

ECHL9 Collective Bargaining Agreement

1. League Structure

- The ECHL is a simulated hockey league consisting of thirty teams managed by thirty GMs (General Managers). One or more GMs will act as commissioner of the league to run games and handle all associated responsibilities
- Vacant GM positions will be announced to the league, and nominations will be held for eligible replacements. Once nominations close, the commissioner(s) will hold a league vote to select the new GM(s)
- The commissioner(s) may bypass this process appoint new GMs if necessary
- Teams without a GM will be managed by the simulator during the season, with the commissioner(s) handling draft and free agency on the vacant team's behalf until a replacement can be found
- Any GM caught running two teams will be expelled from the league immediately
- GMs may not speak for each other except with prior consent and at the discretion of the commissioner(s)

2. General Manager Responsibilities

- All GMs are expected to behave in a professional, courteous manner while dealing with their fellow GMs. Hockey related trash talk and competitiveness is expected and encouraged, however, any personal attacks will not be tolerated. Racist, sexist or homophobic remarks will not be tolerated. Off topic discussions are not permitted in league forums
- All GMs are expected to respond to emails within one business day, except when otherwise specified
- If you cannot be responsive for a period of time you must inform the league
- All new GMs will be placed under a one month trade ban for them to get used to how the league functions. A new GM is also under a one season trade ban with their nominator to avoid collusion between them

3. GM Editor, the Sim and the Website

- The current ECHL website is www.overanything.com/ECHL . This is case sensitive
- Detailed instructions on how to install and use the GM editor will be provided prior to the season start
- For information on player ratings or the sim visit <http://www.fhlsim.com/fhlmanual>

4. Finances and Contracts

- GMs are expected to do their best to make their team profitable. Information on this is available on the team finances page
- Ticket prices may be set by emailing the commissioner(s)

- Team salaries are subject to a strict salary cap. Total salary for pro rosters must be a maximum of \$70,000,000 and a minimum of \$40,000,000. GMs must have their team salaries within this range by season start
- Maximum contract salary per year is \$8,000,000. Minimum contract salary per year is \$500,000. Contracts can only be between one and five years in length
- Farm salaries apply at 10%, however, once a player has played a certain number of games in the pro this will not apply
- Players with a salary of \$4,000,000 or more per year may not be sent to the farm
- Any team over the salary cap will be given three days to get under the cap ceiling. If the team is still not compliant, the commissioner(s) will release players until the team is cap compliant
- Any team under the salary floor is expected to make adjustments reach it. The offending team will be given a period of three days to correspond with the commissioner(s) regarding their salary situation
- One player may be bought out per season at a cost of 75% of their total remaining contract (salary times years remaining) to a team's current funds; 25% of this player's total remaining contract will apply as a cap hit for the current season
- One player per season may have their contract extended. This player must be on a one year deal at the time of extension and may be extended up to 3 years at a salary set by the commissioner(s). This will take place at the completion of the trade deadline
- Players may be released at any time if they are OV70 or lower and have a contract under \$2,000,000 per year

5. Trades

- All trades are subject to review by a trade committee. This committee will be appointed by the commissioner(s). Members may not review a trade they are involved in
- Trades involving new GMs will be reviewed to ensure that they are fair and in the best interest of the new GM to make. All other trades will not be rejected on this basis unless they are vastly unfair to one of the teams
- A trade that violates the salary cap will be immediately rejected by the commissioner(s) unless presented with a viable plan to be cap compliant by the next game
- Trades can consist of players, draft picks or cash assets -no rental trades are permitted. A trade must involve said league assets moving to and from every involved party
- A completed trade will be forwarded to both the commissioner(s) and the other parties by one of the participating GMs. This email will contain player's stats, age and contract as well as clear agreement and relevant email correspondence between the GMs
- Trades will be posted on the website for all GMs to be aware of
- If an injured player is involved in any trade, the GM possessing the injured player is responsible for disclosing this information
- No more trades are permitted once 65% of the season has passed

7. Free Agency

- A player whose contract shows 0 years is considered a free agent
- Players 28 years and younger are considered restricted free agents; players 29 years and older are considered unrestricted free agents
- Teams with RFAs (restricted free agents) will have the opportunity to sign them in the offseason to a contract determined by the commissioner(s)
- If a GM opts not to sign an RFA, they will then become a UFA (unrestricted free agent)
- GMs will have the opportunity to present UFAs with contract offers once RFA comes to a close. A GM may not bid on their own players; however they may match the highest contract offered to them.
- UFA distribution will be random selection of all qualifying offers with a preference to their current team if they choose to match the highest bid
- Signed UFAs may not be traded until one week before the trade deadline
- Unsigned UFAs and released players will enter the waiver wire where they may be acquired at any time. Teams will be given first choice of these players based on the original draft order. Selecting a player from waivers moves a team to the bottom of the order

10. Rerates

- Rerates will be conducted in the offseason and will be based on age, performance and their current stats
- Young players will tend to increase in all stats while players over 30 will start to decline
- Pro performance will result in a much higher increase in stats than farm performance

11. Entry Draft

- The entry draft will be held prior to the season start
- The entry draft will consist of three rounds and 90 players 18 to 21 years of age
- Entry level contracts will be three years and will not exceed \$875,000 per year

12. Roster

- GMs are expected to ice a competitive team. Blatant attempts to deliberately lose games will be dealt with by the commissioner(s)
- GMs are expected to submit lines for their teams on a regular basis. Lines can be built using the GM Editor
- Teams must have at least 35 players on their roster, up to a maximum of 50
- Players below OV60 or more than 41 years old will be retired from the league
- Players OV80 or higher may not be sent to the farm
- GMs have the option of switching player positions before the start of the season to suit their team needs. Reputable proof must be provided that a player plays at a position before they will be switched (NHL.com, TSN.ca)

12. Miscellaneous

- Discipline for breaking any rules above include but are not limited to the loss of draft picks, trade bans, releasing of players and removal from the league
- Any circumstances not covered in this document will be dealt with on a case by case basis