

**.The Basketball Association Agreement - Israel National Team: Jan. 2006  
- Dec. 2008**

**Agreement**

**Israel Basketball Association - Women's and Men's National Basketball Team**

A new agreement draft, updated: June 28<sup>th</sup>, 2006

The agreement was made and signed on the \_\_\_ day of June, 2006

Between **The Basketball Federation** as the first party

**And** as the second party.

**Players Association- representatives of the Israeli Basketball Players, And  
Tamar Maoz and Tal Burstein**

**Captains of the Israeli national teams.**

- Whereas** The basketball Federation has signed a contract with the  
**Players Association and the captains of the Israeli men's and  
women's national teams;**
- And whereas:** This agreement is fundamental [under the agreement signed on  
the 4<sup>th</sup> of July, 2005], it is appropriate to regularize the  
**employment conditions of the players of the Israeli men's and  
women's teams.**
- And whereas:** Both the basketball Federation and the players and their  
**representatives have agreed that the issues of status, taxation  
and social conditions should be regularized and covered in an  
agreement,**

**It was therefore declared, stipulated and agreed by the parties as follows:**

1. Employee-employer relationships will exist between the players in the  
Israeli national teams, both men and women, and the Basketball  
Federation, and the return they have earned for their activities in the teams  
will be reported using a pay slip, given to each one by the Basketball  
Association.
2. Payments and refunds:
  - A. Salary for work:  
The team players will be entitled to a salary, on a daily basis for training  
and game days, and this according to participation in the team's training  
days and games, under the team manager's report.  
A work day [however long it is] in this agreement means a day on which  
the team assembled, at any time, and at any period, in the framework of  
the team's training days or games.

## B. Wages

Soldier	The maximum wage permitted by law
Single + Married	362.00 NIS per day
Single + Children	435.00 NIS per day

A player who has participated in 25 or more international games will be entitled to an additional sum of 36 NIS per day.

All above stated sums are gross sums. In the framework of the pay slip given to each player in the team, the association will deduct taxes, as required by law - Income tax, national insurance, health tax and any other tax required by law. The association will transfer the deductions to the tax authorities according to the law.

## C. Telephone calls and allowance

1. A team player will be entitled to a refund of \$7 per day for telephone calls made while he is abroad.
2. A team player will be entitled to a sum of \$15 per day, as an allowance while he is abroad.
3. The abovementioned payments will be paid in foreign currency abroad.

## 3. **Rewards for Achievements:**

- 3.1 **Achievement rewards for entering the European championship**
- 3.2 A team player will be entitled to a victory reward of 1,594.00 NIS for international games in the framework of the European championship's semi-finals.
- 3.3 A team player will be entitled to a reward of 6,158.00 NIS if the team enters the finals of the European cup.
- 3.4 Players who are entitled to rewards are those who have been registered in the game form of at least two thirds (66%) of the team's games, whether in the semi-finals and/or the finals of the European championship, except of injury cases.

## 2.2 **Achievement awards for European Championship ranking**

- 2.2.1 A team player will be entitled to a reward of 15,938.00 NIS if the team reaches places 1 - 4 in the European Championship finals.
- 2.2.2 A team player will be entitled to a reward of 9,418.00 NIS if the team reaches places 5 - 8 of the European Championship finals.
- 2.2.3 A team player will be entitled to a reward of 1,594.00 NIS for an official international game in the framework of the championship's early stages.
- 2.2.4 In any case, a team member will not be entitled to a reward for the ranking, if the team reaches 9<sup>th</sup> place or worse.
- 2.2.5 Players who are entitled to rewards are those who have been registered in the game form of at least two thirds (66%) of the team's games, whether in the semi-finals and/or the finals of the European championship, except of injury cases.

It is clearly stated the rewards under clauses 2.2.1 and 2.2.1 will not be accumulative.

2.3 Achievement rewards for entering the Olympic games and the world championship

2.3.1 If the team achieves a ranking that will entitle it to participate in the Olympics, each player will receive a reward of 18,111.00 NIS.

2.3.2 If the team achieves a ranking that will entitle it to participate in the world championship, each player will receive a reward of 15,938.00 NIS.

The two alternatives mentioned in clause 2.3 replace clauses 2.2.1 and 2.2.2 and it not accumulative.

**3. Travel Abroad**

Flights for international games will be in the airliner's tourist class, on days and times decided upon by the association.

The Basketball Association's Administration department will request the travel agencies to arrange for comfortable seats in the abovementioned flights.

**4. Training Camps**

Participation in training camps is mandatory, and it will be determined by the team manager and the Professional Leagues Committee.

**5. Personal Equipment**

Team players will receive personal equipment from the Basketball Association, and they will be obligated to arrive to the team's games with the equipment, including shoes.

**6. Publicity and Public Relations**

Team players and coaches will participate in any matter or issue related to the team's activity, in the field of publicity and public relations, including the commercial companies who sponsor the team and/or the Basketball Association, without receiving any additional pay for this activity. This activity will only be conducted in the collective framework of the national team.

For the avoidance of doubt it is clarified that the player waive any claim and/or demand regarding proprietary rights to photographs, video clips, advertisements etc. that will be made and/or presented regarding the team, as long as the presentation will not harm them.

**7. Admission to Games**

A team player will be entitled to a card which enables admission for two for the Basketball Association's league and cup games, according to the association's procedures, and to a list submitted by the team manager.

## **8. Accident Insurance**

A personal accident insurance will be arranged by the association and at its expense for all the national team players, and the insurance will cover accidents, injuries and disease in the framework of the team activities. The players' general policies, which do not include their pay details, will be attached to this agreement. It is clarified that the extension of this version of the agreement is continuous and sequential to the entire contract, and for this reason a health declaration will not be required from all team players who were in the team in summer 2005, when this agreement was renewed. The following clauses should still be stated:

- 8.1 For the purpose of privacy, the coverage for loss of working capacity will be adjusted for each player, according to his salary, and to his contract, deposited with the budget control authority. For this purpose, the contracts of players of the overseas match team will also be deposited with the budget control authority.
- 8.2 The Basketball association will send a letter of compensation before each team mission, which will cover the gap between the possible coverage of the policy arranged for by the association, and the player's salary (according to the valid salary contract, in Israel or abroad), according to the contract deposited with the budget control authority, in case of a loss of working capacity.

## **9. The Basketball Association will allocate a pension fund or a directors insurance for the team players, as detailed below:**

- 9.1 **For Rewards:** 5% will be allocated at the expense of the player, and 5% at the expense of the association. It is clarified that if the amounts of allocation are increased in the economy, this increase will be applied to the team members, starting at the time it was applied.
  - 9.2 **As severance pay, 8.33%**, allocated, at the expense of the Basketball association.
  - 9.3 The allocation will be applied to all salary elements which will be given to the players as a return, including achievement rewards.
10. **Study fund:** The Basketball Association will allocate funds to the players for a study fund, as follows: 2.5% at the expense of the player, and 7.5% at the expense of the association. The allocation will be applied to all salary elements which will be given to the players as a return, including achievement rewards.

Choosing the abovementioned funds under clauses 9 and 10 above, will be done by the players and/or representatives.

11. Each player will be required to sign a document of stating they have no claims towards the basketball association, for the player's activities in periods predating this agreement.

12. **Players funds**

The gross salary and all payments and allocations agreed upon in this agreement, after the deduction of taxes and social allocations, will be deposited in a savings plan, in the name of the association and the player, as is customary today, and under the same rules and criteria included in the current agreement, including the criteria according to which players and/or their representatives are entitled to choose the places where the fund moneys are kept, and to withdraw and receive the funds, as detailed below.

All sums to which the players are entitled will be transferred to the players' fund, to personal accounts, along with the payment and activity details, and this will be done within 30 days after the completion of the player's activities in the team.

The abovementioned sums will be transferred to the players' fund, according to the directions of the team manager, with the coordination of the chairman of the Funding Committee, and the Basketball Association's treasurer.

**A player and/or his representatives will be entitled to withdraw the funds accumulated on his behalf in the fund when he reaches the age of 30, and this as long as he is no longer a member of the national team, on the day the player submits his request.** The team manager will add to the players' fund any new player who joins the Israeli adult national team. **It is clarified** that if a team player finishes his sporting career before the age of 30, whether for reasons of an injury in the framework of his activities in the national team, or of his team, he will be allowed to withdraw the funds he is entitled to at the age when the event occurred, as decided by the Basketball Association.

The team players will use the association when examining the funds, whichever fund was selected by them or by their representatives, when receiving the payment or returns details, the tax reports or any other information.

13. **General**

- 13.1 **All sums stated in this agreement are gross sums, and the association will deduct taxes from them, as required by law.**
- 13.2 **All rewards in this agreement which are specified in dollars will be converted to NIS according to the known official exchange rate at the day the banking activity is performed.**
- 13.3 **The applied consumer price index is the known index at the date this version of the agreement was signed, the 5<sup>th</sup> of August, 2003. [101.0 points!]**

This agreement is an addition, and it is subject to what is stated in the Basketball Association set of rules, regarding activities in the Israeli national basketball team, and to what is stated in the uniform discipline set of rules.

**14. Validity**

This agreement is valid starting on the 1<sup>st</sup> of January, 2006, for two years, until the 31<sup>st</sup> of December, 2008. All changes included in this agreement will be applied to all payments and allocations the players deserve for the team's activities in the summer of 2005. As long as the terms of this agreement are not changed, they will be applied to and will be binding for both sides in any matter.

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The Basketball Federation

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Tamar Maoz, Captain of the Israeli women's national team

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Tal Burstein, Captain of the Israeli men's national team

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The Basketball Players Association

**Note: This agreement refers to both women's and men's national teams.**