



Instructions and emphases for completing the player agreement form

1. Fill in and complete, in full and accurately, the entire details required in the agreement form.
2. Should a certain item in the agreement form be irrelevant or unnecessary for completion, strike it out with a clear crossing line, making it clear that it is irrelevant.
3. If the Parties entered engagement in the agreement form appendix or reached another agreement that is intended to be added to the Player agreement form, make a note in item 9 that an appendix is enclosed and it is mandatory to enclose it.
4. Either party is required to meticulously review all the provisions of the agreement form in their entirety prior to signing them.
5. The agreement form will be signed in three (3) copies – for the club, the player and the Budgetary Control Authority.
6. **After approval of the agreement by the Budgetary Control Authority, the club must provide the player with a copy of the approved agreement. Please note that failure to provide the approved agreement may lead to taking disciplinary action against the club.**

PLAYER AGREEMENT FORM FOR THE SEASON OF 2026/2027

Made and entered into on the day ____ of the month of in the Year _____

- Between -

Team: _____

Address: _____

E-mail: _____

Form of incorporation: _____

Corporation number: _____

(Hereinafter: the "Club")

- And -

Player: _____

Address: _____

E-mail (if such exists): _____

I.D. / Passport number: _____

(Hereinafter: the "Player")



- Whereas:** The club constitutes a member of the Israeli Football Association (which shall be called the "**Association**"); and
- Whereas:** The player is a regular member of the Club and no obstacle or hindrance applies to him that prevents him from being registered to, playing on and being active in the club; and
- Whereas:** The club wishes the player to be registered and play in the framework of the club and no obstacle or hindrance applying to the club that prevents it from registering him or including him in its roster; and
- Whereas:** The parties wish to regulate and specify the rights and obligations of each party towards the other, all subject to the codices of the Association;

Therefore it has been Agreed, Stipulated and Declared Between the Parties as Follows:

1. The Preamble and Nature of the Agreement

- 1.1. The preamble to this Agreement comprises an integral part thereof.
- 1.2. The purpose of this Agreement is to set out the terms, obligations and rights of the Parties to this Agreement in all matters relating to the registration of the Player with the Club and the inclusion of the Player as a player of the Club during the term of this Agreement, in accordance with the provisions of the Association's regulations, as determined by the Association from time to time.
- 1.3. For the sake of this agreement, the addresses of the parties will be as specified in the heading.

2. The Parties' Declarations

- 2.1. The Parties declare that this Agreement has been arranged in accordance with the Association's Budgetary Control Regulations (hereinafter: the "**Budgetary Control Regulations**") and subject to all of the other regulations of the Association, as shall be determined by the Association from time to time.
- 2.2. The Parties hereby declare that any provision of Clause 9 of this Agreement (or any other provision hereof) that contradicts the provisions of the Budgetary Control Regulations and/or the other provisions of this Agreement and/or deviates from the directives of the



Budgetary Control Regulations, shall be deemed null and void.

- 2.3. The Parties hereby declare and confirm that they have signed the full disclosure statement enclosed as appendix A to the agreement form and the said statement constitutes an integral part to this agreement, binds both parties upon all its implications and applies to anything pertaining to the reciprocal relations and to their relations with the Association.

3. The Player's Obligations

The Player hereby declares and undertakes as follows:

- 3.1. To actively participate in all of the Club's practice sessions and in the matches in which he will be placed under the direction of the coach and/or the Club's management and/or any other holder of position who may be appointed by the Club's management. The Player declares and confirms that he is aware and knowledgeable of the fact that as part of being a football player in a professional club, he would be obligated to take part in the club's matches or trainings on sabbatical days and in holidays following the schedule of league games and/or following the club's discretion. The Player's working hours will be set in accordance with the match schedule and the club's instructions.
- 3.2. To maintain a sporting lifestyle and to do everything necessary to remain in the best possible physical condition and fitness in order to serve the Club in accordance with the instructions of the coach or the Club's management.
- 3.3. To devote him best efforts, skills, talent and professional ability to fulfilling him role as a player of the Club, including preserving the Club's confidential information, being loyal to the Club, and not accepting any benefit from any party other than the Club in respect of him activities for the Club.
- 3.4. To comply fully and accurately with the instructions of the coach and/or the Club's management and/or any office holder appointed on behalf of the Club's management, in all matters relating to him activities at the Club.
- 3.5. Not to enter into negotiations, beginning from the date of the signing of this Agreement and until the end of the season for which this Agreement has been signed, with any other club in Israel or abroad, unless he has received prior written permission from the Club after he has notified the Club, in writing, of him wish to do so, subject to the directives of the



Registration Regulations.

- 3.6. To receive the Club's prior written permission before appearing in a commercial advertisement to the extent that it conflicts or competes with the Club's sponsors.
- 3.7. Not to demand and/or not to receive, during the period of this Agreement, from the Club or from anyone on its behalf, any payment of any kind whatever, whether in money or money equivalent, whether directly or indirectly, in excess of the payment specified in Clause 6 below.
- 3.8. Not to demand and/or receive any net payments from the Club during the term of this Agreement.
- 3.9. Not to demand and/or receive from the Club during the term of this Agreement and in connection therewith any supplementary Income Tax payment or other compulsory payment, beyond the Income Tax and other compulsory payments deducted by the Club from him income in accordance with law and the provisions of this Agreement.
- 3.10. Not to sign any additional agreement with the Club in regard to playing for the Club during the period of this Agreement, unless the Budget Control Authority (hereinafter: the "**Authority**") has agreed to and approved such agreement.
- 3.11. To behave in a sportsmanlike manner while taking care to uphold the honor of him profession and the honor of the Club.
- 3.12. To transfer to the Club and/or to the Association all information (including relevant personal information such as the salary and the social conditions of the Player's salary) which are required by them for purposes of the implementation of this Agreement and for purposes of the Player's activities and this shall include this information being stored in a database.
- 3.13. To undergo all the medical examinations, as shall be requested by the Club and/or by any other holder of office who may be appointed by the Club's management, on all aspects connected with him activities at the Club, in general, and not to make use of performance enhancing preparations, in particular.



4. The Club's Obligations and additional obligations of the Player

The Club hereby undertakes, and the Player undertakes pursuant to Clauses 2 and 3 above, as follows:

- 4.1. To pay the Player the amounts set out in the Consideration Clause of this Agreement as gross payments only, from which income tax, National Insurance contributions and any other mandatory payment required by law shall be deducted, in accordance with the directives of the Income Tax Authority and the National Insurance Institute and/or applicable law and/or according to written arrangements that the Club may have with the Income Tax Authority and/or the National Insurance Institute, and to provide the Player with confirmation of such deductions.
- 4.2. Not to pay the Player, whether directly or through any person on its behalf, during the term of this Agreement, any payment of any kind whatsoever, whether in money or money equivalent, whether directly or indirectly, beyond the payment specified in Clause 6 below, except with the approval of the Authority.
- 4.3. Not to undertake and not to pay the Player during the period of this Agreement, any net payments.
- 4.4. To insure the Player, commencing on the effective date of this Agreement and until the date of termination of its validity, including during the official off-season following the end of the term of this Agreement, against personal accidents causing death and/or disability and/or loss of the Player's ability to work, in adequate amounts no less than those prescribed by the Sports Law, 5748-1988 (hereinafter: the "Sports Law") and the regulations promulgated thereunder (and subject thereto), and to cover all of the Player's activities in Israel and abroad, both within the framework of the Club and within the framework of Israel's national team, subject to the provisions of Section 7 of the Sports Law. The Player confirms that the terms and amounts of the insurance coverage offered to him by the Club, as stated above, and presented to him, are to him full satisfaction, and that he shall have no claims and/or demands whatsoever against the Club and/or against the Association in this regard. The Player further confirms that it has been explained to him that, to the extent he deems it appropriate to increase the amount of the insurance coverage beyond the coverage obtained for him by the Club, as stated above, he shall do so himself, at his own expense.



and on him own responsibility.

- 4.5. To provide the Player with adequate medical care during the period of this Agreement and should it be necessary and after adequate medical certificates have been presented, also after the period of the Agreement, all to the extent and according to the customary conditions.
- 4.6. In the case of a foreign Player: in the event that at the end of the season the Club has gone down to a lower league, in which the number of foreign players permitted for registration is lower than the number of foreign players permitted in the league from which the Club had previously played, and there is a valid agreement between the parties for the following season, the provisions of Clause 40 of the Registration Regulations will apply to the parties.

5. The term of the Agreement

This Agreement is being made for the _____ season from _____ until _____.

6. Consideration

- 6.1. The Club will pay the Player a gross monthly salary of ILS _____ (hereinafter: the "**Monthly Salary**"). Since, as aforesaid, the football sector also operates during the Player's weekly rest days, the Player's Monthly Salary will be comprised of the following components:

6.1.1. Base salary of a gross amount of ILS _____ (hereinafter, the "**Base Salary**").¹

6.1.2. Global remuneration for work during the weekly rest days in a gross amount of ILS _____ (hereinafter: the "**Global Remuneration**"),² determined in accordance with the estimated scope of working hours during the weekly rest days. It is agreed that the Player will not be entitled to any additional salary or remuneration for work during the weekly rest days.

¹ The Base Salary will be equal to an amount of 80% of the monthly

² The Global Remuneration will be equal to the Monthly Salary with the subtraction of the Base Salary component.



It is agreed that the Player's weekly rest day shall be Friday / Saturday / Sunday [strike out the irrelevant].³

Beyond the strict requirements of law, the entire Monthly Salary, as defined above, shall constitute the basis for payment of social benefits and all rights to which the Player is entitled under the employment agreement and applicable law.

- 6.2. In addition to the aforementioned Monthly Salary, the Club undertakes, during the term of the Agreement, to make the following payments to Player:

Payment	Overall amount	Currency
Signing fee		ILS
Living/ travel expenses		ILS
Premium payments for _____ points		ILS
Championship bonus		ILS
National Cup bonus		ILS
UEFA match participation bonus		ILS
Other payments _____ _____ _____		ILS
Total for the term of the Agreement		ILS

- 6.3. The provisions of the law as are in force from time to time, shall also apply to the Player's employment, and included in this, the laws relating to the following subjects shall apply to him employment:

³ For Jewish players, the rest day will be exclusively Saturday.



- 6.3.1. **Annual leave** – the Annual Leave Law, 5711-1951. The annual leave days due to the Player shall be taken by him in full during the period in which there are no activities, unless the Club specifies otherwise. Annual leave days may not be accumulated and carried forward to a subsequent year.
- 6.3.2. **Sick leave** – the Sick Leave Pay Law, 5736-1976 and the additional statutes in this regard.
- 6.3.3. **Convalescence pay** – the Player shall be entitled to convalescence pay in accordance with the provisions of the Extension Order regarding convalescence pay in the private sector. The Parties hereby expressly agree that convalescence pay is included in the Player's Monthly Salary.
- 6.3.4. **Pension insurance** – The Club will insure the employee in a pension settlement in accordance with the provisions of the relevant extension orders that apply in the Israeli marketplace to the matter of pension insurance, as these may be in force from time to time, including, inter alia, the Extension Order [Consolidated Version] for Mandatory Pension and the Extension Order for increasing allocations for Pension Insurance in the Israeli Marketplace (at present as published in Publication Docket 6302, 5771, on page 6938 and in Publication Docket 7287, 5776, on page 7974.)

With respect to the pension insurance the following additional provisions shall apply:

- A. Player is informing that as of the date of his acceptance to employment, he is:
- ☐ Insured in some pension insurance.
 - ☐ Not insured in any pension insurance.
- B. Player will inform within the time set in the order (within 60 days pursuant to the commencement of his employment) to which pension provident fund he wishes to make pension deposits on his behalf. Should Player fail to inform Club, upon the stipulated dates, to which pension provident fund he wishes to make the said pension deposits on his behalf, Club will insure Player in a default comprehensive pension fund by any applicable law:

1) _____.



2) _____.

Nothing in the aforesaid may derogate the right of any player to choose, at any given time, the provident fund in which he wishes to be insured.

- 6.4. In relevant cases that meet the terms of article 28 of the Severance Pay Law, 5723–1963 (hereinafter, the "**Severance Pay Law**"), and the instructions of the Ministry of Labor, the parties may agree in writing to appeal for an approval of a "Salary Inclusive of Severance Pay" by the Minister of Labor or any one empowered by the latter, in accordance with Section 28 of the Severance Pay Law, 5723 – 1963, as those may be from time to time (hereinafter – the "**Ministry of Labor Approval**"; the "**Ministry of Labor's Instructions**", respectively). If the Ministry of Labor Approval is received, the approval will apply only to the part of the salary for which it was issued and only for the period for which it was issued.
- 6.5. It is further agreed that if the Club's payments to pension insurance and/or for additional pension insurance will not, for any reason, be in lieu of severance pay under the Extension Order referred to in Clause 6.3.4 above, such payments shall be in lieu of severance pay pursuant to Section 14 of the Severance Pay Law, 5723-1963, in accordance with the general approval published by the Minister of Labor in Publication Docket 4659 on June 30, 1998, and the two amendments thereto published in Publication Docket 4803 on September 19, 1999 and in Publication Docket 4970 on March 12, 2001, as in force from time to time (an updated copy of the aforesaid approval is attached as Appendix B to this Agreement), or in accordance with any other approval that may be requested by the Club from the competent authority under Section 14 of the Severance Pay Law, and the Player expressly agrees thereto in advance. The Player undertakes to perform any act and to sign any document required in order for the Club to obtain the aforesaid approvals.
- 6.6. All the amounts and the benefits under this Agreement are gross amounts, from which the Club shall make a deduction, according to the provisions of the law of: income tax, national insurance payments, health tax and other compulsory payments and all the other deductions that require to be deducted under this Agreement and/or according to the Association's regulations, as these may be specified by the Association from time to time.
- 6.7. Times for payment:



Fixed Payments		Payments that are not fixed	
<u>Type of payment</u>	<u>Time for payment</u>	<u>Type of payment</u>	<u>Time for payment</u>
Convalescence pay	Included in the Monthly Salary – upon payment of wage	Monthly Salary	According to law (up to (including) 9th of following month)
		Holiday vacation pay	According to law (upon payment of wage)
		Sick pay	According to law (upon payment of wage)

7. Arbitration

7.1. The Parties hereby agree that any dispute between the Club and the Player, in connection with this Agreement or its implementation, shall be brought exclusively before the Institute for Arbitration and Mediation in accordance with the regulations of the Association's Dispute Resolution Institute, and before no other forum.

7.2. The arbitration shall be conducted in accordance with the directives of the Association's Dispute Resolution Institution Regulations.

8. Discipline

The disciplinary code which are attached hereto as Appendix C to the Agreement shall be binding on the Player and form an integral part of this Agreement.

9. Supplementary Provisions

In addition to all of the provisions set out above, the parties have agreed as follows:

10. Protection of privacy

Upon signing this Agreement, and for the purpose of registration and activity within the Israeli Football Association, the Player confirms, agrees and accepts the Association's privacy policy as published on the Association's website: www.football.org.il/files/PrivacyPolicy.pdf, and as updated from time to time.



Player confirms that he is aware of the fact that he does not bear a legal obligation to serve the Association personal information or agree to its processing, however, it should be clarified that without serving the required information and without him consent to it being processed in accordance with the privacy policy, it would not be possible to register him in the Association and allow him participation in the Association's activity.

11. General Provisions

- 11.1. The provisions of this Agreement shall become valid and binding upon the Parties only after this Agreement has been presented to the Budgetary Control Authority and approved by it. The Club undertakes to submit this Agreement to the Authority for approval, once signed by both Parties, no later than 14 days after it has been signed by the Player on the date set out in the preamble to this Agreement.
- 11.2. The parties are entitled to cancel this Agreement before the end of its term of validity, provided that the cancellation is mutually agreed by the parties and approved by the Chairperson of the Authority.
- 11.3. The parties are entitled to amend the terms of this Agreement before the end of its term of validity, subject to the condition that the change shall receive the prior approval of the Authority. Every change and/or addition to this Agreement will be signed by the parties separately next to each change.
- 11.4. The Parties expressly agree that this Agreement, as submitted to and approved by the Authority, is the sole binding agreement between them, and any other agreement that is not submitted to and approved by the Authority shall be null and void, of no force or effect, and the Parties shall not act in accordance with its provisions.
- 11.5. The Club and Player confirm that they have read the provisions and the terms of the Agreement and that they are understood by them and agreed upon by them and that it is agreed that the Authority's approval of this Agreement is solely for purposes of the Codex and not for any other purpose.
- 11.6. This Agreement also constitutes notice according to law to an employee in accordance with the Notice to Employee and to Candidate for Employment Law (Terms of Employment and Classification and Acceptance for Employment Proceedings), 5762-2002.



12. Representation by an intermediary

(Please mark in circle the correct option):

- ☐ A Football Agent was involved in signing this contract.
- ☐ A Football Agent wasn't involved in signing this contract.

If this contract was signed using an intermediary, please indicate which of the sides signing this contract was engaging with a Football Agent: ☐ Player / ☐ Club

Agent's name: _____ ; FIFA Agent license No. _____

In Witness Whereof the Parties have Set Their Signatures:

Player

Club

Approved by the Budgetary Control Authority

Date

Signature and Stamp



Appendix A

Statement of full and proper disclosure of the Agreement's details

The Parties declare, confirm and warrant, separately and jointly, that this Agreement, together with all of its provisions, appendices and supplements, including Clause 9 of the Agreement, constitutes a final, complete, exhaustive, clear and accurate reflection of all agreements, terms, understandings, representations, obligations and arrangements of every kind and type, whether in writing or oral, express or implied, direct or indirect, between the Parties.

The parties declare that they do not have, nor will they will ever have any agreement, document, memorandum of understanding, promise, representation, secondary agreement or another settlement, either enclosed to this Agreement, or not, according to which they operate or will be obligated to operate beyond whatever is explicitly contained in this Agreement and its appendices.

Without derogating the aforesaid, the parties declare that as part of this Agreement all the details pertaining to the engagement between them as well as to any consideration, payment, compensation, right, benefit, reimbursement, expense, grant, bonus, salary or supplement, either in money or in equivalence, either conditional, or unconditional, either directly, or indirectly were delivered, specified and included, including, inter alia, signing fees, salary, grants of any kind, premiums, bonuses, fuel, travel, vehicle expenses, reimbursement, rent, accommodations, lodging, catering, airfare, insurances and payments to any third party in relation with Player.

The Player declares and confirms that he has personally read the Agreement, including all of its clauses and appendices, and has not relied solely on its reading by him intermediary, attorney, consultant or any other person acting on him behalf. The Player confirms that he understood the content, significance and consequences of the Agreement, and that he personally verified that the Agreement, together with its appendices and all additional terms agreed between the Parties, fully and accurately reflects all agreements between him and the Club.

The parties declare that they will not make any claim according to which they failed to know, understand, were required or obligated to deliver, enclose, attach or report the full details, understandings, documents or terms pertaining to the engagement between them.

The full responsibility to ensure that the Agreement upon its appendices fully, accurately and exhaustively reflect the overall agreements jointly and severely apply to the parties.



The parties are aware of the fact that any missing, partial, misleading or false representation as well as any omission of a significant item, consideration, obligation, benefit, document or agreement would constitute an extremely severe violation of the Association's by laws, will all the ensuing implications, and may lead to imposing harsh sanctions on the Club, Player and any officer who was involved, either directly, or indirectly, in the misrepresentation, concealment of the information or failure to report this.

Player

Club

Appendix B

General approval regarding employer's payments to pension and insurance funds in lieu of severance pay pursuant to the Severance Pay Law, 5723-1963

"Pursuant to my powers under Section 14 of the Severance Pay Law, 5723-1963 (1) (hereinafter, the "**Law**"), I approve that payments which an employer paid commencing from the date of publication of this approval, for his employee for a comprehensive pension in an annuity provident fund for which is not an insurance fund within the meaning thereof under the Income Tax Regulations (Rules for Approval and Management of Provident Fund), 5724-1964 (2) (hereinafter, the "**Pension Fund**"), or to managers insurance that includes a possibility for an annuity or a combination of payments to an annuity and for a plan that is not for an annuity at such insurance fund (hereinafter, the "**Insurance Fund**"), including payments it paid in the course of combining payments to a Pension Fund to an Insurance Fund, whether or not there is an annuity plan within the Insurance Fund (hereinafter, the "**Employer's Payments**"), shall be in lieu of the severance pay that is due to the employee in respect of the salary from which the abovementioned payments were paid and for the period they were paid (hereinafter, the "**Exempted Salary**"), provided that all the following conditions are met:

- a. The Employer's Payments:
 - a.1 To a Pension Fund not less than 14.33% of the Exempted Salary or 12% of the Exempted Salary if, in addition thereto, the employer is also paying payments for his employee for the supplementing of severance pay to a severance provident fund or to an Insurance Fund in the name of the employee at a rate of 2.33% of the Exempted Salary. If the employer did not pay in addition to the 12% also 2.33% as aforesaid, his payments shall be in substitution of only 72% of the employee's severance pay;
 - a.2 To an Insurance Fund not less than one of the following:
 - a.2.a 13.33% of the Exempted Salary, if the employer is, in addition thereto, also paying payments for his employee for the insurance of monthly income in the event of a loss of ability to work, in a program which the Commissioner of the Capital, Insurance and Savings Market at the Ministry of Finance has approved, at a percentage required for insuring at least 75% of the Exempted Salary or a percentage of 2.5% of the Exempted Salary, whichever is the lower (hereinafter – Payment for Loss of Ability to Work Insurance);



a.2.b 11% of the Exempted Salary, if the employer has, in addition, also paid a Payment for Loss of Ability to Work Insurance and in such case the employer's payment shall come in substitution of only 72% of the employee's severance pay;

If in addition to these the employer has also paid payments for supplementing of severance pay to a severance provident fund or to an Insurance Fund in the name of the employee at a percentage of 2.33% of the Exempted Salary, the Employer's Payments shall come in substitution of 100% of the employee's severance pay.

b. Not later than three months after the start of the making of the Employer's Payments a written agreement has been drawn up between the employer and the employee, in which:

b.1 The employee's consent to the arrangement pursuant to this approval in a text giving details of the Employer's Payments and the Pension Fund and the Insurance Fund, as the case may be; the text of this approval shall also be included in the abovementioned agreement;

b.2 The employer's waiver in advance of any right it may have for a refund of monies out of its payments, unless the employee's right to severance pay has been nullified by way of a judgement pursuant to Sections 16 or 17 of the law and if it has been nullified, or in respect of a withdrawal of money from the Pension Fund or from the Insurance Fund which is not by virtue of an entitling event; For these purposes, "entitling event" – death, disability or retirement at age sixty or more.

b.3 This approval does not derogate from the employer's right to severance pay according to the law, a collective agreement, extension order or labor contract, in respect of salary in excess of the Exempted Salary".

Player

Club



Appendix C

DISCIPLINARY REGULATIONS - ISRAEL FOOTBALL ASSOCIATION

These disciplinary regulations are intended to regulate the disciplinary rules between a player and his club⁴. The provisions of these Regulations alone shall apply to the disciplinary relationship between the player and the club. A club will not be entitled to embark on disciplinary proceedings or to impose penalties on a player, except in accordance with the provisions of these Regulations. These Regulations are written in the masculine gender but relate equally to both the sexes. Everything stated in these Regulations in the masculine also refers to the feminine.

The provisions of these Regulations are not intended to replace, alter or render obsolete in any way the disciplinary regulations of the Football Association (the "**Association**") and any other constitution of the Association, and they do not have the effect of altering the situation that the player is subject to the provisions of the regulations and constitutions of the Football Association.

1. Applicability and Powers

1.1 Applicability

The provisions of these Regulations shall apply to all the players and to all the clubs in the professional leagues and in the senior women's league which are run by the Football Association. A club will not be entitled to sign on a player in accordance with regulations which differ in content and/or in the wording thereof from these Regulations and if it does so, the other regulations will be null and void and it will not be possible to act in accordance therewith.

1.2 Punishment only by disciplinary organs

A club shall not take disciplinary measures against a player except in accordance with the provisions of these Regulations and the club shall at all times act to honour and implement any decision and/or

⁴ Any alteration to these Regulations that may be submitted to the Association shall be submitted where same is signed by consent by both parties, the Players Union and representatives of the clubs, and will be adopted by the Association unless the Association is of the opinion that the proposed amendment is not consistent with the regulations and constitutions of the Football Association. Accordingly, any such amendment will only come into force subject to it being approved by the Association



judgement of the competent judicial authorities in accordance with the regulations and constitutions of the Association, UEFA and/or FIFA. In the relationship between the player and the club there shall be no validity to disciplinary punishment that is not in accordance with the provisions of these Regulations. A player shall not have disciplinary charges levelled against him by the club more than once in respect of the same disciplinary offence. However, it is clarified that the player is likely to be charged under corresponding proceedings also in the scope of the disciplinary judicial organs of the Association or the disciplinary judicial organs of the international organizations in respect of the same events and in respect of the same circumstances in relation to which he was brought for disciplinary hearing in the scope of these Regulations.

1.3 Investigation and mediation proceedings

Within 12 hours after delivery of the complaint to the player, the club and the player can jointly request that the complaint be investigated in a mediation proceeding by the representative board of the clubs; where such joint request has been submitted to the representative board of the clubs and/or to a representative of the Players Union, a meeting shall be held between the parties which is attended by a representative of the Players Union and the representative board of the clubs. The investigation and mediation proceeding shall be completed at the latest within 24 hours from the time of submission of the joint request by the parties. In these Regulations - the meaning of the term "Representative Board of the Clubs" will be a representative board that is elected by the professional clubs. However, on subjects relating solely to the women's football league (such as the amount of fines in the women's league), this representative board shall be elected by women's football clubs.

2. Sanctions and manner of implementation thereof

2.1 Educational sanctions

The team coach - or holder of another position who will be authorised for the purpose - can, subject to the provisions of these Regulations, impose educational sanctions (not more than 20 hours per year) on a player, after the player has been given the opportunity of relating to the subject (but without the club being required to hold a full disciplinary proceeding), and *inter alia* the performing of reasonable community and educational tasks during the player's free time, and also a reprimand and/or warning.

2.2 Sanctions of the suspension type

Subject to conducting a disciplinary proceeding as described in these Regulations - and on offences



which are not minor offences - a disciplinary committee may order the imposition of the sanction of suspending a player from the club's activities (in whole or in part), for a period that shall not exceed one month; in the course of this period the Player will be entitled to him full pay except premiums in respect of points (subject to other sanctions that have been imposed on him, if any, pursuant to these Regulations), and the club will be obliged to provide the player with possibilities of maintaining him physical fitness during the period of suspension, but will not be obliged to make him part of the team practices which it holds. The provisions of this Article 2.2 shall not apply in relation to "suspension prior to proceeding" as described in Article 4.4.1.

2.3 Monetary sanctions

A club may, subject to the provisions of these Regulations, impose monetary sanctions on a player, subject to the condition that (a) not more than one monetary sanction shall be imposed on a player in respect of any disciplinary offence (without derogating from the powers of the club to impose additional punishment by way of penalties that are not monetary); (b) the maximum amount of the monetary fine in respect of a disciplinary offence shall not exceed the amount specified below;⁵ and (c) the aggregate amount of the monetary sanctions that will be imposed on a player in a season of matches shall not exceed the monthly salary; in these Regulations the "Monthly Salary" means - the average gross monthly salary of a player, including the full premiums he has the possibility of receiving and additional benefits such as car, rent, airline ticket etc. (in a calculation based on ten months), as follows:

2.3.1 Training practices: In respect of an unjustified late arrival for a training session (other than on the first occasion during the season) - up to 5% of the monthly salary and not more than NIS 2,000 in the first men's league, NIS 400 in the second men's league and NIS 150 in the first women's league. In respect of **unjustified non-appearance for a training session** - up to 10% of the monthly salary and not more than NIS 4,000 in the first men's league, NIS 800 in the second

⁵ The maximum amounts will be linked to increases or decreases in the average monthly salary of player, which at the time of writing these Regulations stood at NIS 45,532 for a Premier League player and NIS 8,600 for a National League player and NIS 2,000 in the women's league (the calculation includes soldiers' salaries and these include premiums and ancillary benefits such as a car, and so forth); the calculation is in gross values per month on the basis of 10 salaries



men's league and NIS 300 in the first women's league.

- 2.3.2 **Matches: In respect of an unjustified late arrival for a match and/or arriving for a match other than in accordance with the Club's instructions, for a player included in the team's squad for the match** - up to 10% of the monthly salary and not more than NIS 4,000 in the first men's league, NIS 800 in the second men's league and NIS 300 in the first women's league. **In the case of non-appearance for a match without justification** - up to 50% of the monthly salary and under no circumstances more than NIS 20,000 in the first men's league, NIS 4,000 in the second men's league and NIS 300 in the first women's league. These amounts shall apply with respect to a player who was included in the team's squad for the match, while in circumstances in which the player was not included in the team's squad, the fine shall stand at a maximum of one-half of the amounts specified above in relation to each offence.
- 2.3.3 **The Media:** In respect of any violation of the club's media policy, including the giving of an interview without approval, leaks of information, insulting remarks concerning the club's sponsors and/or anyone on the club's behalf, maintaining contact with journalists contrary to the club's instructions, insulting and/or racist remarks and/or remarks that encourage violence on the media and/or in a manner which is recorded on the media in any manner (but excluding the players' representative committee) - up to 20% of the monthly salary and not more than NIS 8,000 in the first men's league, NIS 2,000 in the second men's league and NIS 400 in the first women's league.
- 2.3.4 **Healthy and sportsman's lifestyle:** In respect of any act, deed and/or omission which infringes the player's obligation to maintain the lifestyle of a sportsman, including - *inter alia* - participation in sporting activities which are not within the framework of the club's activities, extreme sports activity, excessive drinking of alcohol and so forth and also any refusal to be examined by the club's doctor or the club's psychologist - up to 20% of the monthly salary and not more than NIS 8,000 in the first men's league, NIS 2,000 in the second men's league and NIS 400 in the first women's league.
- 2.3.5 **Insulting or offensive acts and/or statements:** In respect of any act and/or statement and/or deed which in any manner insults the team coach and/or the player's teammates in the team's squad and/or the panel of referees and/or opposing players and/or the football supporters in Israel (including supporters of other teams) and/or other office holders - up to 20% of the



monthly salary in the first men's league, up to NIS 2,000 in the second men's league and up to NIS 400 in the first women's league.

2.3.6 Being sent off the field other than for sporting action: In respect of a yellow card which is not in the normal course of the match (for purposes of these Regulations: any act which is not a reasonably sporting act, including an intentional or unsportsmanlike offence, removing him shirt, impudence to the referee, fist fight and physical clashes with players / supporters, arousing or teasing the crowd, and so forth) - up to 5% of the monthly salary and not more than NIS 2,000 in the first men's league, NIS 400 **in the second men's league and NIS 150 in the first women's league.** In respect of being sent off the field for a second yellow card or a red card other than in the normal course of the match (as described below) - up to 10% of the monthly salary and not more than NIS 4,000 in the first men's league, NIS 800 in the second men's league and NIS 300 in the first women's league. **In respect of such sending off following which the Association's disciplinary organs decide on suspension from additional match (in respect of each match)** - up to an additional 10% of the monthly salary and not more than NIS 4,000 in the first men's league, NIS 800 in the second men's league and NIS 300 in the first women's league.

2.3.7 In respect of the commission of a different offence, including another act or omission which is not befitting of a sportsman, including failure to obey instructions and/or impudence and/or appearing in dress which is inappropriate and/or failure to maintain confidentiality ("leaking") and/or damage to the club's property - up to 20% of the monthly salary and not more than NIS 8,000 in the first men's league, NIS 2000 in the second men's league and NIS 400 in the first women's league.

Without derogating from the generality of the foregoing, in respect of every infringement of this article, the club manager (or another representative on his behalf may - after having given the player an opportunity of relating to the offence he committed - impose a monetary sanction on the player without holding a disciplinary proceeding, where the amount shall not exceed NIS 750 for a player in the first men's league, NIS 300 in the second men's league National League, and NIS 50 for a player in the women's league (the "**Administrative Sanction**").

A player may within 24 hours from the time at which an administrative sanction was imposed on him give notice that he wishes that the offence that is the subject of the administrative sanction be referred to a full disciplinary hearing; where such notice has been given adjudication



of the offence shall be transferred to a full disciplinary proceeding, in accordance with the provisions of these Regulations, where the amount of the administrative sanction will be of no significance for purposes of the disciplinary committee's decision in the disciplinary proceeding.

- 2.3.8 Nothing contained in the provisions of these Regulations shall derogate from the club's right and from the player's right to fully exercise their rights according to law before the Association's institute of arbitration after having fully exhausted the provisions of these Regulations.
- 2.3.9 Unless otherwise agreed in writing and signed by the club and the player, the player shall pay the monetary sanction to the club within 14 days from the date of the disciplinary committee's decision, subject to these Regulations and the possibility of appealing in accordance with these Regulations.
- 2.3.10 If the monetary sanction has not been paid as aforesaid, the club may deduct the amount from the bonuses/premiums payable in the scope of the player's salary, if such bonuses/premiums exist under the agreement with him (and amongst other things premiums in respect of points, participation, winning through to the next round and other sporting achievements of the player or of the club).
- 2.3.11 Nothing in the foregoing, including the invoking of any sanction in the disciplinary sense against the player, shall derogate from any of the club's rights on the civil plane, including the right to apply for cancellation of contract and a claim for compensation before the Association's institute of arbitration or (in the case of a foreign player) before the judicial organs of FIFA and including before the CAS as an appeal instance.
- 2.3.12 It is clarified that the player's match-playing ability in the club's matches and in training and practice shall not in themselves serve as grounds for charging the player under these Regulations, unless there are reasonable grounds for assuming that what is involved is an intentional lack of effort on the part of the player.

3. Cancellation of the Agreement

Upon the occurrence of one of the following events the club may - subject to the decision of its disciplinary committee - cancel the agreement with the player forthwith, without this derogating from any of its other rights (including the right to receive various payments in

respect of the financial and federative rights in the player and/or any other right of claim against the player): (a) the player was convicted of using prohibited substances (unless approval was given in writing and in advance for doing so by the club's doctor); (b) it has been proved that the player participated in illegal sports betting or gambling of any sort (including legal betting) on him club's matches; (c) it has been proved that the player was involved in activities for "Selling of Matches" - including knowledge about inducement for match fixing and failure to pass such knowledge on to the appropriate entities (for these purposes "Selling of Matches" includes receipt of an incentive for success in a match from an entity which is not the club); (d) the player has been convicted during the agreement period of a criminal offence amounting to a felony (whether or not the player intends to appeal against the conviction); (e) the player was found guilty in the scope of a disciplinary committee pursuant to these Regulations of having committed the same disciplinary offence on four occasions during a single season of matches; and (f) the player committed a physical assault on a supporter (which was not in the scope of the self-defence). Cancellation of the agreement will come into force upon the elapse of the period specified for lodging an appeal - as prescribed below; and if an appeal is lodged, cancellation of the agreement will come into force upon the conclusion of the appeal proceedings (including the arbitration proceeding if same applies), where during the period until conclusion of the appeal proceedings, the player shall be deemed to have been suspended by the club in accordance with the provisions of Article 2.2 of these Regulations.

Cancellation of an agreement in accordance with the provisions of this article shall, for purposes of the regulations of the budget control authority generally and for purposes of Article 8 of the aforesaid regulations, in particular, be deemed to be cancellation made with mutual consent and it will be valid as against the Association only subject to delivery of written notice by the club to the chairman of the Budget Control Authority.

4. Procedure for disciplinary proceeding

4.1 Lodging of complaint

- 4.1.1 A complaint in respect of a player shall be lodged with the chairman/general manager of the club - with a copy to the player - within 72 hours from the time at which the club was informed about the commission of the offence (after which the offence will prescribe);

- 4.1.2 The complaint must be lodged in writing and must give details of the acts or omissions of which the player is accused, and documents in support thereof, if there are such, shall be attached thereto. The complaint shall at the least contain the following details: (a) the player's name and address; (b) the names of the members of the disciplinary committee tribunal; (c) the place or the time at which the player is to present himself for the hearing; (d) a brief summary of the infringement of which the player is accused and reference to the relevant article of these Regulations, including particulars of the maximum penalties to which the player is liable if the accusations are proved; and (e) a list of documents, evidence and witnesses which the club intends to present during the hearing.
- 4.1.3 The complaint shall be sent for the attention of the player at least 48 hours before the hearing on him matter; at the request of the Players Union, which will only be requested in cases requiring special investigation - an extension of time of a maximum of three additional days will be given.
- 4.1.4 The player will be entitled, prior to the hearing, to read every document or evidence the club intends to present.
- 4.2 The disciplinary committee and hearing procedures
- 4.2.1 The club's disciplinary committee shall be composed of a representative of the Players Union (such representative shall not be an active player, unless the parties have specifically agreed on an individual basis that an active player will sit on the disciplinary committee) and two representatives who will be chosen in the full discretion of the club; the committee shall not hear the matter unless there is a full composition of the committee. At the request of the club, a representative of the Players Union will undertake the privilege and confidentiality regarding the proceeding.
- 4.2.2 The most senior representative on behalf of the club shall serve as chairman of the committee. The decision of the disciplinary committee shall be taken by a majority of votes. If the opinions of the members of the committee are divided, the majority shall decide. If there is no majority for a particular opinion, the most lenient opinion *vis-a-vis* the player shall be the determining opinion.
- 4.2.3 The chairman of the disciplinary committee shall give details of the charges at the start of the

hearing.

- 4.2.4 The player will be given a reasonable and fair opportunity of presenting him arguments and of supporting them with evidence, in the course of preserving the rules of natural justice and usual forms of procedure in disciplinary proceedings, including the right to put questions to witnesses.
- 4.2.5 In the course of the hearing the disciplinary court shall keep a record of the main matters that have occurred in the hearing and included in this they shall state that the items of the accusation have been clarified and explained to the accused, and a brief summary thereof - at least - shall be given for him perusal and attention: a copy of the main points shall be sent to the player at him request.
- 4.2.6 The player is entitled to be represented in disciplinary proceedings by a representative on him behalf or an advocate or any other person on him behalf, provided that the representative gave notice to the chairman of the disciplinary committee of him intention to attend the hearing, and did so 24 hours before the start of the hearing.
- 4.2.7 The player can present himself at the hearing with witnesses and he can demand, to a reasonable extent, that the club ensure the presence of relevant witnesses (who are under the club's control) at the time of the hearing.
- 4.2.8 If a player has been summoned as stated in these Regulations and does not appear for the hearing without a justifiable reason (in the discretion of committee), the hearing will be held - and a decision will be given - in him absence.
- 4.2.9 The onus of proof and the burden of persuasion shall be borne by the accusing club.
- 4.2.10 Where a player could be liable to a punishment which gives rise to a right of appeal, in accordance with the above provisions, the disciplinary committee shall be obliged to notify the player of the right of appeal as specified in these Regulations.
- 4.3 Appeals committee
- 4.3.1 In the case of offences which make it possible to cancel an agreement as described in Article 3 above and/or to impose a suspension as referred to in Article 2.2 and/or in respect of a fine in a sum of NIS 40,000 or more that was imposed, the player will have a right of appeal against the disciplinary committee's decision; the appeal must be lodged within three days from the

date on which the disciplinary committee's decision was given and the lodging thereof shall not delay execution of the sanction that was imposed (unless otherwise expressly stated).

4.3.2 The appeals committee shall convene within 24 hours from the lodgement of the appeal and it shall be comprised of a representative of the Players Union and of a representative who will be appointed by the professional clubs (or clubs of the women's league, where what are involved are male players). The committee shall be comprised of only two representatives and it will not be empowered to hold a hearing where there is less than a full composition; the committee shall, in its discretion, prescribe the procedures for the conduct of the hearing.

4.3.3 Where there is a difference of opinion between the members of the appeals committee the dispute shall be referred to an arbitrator - who is conversant with the field of sport and is familiar with labor laws - who shall be agreed in advance between the members of the appeals committee - and his decision will be final and binding.

4.3.4 The appeals committee shall be empowered to discuss and decide, in the event of a dispute relating to an interpretation of these Regulations, upon an application by a player or club or Players Union or the League Administration.

4.4 Urgent suspension prior to proceeding; punishment policy; privilege and pardon

4.4.1 In addition the club may suspend a player from its activities even before fully completing the disciplinary proceeding in him matter, provided that the position of the player is heard (in brief) before such suspension is implemented, and where such suspension shall not last longer than three days of training and on a basis that the player will be entitled to receive him full salary (exclusive of premiums) during the course thereof.

4.4.2 Subject to the provisions of these Regulations, the disciplinary committee may impose punishments in accordance with the provisions of the Regulations and *inter alia* may impose suspended sentences, conditional sentences or punishments that are contingent on any future occurrences; and the disciplinary committee may impose educational sanctions as referred to in Article 2.1 above.

4.4.3 As a general rule, a recurrence of the offence will lead to the punishment being more severe; a penalty that was imposed on a player in respect of acts or omissions that are the subject of a disciplinary offence in a corresponding proceeding (criminal proceeding or proceeding

conducted in the disciplinary court of the Israel Football Association) will be taken into account for leniency at the time of the disciplinary committee deciding on the punishment. However, if the player argued in the course of the corresponding proceeding that there should be a lessening of the punishment by virtue of the fact that he has been charged, or is likely or expected to be charged, concurrently in a disciplinary proceeding in the framework of the club, the disciplinary committee will not be bound but may take the punishment that was imposed on him in the scope of the corresponding proceedings into account.

4.4.4 The content matter of the hearings of the disciplinary committee, as also of the appeals committee, shall be privileged and confidential, except publication of the final decision of the committee, which the club may publish if it sees fit to do so. In special circumstances, the Players Union may request that the fine that was imposed should not be published.

4.4.5 A player who has been found guilty in a disciplinary case under a final judgment is entitled to apply in writing to the chairman of the club with a request to cancel the punishment that was imposed on him, to lessen the punishment or to impose a lesser punishment in place thereof in accordance with these Regulations, and the chairman is empowered to accede to the application or to reject it.

5. **Corresponding proceedings; exclusive jurisdiction and the right to minimum wage**

5.1 Where a criminal indictment or a disciplinary tribunal indictment has been filed against the person against whom the complaint is made, in accordance with the disciplinary regulations of the Football Association or in accordance with the regulations of UEFA and/or FIFA - on the strength of the same acts or omissions in respect of which he was brought before a disciplinary tribunal in accordance with these Regulations - the court before which the matter is heard shall be entitled, but not obliged, to stay the proceedings before it until completion of the corresponding proceedings, and in such case prescription will begin to run from the date the decision was given by the court.

5.2 The verdicts and findings in a corresponding criminal proceeding shall be admissible in a proceeding conducted against the player in accordance with these Regulations, as conclusive evidence with regard to the matters stated therein. In the scope of the proceeding before it the disciplinary committee will be entitled to take cognizance of the findings and the verdicts of the courts (the disciplinary and the supreme) of the Football Association in the corresponding



proceeding.

- 5.3 In every **case** of the annulment of a bonus, in whole or in part, of a professional player (who is not a soldier) in accordance with the Regulations, his monthly salary shall not fall below the minimum wage specified in the law.