

Agreement

on the employment of an ice hockey player in the elite league (replaces Section 6 c of the Employment Protection Act (1982:80))

Employer _____

Contact person and telephone _____

Address _____

Postal address _____

Player _____

Personal identity number _____

Address _____

Postal address _____

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 assigns 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 relevant collective agreement.	

Other duties
<p>Work duties</p> <p>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.</p> <p>The employer is entitled to use the player's name and image. The player is well aware that the club owns all image and advertising rights linked to the player and can pass them on to some other party and approves this.</p> <p>The player undertakes to participate in other marketing activities to a reasonable extent.</p> <p>The player undertakes to participate in...</p>
<p>Relevant collective/sector agreement</p> <p>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).</p>
<p>The player's remuneration and insurance fees</p> <p>As a player in the Swedish Hockey League the player is covered by a collective agreement. This agreement regulates insurance among other matters. Insurance cover for sickness and occupational injury is paid by the club. As a player you have a gross remuneration framework. When the contract is signed, remuneration has to be divided between salary, a sports pension (IUP) and, where relevant, an adjustment pension. The difference between the two pensions 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.</p> <p>So the following applies to your contract:</p> <p>Salary:</p> <p>Adjustment pension, currently SEB:</p> <p>Total:</p> <p>Sports pension currently Folksam: (6% of above salary)</p> <p>Your club pays risk insurance premiums, in addition to the above, of about*:</p> <p>Additional to this are statutory social security contributions and special payroll tax</p> <p>Your club's total cost:</p>
<p><small>* The IUP sports pension and the risk insurance premiums are regulated in a collective agreement. The IUP sports pension is set at 6 per cent of the above salary. The risk insurance premiums are set at x per cent of the above salary. This means that the premium costs for the player are a direct consequence of the agreement on the salary taken out by the player.</small></p>

Other remuneration

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 SHL (the Swedish Hockey League) and the club at any given 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.

Special work obligation

The player is obliged to be available to play in the national team, Tre Kronor.

The player is obliged to be available for training and play in the association's reserve team/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 stipulated under "The player's remuneration and insurance fees".

Medical examination

In order 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 action 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.)

The player is also obliged to undergo medical examinations and any physical tests required by the club during the period when the agreement is valid.

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 shall be deemed to be a grave breach of his employment contract, which under current labour law, thus also as a general rule, constitutes 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 SIF. The association undertakes to register the player with SIF.

Place and date

I have received information concerning the conditions that apply to my employment.

Place and date

The employment agreement is approved.

Player's signature

Employer's signature