

OUTLINE FOR PRESENTATION TO PLAYER REPS

1. **OPENING REMARKS** (Peter Schaffer)

2. **AGENT COLLABORATION/VALUE** (Pat Dye)
 - a. Player advocates/vested partners
 - b. Thousands of years of experience
 - c. Relationships with owners, teams
 - d. Access to information
 - e. No vote, just free labor
 - f. Build consensus/support with clients (voters)
 - g. Other chime in here with value to buttress your presentation with antidotes and thoughts?

3. **SPECIFIC IDEAS FOR NEW CBA** (just listed a few examples)
 - a. Abolish funding
 - b. Eliminate franchise tag
 - c. Shorten rookie contracts
 - d. Raise all MSBs
 - e. Guarantee 4th year if rookie contract escalates
 - f. Expand active rosters
 - g. Health insurance for all players when they sign contracts, are tendered or are drafted. No reason they should be the only employees who don't have health insurance. Mostly drafted, undrafted CFA's, street free agents and future guys
 - h. System using the leagues EMR medical data base for clubs to health information on UFA and RFA players on March 1st of each year, prior to free agency. Teams need information sooner, so players won't agree to a deal during the 48-hour window not to have it sabotaged after a physical. The market for players drops

dramatically in the first 48 hours. See Ryan Grant and BALTIMORE Ravens 2019. Had a 29\$m deal with \$14,5\$M GUARANTEED only to travel to BALTIMORE and fail a physical (coincidentally after Crabtree was released by Oakland) and settled then for a one-year deal in Indy for \$5.0M.

- i. A complete overhaul of the Compensatory pick formula to save the middle class. The current structure rewards teams that don't spend on free agents in years where they will lose major players in order to secure comp picks the following year for their losses. Teams are reluctant to sign players, mostly mid-level players, in these years. This is very real.
- j. Re-negotiations of rookie deals after year 1 for UDFA's and Year 2 for draft picks.
- k. Come up with college free agent rules for post draft. As of now it is a straight shit show. Whether we come up with actual rules like a 24-hour neg period like with UFA's or an 8th round. Something must be done.
- l. Flexibility with IR Rules to allow more players to come back during a season more like baseball in terms of their DL
- m. Marijuana testing only punishment is with personal conduct policy for arrests and convictions for distribution not personal use. No testing for THC at Combine either.
- n. NFLPA/NFL jointly employed team doctors and trainers, who randomly rotate organizations every two years. • Alternatively, if teams continue to employ their medical staffs, they NFLPA should survey every NFL player on their experience with that staff. Additionally, the NFLPA should come in for periodic observations in order to create a grading system for each medical staff. This will allow free agents to objectively evaluate a team's medical staff when choosing a new organization.
- o. No Splits in any Contracts. It is one thing to have the only non-guaranteed contract of any of the major sports but it's quite another to say that if you get hurt playing a game as dangerous as football that your salary will be cut in half. Any sports labor lawyer will tell you it is comical that owners were able to make these splits standard

in NFL contracts. At a minimum, if a player goes on IR for a concussion how could he possibly be subject to a split.

- p. The average NFL career is three years or less. Given that, a rookie contract should Guaranty Tenders and 4 th year Escalators-never be more than three years. If the current system is in place for the next CBA players should demand that any tender restricting a players' movement in his 4 th year be guaranteed immediately. Players are often tendered, taking them out of the market and later released (tender removed) after they are replaced by a younger or cheaper option in the draft or free agency. If tenders were guaranteed immediately teams would have to think long and hard about restricting that players movement. Along similar lines, we mistakenly agreed to this built in escalator for players drafted in rounds 3-7. If it has to stay moving forward, we need to ensure it is guaranteed once it earned (injury or skill and injury).

4. Lockout preparation and savings

Plan from Indy

Education as to NFLPA and History/Conjunction with NFLPA

5. Ours "Asks."

- a. **Publicize SRA Terms** -Make public (NFLPA website) all terms of SRA for veterans and rookies alike including addendums, percentages and other benefits provided. (Steve) gives players tools to negotiate fees.
- b. **Continued participation by CCA's at future NFLPA meetings including exec meetings. Not voting members but for advice, counsel and input. With CCA selecting representatives going forward.**
- c. Revert Default fee Language to old SRA Language -New SRA shifts narrative from value to cost (Pat Dye)
 - i. Agents impact on contracts alone
 - ii. Value of all the other additional services provided
- d. End game (Pat Dye)

- i. Most established/competent firms will recruit ONLY players in first 3 rounds
 - 1. More than 65% of league came in below 3rd round
 - 2. Deprives 65% of league of best choices
 - 3. First agent – initial impact, forming good habits
- ii. Most competent agents will phase out – coaches, broadcasters
- e. Realities of new SRA (Christina Phillips)
 - i. Creates immediate distrust
 - ii. Untenable position of negotiating for 2x “standardized fee”
 - iii. Again, shifts narrative inordinately to cost vs. net value of agent
 - iv. ***“In addition, the undersigned Contract Advisor and Player expressly acknowledge that the fee for contract services provided by the Contract Advisor is a negotiable amount but cannot exceed the maximum fee of 3% and that the Contract Advisor has explained this to Player.”***
- f. Need for Standard Addendum (Presenter?)
 - i. Eliminates inducements
 - ii. Caps training costs at reasonable per player amount (\$50,000)
 - iii. Standard Addendum shifts focus back to proper criteria/value vs. short sighted temptation or instant gratification

G) PRACTICE SQUAD COMMISSIONS/3% ON TENDERS NOT 2%
SAME AMOUNT OF WORK REQUIRED (OPTIONAL)(ADD-ON)

Lockout Preparation Ideas

Each Agent will affirm that she/he will make it a priority to advise, encourage, and recommend to all players represented that they save certain minimum amounts of money in preparation for a lockout and that they will make it a priority to prepare all of their clients for the possibility of a work stoppage from here on out.

The Certified Contract Advisor community discussed and debated numerous concepts and ideas and then through a democratic process agreed upon initial concepts to present to the NFLPA. These concepts are not mutually exclusive or even exclusive and can be used in totality together or even in part. The concepts are as follows:

Plan 1

1. Beginning with the 2018 regular season, each player will save 10% of their game checks, 20% of their playoff checks, and 50% of their Player Performance checks and place them in segregated lockout savings and or investment accounts; or,
2. All veterans will set aside \$250,000 per year; rookies \$100,000 per year; plus, both veterans and rookies will save 100% of Player Performance Pool income; or
3. Veterans will save \$300,000 over the next two years, Rookies will save \$200,000 over next two years and 100% of player performance saved.