

Agreement

for ice hockey players in the elite league

(replaces Section 6 c of the Employment Protection Act (1982:80))

This document is a translation from Swedish. The Swedish version has precedence.

Employer _____

Player _____

Registration number _____

Personal identity number _____

Address _____

Address _____

Postal address _____

Postal address _____

In the case of multi-year agreements – be sure to regulate what shall apply in the event of relegation to a lower league in the system. If this is not regulated, the applicable parts of the agreement remain in force.

Form of employment

Fixed-term employment as of	Until and including	Starting date
Working hours Working hours are unregulated		
Position Ice-hockey player	Place of work The player is obliged to attend the place of work at which the association locates its activities at any particular time and instructs the player to participate; this also applies to travel to and from such activities. These provisions apply to the player's entire work obligation under both this agreement and the applicable collective agreement.	

Other duties

Work duties
To participate in all the ice hockey activities that the employer assigns to the player and also to carry out any other work duties that the employer assigns to him and that are related to his employment.
The employer is entitled to use the player's name, image and advertising rights. The player is well aware that the club owns all name, image and advertising rights linked to the player and can pass them on to some other party and gives his approval to this. The player undertakes to participate in other marketing activities to a reasonable extent.

Applicable collective/sector agreement
The Hockey Agreement between Utskottet för elithockey (*the Committee for Elite Hockey*) in Arbetsgivaralliansen Branschkommitté IDROTT (*the Employer's Alliance Sector Committee SPORT*) and the Unionen trade union (annexed).

The player's remuneration and insurance fees
As a player in the Swedish Hockey League the player is covered by a collective agreement. This agreement regulates the right to insurance among other matters. Insurance cover for sickness and occupational injury is paid by the club. When the agreement is signed, remuneration shall be divided between salary, a sports pension (IUP) and, where relevant, an adjustment pension. The difference between the two pension forms is that the sports pension is intended to reinforce your pension when you stop working, at the age of 55 years at the earliest. The adjustment pension is used by many players when their active career ends in order to even out any income differences that arise when you stop playing.

So the following applies to your contract:

Salary:

Adjustment pension, currently SEB:

IUP sports pension* currently Folksam: (6% of above salary)

Total, all remuneration:

Additional to this are statutory social security contributions and special payroll tax.

* The IUP sports pension and the risk insurance premiums are regulated by collective agreement. The IUP sports pension is set at 6 per cent. This means that the premium costs for the player are a direct consequence of the agreement on the salary taken out by the player.

Other remuneration and conditions

Annual leave

30 days of paid annual leave when full annual leave rights have been earned.

Other employment conditions

The contractual conditions concerning insurance adopted by the the SHL (the Swedish Hockey League) and the club at any particular time apply to the player.

The employer's responsibilities do not extend beyond the scope of this insurance agreement. The player shall undergo the medical examinations and sign the health declarations required before the player can be covered by the employer's insurance policy. The player undertakes, for the full duration of the agreement, to be a member of the association and pay the membership fee set by the annual general meeting.

If, during the term of the agreement, the player signs an agreement with an NHL club under the Player Transfer Agreement, the player is regarded as being on leave of absence as of the date on which the agreement with the NHL club is signed.

However, the leave of absence cannot last longer than until the end of the employment agreement.

The player shall give the employer written notice one month before he intends to resume his post.

* Agreement between the NHL and the SHL/SIF dated 25 March 2010.

Special work obligation

The player is obliged to be available for training and play in the association's junior team/youth team (equivalent) in the event that he is not selected to play in the first team.

Work obligation in another association

In the event that the player is not selected to play in the first team he is obliged to be available for training and play in another association (lower division) if the parent association so wishes. During such time the player is still employed by the parent association and receives benefits as regulated under "The player's remuneration and insurance fees".

Medical examination

For this agreement to be valid the player has to undergo medical tests by the club doctor and/or a physiotherapist to establish the player's medical status for the performance of all the conditions of his employment. Such a medical test shall be carried out no later than one week after the agreement has been signed. (The player is obliged to provide information on his medical history, i.e. previously taken medical measures and current medical status that may affect the performance of the conditions of his employment up until the starting date. Medical changes of that kind may also result in this agreement being declared invalid.)

During the term of the agreement the player is also obliged to undergo medical examinations and any physical tests required by the club.

Doping

The player is well aware of the rules that apply to the use and possession of doping-classified substances. In the event that the player is found guilty of an offence concerning doping (applies to both personal use and possession) at national or international level, this is to be regarded as a grave breach of his employment agreement, which under current labour law therefore also constitutes, as a general rule, grounds for immediate removal from his employment.

Other information

The parties are aware that play in the Elite League requires registration with the Swedish Ice Hockey Association (SIF) in accordance with a special form issued by the SIF. The association undertakes to register the player with the SIF.

The player gives his approval to the club recording the player's personal data in the club's data files, to the Club publishing, within the framework of its areas of activities, the player's name in various media irrespective of form of presentation and to the data made being available to the club's partners.

Place and date

Place and date

I have studied the conditions of this employment agreement.

Employer's signature

Player's signature