

## **ECHL5 Collective Bargaining Agreement (CBA)**

The following represents the rules and regulations for participation and active involvement in the ECHL. This document will be updated prior to each season to reflect changes; however, changes will be kept to a minimum, so that GMs may use this document as a guideline for long-term planning purposes.

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## I. General

### 1. League Structure

- a) The league is comprised of 30 teams each run by a different participating GM.
- b) A team of GMs (known as the Commissioner's Office) will be responsible for updating / upholding league rules, handling off-season activities, running games and updating the website.
- c) Vacant GM postings will be filled by a vote of the remaining GMs (simple majority rules).
- d) Teams without GMs will be left alone to be auto-run by the league simulator (for off-season moves such as free agency & drafting, the Commissioner's Office will act on their behalf with the teams best interests in mind).

### 2. GM Responsiveness & Courteousness

- a) All GMs are expected to respond to e-mails within a minimum of two (2) business days.
  - i. Replies to trade requests can be as simple as "No thank you", but are still required.
- b) It is requested that those GMs expecting to be absent for longer than two (2) business days, alert the league ahead of time.
- c) When interacting with your fellow GMs, please:
  - i. Be courteous and respectful; this is meant to be a fun league.
  - ii. Try not to take things personally (for example, even if you think another GM has greatly undervalued your favourite player, let it slide and laugh it off).

### 3. Player Contracts

- a) Player contracts are categorized by their length (# of years remaining on their current deal):
  - i. Signed long-term - Any player with 2 or more years remaining on their current contract. These players do not have to be re-signed in the upcoming off-season as they are under contract for at least one more year.
  - ii. Eligible for Restricted Free Agency (RFA) at year's end - Any player that is 30 years old or younger and is in the final year of their contract. These players will need to be re-signed in the upcoming off-season.
  - iii. Eligible for Unrestricted Free Agency at year's end – Any player that is 31 years of age or older and in the final year of their contract. These players will need to be re-signed in the upcoming off-season.
- b) Contract values (yearly salaries) will remain consistent for each year of the contract.
- c) GMs may not negotiate new contracts until the old one has expired.

### 4. Player Retirement

- a) Players' skills will deteriorate over time, devaluing them, leading them to eventually become permanently un-signed.
- b) The Commissioner's Office will retire players if:
  - i. They remain un-signed in two consecutive seasons or
  - ii. The league player database exceeds 1,500 (> 50 / team); at which point, the lowest OV players that are not currently signed to contracts will be retired until the database reaches 1,500.

## 5. Player Attributes

<b>Abbr.</b>	<b>Attribute</b>	<b>Description</b>
<b>IT</b>	Intensity	This is the player's ability to play at his peak level every shift on the ice.
<b>SP</b>	Speed	This is the player's skating speed, which is both acceleration and raw speed.
<b>ST</b>	Strength	This rating affects the player's ability to work in the corners, in front of the net, etc.
<b>EN</b>	Endurance	The endurance rating allows players to take more and longer shifts during the game.
<b>DU</b>	Durability	The durability rating is directly proportional to how often a player will come out of a game unhurt.
<b>DI</b>	Discipline	A player with a low discipline rating takes more penalties and is more likely to fight when combined with Intensity.
<b>SK</b>	Skating	This rating affects a player's balance and their ability to move in all four directions.
<b>PA</b>	Passing	The passing rating represents how good the player is at moving the puck or setting players up in scoring position.
<b>PC</b>	Puck Control	A high puck control rating means the player is more likely to shoot and less likely to give the puck away.
<b>DF</b>	Defence	A high defensive rating affects a player's ability to break up passes, rushes and cover offensive players.
<b>SC</b>	Scoring	This is a player's ability to put the puck in the net and also to create scoring opportunities without the puck.
<b>EX</b>	Experience	Experienced players tend to be more consistent from one game to the next and tend to be more effective in close games.
<b>LD</b>	Leadership	Players demonstrating leadership tend to make the whole team more consistent from game to game and shift to shift.
<b>OV</b>	Overall	OV is a composite of the other ratings shown above. The weighting of these ratings is different for offensive players, defensive players and goaltenders, recognizing their important roles on the team and the relative value provided.

## 6. Team Finances

- a) Teams are expected to maintain a positive bank balance.
- b) Teams entering into a negative bank balance will be asked to shed salary until they are able to operate at a profit.

## 7. Special Circumstances

- a) Items not covered in the CBA will be dealt with on a case by case basis by the Commissioner's Office.

## 8. Player Trades

- a) Trades between teams are permitted.
- b) Trade conditions:
  - i. An exchange must take place; the exchange can be players, future draft picks or money.
  - ii. The trade must comply with league rules as set out in the CBA (examples, it cannot: put one of the teams over the salary ceiling or under the required roster count of 36 players).
  - iii. Each GM must act in the best interest of their team such that the assets received are of potential benefit to them; ie. the reason for a trade should be obvious to any experienced GM.
  - iv. Players signed during UFA cannot be traded for at least one year.
  - v. Player rentals are allowed.
  - vi. If future considerations are involved in a trade, the assets must be declared.
  - vii. You cannot trade your entire roster (though I know we would all like to sometimes!).
  - viii. Trade conditions cannot be bypassed by performing more than one separate trade.
- c) All trades need to be submitted to the Commissioner's Office and must:
  - i. Be addressed to the commissioner's e-mail ([echlcommissioner@gmail.com](mailto:echlcommissioner@gmail.com)).
  - ii. Be submitted by one of the participating GMs.
  - iii. Contain an e-mail trail showing the approval of all GMs involved.
  - iv. Contain each players name, position, OV rating, age, annual salary & remaining contract length.
- d) Trade Reviews:
  - i. All trades will be subject to review by the Commissioner's Office.
  - ii. Trades between experienced GMs (those with one or more full years of experience) will receive less scrutiny while those involving inexperienced GMs (those with less than one full year of experience) will be more closely monitored by the Commissioner's Office. If necessary, counsel will be provided to inexperienced GMs.
  - iii. Trades require approval from at least 3 of the 4 members of the Commissioner's Office before they will be processed.
  - iv. Trades that do not get immediate approval from the Commissioner's Office will require the participating GMs to either restructure the deal or have it voided.
- e) Trade Postings / Processing:
  - i. Once a trade has been approved it will be posted on the website and the exchanged assets will be placed on their new teams prior to the start of the next game (loaded in the league files after that days games).

## II. Off-season Activities

### 1. Re-rates

- a) Issuance of re-rates will signal the start-up of a new ECHL season.
- b) Re-rates will be based on the previous ECHL regular season's results (ECHL stats) and its timeline (player ages, non-ECHL stats).
- c) All players will be re-rated on identical criteria to ensure no favouritism.
- d) Players will be re-rated based on performance and age.
- e) Performance will be rated according to the following categories by position:

Performance	Scoring	Passing	Defensive	Physicality
Forwards	Goals per GP	Assists per GP	+/- per GP (Pro)	Hits per GP (Pro)
Defensemen	Goals per GP	Assists per GP	+/- per GP (Pro)	Hits per GP (Pro)
Performance	Puck Stopping		Passing	
Goalies	Save % (Pro) / GAA (Farm)		Assists per GP	

- f) Performance Weightings by category will be as follows:

Category	Weight	Affect
Team Performance Adjusted ECHL Stats	25%	Forwards & D-men – Per Game Goals & Assists / Team Goals Scored Per Game +/- / Team Goal Differential
Attribute Adjusted ECHL Stats	25%	Forwards & D-men (Per Game) - Goals / SC, Assists / PA, +/- / DF; Goalies – Save Percentage / OV, Per Game Assists / PA
Ice Time Adjusted ECHL Stats	25%	Forwards & Defensemen – Per Game Goals, Assists, +/-, Hits / Ice Time
Non-ECHL Stats	25%	Forwards & Defensemen – Per Game Goals, Assists; Goalies – Save Percentage

#### *Related Notes:*

- i. *Adjusting ECHL stats relative to team performance normalizes player performance despite differences in team quality; players on better teams should be expected to perform accordingly.*
- ii. *Adjusting ECHL stats relative to individual attributes normalizes player performance despite differences in skill rating; higher rated players should be expected to perform accordingly.*
- iii. *Adjusting ECHL stats relative to ice time normalizes player performance despite how often they're on the ice; players who get more ice time should be expected to perform accordingly.*
- iv. *Adding a weighting for Non-ECHL stats adds realism by loosely linking ECHL player attributes with performance in professional leagues. Equivalency ratings across leagues have been setup (eg. a goal or assist in the NHL is roughly twice as valuable as one in the AHL).*
- v. *Statistical equivalencies between the pro & farm leagues have been established so that players spending time in both leagues can be re-rated based on combined performance (eg. A point on the farm is worth only about 2/3 of a point in the pros).*

g) Flat (independent of age) Performance Adjustment Summary:

Position	Affect
All Forwards	-2.0 to +2.0 OV
All Defensemen	-2.0 to +2.0 OV
All Goalies	-2.0 to +2.0 OV

h) Young players will receive a performance linked “boost” in key figures to simulate skill development while veteran players will receive a “reduction” in key figures to simulate skill deterioration as they head towards retirement:

Forwards	Defensemen	Goalies	Affect
Age 19 & under	Age 20 & under	Age 21 & under	Forwards & D-men Boost (0 to 1.4 OV); Goalies Boost (0 to 2.4 OV)
Age 20 to 21	Age 21 to 22	Age 22 to 23	Forwards & D-men Boost (0 to 0.6 OV); Goalies Boost (0 to 1.2 OV)
Age 22 to 30	Age 23 to 31	Age 24 to 32	Boost (0 to 0.1 OV)
Age 31 to 32	Age 32 to 33	Age 33 to 34	Reduction (0 to 1.0 OV)
Age 33+	Age 34+	Age 35+	Reduction (1.0 to 4.0 OV)

*Related Note:*

- i. *Young goalies are eligible for a larger performance linked “boost” because simulator based farm adjustments are less favourable for goalies than for forwards or defensemen.*

i) Combined (Performance & Age) Adjustment Summary:

Forwards	Defensemen	Goalies	Affect
Age 19 & under	Age 20 & under	Age 21 & under	Forwards & D-men Boost (-2.0 to +3.4 OV); Goalies Boost (-2.0 to 4.4 OV)
Age 20 to 21	Age 21 to 22	Age 22 to 23	Forwards & D-men Boost (-2.0 to +2.6 OV); Goalies Boost (-2.0 to +3.2 OV)
Age 22 to 30	Age 23 to 31	Age 24 to 32	Boost (-2.0 to +2.1 OV)
Age 31 to 32	Age 32 to 33	Age 33 to 34	Reduction (-3.0 to +2.0 OV)
Age 33+	Age 34+	Age 35+	Reduction (-6.0 to +1.0 OV)

2. The Draft

- a) Following the issuance of re-rates, the draft list will be distributed by the Commissioner’s Office.
- b) The draft list will:
  - i. Contain (at least) the top 60 players from the NHL’s most recent entry draft.
  - ii. Encompass the best Non-ECHL players & prospects.
  - iii. Be comprised of a total of 100 players.
  - iv. Include player salaries in the range of \$500,000 to \$1,000,000 per year for players aged 21 & under and \$1,000,000 to \$3,000,000 for players 22 & older.
  - v. Have player contract lengths of up to six (6) years for each player.
- c) The quality of draft picks will be in the following range:

NHL Draft Range	18 yr olds	19 yr olds	20-21 yrs old	22+ yrs old
Top 10 Picks	OV 67 to 69	OV 69 to 71	OV 71 to 73	Varies Depending on Non-ECHL Performance
11 <sup>th</sup> to 20 <sup>th</sup> Overall Picks	OV 64 to 66	OV 66 to 68	OV 68 to 70	
21 <sup>st</sup> to 30 <sup>th</sup> Overall Picks	OV 61 to 63	OV 63 to 65	OV 65 to 67	
Early 2 <sup>nd</sup> Round Picks	OV 58 to 60	OV 60 to 62	OV 62 to 64	
Late 2 <sup>nd</sup> Round Picks	OV 55 to 57	OV 57 to 59	OV 59 to 61	

*Related Note:*

- i. *OV values within each category may change slightly depending on the re-rate results; ie. the discrepancy between 18 year old top 10 picks and the leagues elite players will not exceed 20 OV points.*
- d) The live draft will be composed of three rounds of 30 selections for a total of 90 picks. The 10 unchosen players from the draft list will not be added to the league in the coming season.
- e) The draft order will be as follows:
  - i. The draft pick owner of the last place finisher during the previous year’s regular season will be seeded to receive the 1<sup>st</sup> overall pick. Pick owner of the second last place finisher will be seeded to get 2<sup>nd</sup> overall and so on.
  - ii. There will be a draft lottery (which will follow the format of the NHL draft lottery) that could see teams move up the draft order as many as 4 positions in the 1<sup>st</sup> round. The purpose of the lottery is to deter teams from deliberately underachieving in an effort to move up the draft order.
  - iii. A snake format will be used such that the 2nd round of the draft will follow the reverse order of the 1st & 3rd rounds (the first place finisher gets the 30<sup>th</sup> & 31<sup>st</sup> picks).
- f) GMs may trade picks & prospects at any time up to and during the draft.

3. Restricted Free Agency (RFA)

- a) RFA will commence following the conclusion of the draft.
- b) A player is eligible for RFA if they were 30 years old or younger and were in the final year of their contract during the previous season.
- c) The Commissioner’s Office will establish contract demands for each RFA eligible player that will be distributed to league GMs. RFA salary demands will be in the range of \$1,000,000 to \$7,000,000 per year depending on the player’s previous contract and their OV rating. These salary amounts are non-negotiable.

- d) Teams will be given the option to sign each RFA eligible player assigned to their team for up to four (4) years.
- e) Other GMs may not offer a player eligible for RFA a contract until they become eligible for UFA (unsigned RFA eligible players automatically become UFA eligible).
- f) Players eligible for RFA can be traded at any time.

#### 4. Unrestricted Free Agency (UFA)

- a) UFA will commence following the conclusion of RFA.
- b) A player is eligible for UFA if they:
  - i. Were 31 years of age or older and in the final year of their contract during the previous season.
  - ii. Were eligible for RFA, but were not re-signed by the team who had their signing rights.
  - iii. Had been released from a contract and were not claimed off waivers by the end of the previous season.
- c) Teams will not be allowed to bid an annual total amount that puts them over the salary cap:
  - i. Trades will be halted prior to UFA bidding up until after UFA eligible players are awarded to their teams. The purpose for this halt to trading is to monitor cap availability for each team.
  - ii. Salaries of a team's UFA eligible players will not account against the cap.
  - iii. Teams will be e-mailed the maximum annual bid total they are permitted to bid, so there is no confusion.
  - iv. Teams that bid more than their total permitted amount will have their highest bid amounts voided until the total is within the permitted amount.
- d) A bid is comprised of three (3) components:
  - i. A signing bonus which counts against the teams cap space in the first year of the contract; there is no maximum amount to the signing bonus component of a bid.
  - ii. An annual salary amount; teams can bid any annual amount up to a maximum of \$10,000,000.
  - iii. A contract length; anywhere from a minimum of one (1) to maximum of four (4) years.
- e) Late bid submittals (those coming in after the UFA bid deadline) will not be accepted.
- f) The "top bid" is determined as the one with the greatest total contract amount (signing bonus + annual salary X contract length).
- g) A list of the "top bids" will be distributed to each team who owns their matching rights.
- h) Teams wishing to match the "top bid" will be required to live up to its terms (signing bonus amount, contract length and annual salary); if the team with matching rights does not have salary cap room to absorb the 1<sup>st</sup> year contract amount (signing bonus + annual salary), they cannot match.
- i) Players who go un-matched will be awarded to the team who issued the "top bid"; ties go to a coin flip.

#### 5. Player Position Changes

- a) Following UFA, teams will be allowed to alter the position of one player on their roster.
- b) The one condition for changing a player's position is that they must regularly play that position in the non-ECHL league they belong to (according to one or more of NHL.com, TSN.ca or Sportsnet.ca; the website must list the player at that position).
- c) GMs will need to notify the Commissioner's Office via e-mail before the set deadline. The e-mail must include a website link to the player page in order to provide proof of position. Late submittals will not be accepted.

### III. Season Activities

#### 1. Season Schedule

- a) If possible, ECHL seasons will coincide with the NHL season.
- b) Games will be run as frequently as possible to allow them to coincide with the NHL timeline.

#### 2. Games & Lines

- a) The website will be updated following the running of each night's games to announce the date & time of the next games.
- b) Teams wishing to submit updated lines for their next game need to have them submitted (to [echlcommissioner@gmail.com](mailto:echlcommissioner@gmail.com)) at least 2 hours prior to game time.
- c) If for whatever reason, games are delayed or lines do not get processed correctly, please do not complain to the Commissioner's Office (they will do their best to ensure things run smoothly and according to schedule).

#### 3. Roster Size

- a) Each team is expected to keep a "Pro Roster" of exactly 20 players.
- b) GMs also need to maintain a "Farm Roster" with a minimum of 16 players and maximum of 30 players (the maximum combined roster size is 50 players).
- c) GMs beneath the minimum player count will be asked to make waiver claim(s) to become compliant; if multiple claims are required, the Commissioner's Office will present the GM with a choice of players off the waiver list that they can choose from to become compliant.

#### 4. Salary Floor & Ceiling (Cap)

- a) Each team is expected to remain above the \$22,000,000 salary floor.
- b) Each team is also expected to remain below the \$50,000,000 salary ceiling.
- c) Players on a team's farm roster only count against the cap at a rate of 10% of their annual salary.
- d) Team salaries will be reviewed bi-weekly; teams who are not in compliance will be asked to add or drop a player accordingly.
- e) Teams cannot "hide" legitimate top 6 forwards, top 4 defensemen or starting goalies in the minors in an effort to "bypass" the salary cap.

#### 5. Player Releases

- a) A team may, at any time, release a player from their team.
- b) The cost of releasing a player from your roster will be 30% of the remaining total salary of the contract and is not negotiable.
- c) Once a player is released, none of their previous contract counts against their salary cap.
- d) Released players will appear on the waiver list at 70% of their previous contract amount.

6. Player Additions via the Waiver List

- a) Waiver list players consist of any player not assigned to an ECHL team:
  - i. Released players with contracts @ 50% of their original value.
  - ii. Players who were eligible for UFA, but were not signed; their salaries & contract lengths will be established by the Commissioner's Office ahead of time.
- b) Other than trading, claiming players off the waiver list is the only way to add players to a team's roster during the season.
- c) The waiver list order is reset in the off-season to reflect the previous season's final regular season standings. The last place finisher tops the list with the second last place finisher holding the 2<sup>nd</sup> spot and so on.
- d) Throughout the season as players are claimed, the website will contain the updated waiver list order.
- e) To make a waiver claim, a team must send the Commissioner's Office an e-mail request. Following the request's posting on the website, a 48 hour claim period will commence, during which any team higher on the waiver claim order is given priority to sign the player.
- f) Once a player is claimed, that team moves to the bottom of the waiver list order.
- g) Teams may submit waiver claims on a maximum of two (2) players per 7-day calendar week (counted as Sunday through Saturday).

7. The Trade Deadline

- a) Timeline for the trade deadline is after 75% of the regular season games have been played (approximately 61 to 62 games).
- b) Trading will be halted from the trade deadline until the distribution of the draft list in the following off-season.
- c) GMs will be notified of the exact deadline via e-mail; late trade submittals will not be accepted.