

GOVERNANCE POLICY PLAYER INDEBTEDNESS

OVERVIEW

Calgary United Soccer Association is committed to providing the opportunity to members to ensure that they have a reasonable opportunity to collect player fees from those players who agree to play for a specific club or team. The league is also committed to allow players to register and play with the teams and clubs of their choice.

PLAYER INDEBTEDNESS

The issue of players owing clubs monies from prior seasons' club fees and not paying the full agreed upon amount arises at the beginning of each season. No player will be eligible to participate in league play upon substantial proof that he owes money to his previous club. Between seasons a player's outstanding indebtedness to one club will not prevent his ability to try out for a new club (i.e. Pre-Season competitions). Players, however, will also be protected by ensuring that they are not coerced into a club loyalty through the requirement to pay historical fees only when departing the organization.

Clubs are responsible to take reasonable steps to collect fees each season from players and not allow an unreasonable outstanding balance to accumulate for any player. In keeping a balance between what a club is owed and what a player's outstanding balance is with a club CUSA will only address indebtedness of the past two most recent seasons.

- Played but did not pay in most recent Indoor and Outdoor seasons. Once that player registers onto the same club for the next Indoor season, the prior Indoor season debt is no longer deemed collectable by CUSA
- Played but did not pay in the past two Outdoor seasons but does not play Indoor. Once the player registers to play third Outdoor season, the first Outdoor season debt is no longer deemed collectable by CUSA

The responsibility lies with the club to ensure that the player has signed or received written notice regarding the agreement to pay fees and what the fee amount would be.

- Clubs must ensure that they have a written record between the club and the player on the amount of fees due and the payment agreement. This documentation may be in the form of an actual fee agreement, invoice, written into a registration form or an alternative written communication chain between the parties
- A verbal agreement is not sufficient
- The agreement must be renewed for each season the player played



- When a player either requests a transfer or, between seasons, wishes to move clubs and the debt remains outstanding the club may request that the league lock the players account and prevent the activation of the player until the debt is settled
- While CUSA encourages players to also ensure that they return the jersey etc. of a club it is a more challenging part of the league given most clubs have informal processes for how jerseys are distributed between players

CUSA, upon receipt of the documented request to block a player from future registrations will restrict the player from being able to register for the next season. That block will include registration to the club that has requested the block. The request to remove the block, regardless of the club registration, will indicate to CUSA that the historical fees have been resolved. Clubs cannot obtain a player's loyalty through the collection of historical fees only when a player leaves the organization.

Clubs who have reached an agreement with a player on payment arrangements and have registered and allowed the player to play are only eligible to recover the debt from the most recent two seasons of play only. By the Club and the player reaching an approved payment plan the plan must:

- Define the total monies to be collected from the player, either in cash or through other volunteer options;
- Clearly define the time period that the account must be cleared, prior to any further registration;
- The Club must ensure that they take reasonable efforts to ensure the funds are collected as outlined;
- Both the Club and the Player must sign the agreement – a verbal agreement will not be acceptable; and
- A copy of the payment plan must be provided to CUSA upon request. Where no document exists or not provided to CUSA by either party when requested the fees will be deemed paid in full and the player will be eligible to play where desired

For a player's registration or transfer to be blocked due to indebtedness to a club the indebted club must provide the league with a list of the players to be locked prior to the commencement of the registration period for that season. Clubs must identify who has the authority on behalf of the club to negotiate and confirm with the league office when the fees have been paid in full.

League office will lock player account, identifying that the player owes a specific club fees and who the contact is within said club.

- By locking the player account it will provide the player with a notice to contact the league if attempting to complete an online registration

When requested by the league to provide copies of the correspondence related to the players indebtedness the club will have 24 hours to provide the documentation or the player shall be allowed to be activated onto their new club.



- Upon receipt of the written proof the lock on the player account will remain until the club provides written notification that the debt has been resolved
- Without receipt of written proof the lock will be removed from the player account and the player will be allowed to register

The league is not responsible to negotiate on behalf of either the club or the player for the debt settlement or repayment plan, nor is the league responsible to collect monies on behalf of the club from the player.

