

## SUMMARY A-LEAGUE CBA 2008 – 2013



FFA and the PFA entered into the 5-year A-League Collective Bargaining Agreement 2008-2013 (CBA) on 8 May, 2008 which was varied on 23 April 2009 to bring about an 18% increase in the salary cap and floor. The CBA is an agreement between FFA and the PFA that sets minimum legally binding standards for the employment of players in the A-League. The CBA brings about a marked improvement in player payments and benefits from 1 April 2008.

### INCREASE IN PLAYER PAYMENTS

#### AVERAGE PLAYER PAYMENTS, VERSIONS 4 – 6

CLUB PAYMENTS	VERSION 4 (\$) 2008/09 Season	VERSION 5 (\$) 2009/10 Season	VERSION 6 (\$) 2010/11 Season
Min. Player Payments	1,615,000	1,912,500	1,997,500
Max. Player Payments	1,900,000	2,250,000	2,350,000
ASA's	475,000	250,000	275,000
Under 23 Marquee	150,000	150,000	150,000
<b>TOTAL ALLOWED PLAYER PAYMENTS</b>	<b>2,525,000</b>	<b>2,650,000</b>	<b>2,775,000</b>
Average Min Player Payments	73,409	86,932	90,796
Average Max Player Payments	86,364	102,273	106,818
Average Total Allowed Player Payments	114,773	120,455	126,136

The table above illustrates the minimum, maximum and total payments that clubs are entitled to make to players. The averages are calculated based on a roster of 22 (the maximum roster exclusive of the marquee player) and the following payments:

- maximum and minimum player payments;
- additional services agreements; and
- under 23 marquee player.

Accordingly, the following payments are not taken into account, although these are permitted outside of the salary cap. This is because they are subject to individual negotiation or circumstance and cannot be easily quantified. Taken together, however, they are potentially of considerable financial benefit to players:

- payments to marquee, guest and replacement players;
- relocation;
- insurance premiums (sporting insurance and income insurance);
- injury payments;
- AFC Champions League and exhibition match payments;
- prize money;
- player percentages of transfer or compensation fees; and
- termination payments to injured players.

## OTHER KEY BENEFITS FOR PLAYERS INCLUDE:

ISSUE	CBA
Term and Review	5-year CBA (2008/2009 to 2012/2013 playing seasons), to coincide with FFA broadcast deal. This is subject to the good faith review process built into the CBA: <ul style="list-style-type: none"> <li>• if the media rights deal is earlier renegotiated; and</li> <li>• in 2010/2011, for the 2011/2012 and 2012/2013 A-League seasons.</li> </ul>
Player Rosters	20-23.
Free Movement/Transfer and Compensation Fee System	No transfer and compensation system within A-League.
Minimum Wage	Minimum annual salary to be as follows: <ul style="list-style-type: none"> <li>• 2008/2009 - \$42,000 (\$35,000 for players under 21);</li> <li>• 2009/2010 - \$45,000 (\$36,330 for players under 21);</li> <li>• 2010/2011 – as per previous year + CPI; and</li> <li>• thereafter, as agreed between FFA and the PFA (or CPI).</li> </ul> <p>Refer to separate PFA factsheet for more details</p>
Injury Payments – Remuneration and Entitlements	To include all player remuneration and entitlements (including match payments) and to run to later of contract expiry date or 104 weeks from date of injury. <p>Refer to separate PFA factsheet for more details</p>
Career Ending Injury	On top of 104 week injury payments, players entitled to between one and ten years annual income in event of career ending injury (capped at \$500,000 and subject to player’s age and other conditions). <p>Refer to separate PFA factsheet for more details</p>
Medical Support	Clubs to be contractually obliged to comply with prescribed minimum national standards developed by FFA in consultation with the PFA.
Relocation allowance	Salary cap relocation allowance increased to between \$10,000 and \$25,000 subject to the nature of the relocation (intrastate, interstate, international) and the player (single, family). <p>Refer to separate PFA factsheet for more details</p>
Superannuation	Player may nominate his own superannuation fund. 9% superannuation paid by club on top of annual salary, match payments and certain other entitlements.
Hours of work	Minimum 1 day off per week. Additional ½ day off per week for professional development (subject to criteria). Clubs to give players football calendars at least 2 months in advance with at least 7 days notice of change.
Player Image Rights (Computer Entertainment Industry)	Players retain individual image rights. PFA right to licence collective player images to FIFPro with the authority of players.
Player Appearances (Commercial and Game Development)	Annual calendar to be provided to players by FFA and Club.
Player Welfare	Formal induction program; transition program for delisted players; FFA financial contribution to PFA for purposes including PFA Hardship and Education Funds; FFA and PFA to implement the comprehensive My Football Career Program.

If you have questions regarding the CBA, please contact the PFA at: <http://www.pfa.net.au/?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.