

Module 3 Assignment- CBA Compare & Contrast

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CBA Compare & Contrast

For Major League Baseball, the Collective Bargaining Agreement that was ratified in 2022 and will go through 2026, there were a lot of changes. Teams are guaranteed a minimum of seven open days in the last part of their season, with a minimum of three of them being in the last month. Minimum salaries were addressed at all levels, as well as dates to exchange salary arbitration figures. Daily per diems in-season and during spring training are spelled out. The CBA also lines out what All-Stars and Home Run Derby participants receive for participating (Cooper 2023).

New to this CBA is a mention of mental health resources and an infectious disease committee. Also, a pre-arbitration performance bonus program, which allows players who aren't yet eligible for arbitration to earn a bonus based on value, for example, winning the Cy Young Award. The Competition Committee is also an addition, with eleven voting members, four of them players and one of them an umpire. The committee is responsible for the rule changes that have gone into effect this past year. The last new change of interest is uniform opt-out dates. There are three dates that eligible players can request unconditional release from their teams (Cooper 2023).

For the National Basketball Association, their CBA started in 2023 and ends in 2029. Players and owners share all basketball-related income, with the actual split being dependent on how much teams are spending. The salary cap is based on a projection of the next season's revenue, but the NBA used a "soft" cap. For example, the 2023 cap was about \$122.7 million, but there were teams spending upwards of \$191 million. However, licensing revenue is now going to count as basketball-related income, so the players will be able to share in that, meaning the salary cap will grow. At the same time, both the players and owners agreed to "cap smoothing," so the salary cap cannot grow more than 10% in a year (Quinn 2023).

When it comes to luxury tax, the new CBA has put in certain restrictions that will make it hard for teams to acquire new players that will put them over their salary cap, but it will not be hard for them to keep any of their current expensive players. This is very different from MLB, who just have different thresholds of luxury tax, so teams like the Yankees and Dodgers can just keep affording to pay the higher taxes. Teams that are in the second threshold of the salary cap, will also find difficulties with acquiring free agents and trades (Quinn 2023).

The National Football League's CBA will run from 2021 to 2030 and players seemed to be unhappy with it at the time of signing. For the season structure changes, the postseason is moving from twelve to fourteen teams. Starting in 2021, the NFL had the option to cut the preseason one week short and add a 17th game to the regular season where each team will have a bye week, which they did. Since they added the 17th game, players are receiving an additional share of revenue from TV contracts in addition to their 48 percent of the revenue split (Benjamin 2020).

The rest of the highlights are Drug Policies (decreased penalties for marijuana, greater penalties for DUIs), work rules, roster (active roster moves from 46 to 48), increased fines for holdouts, and international games – no more than 10 per season and any team with more than one, players will earn a \$5000 stipend (Benjamin 2020).

The National Hockey League CBA will expire in 2026. The salary cap remained the same initially, but will increase through the time of the CBA. The escrow on the player's salaries will decrease from 20% to 6% by 2026. NHL players will return to the Olympics starting 2018. The minimum salary will increase and the maximum entry-level salary will increase for Draft picks (Gulitti 2020).

After reading through articles on all four CBAs, the NBA's seems to be the most balanced. As already noted, it has regulations in place so that teams cannot buy all of the talented players and just pay the luxury tax. MLB's seems too focused towards the players and the players were very unhappy about the seventeen-game season and the expanded playoff format (Kerr 2020). A good compromise is where both sides are a little unhappy and that seems to be the case with the NBA. It's not a perfect situation for either party, but both sides benefit.

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