

## A-League CBA Disputes With Your Club



If you are in dispute with your club over any matter, follow these steps:

1. call the PFA to seek advice;
2. speak to the club management to try and settle;
3. otherwise, the PFA will speak to the club CEO on your behalf; and
4. if the matter continues to be unresolved, the PFA will write a letter to the club demanding a swift resolution within a stated time frame, failing which, the PFA will file a grievance with the FFA on your behalf.

### WHAT IS THE GRIEVANCE PROCEDURE

If your dispute with the club cannot be settled through negotiation, the PFA will submit the grievance to arbitration. To ensure players receive a fair hearing, the arbitrator is appointed from a roster agreed to by the PFA and FFA.

In disputes of a complex nature or with an international dimension (eg. the case involves a foreign player) it will be referred to an arbitration tribunal. The tribunal will comprise a chairman, who is appointed in agreement between PFA and the FFA, and two arbitrators, one nominated by the PFA and the other by FFA.

Arbitration decisions are made in accordance with the principles of general justice and fairness, the terms of the applicable regulations and the prevailing requirements of national law. The outcome of the Grievance Procedure is binding on all parties including you and your club.

You are not required to pay any fee if you intend to institute proceedings under the Grievance Procedure. The PFA does not charge you any fee for representing you in tribunal hearings.

Foreign players must submit any dispute with their club to this tribunal and not to the FIFA Dispute Resolution Chamber as FIFA and the World Players' Union, FIFPro have entrusted FFA and the PFA with resolving such disputes through the Grievance Procedure as it is an independent process that meets FIFA's prescribed standards.

If you have questions regarding the Grievance Procedure, please contact the PFA at: <http://www.pfa.net.au/index.php?id=54>

#### GENERAL DISCLAIMER

Use of this factsheet constitutes consent to the following:

The PFA has taken reasonable measures to ensure that the information and data presented on this factsheet is accurate and current. However, the PFA makes no express or implied warranty regarding such information or data, and hereby expressly disclaims all legal liability and responsibility to persons who access this factsheet. This factsheet is not intended to constitute and should not be considered as authoritative legal, financial or other professional advice, nor is it intended to be a substitute for obtaining advice from the PFA.