

Board of Director's Meeting

SGV BUA

5/2/2021 – Zoom meeting

Roll Call

Board Members:

Jim De La Torre - President – present (late)
Jeremy Hamlett – Vice President - present
Tim Triplett — Secretary\Treasurer - present
Will Fortner – 2nd term - present
Mike Martinez – 1st term- present
Kendall McCarthy – Instructional Chair – present
Phil DiPrima – Assigner – present
Richard Ilizaliturri– 2nd term- present
Luis Ortiz –2nd term - absent
Jack Johnson – 1st term - present

Jeremy called the meeting to order at 7:37pm. Tim said before we need to add an item to the agenda that was for the 4/19th meeting. We need to discuss the email that our IC, Kendall sent out to the unit. **Will motioned to approve the agenda for today 5/2. Jack seconded the motion.** Jeremy said to add year-end banquet\event to the agenda. Mike asked where it would go. Tim said it would go under action items with awards. The email will also be a discussion item. **Everyone voted on the 5/2 agenda and it was approved.** Jeremy asked for comments regarding the 3/29 meeting minutes. **Mike motioned to approve the minutes for 3/29. Will seconded the motion. Everyone voted and minutes were approved.**

Open Forum:

- Nothing.

President's report – Jim De La Torre:

- Jim received an email this past week with the latest copy of the CBUA bylaws, they made some changes. Tim and Phil also received the email. Jim will forward it to everyone tonight. They are asking for feedback so everyone can review it and send any questions or comments and Jim will forward those on.

VP's Report - Jeremy Hamlett

- Nothing to report.

Secretary\Treasurer report - Tim Triplett:

- Our checking account balance is \$4,037.38 as of April 29. Tim said he paid our last insurance installment which was \$366 so all our insurance is paid. Financially we are looking good.
- There are some other minor expenses like awards.
- Tim is sending Bob McQueen a check for \$150 dollars on Monday for the CBUA membership dues.

Assignor's report – Phil DiPrima:

- Phil said he didn't have much at the moment, regarding assignments or games, for the rest of the season everything's been assigned and he's just waiting for a couple stragglers to accept the game. There's one game on a Saturday, with a TBA he's waiting to see if he can get a start time on that yet. Other than that everything is out assigned we don't have any open slots at all, which is good, so our coverage has been has been good, and I hope it stays that way. He has only had one game, so far, where he had to go from

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two empires to one umpire, and it was a last minute add on. So far, fingers crossed, he is concerned about our ability to cover playoff games. We already have the dates and we're going to have with all the sports running playoffs basically around the same time we're going to have multiple members. Possibly working playoffs and either other units for baseball or just other sports in general. While he can work with Bob McQueen on the softball side of things to try and help each other out. The guys that are going to do, basketball playoffs or volleyball playoffs we're going to have some coverage issues. He has already reached out to a few people regarding this and is going to reach out to others next week just ask them where they're at with what their intentions are for playoffs and try and get them to commit working at least our first and second round games.

- The other thing that has come down as i've been able to convince a couple of our schools to go to 2 empires at Arcadia games. To go with one empire and i've been able to convince the sal in alhambra to go to two and so now I just working on sure they'd be the last school to for us to get a second empire, for all of our lower level games.
- And then, finally, is the the three man crews i'll be reaching out to the schools this week that I have an idea of what standings look like and what games might be intense and whatnot and see if we can arrange some three man games before the end of the season.

Instructional Chair report – Kendall McCarthy:

- Kendall said he reviewed the list Tim sent him and there are still 8 members that are just not doing anything. He has called everyone on the list that needs hours at least more than once. Jack asked if these people are getting games. Phil answered that they are. Will said we should take them if there is the ability to cover the games. Phil said it will leave us short if he starts doing that so he, Kendall and Tim have pressing just trying to get everybody to get it done. Jim said we are getting to the later third of the schedule and we can't continue to allow this to happen. Jack said we are taking games away from people who have done the work. We shouldn't be rewarding people for not doing what they have to do. Kendall said it is 7 umpires not 8 as he mentioned earlier. Phil asked if we could go through the list of seven umpires and make a decision on each one and we can start making schedule changes tomorrow.
- Kendall said he will do what it takes to get the remaining certified.
 - Brandon Degrazia, 13 hours - he needs 5 hours. Kendall has talked to him and he was supposed to call so they could get it taken care of and he never called. Jim said he proposed that if Brandon didn't complete those 5 hours by Friday, we pull his schedule. Jim asked if everyone agreed.
- Jeremy said the rest of the list should be discussed during action items under the member certification item.

Committee Reports:

- Nothing to report

Action Items:

- **Awards** – Jeremy asked if we had a committee for awards. Jim said no. Jeremy said he knows we aren't doing a banquet but feels we should do a Zoom get together. He thinks we should at least plan something even if a lot of people don't show up.
 - **Rookie of the year** – our rookies are Danny Savage, Theo Lai, Ryan Pardus, Sean Corrigan, Frank Rivera. Will and Mike nominated Danny Savage. Phil said the most polished and the one who has grown the most is Sean Corrigan. Two candidates – Danny and Sean. Everyone voted and Danny Savage won.
 - **Most Improved** – Kendall named Eddie Gaxiola. Mike nominated Jason Plourde. Everyone voted and Jason Plourde won.
 - **Roger Smith Award** – Tim nominated Jeremy. Jeremy said he won in a few years ago. Jack said how about Richard I. Richard said he has won it as well. Richard nominated Steve Delgado, Juan

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Guzman, Darren Winkley or Al Cone. Jeremy said he would add Phil DiPrima. Everyone voted and Phil DiPrima won.

- Tim asked who the contact person is who is going to take care of getting the awards made and then getting them to him so he can have them shipped to these individuals. This is an expense that we're going to occur. Jeremy said he could help. Jack said if someone could give him a template, he could do it. Armando has done it in the past, Tim said he would reach out to him and see if he can do them. Tim said we can announce the winners at the yearend event.
 - For the yearend event, Jeremy said he will pull something together and whoever set up shows up. It will be scheduled for 7:00 on Monday, May 24th. Jim said he would not be there. Jeremy will send something out. He will write something out and send it to the board.
- **Member Certification**
 - Brandon Degrazia, 13 hours - he needs 5 hours.
 - Dennis Knight – needs 12 hours
 - Fred Spears – needs 4 hours, concussion and covid exam and study guide
 - Frank Rivera Jr – needs 4 hours
 - Frank Rivera Sr – needs 4 hours
 - Jose Andrade – needs concussion
 - Raul Ruiz – needs 12 hours
 - All these people are not certified. Jim said if they haven't completed everything by Friday then we pull their schedules. Jack asked if this will put us in a position where we won't have umpires for a game. Phil said that should not be a reason why we don't pull a schedule now. It's just a matter of contacting the school and saying hey we don't have anybody this day we can't farm it out to another unit, we got to move the game. Jack asked if that would put us at risk of losing schools next year. Phil said no. Tim said it puts us at risk as a unit right now to continue to have these people work and not be certified. If it happens to be some type of liability where something happens in that game, and we have an uncertified official working the game, we are liable. Tim, Phil and Kendall have been working to get these guys certified. Tim said he didn't think we should wait until Friday to pull games. We should do it sooner. Will asked if any of them haven't paid, Jim said 2 on the list haven't paid. Tim said both Rivera's have not paid. Phil said Jr is not working games. Phil pulled Rivera Sr's schedule right now. Phil said we should tell him if he want to pays, then, if something opens up and we can put you back on providing he gets his hours taken care of and everything else, but at this point in time it's just time to move on from those two guys. Kendall will contact the 7 members and tell them they have until Wednesday or their games are pulled. Jack said he wanted to clarify that we are saying if they can't plan to make a phone call with Kendall to get their hours by Wednesday they are done. Jim said that is correct. Phil said he would like to send the email to the 7 members. Everyone said ok. The board will be cc'ed on the email. Jeremy said if Frank Rivera ever does return to us, he must pay dues and pay Phil the assigning fee for those games that he's worked already. Phil said yes. Jim said he's got to pay back dues as well, because he worked so he was technically a member of the unit. Phil said he would like to pull games from these individual umpires tomorrow, Tuesday and Wednesday if they're assigned anything but let them know why the game is pulled. Then he will give them till Wednesday at five o'clock to get everything else situated or the rest of the season is going to be pulled. Everyone agreed with Phil's plan. Jeremy said everyone on the list should get the email, regardless if they have 1 or 10 hours left. They should all be treated the same. Everyone agreed. Phil will get the email out tonight.

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- **Email from Kendall (this section will be direct quotes)**

- Jim said the email from Kendall two Fridays ago, his update for the week. "Several board members felt that it was an inappropriate email and we want to put that into the discussion. It was something that was very personal and a touchy subject. We want to discuss that because I personally believe that it was something that wasn't regarding instruction, it was a personal feeling and it also became a personal attack on a fellow Member. Which now several people have figured out who this person is, and the person is being held under some scrutiny. Everyone had a chance to see the email." Tim said "I think we should ask Kendall what his driving point was and have him talk to us about the email". Jim said "Kendall can elaborate a little bit please on the email, and what drove me to send this email." Kendall said "I sent out 3 emails. You can ask a question about any of them." Jim said "we are just talking about the one in general, the first one". Kendall said "ask me a specific question about the first one." Jim said "we just want an explanation on it and what drove you to write it." Kendall said "it is a touchy subject I wanted to pull the band aid off the scab, to be honest with you and expose what's going on, we have a responsibility. When you say it's personal well it is personal I've been black my whole life and I should hope that this is personal to everyone, listening to what I am saying right now. What would drive a coach to throw and hit an empire, now there's a lot in that email, that was not said. I happen to have a discussion with the empire that was hit. That unit has a reputation about, a poor reputation about treating teams and members of color differently. They have a reputation. Jim said "wait we're not getting." Kendall said "i'm speaking I listened to you, let me explain." Jim said "I understand, but we're not going to get into an accusatory type of thing, we cannot speak for other units, I mean I understand, we have to be careful. Again, we don't want to get into an accusation type of thing because we're not in that other unit, we want to talk about just solely our unit." Phil said "yeah Jim but if you're going to ask him to explain himself and then let them talk whatever his opinion is that's what you asked for, so let him talk don't interrupt him." Tim said "yeah I would agree". Jim said "far enough, continue please". Kendall said "we happen to have a long conversation close to 40 minutes. It was actually a three-party call not going to mention the name of the other person, but the umpire himself told me when I brought up these accusations to him and I asked him just what I said to you what do you think would cause a grown man to hit an empire like that, and he says this is his words, not mine - yeah we have some right wingers in our unit, but when they get on the field they are fair. Okay, that means that all I have to say about you know the reputation of a unit he had the nerve to tell me, and when I asked him again what he thought would drive a coach to throw a ball at him and he says well Jackie Robinson never did that and I asked him, you're not comparing yourself to him, you're not suggesting that this coach should take all this abuse that he feels he's receiving and gets and get spit on like Jackie Robinson, oh no no that's not what i'm saying at all, but that's exactly the road that he was going down. This has to be addressed Jim. In an 8 day period we had three incidents that either directly or indirectly involved our unit on racial issues, it has to be addressed. It's an ugly issue doesn't get any prettier by not talking about it." Jim said "Okay, but Okay, so all right. Fair enough, but I mean again it's number one I don't. Again, this is just my personal feeling I, and I agree with you that it should be addressed but I don't know if this. I can't even come up with the words but I mean number one we're not here to address San Fernando unit that's not our problem that's somebody else's problem. That game had nothing to do with that the us. The other two games did ." Kendall said "It had everything to do with us Jim, it's a team in our unit that we are arbiter." Jim said "but it's not a game that we worked it had nothing to do with us whatsoever. Nothing whatsoever, yes, it is a team from our area it is yes. Kendall said "two coaches that we empire got kicked out of the game". Jim said "yes and we didn't throw them out. We did not throw them out. We had nothing to do with that game whatsoever, so it doesn't involve this we shouldn't even get involved." Mike

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said "I got a question for Kendall." Mike said "my question is, this situation that you've addressed should have you not talk to the board first before you sent anything out." Kendall said "I don't feel so I think it's part of my job description and I did what I felt I should do. I'm trying to educate my umpires I asked him to look in their hearts, this is a real problem it's not a perceived problem, it is an issue and we cannot ignore it, it will not go away." Mike said "But I understand I understand, and I agree with what you're saying. What my question is, I think, maybe it should have been discussed with the board and then if we felt that it should have went out maybe the language, still with your perception, I mean your idea of what you're saying still goes out, but maybe the language would be just maybe a little different. We have a board to discuss it then maybe had put something out all of us read it said it was Okay, and then send it out and it still gives the same message that you were trying to put out here, or that you did put out here." Kendall said "Let me ask you, what do you object about the email specifically." Jim said "before Mike answers that, let me just put it this way to every all the other board members. The reason why Tim, and I put this on the agenda, and also because we asked Kendall to please stop sending any emails that did not have anything to do with instruction. It's not so much regarding the information or what occurred in the San Fernando unit game, it was more so the second part of the email, which was the way that it reads and the way that it's written, it's a personal attack on Jason Plourde. It doesn't specifically come right out and name him, but it does not take a rocket scientist, I was able to figure out. Several other general members and even board members were able to figure out who this person was and it's a personal attack on him and I think it was unwarranted. And he took it to the point to where he even wanted to press this further, he wanted to bring up ethical charges on this, but he was dissuaded from doing that. He is still well within his right if he wants to bring ethical charges on this, but again, but that was the second part, was more of a personal rant than anything." Kendall said "it is as a benign email as it can be without mentioning his name. I didn't mention the date I didn't mention the field, I didn't mention his name. It happened, Jim it happened." Jim said "It happened." Richard said "My thing is. You have made an opinion of an umpire in our unit that you had no clue about. That's what is upsetting me as an empire in this unit. You made your own assumption about that umpire without any real facts, except for what's in your mind and that's what I'm having a problem with." Kendall said "Well that's what. You have right now, because you have no idea what facts I have. You have no idea I talked to your head coach." Richard said, "you're making your facts up." Kendall said, "I'm making my facts up." Richard said "with Jason you are. What you saw him do was your opinion that he was showing some type of misconduct." Kendall said "He was. He admits Richard speaking every inning to the coach he said that's my good friend and i'm saying very good who cares. You shouldn't be doing it it's perception it's a perception." Jim said "Right to that point." Richard said "You took that perception to a different level and that's what's wrong." Jim said "Okay, Richard hold on to that point Kendall you're right and it is wrong and that should have been something that you guys should have taken care of in post-game. And just pointed out that you know it's not proper etiquette it's not proper mechanic. We're there to do a job, not to put it out in a general email to the entire unit and and to single him out. Kendall said "I didn't single him out." Jim said "Yes you did. It didn't take a rocket scientist, when you say that it was a team of color to figure out number one that it was Muir and that it was somebody that you were working with." Kendall said "well that's just that's a story to discuss another day that we have only one minority team it's so unfortunate, so what you're suggesting is I shouldn't even mention the issue." Jim said "not in an email to the general membership, no. Keep it very generic it wasn't generic enough." Kendall said "It was extremely generic I mean; how can I bring up an issue of a team of color without mentioning a team of color. I didn't mention Jason's name." Jim said "Because like I said, my point is, is that it more than one person was able to figure out who you were talking about." Kendall said "well, I mean this, this is why we deeply need to discuss this Richard is jumping on me, without knowing the facts, accusing me of not knowing the facts only because he has a relationship with Jason. Richard knows nothing about what occurred that day nothing other than

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he has a relationship with Jason so." Richard said "no, no, no. You gave one side. I listened to the other side, so don't say I didn't get the facts. I mean Jason went home upset with the way you your conduct with him was. We should never do that as umpires are as human beings. And that's what I'm saying, I've heard your side in email and I talked to Jason personally and got his side." Jim said "I talked to Jason four days later, and when we were talking on the phone he was trembling." Kendall said "I've been trembling my whole life Jim with this bullshit." Jim said "I understand Kendall." Kendall said "Okay, well, let me tell you, too bad Jason's not here but it's unfortunate. I'm gonna tell you exactly what happened, the shortstop with a runner on second ask Jason can you move a step to your left. According to the shortstop Jason told him no and I'm not going to move to my right. So, he conveyed that to his coach. At the end of that inning the coach came up to me. and asked me if I would go out and talk to Jason and ask him why he wasn't going to move." Jim said "Okay well Jason's interpretation is different than that." Kendall said "Of course, even the answer Jason gave me at the end of the game is different from what he's saying now. I told the coach I'm not going to go out and tell my partner, how to umpire. I said, BB you need to go out there and ask for an explanation. He told me, I can't go out there and I said you need to go on now so for explanation talk to him. respectfully just like you talking to me he'll give you a respectful answer. Again, he replied Kendall I can't go out there, I said Okay, so he went to the coaching box too bat. At the end of that ending he's walking by me to his dugout I said bb you need to go out and ask my partner for an explanation, he will give you an explanation. He said Kendall after what happened Saturday, I can't go out there. So, then it dawned on me that perhaps he was told not to rock the boat because he was the only coach left that's my scenario." Jim said "Okay." Kendall said "So, as I said, BB, I will talk to my partner at the end of the game. So we go to the car I said Jason the short stop said that he asked you to move and you told him no. He said yes, I did. And then I went off, and I said some choice words. Then Jason said, well, I told him I couldn't move to the left, but I can move two steps to the right. So i'm saying Jason if he asked you to move and your blocking him and you move a step to the right, you are no longer blocking him, so why wouldn't that satisfy him." Jim said "Jason said that he asked him to move two steps to the left, he said he couldn't do that because he would be out of position. He says, but I can go two the right you want me to go to the right, and he said no. He said I want you to go to the left and he said I can't do that. He said I want you to go to the left and he said I can't do that. Kendall said "Does that sound feasible to you. If an umpire is blocking a player and a player asked him to move one way or the other, and he says well i'll move this way and the guys gonna say no." Jim said "No, that's what he said. Just because they request us to move doesn't mean that we have to." Will said " Why wouldn't you." Kendall said "Why wouldn't you, why wouldn't you." Jim said "Because fit it's the best position that you can be in." Kendall said "oh come on." Will said "oh come on." Kendall said "Jim you probably missed my field clinic then." Phil said "that's bad umpiring if you're not going to move. There is nobody anywhere that's not going to move." Kendall said "zero reason not to move Jim." Jim said "if I am in the best position I am not going to move." Will said" we are there for the kids." Jim said" not going to move." Jack said" It can I can interject, i'm having a hard time following this. A shortstop asked him to move and because he didn't move that was a racial issue. I don't get how we got from A to B." Jim said "Okay, you got to take the whole context in Jack they just again they're asking a white umpire to move he refuses so because of what transpired in their previous game, on Saturday it brought back all the same feelings to them, so the kid goes to his coach." Kendall said" Oh, you know. I didn't tell you everything the night before I called Jason and I told him what it happened in the Saturday game, he said he didn't want to know. I said Jason I think it's important that you know what we're getting into here, and he says, I really don't like to know these things ahead of time. Keep in mind also that this occurred about an hour and a half after the George floyd verdict came in and Jason is spending every inning talking to his friend from the other team coaching first base. Well jason's remark to me when I asked him about, that is, he said, well, I would have i'm a talker I would have talked to the coach at Muir if he was in first base. I say well that's unfortunate because they didn't

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have a first base coach and I said optic stinks he accused me of calling him a racist I said i've never called you a racist I never insinuated you were racist I don't think you're a racist, but your perception of what you did on the field stinks. With all that concerned with all I just told you that's what happened. the perception stinks sometimes we do things without thinking. And I believe that's what he did, because the way Jason told me oh yeah I was talking to him. Like he didn't think it was anything big deal it's a huge deal it's a perception that's very, very poor, particularly of all in all the situations that I just explained to you. Leave the names out of it Jason is not a racist and I never even said that that's bullshit." Jim said " okay fair enough, but his version is completely different because he says, the only reason that he talked to the first base coach and he claimed it was not every inning. Is he said it was because the coach talked to him, he did not he did not start any conversations, the coach talked to him so he talked to him." Kendall said "well it's a poor excuse I mean he's a grown man he doesn't have to stay and converse." Jim said" but like I said again that is something that should be kept personal between the two of you in a post game and put it in your evaluation, not in a general email to the entire unit." Kendall said "It needs to be in a general email so every empire is sensitive to what's going on. And then, three days later." Jack said "That needs to be to be addressed, because that's the core of this and if you're adamant that this needs to go out to the general consensus, the general membership that's a problem yeah i've got a problem with." Jim said" We cannot be singling out any single member that is wrong." Kendall said" I didn't single out any one Member." Jim said "yeah you did, you don't see it, but you did." Kendall said "yeah well, I mean you can hire private investigator, I never mentioned his name." Jim said "And the private investigators, going to be able to figure it out in five minutes if he has access to The master schedule." Jack said "Okay, Kendall at the end of the day this this umpire made some decisions that probably need to be addressed by you, it does not need to go out to the general population. This is a mechanic issue that you need to that you or someone needs to address. If a player asked you to move a step or two but make it work you don't talk to you may talk to a coach sporadically throughout a game, but not three or four times out of seven innings you don't do it. I mean we all converse with coaches sporadically but it's very sporadic it's not. we're normally are correct position and you as a as a part of your job, your mechanic is you need to be between first and second base in the outfield that's where you need to be. And that's those are things you handle but, but this is not for the general population to read this is not we're not here to solve social injustice by email from an empire unit. Kendall said" sure it is. Then when do we address this." Jack said "I don't give a crap it's not hear." Kendall said "yes it is that much I can tell you it is." Jack said "No it's not Kendall. No, you are way stepping out of your bounds here. No, no, this is not the agenda." Kendall said "My job is to change the perception and ask you guys - Jason didn't even realize what he was doing." Jack said "Okay, but that's not your job." Tim said "Okay guys guys guys, let me just jump in here. I read the email and I definitely thought it could have been written totally different in regards to an instruction standpoint. If we're going to discuss these racial injustices and things that are going on, I think we need to have that come from the entire board. I don't think that comes directly from you Kendall." Kendall said "from the sound of things the Board has no iota." Tim said" But Kendall you didn't even give the board a chance you didn't even bring this up to the board." Kendall said "yeah okay well." Jim said "This was personal for you." Tim said "hold on hold on Jim Jim Jim. One second Jim. Again Kendall I support you, I still support you 100%, But I just think this could have been dealt, should have been dealt differently versus bringing that, airing that email to the whole unit. I just think it could have been done totally different. I know it's out there; we see it every day. But I really don't think that that was the platform to do that. I think that it should have been definitely in regard to the instruction. I think it was like to fresh I mean, I think that game happened on what Friday." Jim said" What day was a game, on Saturday and then Tuesday." Tim said "Right and then again that email came out Tuesday, so no one even saw it coming. It wasn't discussed. We all know what's out there and I'm not trying to bash your opinion. I have some of those same opinions but I'm just not going to put it out there like that. I'm just not going to do

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that. I'm going to think it through, and for that type of email like I said we should have had a discussion about that. It should have come from the entire board not just you. And I think it should have been written differently." Kendall said "the original incident with the Muir coach and Glendale high school happened on the 17th. This incident were discussing with regarding Jason happened on the 20th. The 24th game between Damien and Maranatha supposedly it's been reported that a player from Damien called one of the black players a nigger on Maranatha. OK, so now we are we're going to wait until the fourth incident happens or fifth incident happens or six when do we stand up and address this." Jim said "Once again that instance that has nothing to do with us, because we weren't even on the field. We were not on the field that's for CIF to handle and the schools it's not us. We don't have anything to do with it we don't get involved. Tim and Jason handled that perfectly well and their explanations. Maranatha wanted them to act and they said guys, we have nothing to do because we weren't on the field, it's for you guys to handle." Tim said "going back to what Kendall just said Kendall again if you feel strongly that something needs to be said your part of this board. All you have to do is say to the board, I think we need to address this, and I think we will address it. And I don't think you, you should just go out there and just address all of these issues. I think if we look to be stronger when we come together as a unite and address everything together. But when you just put that out there, like that that just it puts you out on an island by yourself." Kendall said "Well, it definitely should be addressed." Tim said "Obviously I totally agree." Kendall said "But obviously Jim's position is he doesn't want to have anything to do with it he's putting it off on the CIF but it's in our backyard.: Tim said "I agree, but I'm just saying what we need to do before we send that email out it just say we need to address this. And then we can talk about it, we can get something together and put it out. I'm just saying that it should have come from all of us. It would have probably been a different email, but I think it should come from the board that's all I'm saying. I'm not disagreeing with your feelings." Kendall said "It's not too late, the board can still put an email out to us." Tim said "Well we're going to have to, but we need to talk about that. That's why we are talking about this now, to see how we're going to move and what direction we're going to move in. So I do agree with you, we need to definitely do something. I don't agree with Jim because it's not just up to CIF. This happened in our backyard, these things are happening in our backyard, so we just need to be careful in what and how we address it and what we say in our emails that we're sending out. We need to unitedly come up with an email. But in your emails, I just think that your email should have been more of instruction and I just think it like to fresh. I mean the sooner you talk about it, I'm not saying let it pass two or three weeks away, but it came across to me, when I started reading and I was like. I was just like wow this is some strong stuff, but I just think we just should have dealt with it differently." Jack said "yeah Kendall, no one respects your work, your diligence your ability for notes and everything else, more than I do, because I really do. But at the end of the day, you have a specific job and that jobs an instructional chair. What you're talking about here are some social issues. Part of the reason why I umpire is because I get on the field, I don't have to worry about stuff like that. Because I know I may be white and everything else, but when I'm on that field, these are players, these are young men. Sports is very, very important to me, you know it's a reason why I'm involved in this stuff. I understand where you are coming from, but that is not your job, this is not a Social Platform for us. I know it's in front of you, I know its the third incident. Most of these instances don't involve us, or we were not on the field. They not part of your job description. And I think you're taking liberties, by extending from that. I don't want to take away from the job you've done in one area because you're doing a great job in that area, I don't want you to expand to another area where we shouldn't be doing anything." Kendall said "So let me read to you what out of our bylaws what my job description is OK. Page 12 it says instruction addresses rules mechanics philosophy and ethics and well definition of ethics is the moral principle that govern a person's behavior or the conducting of an activity. So reading that my job is a little more than just going through the rulebook." Jack said "No, I disagree with that because the morals and ethics are to adhere to the rules of the rule book. they're not the ethics of

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what someone does outside the field of the play and taking something that happened on a different field. You may want to address that if you have a situation that happened before a game, this is the proper mechanic. That would be the way that I think your job description fits. You're trying to do a social issue here when that's not your place and it's not my place, this is not the forum to be doing it." Kendall said "Well, I just read the definition of ethics which the bylaws say I'm in charge of and it's the moral principle that governs a person's behavior yeah." Jack said "OK, so the moral ethics on the field don't have. You're extending that much further than what that saying. To me the ethics are what's in the rule book that's the ethics. You are to enforce those rules. Not oh, you know we let jewelry slide you know for this team, but not that team. I mean those are the ethics of the rule book. But you're talking about something outside you're talking about social ethics." Kendall said "the perceptions of an umpire on the field, I should not address that." Jim said "You didn't do anything morally wrong." Jack said "Kendall you're looking for a problem." Kendall said "let's move on let's move on. I'm looking for a problem yeah okay okay. yeah that's correct your hundred percent right, 100% right. looking for a problem. I'm a problem solver I'm not a problem maker." Jeremy said "does anybody want to go because I've got some stuff I want to say, but I want to wait till the end does anybody else want to say anything." Phil said "I got all kinds of shit to say." Jeremy said "So you can go. No go ahead and I'll talk after you." Phil said "I think Kendall the email was well intentioned and everything you're saying is correct in the email about perception being a reality to some people. We're just talking about what's on the field okay. We're talking about a black shortstop perceiving a white umpire being a racist because he didn't want to move because he moved for the white runner. That's what happened out there. Okay that's perception, that was my perception of what happened. I wasn't even there but I heard three different stories. That's my perception. It's real, when we talk about racist issues in social injustice, yes, it's all real off the field and everything, but the perception of umpires being racist on the field is real. We need to be aware of that, as an official and we need to umpire to the best of our ability to not give off that perception. So what Kendall was trying to address here was everything happening on the field. Okay, we weren't talking about the post-game discussion we weren't talking about any of that other stuff. Everything was on the field. Ethically Jack, we have the obligation to not talk to one coach, we don't talk to their side, we don't show that favoritism. We cannot do that because, whether it's CV and Muir or CV and Arcadia, it doesn't matter. You can't talk to a CV coach and then not talk to the other side. That perception, whether he's your buddy or not is bad, that's bad for umpiring that's the point here. I want us to not take this personally and just understand what the message is. The message is the perception of what we do on the field needs to be in our minds at all times. I'm not going to have a personal discussion every single half inning with a buddy of mine who's on the first base side. I'm going to be fair and move or not move for both sides. I'm not going to move for the runner and not for the shortstop, that's bad umpiring and that's the point here. I know all of this is touched some sensitive buttons here. And while everybody's entitled to their opinion, I'm not going to say who's right or who's wrong because I don't think that's important here. What's important is the mechanic side of stuff and the ethical side of stuff as an umpire on the field, that's the important issue here. And that was being addressed in the email. Furthermore Kendall, I think the message here, the most important message here from the board is, if something like this needs to be addressed, and if it's this important, I believe the board wants you to run it by the board and let's have a group discussion so a message like this comes from the board and not just yourself. The perception is exactly what you're hearing from Jack and Jim and Richard and several other guys, who have voiced their opinion to us. The perception of the email is your overstepping your bounds so how are we going to fix that. Okay, moving forward, if you want to send something out talking about any kind of ethical action on the field, any kind of mechanic issue, whatever and if the board would like you to send the email to have it proof read and approved to send out I think that's the message here. Let's stop pointing fingers, let's stop trying to take blame and say this is, you know, not the forum for this or that or whatever. We need to just fix our issues here, let's clean up our

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house and have a policy in place for everybody that includes anybody that has access to an email. You know that could be coming from me, you know if I wanted to send out this message this email, and something like this, I think that should be proofread by everybody. If Tim, or Jim wanted to send something of this sensitivity, you know absolutely, let's all come together as a group, and do it right. So that's what I have to say, Jeremy go ahead. Jeremy said "No, anybody else want to say anything." Will said "I want to say something. Actually, I commend Kendall for having the integrity and the wherewithal to actually send an email like that. It is important to me with the life that I've lived and on the field perception is every bit of what we do. If you make a good call or bad call at first or third base, I made a bad call at third base the other week and Jeremy pulled me out of it because we work as a team. We're partners on the field, and we need to be partners 100% to get through the game. I just feel that we got to have perception, not only on the field, but what we do as board members and what we do as men that work together. And I just think that's the number one thing that we have to do, because people are watching us whether it's the people in the stands or the coaches, or the players and, in my opinion not only am I out there to represent the San Gabriel unit, I'm out there to represent those kids. That's why I'm out there and that's who I like to be with, as well as with my partners. And I commend Kendall which I have already said it so anyway that's about all I had to say." Jim said "Jeremy." Jeremy said "Sorry, I was trying to unmute. All right, I'm going to try not to reiterate what other folks have said, but there are a few things I do want to mention. For the email, I think it was the emotion part in the email. Again I work on a college campus so I deal with writing emails in a professional and just kind of facts way, so I think if Kendall's email would have been with less emotion, I think the message would have got through. I think the message got lost with the emotion. It makes sense why he had the emotion. I think what we're dealing with is exactly what everybody's saying is perception. I think the other thing that we're dealing with the word I haven't heard yet but it's trust. You know that's what the communities of color, that's what this is it's a trust thing. So even though we're talking about it as a mechanic thing, it's also a trust thing that we have to be able to get these players and coaches and fans to trust us. So perception is part of it, but it's also trust. I disagree, I think that this is something that can come from the board. Some schools send something out after the George Floyd verdict. It's within our realm as a board to say something. I also agree with Will, I commend Kendall for sending it out, you know. If you think about it, the reason we're dealing with this stuff for decades and decades is because either the people that are affected don't speak up, which Kendall did or the people that support those people don't speak up, which is us. So we, as the board, have an obligation to in a factual way, not with emotion, but just put it out there, that there are underlying social things that impact us and we don't live in a vacuum. And I appreciate Jack too, because the reason I go out and umpire is because it gets me away it gets me away from all the shit that we deal with in everything, so I totally get what Jack was saying. We don't live in a vacuum, there is, race, there is bias there's that lack of trust that's in those communities. I would argue, it was hard for me to hear that to be like oh I right away, knew which school of color it was. I would argue that probably most of our schools we service are schools of color because color just isn't black, it's brown, it's Armenian, it's all those people of color it's not just one color. We need to be careful as a board when we're talking about communities of color and people of color because we don't right away think it's Muir Pasadena for black, it's people of color and that's what we service. That's another reason why I think as a board, this is something that we do have to get in front of and say something about, because we need to let our members know that we're supportive and that we're here to help too. Whether we have a zoom meeting or if we just send something that says if you need support, or if you need something from the board, let us know. I think we got off track a little bit talking about the mechanics, I mean the other day, a shortstop asked me to move I said I can't move to the left, but I moved to the right. I moved it's not a big deal. I don't know why it happened. I haven't talked personally with Jason about it, but I would be more than willing to do that. I would say this now. I didn't get anything personal from Kendall's email saying that he was racist, what Kendall was

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trying to explain is doing something like that doesn't get to the trust we're trying to get to and it leads to the perception that here's a light skin umpire not doing something for a person of color. I see that from the other side, if people don't know me, they see me walking down the street or they only see my name on a zoom, they don't know that I'm Mexican. They don't know I live in El Cerrino, they don't know I speak Spanish so that perception runs both ways. We just have to do better, as a board, and we have to support and help, not just our members, but also the students and also the coaches and I think. If we could put something out and even if we could share it through maybe with the Ads and let them know that this is something we recognize and we're going to work on as a unit and as us. I think that would be good. We don't live in a vacuum racism is out there, you know we can't deny that it doesn't exist, it does. Having this conversation and sending that email isn't calling Jason or racist, it's just saying stuff like this is what makes those schools feel like they don't get a fair shake or that the way they treated differently. Kendall I really wanted to reach out to you before this meeting and I apologize for not doing that. Just so you know, I just think if it would have been a little bit less emotion, I think the message would have got out. I think the message got lost because of the emotion, but I understand your emotion, so it makes sense. I hear what Phil was saying and Tim, instead of it coming from you, because now it looks like Kendall sending it out, that if the board would have sent it out, then it was the board sending it out as an update. Kendall I appreciate you sending it out, I just wish we could have looked at it, or we could have worded it different because we could have all been behind you. I totally get where you're coming from and we do have to talk about it, we do have to discuss it, because we want to make sure that our members, just like we talked about them being trained to do a game they have to be trained to how do you go to a field and gain that trust and earn that trust and change the perception. I'll stop talking thanks everybody. Will said "One thing I'd like to say about mechanics, when you're in the C slot I ask runners, I'll turn around and ask a runner which way would you like me to move. That's real simple and then the questions answered and you move on. And you're there for the players. Without these kids we're not going to be out on the field." Jim said "yeah okay all right fair enough, Jeremy is right about one thing in particular, and that is the emotion. I think the problem is, is that the emotion, I think Kendall that you were to emotional when you were speaking with Jason. Yes, he did he made mistakes out there. And I think that those should have been pointed out, but I think that they should have been pointed out differently and your emotion got the best of you. And like Jeremy said, perception, he perceived it and which is the reason why he thought it was a personal attack and he perceived it as whether you said it or not, that you were calling him a racist. I'm 100% positive, you did not actually come out and say that but that's the way he perceived it. And I think according to his account I think you'll agree that he even told you, you know, are you calling me a racist and you said no. And that was that was his personal account, and I think it was something very personal and you were very, very emotional about it, and rightly so. Okay I'm not discounting the fact that you should not have been emotional about it, I think you know that you should and you're right, it is something that happens every day I won't even begin to be able to imagine you know on what level that it does take place every day. He took unfair personal judgment that could have been handled differently, and that was the part that I took offense to in the email. It very much so was a personal attack on him for things that are correctable items and don't shake your head Will because it's fact. It's something that could have been handled differently and could have been cleaned up very easily. I think, at the very least that he's owed a public apology." Kendall said "Jason and I have had a long, long talk. He won't get an apology from me. Jason and I have cleaned this up. In my mind when we hung the phone up, we had settled this." Jeremy said "And I disagree. Kendall you don't have to say anything else. I disagree, if the rumor mill is going around the rumor mill is going around. In his email unless if you went and looked at the master schedule, then you could figure it out, but other than that he wrote an email that didn't call him out so he doesn't need to apologize to him. We need to stop being gossip Queens and Kings. We just need to stop with that gossip man, I think, I said that, like a year ago." Jim said "I mean, this is not about gossip." Jeremy said "It is

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because how many different people are hearing it's the whole it's the can write with a string on it, how far down the string are we. If he already manned up and he talked to Jason that's all that needs to happen." Will said "that's all that needs to happen. They took care of it themselves." Jeremy said "Not even my high school daughter gossips this much." Will said "that's the right way to do it, but the two took care of it themselves." Jack said " exactly right exactly right." Will said "and stop being so sensitive about everything you guys." Phil said " Jason conveyed that message to me over the weekend that him and Kendall had a long conversation. And they've agreed to disagree on some items, but they're totally in a good spot and they're moving on and that's why Jason did not attend the board meeting tonight because he felt the issue was over and didn't need to address it with anybody and he's good." Will said "And that's well done and said." Kendall said " the real funny thing about this whole thing is, honestly and I'm not being an asshole, if I felt he was a racist I would have told him so. When I brought up the point that he kept talking to the coach he was oblivious. He said yeah, he's my friend, you know so he didn't even mean anything and didn't even realize he was doing anything wrong. This is why I was saying perception is more harmful than reality sometimes. He was oblivious." Will said "If these coaches are his friends, maybe he shouldn't be working the CV games. I'm not on Monrovia games because I've got people at Monrovia that teach there, so I expose myself from there because I think it's the right thing to do. We got to have respect for what's going on here for the unit and for back to that big word perception." Phil said " You right Will, but I think that could be a separate conversation." Will said "well okay that's my feeling." Jim said " Okay, Phil is right and in his statement, as well, at the very least, if anything, remotely close to this in the future is going to go out it's going to need board approval, so it needs to be sent either to myself or to Tim for approval. It will be presented, approved and then sent back and then it can be sent out as a general email." Kendall said " Well, two things I can promise, yes, I will definitely follow that directive and send the email to you. The other one is I can't remove my emotions from this." Jim said " I am not asking you to. I mean technically on paper; I am considered a person of color as well. I'm Hispanic I mean I'm purple and red and green and yellow you know, but again I do not even begin to try and fathom the amount, separation and bigotry that in your lifetime, you or Tim's lifetime, that you have had to go through. That is a touchy subject, yes, and I will agree 1,000,000% it goes on every day. I have a little bit of knowledge of what has transpired over the time with Muir only because of the fact that I know, several people they're very well. As a matter of fact, I was even in connection to helping them when they got their field rebuilt, and I put them in touch with the Dodgers Foundation and the Jackie Robinson foundation to get their field rebuilt. Get their scoreboard and everything that was done on that field. I helped the old coach get that all done. I am a little bit familiar with what has been going on there and they're feelings over the years. I also know the principal very well. I don't begin to even fathom what has gone on. I'm not asking you to take the emotion out of your job I'm not. You know, the only thing I'm just saying is maybe take a step back, and I'm hoping that something like this does not reoccur in the near future, but you know just take a step back and before being so quick to react, maybe get some guidance beforehand. Maybe two heads, you know as opposed to one, or more if necessary, can prevail and at least take a proper step forward before something like this, you know can maybe happen again. That's all I'm saying. Anyone else have anything to add." Tim said " No, I just have to agree, and I just have to commend what Jeremy said and what Phil said. I mean it was just well said what both of them said in regard to this situation. I'm not gonna sit here on this call to say that Kendall was wrong in the words that he expressed in his feelings, the passion that he put into the email. I just think that we all should come together and put something out from the unit. I think that we need to put an email together that comes from the unit to just talk about some of these issues. We're not going to address all the issues, but I think we need to put something out there. And if we can put something out there, we can even like what Jim was saying, we can even include some the Ads. But we need to as a unit put something out there, regarding some of these issues that are going on. I think it would just give us something that we come together and just worded correctly

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and just send out there, I think it would just do the unit just. Not that we can fix the issues that are out there, but we can let people know that we're not going to turn a deaf ear on this situation and the situations that are out there. We don't want to be part of the problem by being silent. That's why I definitely, not just as a black man, but as a friend to Kendall and as a member of this board, I respect and I appreciate what he said because I understood everything that he was saying in the email. I just think we could have done it differently, and we could have come over much stronger as a board if it would have just come from all of us versus just Kendall, you sending out that mail that you sent out. So, like I said, I will conclude by just saying that and I can help you work on it, I can start the email and get it out there and we can all review it, but I just think we need to do something and put an email out there." Jim said "I think we should be really careful, though in including the AD's especially with the things that have transpired recently. I think that that can really open a can of worms and I think we need to be really careful in including the Ads. I agree something needs to go out to the general membership but." Tim said "that's fine, we can start there." Jim said "it's to close, and too soon to do something with the Ad's and I think that can only just open a can of worms and really explode in our face if we're not careful." Kendall said "Never to close or too soon, I mean we're into June and the end of the school year. I mean we need to address things that are happening now, and I think you should include the Ad's open a can of worms." Jim said "it's too much of a firebomb and can really explode in our face." Kendall said "Well we'll wait another 400 years I guess." Jeremy said "Jim can you explain can of worms. What do you mean by that." Jim said "It just too touchy of a subject and it's you know I mean I don't know what Mmaranatha and Damien have worked out or if anything." Jack said "Okay, so we get back to the whole perception thing and I, no matter what you write, it is going to be perceived by different people in different ways." Will said "Everybody got their own opinion." Jack said "yeah so no matter what, first of all, the board would need to agree to that we actually send something out before we even think about sending something out. Right keep in mind that perception, even on you put all of us together in a room and we're all going to get along and everything's going to be fine. We're all pretty level headed people here, we disagree on things, but we keep them together. You start sending this out to 40 people top of that, the Ad and you're going to have a variety of different viewpoints on this, and whatever we right. So the perception is going to be different, just like it is on this incident with different people, so I just I would be extremely careful about even sending something out to our membership, but again I understand the viewpoint from the other side of just my two cents." Jim said "yeah." Jeremy said "I think part of it, too, is, and I know we're dragging on, but this is this is important. I think part of it is the dialogue. I mean Kendall said something right now, it's been centuries and the dialogue hasn't happened, and now the dialogues happening and it just needs to continue. I think if we send something out, not emotional just a stance from the board about how we feel about everything that's going on in society, right now, and we just send that out to the unit saying this is our stance or this is our mission, or whatever we believe as the board. I don't see how harm can come from sending that to the Ad's to say hey we know there's a lot of things going on in the world, right now, some stuff has happened on our baseball fields, it all ties together. We just sent this out to the membership we're sending it to you just so you can know that this is what we're doing with our unit we're going to do some sensitivity training or whatever you want to call it. And yeah open the can of worms and say leave the open-ended question if there's anything we can do to help support you and your students, let us know. And then that goes to the other word I talked about trust, now the ADs are going to see that we're trying to work with them and we're being proactive and then to start to build that trust. This is our opportunity to engage our community, which number one is our members, because we have to and I agree with Kendall again. It was emotional, but I agree that Kendall was trying to do this is part of the instructing, we have to prepare our umpires to go out there and if this is what's going on, we need to give them the information. And then number two, we have to make sure we're taking care of our member schools. Whatever we draft and send out to the membership, I think it could only help us and

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make us look proactive. If you need to talk to us, you know here's our board members reach out to somebody and we can help you out." Will said "it's always positive to be in front of it." Jack said "Right." Jim said "Right thanks Jack."

Tim and Jeremy will work on the email and present it to the board.

Playoffs:

Phil will work on a list of guys and send out for feedback for the playoff list. The playoff list is due May 22nd. Our playoff meeting will be May 17th. The meeting will start at 7:30pm. Kendall will talk to Scott about playoff meetings. Playoff meeting is mandatory. Phil will send the list of names prior to the 10th.

Next meeting will be **Monday, May 10th at 7:00pm.**