportunity to interact in positive ways with adults and to act as role models for other kids should be encouraged and not denied. As with any job, remuneration is required to ensure that people are compensated for their time and effort. The same would hold true for umpiring. I have yet to see the downside with allowing kids to officiate. I do not see this as a safety issue or interfering with school. If we allow children to deliver newspapers and mow lawns, I do not know why they can not officiate an athletic event for kids that are younger than they are. We are not forcing them to do this. The child labor laws are important but by supporting this bill, we are not talking about going back to the abuses that occurred earlier in this century with minors. This is not just a local Oshkosh problem but is occurring throughout the state. We just happened to become aware of the problem and are working to rectify it. The officiating also effects soccer leagues throughout the state. I urge you to support Senate Bill 145. Thank you.

**Umpires**  
**Oshkosh Youth Baseball**  
**9-10 & 11-12 Divisions**

Thank you for agreeing to be an Umpire for Oshkosh Youth Baseball. For many of you, this is not only your first job but also the first time being an Umpire. You should be doing this for two reasons **1) You Love the game of baseball.** **2) You want to be doing this.** Baseball is meant to be fun for all. The tips that follow will help make your job easier and more fun for you, the players, coaches, parents and fans. **Remember: This is not LIFE or DEATH, this is baseball and it is only a game!**

- 1) **IMPARTIAL and CONSISTENT** Always be fair and impartial in all the calls that you make. If you think you made a bad call, never try to make up for it by giving the other team another call in their favor. Always be consistent in how you make your calls. This is especially important in calling balls and strikes from behind the plate. Set the strike zone and make all calls the same pitch after pitch. The pitchers and coaches have to know what constitutes a ball and strike.
  
- 2) **COMMUNICATION** There are two main ways for an umpire to communicate, **1) Hand Signals.** Attached to this you will find a handout showing the universally accepted hand signals that an umpire uses. Anyone seeing these signals will automatically know what your call is even if they can not hear you. **2) Speaking Loud and Clear.** Shout out your call. It will be noisy and you need to be heard. This is one of the biggest complaint that coaches have is that they can not hear what you called.
  
- 3) **TAKE CONTROL** You are in charge of making the calls on all plays. Be assertive. Act like you know what you are doing even if you think you do not. If you are timid, coaches and players may try to take advantage of you and influence you into to making calls that go their way. You are the one in control out there.
  
- 4) **POSITIONING** The key to making a good call is being in proper position. Use your feet to get yourself so that you are in position to see the play and make a call. Get the proper angle on the play so that you can clearly see the play. Coaches get upset when calls are made by an umpire that is not in position to see the play. Starting positions for the base umpire are very easy to remember if you apply this principle: **The umpire is always right.** That means in all situations the base umpire is to the right of and behind the nearest infielder looking out from home plate. With no runners on, that would be the first baseman; with a runner at first base only, that would be the second baseman; in all other cases, it would be the shortstop.

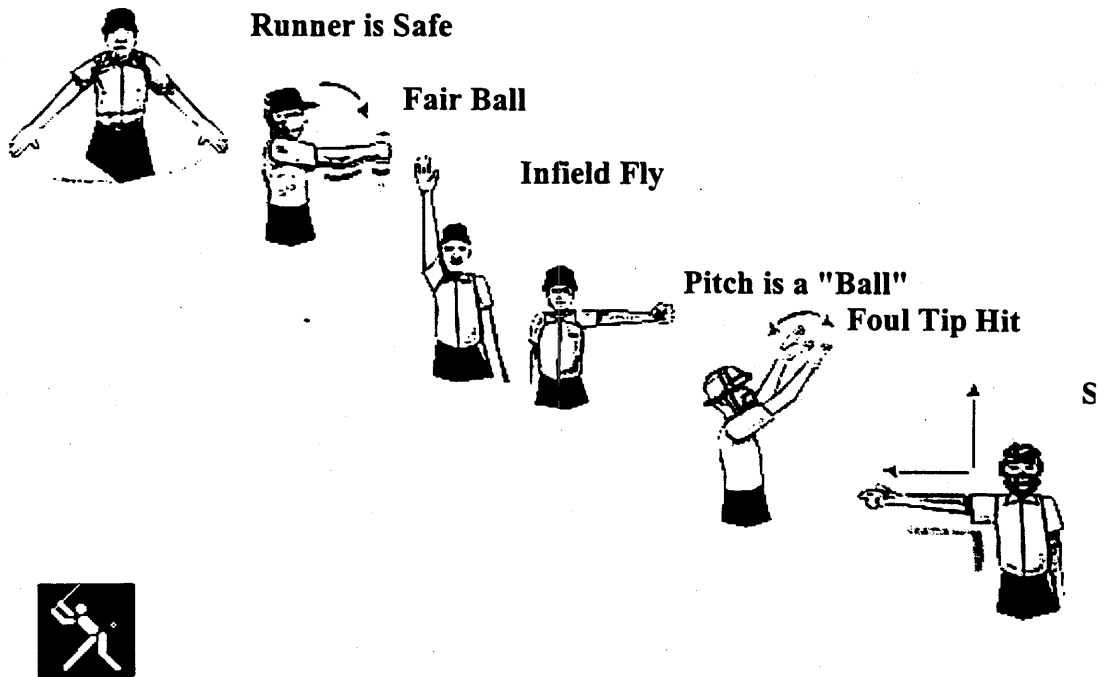
## Umpires - Oshkosh Youth Baseball

- 5) **RULES** Know the rules! Enforce the rules! You will receive a handout on the Oshkosh Youth Baseball Rules and the Little League Baseball Rules. You can be sure that the coaches and players will know the rules and will point out any rules that you incorrectly interpret.
- 6) **WORK as a TEAM** Before the start of the game and during the game as situations dictate, confer with your umpire partner as to who will have first responsibility to make a call. Communicate with each other. You both should keep track of outs, balls and strikes and help each other if you lose track. If you are not sure that you saw the play correctly, ask for help from your partner to see if they had a better view of the play and what they saw. Never over-rule your partner unless they ask for help in making the call. Only the umpire who had responsibility for the call can ask for help, do not let coaches go directly to the other umpire to appeal the play. Go off to the side, away from the coaches, and confer as to what the proper call should be.
- 7) **LOOK and ACT PROFESSIONAL** Wear your uniform. Act like a professional. Pay attention to the game at all times. You are responsible for being **on-time** and at the game you are scheduled to work at. If you can not make a game you are scheduled to work, it is your responsibility to get a substitute to fill in for you.
- 8) **The only BAD call is NO call.** You have to make a call. When making a call remember these three points: **READ** the play as it happens. **PAUSE** this gives you time to think about what you saw and to see any other action that would affect the play; such as the ball being dropped after a tag. **REACT** signal what your call is. This is especially important in "**selling your call**". If you look like there is no doubt what-so-ever as to what you saw there will be little room to for anyone to complain. **Remember: All calls an umpire makes are judgment calls and the umpire is always right.** Coaches, fans and players will pick up very quickly if you do not know the call to make and they will then try and influence you to make the call in their favor and will of course be very upset if the call does not go their way.
- 9) **PROBLEMS** Report all major infractions of the rules to the Umpire Coordinator and to the V.P. 9-12 league. They are there to help you and support you. If needed, suspensions and/or possible expulsion from the league can be handed out to offending coaches, players or fans.



## Back to Baseball

### Umpire Signals



### Essential Signs for the Players and Fans

My first instructor made it clear: the plate umpire's right hand signals play, strike, out, fair ball - "the ball's alive", and on the rarest of occasions "infield fly" and hopefully even rarer, an ejection. The left hand does everything else including awarding bases, controlling the pitcher and holding the indicator and the mask. Remember that simple instruction and almost everyone, coach, player and fan, will be crystal clear about your intentions.

#### Play

Along with strike and ball, this is the one call the plate umpire will make most often during a game. Pointing at the pitcher (or the plate) with the right hand and calling "play." The call is essential for the batter and catcher. The gesture is essential for the pitcher, defense and offense.. In every case in the rule book (Section 5.00) it is clear that the play signal is a verbal signal: "*....the umpire shall call "Play".*"

Erick Barkhuis, an umpire from the Netherlands, points out that **"this signal/call is very important for your partner(s) too!** They must know the exact moment the ball becomes alive. If they don't, they will not be able to respond correctly in situations where the pitcher makes a pickoff attempt or drops the ball while standing on the rubber. These are just a few examples." Perhaps more important than the ballplayer knowing is your partner(s) knowing the ball is alive.

#### Strike

Always signalled with the right hand, each umpire develops a personalized system for signalling the strike. Some do the traditional clenched fist, some indicate the

strike out to the side with an open hand.. Some umpires face forward, some turn. Some call strike then signal, others do both simultaneously. One essential element is not to turn away from the action particularly in a two man system. In a two or three man system, by not facing forward, an umpire might even miss a play at the plate while going through their actions.

### **Should you say "Strike," signal "Strike" or both?**

Philip Gawthrop from Anne Arundel County, Maryland wrote to add this comment : "Generally, on a swinging strike, as the plate umpire, I NEVER VERBALIZE my call but rather indicate to the players and fans with a raised right arm (in my case, with a clenched fist). The exception to the NOT VERBALIZING is on a third strike; the plate umpire again raises his right arm and says "Strike Three" firmly but does not "sell the call." If the catcher has dropped or trapped the pitch, you still go through with a firm "Strike Three" keeping eye-contact with the batter/catcher."

### **Ball**

Never signalled. Alright, maybe a touch of body english but no hand gestures. The general preference is that the verbal signal "ball" loud enough that both dugouts can hear it. Calling "ball" allows you to maintain the rhythm of your calls. **Never indicate why a pitch was a ball, for example: "High, Ball One"**

### **Ball Four**

Ball four is the one ball count that an umpire should announce aloud. You should NEVER point to first base even with the left hand. Just say "BALL FOUR". If the umpire points to first after the pitch and the defense thinks it's strike 3 and starts to leave the field chaos abounds. Even if you use the left hand, the players may not take note of which hand it was and be confused. Professional umpires never point to first.

Why ball four? It is an important count, but even more important is that you may arrive at a point where you will have to "sell" the walk. Having adopted a vocal call you are now in a position to act with authority should you need to.

### **Time**

Raising both hands into the air and calling in a loud voice "TIME." All umpires on the field will immediately signal the time call. Sometimes the call must be made several times in order to shut things down. Once time is called every effort must be made by all umpires to stop the action taking place. It is preferred that umpires maintain the time signal with at least the right arm until play is prepared to resume.

### **The Count**

Balls are signalled using the left hand. Strikes are signalled using the right hand. A **full count** is always signaled as "three balls, two strikes" and never signalled using clenched fists. The count is relayed back to the pitcher after every pitch and a verbal report is made usually after the second or third pitch and from that point on. The count is always read aloud as "two balls, two strikes" and not "two and two" or "twenty-two" or other similar variation.

### **Safe**

Both left and right arms are raised together, to shoulder level, in front of the umpire and then a sweeping motion is performed out, parallel to the ground, palms down. The verbal call of "safe" may be made. To complete the call you may elect to return



to the set position. To sell a safe call you might consider doing it two or three times in rapid succession. It is not always necessary to even make the sign or call. If the play is obvious do nothing.

### **"Out!"**

The clenched right fist and a short hammered motion seem to be favored by most umpires. Again, personal style is acceptable as long as it does not distract you from seeing any further plays taking place. It is advisable to wait a second or two before making this call. Watch that the ball does not come loose and check that the fielder is really in possession of the ball. The call can be made with only a gesture or can be sold with a loud call of "Out!" **Signal every out.**

### **Never say "Strike Three - You're Out!"**

Umpires are encouraged **not** to make this call a part of their repertoire. Why? In some leagues the third strike does not have to be caught while in others it must be caught. Often the plate umpire is in the worst situation to call the trapped ball, for example: a breaking ball in the dirt for the swinging third strike. An umpire should only call "Strike Three." If you have a situation where you know the batter now erroneously becomes a runner you can follow this by the call "The Batter Is Out!"

### **Dropped Third Strike**

Where this call is made the base umpire is often in a better position to relay the possession or trapping of the ball to the plate umpire. Signalling, not calling, a small discreet "out" means the ball was caught. Pointing to the ground with your right hand can mean the ball was trapped or not caught.

### **Out on the force!**

This is a simple out call but the concentration is on the base. Raise both hands together, just like you are going to call "safe". Point towards, or focus on, the base then signal the out with the right hand, the left hand usually moves up to your chest. Complete the sign by saying "...he's out" or "out at first" etc. if required

### **Out on the tag!**

Point at the runner with the left hand, signal the out with the right hand. Complete the sign by saying "out" plus "on the tag" if you want to sell it a touch. (Remember you are the umpire, not the color commentator.)

### **Safe, blew the tag!**

A "selling it" call that occurs when a runner slides under the tag or the tag is high. You can save some grief by indicating a loud "safe" and following it with a tapping motion where the tag was. Everyone will know you saw the tag and most will assume the runner had the bag before it.

### **Fair Ball**

The right hand points into the field in fair territory. There is no call "Fair" anything ever made.

### **Foul Ball**

The same signal as "Time" but the call becomes "Foul." Umpires often add a point into foul territory with one hand after giving the time signal.

**Dead Ball**

The same signal as "Time" but the call becomes "Dead Ball" or is simply left at "Time." The base umpire needs to pay specific attention to a ball hitting the batter in the batter's box. The base umpire will immediately call "Time" or "Dead Ball" if the plate umpire did not see the infraction. Never say "foul" in this situation.

**No Pitch**

The same signal as "Time" but the call becomes "No Pitch." If you are the plate umpire, step away from the plate. You will use this call most often in a softball game. It is used to indicate a leading off violation in some leagues. The call is a clear "No Pitch" and the "Runner is Out!" with a point and Out signal..

**The Run Counts**

Here there are two schools of thought. Often you will see an umpires point at the plate each time a run crosses the plate legally. Scorers often key on this gesture (as well as catchers!) This can be important on the "time-play" or a "third-out" situation.

Bob Bainter, a professional umpire noted, "As far as the point on the run scoring, I think it is a matter of personal preference. **Umpire Development wants no signal from us whether it is obvious or not.** It is not our job to let anyone know, because what if the defense wants to appeal and throws the ball away, allowing another runner to advance or even score? That is a situation could put the offensive team in a tizzy. It has happened before."

**The Run Does Not Count!**

Signal and announce when the runner does not score so that the scorer and coaches maintain accurate records. The signal, done by the plate umpire, begins by forming an 'X' with the arms in front of the body then sweeping the arms out to the "time" position. The gesture is repeated and the call "The runner does not score!" is made.

**Advanced Signs for the Players and Fans****Called Strike**

First point at the batter with your left hand then signal the strike with your right. It is good practice to verbalize something like "He went - strike." One very effective call is the pointed "Haaaw ... strike!"

**The "Check-Swing" or Appealed Strike**

The plate umpire does not have to be asked for help, he can simply request it himself. Experienced catchers will immediately ask you to get help from the base umpire after a check swing which you called a ball although in younger leagues with the coach and three players yelling you often say to the catcher, "Do you want to ask if that was a swing or not?" . Check with your league to see where the request can come from. In some leagues the request to appeal can come from anywhere on the field, even the manager. A request should never be refused. With your left arm gesture clearly to the base umpire and ask "Did he swing?" or "Did he go?" If the answer is yes the base

*Oshkosh Youth  
Soccer Club*



2677 Fisk Ave.  
Oshkosh, Wisconsin 54901  
May 26, 1999

Senator Carol Roessler  
P.O. Box 7882  
Madison, Wisconsin 53707-7882

Representative Carol Owens  
P.O. Box 8953  
Madison, Wisconsin 53708-8953

Representative Gregg Underheim  
P.O. Box 8953  
Madison, Wisconsin 53708-8953

Dear Madams and Sir,

Having just recently been informed of the Legislative hearings taking place this week at our State Capital concerning Senate Bill #145, I am submitting this letter due to work conditions that regretfully won't allow me to be in attendance. I apologize for not being there, but do feel strongly about the proposed acts to amend the Child Labor Law and feel that my feelings (and those of our Club) need to be heard.

I am President of Oshkosh Youth Soccer Club. We are a recreational soccer organization, founded in 1979 and incorporated as a non profit organization with the State of Wisconsin. This year we will field 150 teams comprising over 2,400 youth members ranging from 4 to 18 years in age. Our Club was founded to promote the sport of soccer, and to provide a fun, learning, growing experience to youngsters in the Oshkosh area. For 21 years our Board of Directors along with hundreds of dedicated volunteers have helped to achieve and accomplish those goals.

As part of a total soccer experience promoted within our organization, the recruitment, training, certification, and hiring of referees takes place. With

150 teams playing a 10 week soccer season, a total of 750 league games will be played this summer. Further, our Soccer Saturday tournament in July will additionally see approximately 185 games played. Thus, as we approach 1,000 games in a summer soccer season, you can see that it is imperative that a strong referee base be maintained within our Club. Currently, approximately 60 referees are registered with our Club. These include many adults who are registered with our Club, along with their other referee organizations in the state. Some maintain various certifications not only with F.I.F.A. (our international soccer governing body), but also with the W.I.A.A. and the N.C.A.A.. These individuals are very active in their refereeing. It is something they do not only for supplemental income, but also for enjoyment. At the younger end of the spectrum, we also find those younger in age that, because of their love for the sport of soccer, have decided to embark upon that same career of officiating.

The youngest age division in our Club is U-6. "U" stands for under. So to be under age 6, you would have to be age 4 or 5. We start these youngsters at this age to give them the chance to experience the game of soccer at a younger age. Since most of our members come from families with several players, these younger children want to participate also. We play on down sized fields, play with down sized rosters with only 7 players on the field at a time, and keep no scores, to better achieve our goals of a fun, learning, and growing environment. By doing this we try to eliminate any pressures associated with winning and losing. Thus all of our players at this age level are winners!

This younger age group lends itself, ideally, as a training ground for new referees. Since the games are for fun, the pressures associated with learning to make the correct call by an official, also are diminished. This is not to make light of the responsibilities of the officials, but to also serve as a fun, learning, and growing environment for them as well. Just as our youngsters are learning to "play" the game of soccer, our new referees are learning to "officiate" the game of soccer. In our organization we mentor our youngest officials, to better help them achieve the wisdom, experience, and understanding of the "Laws of the Game". Since most of these young referees are also players in our upper age divisions, this also helps contribute to their total understanding and appreciation for the game of soccer. Once they have undertaken the responsibilities associated with officiating, we have found that they have a deeper sense of the game and tend to be more of a positive influence as a

player on the field due to their experiences and insights as officials. Their roles as players, in general, have turned toward the positive. To the youngsters of this U-6 age division, they have become positive role models for them to look up to and emulate. Although games can at times become competitive in nature, soccer within our recreational organization remains as a fun, family, experience.

At the next age division of U-8, we progress a little but still keep play on down sized fields, and maintain down sized teams now playing 9 players at a time. We whistle when an infraction to the rules occurs, but try to still maintain that same fun, learning, and growing environment. Moms and dads, sisters and brothers, grandmas and grandpas, all partake of this wholesome sport. Our roots to families remains constant, and as we start our 21st season of play we are closing in on being able to witness a second generation of soccer families within our Club.

As witnessed in the various sports today, we find that the caliber and level of play has progressed far beyond what it was only a few years ago. Witness the accomplishments of the likes of Sammy Sosa, Mark McGwire, and Michael Jordan. To keep pace with this growth, the profession of officiating has also been forced to excel to new heights. This is also true even on a local level. The play keeps getting better and better each year. In order to accomplish this, one way that works for us is to expose our youth at an earlier age level to the merits of officiating.

As a certified official myself, I referee games in F.I.F.A., W.I.A.A., and also the N.C.A.A.. In years past, I have had the opportunity to witness my youngest son and now currently my daughter as they have started their refereeing careers. This has enabled me to act as not only a parent, but also a mentor. Since my daughter has only recently received her temporary drivers license, I have been her major means of transportation to and from her refereeing assignments. Several years ago the same routine was followed for my 18 year old son prior to his receiving his drivers license. As a parent, I firmly believe in monitoring the activities of our children. I'm not about to allow my children to become involved in any activity that I would deem harmful to them. Their work experiences are kept in perspective with their school and church experiences. Yet I feel strongly about the fact that youngsters at an early age level (one that is below the level required to acquire a work permit) might be positively influenced in a controlled, fun filled, sport experience. I don't view this as a detriment to their health, but rather as an opportunity to learn and grow in

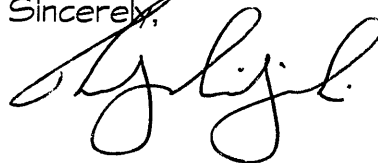
something that they enjoy and desire. Through the opening of bank savings and checking accounts, money management skills along with savings responsibilities have been valuable lessons that my children have learned at a far younger age than I did. Just as a youngster I chose to pursue a career as a newspaper carrier, my children have chosen to follow in my footsteps as officials. While officiating fees at this younger age level are not great, younger children could be given another viable choice in which to earn a little income during the summer months. A choice that would seem more like pleasure than work.

Our attorney James R. Macy, of Godfrey & Kahn S.C., as legal counsel to Oshkosh Youth Soccer Club has authorized me to indicate that he wholly concurs with this statement and fully encourages passage of Senate Bill #145. Further, as a sports official himself for over 27 years, he fully encourages the development of Wisconsin youth in the goals and values gained through officiating.

In closing, please keep monitoring the environment of our children. In the wake of recent tragedies, this has become ever more important! Our children are our future. Any investments that we make in them, will be returned to us ten fold! However, with the times, change must also take place. Our children today need and desire to be given opportunities that will be of benefit to them. By including officiating as an exception to the Child Labor Law, we will be giving them the opportunity to grow and learn in a fun filled environment.

Please give this your serious attention. Thank you.

Sincerely,



Thomas J. Widzinski

cc: James R. Macy, legal counsel  
Oshkosh Youth Soccer Club Board of Directors

August 3, 1999

Anne

M E M O

TO: MEMBERS OF SENATE LABOR COMMITTEE

Senator Russell Decker                      Senator David Zien  
Senator Roger Breske                         Senator Margaret Farrow

FROM: Senator Jim Baumgart, Chair

RE:                    **AGENDA FOR COMMITTEE HEARING & EXECUTIVE SESSION -  
August 19, 1999 - Room 201 SE - State  
Capitol**

.....

**Public Hearing** - A Public Hearing on SB 193\* will be scheduled for 9:30 AM. As it may take a while, it is my plan to hold an exec session **before the Public Hearing** in order to have as many committee members present as possible.

**\*Senate Bill 193** (Chvala) re a state minimum wage, providing an exemption from emergency rule procedures, providing an exemption from rule-making procedures, granting rule-making authority and providing a penalty.

**Executive Session (9:00 AM)** - The committee will take up the following bills:

**Senate Bill 163** (Law Revision Committee) re changing certain terminology in laws affecting the state civil service system (suggested as remedial legislation by the department of employment relations.

Public Hearing was held on June 23, 1999 - Needed amendment to change wording from "handicapped" to "disabled". Amendment ready for introduction & adoption. Enclosed is copy of Amendment.

**Senate Bill 145** (Senator Roessler) re to the employment of minors 12 years or older as officials for athletic events in which the participants are under 14 years of age.

Public Hearing held on May 26, 1999. Enclosed is memo from Dan Fernbach, Leg.Council Attorney, re the bill and a copy of a substitute amendment to the bill to be taken up by committee. If you have any questions re the amendment, please contact Dan Fernbach as he worked on the amendment with Senator Roessler

**LRB 2632/1 (Senate)** re to advertisements of auctions conducted by registered WI auctioneers & granting rule-making authority. Enclosed is a of this LRB & a copy of a letter of explanation from Marlene A. Cummings, Sec., Department of Regulation & Licensing. The motion at the exec session would be only for introduction of the LRB as a committee bill at the request of Secretary Cummings. This LRB does not deal with or change any items relating to CR 98-135 that was reported out of the committee in April with modifications. Any questions, contact Dan Fernbach,

SENATE LABOR COMMITTEE - EXECUTIVE SESSION - Thursday, <sup>August</sup> ~~April~~ 19, 1999, 9:00 AM

PAPER BALLOT FOR SENATOR MARGARET FARROW

**Senate Bill 163** (Law Revision Committee) re changing certain terminology in laws affecting the state civil service system (suggested as remedial legislation by the department of employment relations.

Introduction & Adoption of Senate Amendment LRBa0540/1. (Will be Committee Amendment)

Moved by Senator \_\_\_\_\_, seconded by Senator \_\_\_\_\_, that Senate Amendment LRBa0540/1 be recommended for introduction and adoption.

Senator Farrow AYE

Moved by Senator \_\_\_\_\_, seconded by Senator \_\_\_\_\_, that Senate Bill 163 be recommended for passage as amended.

Senator Farrow \_\_\_\_\_

**Senate Bill 145** (Senator Roessler) re to the employment of minors 12 years or older as officials for athletic events in which the participants are under 14 years of age.

Introduction and Adoption of Senate Substitute Amendment LRBs0103/1. (Will be committee amendment)

Moved by Senator \_\_\_\_\_, seconded by Senator \_\_\_\_\_, that Senate Substitute Amendment LRBs0103/1 be recommended for introduction and adoption.

Senator Farrow NAY

Moved by Senator NAY \_\_\_\_\_, seconded by Senator \_\_\_\_\_, that Senate Bill 145 be recommended for passage as amended.

Senator Farrow \_\_\_\_\_

**LRB 2632/1 (Senate)** re to advertisements of auctions conducted by registered WI auctioneers & granting rule-making authority. Enclosed is a of this LRB & a copy of a letter of explanation from Marlene A. Cummings, Sec., Department of Regulation & Licensing.

Motion will be for introduction of the LRB as a committee bill at the request of Secretary Cummings.

Moved by Senator \_\_\_\_\_, seconded by Senator \_\_\_\_\_, that LRB 2632/1 be recommended for introduction.

Senator Farrow AYE