

## ECHL3 Collective Bargaining Agreement

The following represents the rules and regulations for participation and active involvement in the ECHL.

### Availability

- 1) All GMs are expected to respond to e-mail within one business day. It is requested those GMs expecting to be absent for longer than 24 hours alert the league ahead of time. GMs who fail to respond to other GMs in a timely manner may have their team revoked.

### Roster Size

- 1) The following are roster size requirements for the ECHL
  - a. The Pro team consists of only 20 players.
  - b. The Farm team consists of a minimum 16 players.

### Skill Development

- 1) All players will be re-rated in the off-season on identical criteria, to ensure no favoritism. Young players will receive a "boost" in key figures; veterans over 35 will receive a "deduction" in key figures. This process will assist in retiring older stars and creating newer ones. Any team feeling re-rates were unfair may request the re-rate spreadsheet from the commissioner.

### Player Contracts

- 1) Players, with one exception, can only be signed during the off-season. The one exception is in a case where a player has cleared waivers and been assigned as an Unrestricted Free Agent. This player may be signed to a new contract by any team.
- 2) GMs may not negotiate new contracts until the old one has expired.
- 3) All new contracts are to be signed for a maximum of:
  - a. Four years for players under 30;
  - b. Three years for players 31-34;
  - c. Two years for players over 35.
- 4) A GM may offer a contract of any fitting length, and is not required to bid the maximum.
- 5) Contract values will remain consistent for all years of the contract.

### Salaries

- 1) There is a salary cap of \$44,000,000 per team.
- 2) There is a salary floor of \$22,000,000 per team.
- 3) The maximum value of a player contract will be \$7,920,000 per year.
- 4) Free agent salaries will be established by the league and are not negotiable.
- 5) Farm team players receive only 10% of their contract value while on the farm.

### Contracts

- 1) A player's status can be:
  - a. Signed to a contract
  - b. Restricted Free Agent (RFA)
  - c. Unrestricted Free Agent (UFA)
  - d. Drafted
- 2) A player is a RFA if:
  - a. That player is 30 years of age or younger in the final year of their contract.
- 3) A player is a UFA if:
  - a. That player is 31 years of age or older in the final year of their contract.
  - b. A player is under 31 years of age and was not signed as a RFA.
  - c. A player has been released from a contract and cleared waivers.
  - d. A player does not have a contract.

#### Restricted Free Agency

- 1) Upon the launch of an ECHL season all RFAs will have contract requests established and their GMs contacted with these requests.
- 2) GMs will have the chance to sign or refuse to sign these RFAs.
- 3) Refusal to sign will result in that player becoming a UFA.
- 4) RFAs may be traded at any time.
- 5) Other GMs may not offer an RFA a contract until they become a UFA.

#### Unrestricted Free Agency

- 1) Upon the conclusion of RFA signings all UFAs will have contract requests established and all GMs will be contacted with these requests.
- 2) GMs will have an established period of time to make a single contract offer on any UFA.
- 3) The GM who previously owned the contract of the UFA will have the opportunity to match the winning offer made by another GM, and will have to match the contract in value and length exactly.
- 4) If the matching GM refuses to match, the player will immediately be moved to the team whose GM made the winning bid.

#### ECHL Draft

- 1) There will be a live draft held during the off-season comprising three rounds of 30 picks for a total of 90 players.
- 2) Salary requests will be supplied by the commissioner's office.
- 3) GMs may trade picks and prospects at any time during the draft.

#### Player Retirement

- 1) The Commissioner's Office will not retire players manually. A player's skills will deteriorate over time, devaluing the player and eventually leading them to become unsigned.

#### Player Trades

- 1) Trade of players between teams is permitted. Conditions of a trade are as follows:
  - a. An exchange must take place. The exchange can be players, future draft picks, or money
  - b. The trade must be deemed 'fair'. This means the values exchanged between teams must be of potential benefit to each team.
- 2) All trades must be submitted to the commissioner.
  - a. An email must be given to the commissioner.
  - b. The email must be from one of the GM's participating in the trade
  - c. An email trail must exist which shows each GM approving the trade
  - d. Trades which may appear unfair should include a written explanation.
- 3) The commissioner has the right to refuse the trade if it is not deemed fair. If this is the case:
  - a. The GM's submitting the trade may attempt to further explain why the deal is fair in an appeal process.
  - b. The GM's submitting the trade can restructure the deal.
  - c. The trade can be voided
- 4) Once a trade has been approved the trade will be processed immediately. Players, draft picks, and cash will be exchanged prior to the start of the next game.

#### Waivers

- 1) Unsigned players prior to the start of the season will be available as UFAs.
- 2) A team may, at any time, drop a player from their team. The cost of this will be 10% of that player's remaining contract, and is not negotiable.
- 3) That player will become available, at their current contract, to any team. The order in which teams have the opportunity to claim that player will be available on the ECHL website.

- 4) If no team signs the player that player "clears waivers", and becomes a UFA. A 48-hour bid period will commence at which any GM may offer a contract to the UFA. At the conclusion of the 48 hours a team will win the bid and that player will be placed on their roster.
- 5) Teams may only bid on two unassigned players in a 7-day calendar week, counted as Sunday through Saturday.