



CBA SIDE BY SIDE

Category	2011 CBA	2020 Proposed CBA
Regular Season Schedule	<ul style="list-style-type: none"> 16 regular season games 	<ul style="list-style-type: none"> 17 regular season games as early as 2021
Economics	<ul style="list-style-type: none"> Average of 47% over life of the deal <ul style="list-style-type: none"> In 2020, Player Cost would be ~46.8% of AR 1.5% Stadium Credits 	<ul style="list-style-type: none"> <u>For the 2020 season</u> <ul style="list-style-type: none"> Player Cost set at 47 percent of AR. NFL will expand postseason by two games (estimated revenue of \$150 million; estimated additional player cost of \$70-\$75 million). NFL will make Legacy Payment of \$64 million. <u>For the 2021 and 2022 seasons</u> <ul style="list-style-type: none"> Player Cost set at 48 percent of AR, irrespective of whether regular season consists of 16 or 17 games (subject to a greater percentage on application of the Media Kicker, if applicable) (discussed below). In 2021, if the NFL goes to 17 games, and if the player cost amount is less than 48.5%, each club may elect to receive a credit of up to 48.5%, such credit to be paid back in 2024 – 2027 at the club's discretion. NFL will make Legacy Payment of \$32 million in 2021 and a Legacy Payment of \$16 million in 2022. <u>For the 2023 season and Subsequent Seasons Under the CBA</u> <ul style="list-style-type: none"> Player Cost set at 48 percent of AR in 2023 and through the remainder of the CBA, irrespective of whether regular season consists of 16 or 17 games (subject to a greater percentage on application of the Media Kicker if applicable). Seventy percent (70%) of incremental revenue from Los Angeles stadium with no additional stadium credits. With any 17-game season, players may receive a "media kicker" – an additional share of revenue based on overall growth in television. contracts. <ul style="list-style-type: none"> If NFL secures a 60 percent increase, players will receive 48.5 percent of AR. The share can go as high as 48.8 percent of AR if the NFL grows television revenue by more than 120 percent. Stadium credits remain capped at 1.5%
Economics	<ul style="list-style-type: none"> No specific language related to gambling 	<ul style="list-style-type: none"> Players to receive a share of revenues related to legal gambling operations in stadiums—not limited to gambling on NFL football.
Economics	<ul style="list-style-type: none"> League-wide cash spending at 95%; two four-year tranches 	<ul style="list-style-type: none"> League-wide Cash Minimum remains at 95%; tranches of 3 years, 3 years and 4 years
Economics	<ul style="list-style-type: none"> Team cash spending 89% in two four-year tranches 	<ul style="list-style-type: none"> Team Cash Spending Minimum raised to 90% in 2021; tranches of 3 years, 3 years and 4 years
Economics	<ul style="list-style-type: none"> Funding deductible ("Funding Rule") at \$2M per club 	<ul style="list-style-type: none"> Funding deductible for deferred/guaranteed compensation increased to \$15 million from 2020-2028 (a 750% increase); deductible increases to \$17 million in 2029-2030.

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Salaries	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> New "Veteran Salary Benefit" allowing up to 2 players with four years of service to remain with their club; up to an additional \$1.25M in Paragraph 5 excluded from the salary cap by each club each year; increases throughout course of deal. 																																																																																																																	
Salaries	<ul style="list-style-type: none"> Minimum Salary Benefit – 90k max additional compensation 	<ul style="list-style-type: none"> Name changed to Veteran Salary Benefit; Additional compensation increased to 137.5k; increases throughout deal 																																																																																																																	
Salaries	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> For all players making more than the applicable minimum salary who are under contract as of February 26, 2020, and remain under that contract in the season the league moves to 17 games, they will be paid a bonus in the amount of 1/17th of their salary if they are on the roster of the club on the date of the 17th game without any dollar limit. 																																																																																																																	
Pay Period	<ul style="list-style-type: none"> Players paid over 17 weeks 	<ul style="list-style-type: none"> Players paid over 34 weeks [36 weeks if 17 games]. 																																																																																																																	
PBP	<ul style="list-style-type: none"> \$7.2M in 2020 (when combined) 	<ul style="list-style-type: none"> \$8.5M in 2020, \$10.0M in 2021 (possibly held at \$8.5M to pay for 17th game bonus); payment spread out over 4 monthly payments. 																																																																																																																	
Termination Pay	<ul style="list-style-type: none"> In-season signings: 25% of unpaid balance or 1 week at minimum salary amount One-time benefit 	<ul style="list-style-type: none"> Increased Termination Pay for in-season signings (35% of the unpaid P5 or 2 weeks' pay, whichever is greater); Allow for certain qualifying players to claim the benefit twice in their careers. Defense of failure to disclose if player does not report a surgery or missed game due to injury to the same body part or if he is fined one week of pay and suspended for 																																																																																																																	

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		conduct detrimental by the club (4-week suspension) or commissioner (4-week suspension or greater).
Injury Protection / Extended Injury Protection	<ul style="list-style-type: none"> IP: 100% of P5 up to \$1.2M Ex-IP: 30% up to \$575k 	<ul style="list-style-type: none"> Increase Injury Protection for injuries sustained in 2020 (\$2.0M in 2021 at 100% of Paragraph 5 salary) and Extended Injury Protection (\$1.0M in 2022 at 100% of Paragraph 5 salary) with continued increases thereafter. Defense of failure to disclose if player does not report a surgery or missed game due to injury to the same body part. Resolution of issue relating to credit amounts for guaranteed contracts.
Rookie Redistrib. Pool	<ul style="list-style-type: none"> Rookie Redistribution used to increase performance-based pay (above) 	<ul style="list-style-type: none"> Rookie Redistribution pool for veteran benefits (e.g., PBP) of \$2.0M per club starting in 2021, increasing with revenues; additional increase of \$1.0M per club added to this pool which can be used to increase minimum salaries if they do not keep pace with the growth in revenues
Comp Picks	<ul style="list-style-type: none"> Deadline for counting compensatory picks early May 	<ul style="list-style-type: none"> Excludes players who sign 1-year deals making less than \$1.75M; Deadline for counting compensatory picks moved to day after NFL Draft
Rookie Pool	<ul style="list-style-type: none"> Increases with the salary cap annually up to maximum of 5% plus 50% of any increase over 5% 	<ul style="list-style-type: none"> Rookie Pool to grow at the rate of the Salary Cap, eliminating lagging growth rates if cap grows by more than 5%.
PPE	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> Players drafted in Round 2 now eligible for Proven Performance Escalator – if 60% playtime 2 of 3 years or cumulatively (P5 increased to ROFR Original Draft Round Tender). Begins with 2018 draft class
PPE	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> Rounds 2-7, if 55% playtime in each of first three years (P5 increased to ROFR plus \$250k). Begins with 2018 draft class
PPE	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> New Proven Performance Escalator (super escalator) for players drafted in Rounds 2-7 based on Pro Bowl selections (P5 increased to 2nd Round Qualifying Offer). Begins with 2018 draft class
5th Year Option	<ul style="list-style-type: none"> Not performance-based. Picks 1-10, may receive transition tag. Picks 11-32, may receive 3-25 at player's position. Only guaranteed for injury when exercised; fully guaranteed first day of 5th League Year 	<ul style="list-style-type: none"> Starts with the 2018 draft class, Eliminate distinction between players selected in 1st – 10th positions and 11th – 32nd positions Two pro bowls: at franchise tender (1-5) One Pro Bowl: at transition tender (1-10) 75% in 2/3 years or cumulative over 3 years OR 50% playtime in all 3 years: at average of 3-20 at player's position All others: at average of 3-25 at player's position If Fifth-Year Option is exercised, player's contract is fully guaranteed for fourth and fifth years upon exercise of the option. <ul style="list-style-type: none"> Any individually negotiated terms for voiding apply to guarantee.
Rosters	<ul style="list-style-type: none"> Two players may be designated-to-return from Injured Reserve 46-man active roster 	<ul style="list-style-type: none"> An additional player may be designated-to-return from Injured Reserve (for a total of 3 players). Active roster increased from 46 to 48, with 8 offensive linemen.
Practice Squad	<ul style="list-style-type: none"> 10 practice squad players In 2020, \$8.4k weekly salaries Salaries are negotiable for all Practice Squad players Maximum of 3 years on Practice Squad 	<ul style="list-style-type: none"> Practice Squads expanded to 12 in 2020 and 2021, including 2 players with unlimited Accrued Seasons Further increase to 14 in 2022, including 4 players with unlimited Accrued Seasons No limit on number of times a player may be on Practice Squad Weekly Practice Squad salaries increased to \$8.4k in 2020, \$9.2k in 2021, \$11.5K in 2022, with increases thereafter <ul style="list-style-type: none"> For unlimited Accrued Seasons players, fixed weekly salaries are \$12.0k in 2020, \$14.0k in 2021, and \$15.4 - \$19.9k in 2022; Practice

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		<p>Squad players eligible for 401(k) benefit and tuition assistance benefit.</p> <ul style="list-style-type: none"> Practice Squad players remain unrestricted free agents. No limitation on the number of years a player may be a Practice Squad player. Practice Squad Players elevated to the Active list may be returned to the Practice Squad without having to go through waivers 2 times. Two Practice Squad players each week may be elevated to the Active/Inactive list (increasing the Active/Inactive roster to 54 or 55).
RFA Tenders	<ul style="list-style-type: none"> Amounts increase annually with the salary cap at a minimum of 5% and maximum of 10% 	<ul style="list-style-type: none"> No change from 2011 CBA for 2020 In addition, in 2021, First and Second Round Qualifying offers increase by \$125k in 2021 and another \$125k in 2022. Original Draft Round Qualifying Offers increase by \$50k in 2021 and another \$50k in 2022.
Franchise / Transition Tags	<ul style="list-style-type: none"> Clubs have an additional Transition tag in 2020 (last year of deal) 	<ul style="list-style-type: none"> No additional Transition tag in 2030 (last year of deal)
Active Player Benefits	<ul style="list-style-type: none"> Pension credit for 2020 is \$760/month Annual HRA contribution of \$30k; lifetime HRA maximum of \$350k No vision coverage Severance -- \$22.5k in 2020 Annuity -- \$95k in 2020 Second Career Savings – matching contribution level at \$28k Tuition Reimbursement - \$20k in 2020 	<ul style="list-style-type: none"> Pension increased to \$836/month (10% increase) Annual HRA contribution increased \$35k in 2020, and to \$50k by 2027; increased HRA lifetime maximum to \$450k. Group insurance benefits increased; new vision coverage added. Severance -- \$30k (2020-2022); \$35k (2023-2025); \$40k (2026-2028); \$50k (2029 -2030) Annuity -- \$110k on 2020, increasing every other year by \$15k Second Career Savings – increase matching levels by \$2k every other year Tuition Reimbursement – increase amounts for active players to \$25k per year beginning in 2026; significant increases in amount for former players Tuition Reimbursement and 401(k) benefits offered to Practice Squad players.
Former Player Benefits	<ul style="list-style-type: none"> Pension benefit credits amounts of ~ \$365/ month T & P disability – no offset for those recipients on Inactive A that qualified for benefit through Social Security Neurocognitive benefit includes waiver of ability to sue 	<ul style="list-style-type: none"> All players pre-2012 have a uniform and increased pension benefit of \$550 per month per credited season, increasing to \$575 or \$600 per month per credited season depending on increases in the revenue, Expand pension to include former players with three Credited Seasons (ineligible under the current agreement). Increased benefits for widows and survivors of former players. Survivors definition has been expanded to include relatives other than spouses and children. Establish an HRA account for vested former players with three or more Credited Seasons who did not previously earn an HRA and are under age 65 in the amount of \$50k to assist with medical expenses. Amounts paid to former players and their families under the 88 Plan, the Former Player Life Improvement Plan, and the Neurocognitive Benefit have all increased. Eligibility for Neurocognitive Benefit expanded to include non-vested and pre-1994 players and includes increases over time. <ul style="list-style-type: none"> Neurocognitive benefit waiver remains <u>New NFL-Dedicated Hospital Network</u>: All former vested players will have access to a newly developed hospital network with facilities in each NFL city that will provide primary care and other services free of charge, including screenings, mental health care and certain orthopedic treatment for former players, spouses to be included in a later year. Commitment to include some surgical procedures when feasible. T & P disability – offset for those recipients on Inactive A that qualified for benefit through Social Security;

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		eventually phase out automatic qualifier for T and P benefits based on receiving disability benefits through Social Security; trigger reducing future recipients benefits in 2026 if benefit if costs spiral.
Postseason Pay	<ul style="list-style-type: none"> • Teams do not receive postseason pay for bye week • In 2020: <ul style="list-style-type: none"> ○ Wild Card Division Winners \$33k ○ Wild Card Other \$30k ○ Divisional Round \$33k ○ Conference Championship \$59k ○ Super Bowl Winners \$130k ○ Super Bowl Losers \$65k 	<ul style="list-style-type: none"> • A team that has a bye week on the Wild Card weekend will now receive postseason pay. • Starting in 2021 Amounts increased to: <ul style="list-style-type: none"> ○ Wild Card Division Winners \$42.5k ○ Wild Card Other/Bye Week \$37.5k ○ Divisional Round \$42.5k ○ Conference Championship \$65k ○ Super Bowl Winners \$150k ○ Super Bowl Losers \$75k • Increases thereafter on a yearly basis.
Preseason / Minicamp Pay	<ul style="list-style-type: none"> • Veterans: \$2,000/week • Rookies: \$1,150/week 	<ul style="list-style-type: none"> • No changes from the 2011 CBA for 2020 amounts • In 2021: <ul style="list-style-type: none"> ○ Veterans: \$2,900 /week ○ Rookies: \$1,700/ week • Increases of \$300 per week for veterans and \$150 per week for rookies every other year.
Substances of Abuse	<ul style="list-style-type: none"> • Discipline-based program • Suspensions possible for repeated positive tests • Annual testing: April-August • Threshold for positive marijuana test: 35 nanograms • DUI – 2 game suspension 	<ul style="list-style-type: none"> • Emphasis on clinical care over punishment. <ul style="list-style-type: none"> ○ All treatment and testing decisions will be made by jointly selected medical professionals; • No suspension for positive tests if engaged in clinical care. • Marijuana: <ul style="list-style-type: none"> ○ No Suspensions for just a positive test ○ Annual testing limited to the first two weeks of Training Camp; ○ Higher testing thresholds for a positive test from 35 to 150 nanograms; ○ No required length of Program stay; ○ Violations of law for marijuana possession generally will not result in suspension. • Increased discipline for a DUI – 3 game suspension. • Players permitted at the club facility during the second half of the suspension period.
Performance Enhancing Substances	<ul style="list-style-type: none"> • First suspension: 2 game suspension for Stimulants or diuretics, 4 games for anabolics or 6 games for manipulation and or substitution and use of a prohibited substance • Second violation: 10 games for stimulants and diuretics, as well as for anabolics. 	<ul style="list-style-type: none"> • First suspension: 2 game suspension for Stimulants or diuretics, 6 games for anabolics or 8 games for manipulation and or substitution and use of a prohibited substance; • Second violation: 5 games for stimulants and diuretics, 17 games for anabolics.
Offseason Workouts	<ul style="list-style-type: none"> • NFLPA visitation rights up to 5 per season • No rookie compensation 	<ul style="list-style-type: none"> • Offseason Workouts – Veterans with four or more Accrued Seasons can miss up to 5 days of workouts, and still earn a full workout bonus • Increased NFLPA visitation rights (8 visits per season) and access to video to monitor practices. • Established on-field and at facility time limitations for rookies during Rookie Football Development (“RFD”) program; expand eligibility to young players. • Introduced daily workout compensation for rookies (\$135 per day); increased room and board maximum during RFD. • Veterans with 0 minimum salary credits and QBs with 1 or fewer minimum salary credits who play less than 25% of offensive plays may participate in 4 of 7 weeks of RFD • Limit of RFD to 3.5 hrs on field and no more than 2 hours for longer practice; total of 8 hours max at facility

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Training Camp	<ul style="list-style-type: none"> • Report 15 days prior to first preseason game • Three-day acclimation period • No limit on total joint practices • No less than 5 days off • No hours limit on time at facility • No minimum hours required between mandatory activity one day and following day • No limit on consecutive days in pads • No maximum on number of days in pads 	<ul style="list-style-type: none"> • Report 47 days before first regular season game. • Five-day acclimation period with clear activity limitations. • Post-acclimation practices limited to 4.0 hours total on the field and a 2 ½-hour maximum for the first practice. • Limited to 4 total joint practices if 3 or more preseason games; limited to 6 total joint practice days if fewer than 3. • Days Off – no less than 6 days off with 16 games; no less than 8 days off with 17 games. • “Bye week” after third preseason game with 17 games; with mandatory 3 consecutive days off. • No joint practices during the “bye week” and practices limited to 3.5 hours total on the field with 2-hour maximum for the first practice. • Limitations on time that players can participate in team-directed activities each day of camp <ul style="list-style-type: none"> ○ 12 hours max in 2020 ○ 11.5 hours max in 2021 (if 16 games) ○ 11 hours max in 2021 (if 17 games) ○ 11 hours in 2022; after second preseason game, down to 10 hours max • Players (excluding those players who are receiving mandatory rehabilitation) will be given a minimum of 11 hours off between the end of team activities and the beginning of the next day’s mandatory activities. • No more than three consecutive days in pads and maximum of 16 padded practices in Training Camp. • Joint NFL-NFLPA medical committee to study and advise on any additional changes to preseason, including practice rules, conditioning tests, workload maximums, player access to club facilities during “dead” periods” etc. The Union and NFL will then bargain on any changes in response to medical committee’s advice.
Regular Season	<ul style="list-style-type: none"> • Padded practice limit of 14; no more than 11 padded practices in the first 11 weeks • No mandatory days off after Thursday game 	<ul style="list-style-type: none"> • No change total padded practices <ul style="list-style-type: none"> ○ No additional padded practices even in a 17-game season. • Joint medical committee to study and advise on any additional changes to regular season practice schedule, workload. • Mandatory 3 days off after a Thursday game (unless playing again the following Thursday).
Health and Safety	<ul style="list-style-type: none"> • Prohibition on practice drills that cause increased risk of injury and continued joint commitment to research dedicated to finding other ways to make the game safer. • Joint funding for research that will improve the lives of current and former NFL players. 	<ul style="list-style-type: none"> • Continued prohibition on practice drills that cause increased risk of injury and continued joint commitment to research dedicated to finding other ways to make the game safer. • Continued joint funding for research that will improve the lives of current and former NFL players. • Expanded responsibilities for the Joint NFL-NFLPA Accountability and Care Committee focused on player health and safety: <ul style="list-style-type: none"> ○ Develop joint education, presentations and public statements on health and safety issues important to NFL Players (e.g., concussion, CTE, heat and hydration lower extremity injuries, NFL injury data). ○ Review proposed playing rules changes for health and safety impact. ○ Establish minimum standards for club athletic training rooms and modalities; providing the NFLPA with opportunity to raise concerns and/or perceived deficiencies and a right of inspection if deficiencies found. • Establish a Joint Engineering and Equipment Safety Committee to design safety standards for equipment used by NFL players and ban the use of equipment that does not meet those standards.

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		<ul style="list-style-type: none"> • Continuation of the work of the Joint Field Surfaces Committee, with a focus on establishing and implementing safety and performance metrics for field surfaces. • By 2021 League Year, annual comprehensive review of Club rehabilitation equipment, facilities and modalities, and establish and implement minimum standards concerning these areas. • By 2021 training camp, uniform improvement to team locker rooms • Conduct joint research into the safest and most-effective Training Camp schedule to include an acclimation period intended to reduce potential for injuries in the first part of Training Camp. • Set objective credentialing standards for strength and conditioning coaches and equipment managers. • Enhanced credentialing requirements for club physicians and athletic trainers. • Increased fines for a club's failure to comply with the Game Day Concussion Protocol. • Players to wear protective shirts during the offseason program. • Enhanced credentialing for Club Physicians, Athletic Trainers and Strength and Conditioning Coaches • Sleep Studies Side Letter Agreement Continues • Limitation on Club-Biospecimen Collection • DICON (Infectious Disease Prevention Protocols) Continues • Medical Research Application Process (MRAP) Side Letter Agreement Continues • Behavioral Health Side Letter Agreement Continues • Prescription Medication and Pain Management Program Side Letter Agreement continues • Affirm Players' existing right to file Non-Injury Grievances for any alleged violation of Article 39
Medical Summary Form	<ul style="list-style-type: none"> • N/A 	<ul style="list-style-type: none"> • Workers Comp -- Starting in 2021, club medical staffs shall be required to provide all players a summary listing of diagnosed medical conditions evaluated and treated by the club physician and medications provided by the club within 30 days of the end of the club's last game of the season. • Players who have email & cell with NFLPA will also automatically receive EMR at end of training camp and end of season. No need to ask trainer to republish.
Holdouts	<ul style="list-style-type: none"> • A player shall not receive an Accrued Season for any League Year for which he is under contract to a Club and in which he failed to report to such Club at least 30 days prior to the Regular Season game or in which he thereafter failed to perform services for his club for a material period of time • Holdout fines: \$40,000 <ul style="list-style-type: none"> ○ If unrestricted free agent when player signed contract, that player also loses game check in addition to fines • Fifth Year Option fine: \$30,000, plus one regular season game check for each preseason game missed 	<ul style="list-style-type: none"> • A player shall not receive an Accrued Season for any League Year for which he is under contract to a Club and in which he failed to report to such Club for the Club's preseason training camp on that player's mandatory reporting date or in which he thereafter failed to perform services for his club for a material period of time • Holdout fines: \$50,000 <ul style="list-style-type: none"> ○ If unrestricted free agent when player signed contract, that player also loses game check in addition to fines • Player who signs as an unrestricted free agent who fails to report for or is absent from preseason training camp will be subject to mandatory fines that cannot be waived by the club. • Fifth Year Option fine: \$40,000, plus one regular season game check for each preseason game missed
Club Fines	<ul style="list-style-type: none"> • Maximum fines increased at 5% annually • Clubs permitted to fine at maximum amount for first offense 	<ul style="list-style-type: none"> • Maximum fine amounts only increasing 3% per year. • Progressive discipline of up to 40% for first offense; 70% for second offense; 100% for third offense <ul style="list-style-type: none"> ○ Progressive discipline does not apply to holdout fines above

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On-field Fines	<ul style="list-style-type: none"> Increase at 5% annually Limit to 25% of P5 salary for first fine 	<ul style="list-style-type: none"> Revised schedule decreasing many on-field fines Maximum fine amounts increase by 3% annually Limit to 10% of Salary Cap Count for first offense Incidental conduct reduces fine by 20% Additional mitigating or aggravating factors to allow for further reduction/increase 25% of any fines collected may be returned if player participates in training and does not receive second on-field fine that year
Personal Conduct Policy	<ul style="list-style-type: none"> Commissioner or designee hears all hearings; no further right of appeal 	<ul style="list-style-type: none"> Jointly-selected Neutral Arbitrator for initial decisions on commissioner discipline under the Personal Conduct Policy. Findings are binding as to violation; player or league may appeal severity of discipline to Commissioner
Int'l Games	<ul style="list-style-type: none"> No rules with respect to International Games 	<ul style="list-style-type: none"> No more than 10 international games in any season through 2025; thereafter the parties to meet and confer as to the need for additional games, the NFLPA having reasonable approval rights. If a club plays more than 1 international game in any season it shall pay a player a \$5k stipend for each additional game. If a club plays more than 3 games in a season league must consult with the NFLPA.
Sensors	<ul style="list-style-type: none"> NFL has right to cause players to wear Sensors for performance purposes. Any health and safety use requires NFLPA Approval 	<ul style="list-style-type: none"> ANY use of sensors (and the resulting data) in practice requires approval of a Joint NFL-NFLPA Committee. NFL maintains the right to cause players to wear non-obtrusive tracking devices in games. Acknowledgement that players own their data. Club Discipline for Violations NFLPA/Player access to data