



CBA PROPOSAL FACT SHEET

The Following Is A Summary Of The Key Terms Of A Proposed CBA Renegotiation

>> WAGES/ECONOMICS

- 47% of AR in 2020, plus ~\$100M in new Player Costs above current CBA for 2020
- Guaranteed 48% share of revenue in 2021, with ability to increase the percentage to 48.5% share through a media kicker which applies in any season the league plays 17 games
 - Projected increase of ~ \$5 billion to players during course of a new 10-year deal
- MINIMUM SALARIES
 - \$100K increase in 2020 for Rookie Minimums, another \$50K increase in 2021 and then \$45K increase each year after
 - At least \$90K increase in 2020 for other minimum salaried players; \$80K to \$105K increase in 2021 and then \$45K increase each year after
 - Right to use Rookie Distribution pool to provide additional payments to players at minimum salaries to keep minimum salaries in-line with cap growth
- Increase in minimum salary benefit
- Creation of new 4-year player benefit: up to an additional \$1.25M in salary excluded from the cap for up to 2 players
- Bonus payment of 1/17 of his paragraph 5 salary up to \$250K to any player whose contract runs through a season when 17 games is played
- Additional cap room per club in 2021 if 17 games is implemented and media kicker does not reach 48.5%
- Performance Based Pay increased to \$8.5M in 2020 and \$10M in 2021, with annual increases thereafter
- Increase average Minimum Team Cash Spending to 90% over tranches of 3-3-4 year periods
- \$100K increase for ROFR Original Round Tender; \$250K increase for first and second round Tenders for Restricted Free Agents
- Raises for Practice Squad Players to \$10.5K per week; total number of 12 players increasing to 14 players, with two unlimited Accrued Seasons players
- Guaranteed Funding Rule increase to \$15M per club in 2020 and to \$17M in 2029
- 5th Year Options fully guaranteed for 4th and 5th years at the time option is exercised; Amount of Option dependent on player achievement and no longer based on which slot selected in first round
- Increase in pay for all offseason activities
- Proven Performance Escalators for 2nd-round picks; Super Escalator for rounds 2-7 in 4th year
- Gambling definitions that ensures money is included in players' definition of All Revenue, including portions of non-football activities



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>> HOURS -- Training Camp

- Introduction of 5-day acclimation period
- 2.5-hour limit on padded and full speed practices
- Limit time at facility during a given work day
- Limit of 16 days in pads
 - No more than 3 consecutive days for 3 out of the 5 weeks
 - No more than 2 consecutive days for 2 out of 5 weeks
- 3-day weekend at end of camp if 17 games is implemented
- 2 days off in the first week, one day every 7 thereafter
- Limit of 4 Joint Practices if 3 preseason games

>> IMPROVEMENTS TO WORKING CONDITIONS

- Mandated improvements to visiting team locker rooms
- Establish standards for rehabilitation facilities, training rooms and equipment for each club
- Active squad increased by one offensive lineman
- Development of improved safety metrics for fields

>> BENEFIT INCREASES

Active Players

- Pension increase of 10%
- 401K matching contribution increased to \$30K, annual increases thereafter
- Annuity increased to \$110K per year; increasing by \$15K every other year
- Tuition reimbursement -- increases for active and former players
- Life Insurance
- HRA increased to \$35K with increases thereafter of to \$50K per season, with overall limit increasing from \$350K to \$450K
- Adding vision coverage to healthcare plan
- Injury Protection of 100% of salary up to \$2.0M and Extended Injury Protection of 100% of salary up to \$1.0M
- Termination Pay -- Increase in mid-season signing benefit to 35% of remaining salary or 2 weeks salary at the applicable minimum salary amount; right to collect a second time in some instances
- Practice Squad players eligible for \$5K of tuition benefits/year and 401K with \$1500 match



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Former Players

- Retroactive increase to \$550 per month for all pre-2012 vested players
- Expand pension eligibility to all former players with three credited seasons
- Establish a \$50,000 HRA for vested veterans with no HRA
- Creation of new network of hospitals in each team city for former players to receive no cost physicals, preventative care, mental health counseling, and out-patient orthopedic services. Coverage of common surgeries to be phased in during course of deal.

>> RIGHTS

- Clear parameters for ownership and usage of player data from sensors
- Overall reduction in on-field fines
- Reduction in club fines
- Implementation of a neutral decision-maker for most Commissioner Discipline cases
- Changes to Drug Policy
 - Narrows the testing window of THC from four months to two weeks at the start of training camp
 - Reduces the penalties to players who test positive for THC, eliminating any game suspensions strictly for positive tests
 - Reduces the number of players subjected to testing for THC
 - Increases the nanogram limit from 35 to 150
- Right to be paid over a 34-week pay period vs. 17 weeks
- New workers comp process to enable easier filing for players, making injury care more accessible