

# CBA ARTICLE XIV: PLAYER CONDUCT AND DISCIPLINE

## SECTION 1: PLAYER OBLIGATIONS

At all times players are required to:

- Comply with the CBA
- Perform all services required under their Player Contracts **or any WNBA or Team Marketing and promotional agreements**
- Comply with all applicable federal, state, and local laws
- Be neatly attired and present a professional appearance in public **this includes all player appearances travel days, and traveling to and from the arena**
- Follow all reasonable rules and regulations of the WNBA and teams

**Players will conform their conduct to standards of:**

- Good citizenship
- Good moral character
- Good Sportsmanship

## SECTION 2: PLAYER DISCIPLINE

If a player violates anything from Section 1 (above) or anything else as agreed upon in this CBA, the WNBA and/or Team may impose discipline such as fines and/or suspension.

**The WNBA and the Team shall not discipline a player for the same act or conduct.**

Disciplinary action taken by the WNBA takes priority over action taken by teams.

A team can terminate a Standard Player Contract **AND** the WNBA can suspend the player from the league.

## SECTION 3: FINE AND SUSPENSION PAYMENTS

All fines shall be deducted from the player's paycheck for the **pay period immediately following the imposition of the fines** or **as soon after as is reasonable.**



BET ON WOMEN

# CBA ARTICLE XIV: PLAYER CONDUCT AND DISCIPLINE

## When a player is suspended:

When a player is suspended for a predetermined number of games or any period of time during the playoffs her salary will be reduced by:

$$\text{Full Base Salary} - \left( \text{Full Base Salary} \times \frac{\text{\# of games missed due to suspension}}{\text{Total \# of preseason \& regular season games}} \right)$$

When a player is suspended for a duration of days or an indeterminate duration **not including playoffs** her salary will be reduced by:

$$\text{Full Base Salary} - \left( \text{Full Base Salary} \times \frac{\text{\# of days missed due to suspension}}{\text{Total \# of days in the regular season}} \right)$$

## Important Notes:

This is provided that the calculation shall not result in a reduction of salary greater than the amount of a player's base salary.

If the remaining amount of money to be earned on her player contract is **less than** the amount of the fine or suspension, **the player shall promptly pay the remaining amount directly to the WNBA.**

In the event that a player receives a full season suspension, her base salary shall be removed from the team's salary cap for that Season.



BET ON WOMEN

# CBA ARTICLE XIV: PLAYER CONDUCT AND DISCIPLINE

## SECTION 7: FINES FOR MISSING GAMES

Team can fine any player who misses a Regular Season or Playoff game for basketball-related commitments with another league or entity. If the team declines to fine the player, the WNBA can. The fines are as follows:

- **Regular Season Game**
  - up to 2.5% of the player's Base Salary per game
- **Playoff Game**
  - up to 5% of the player's Base Salary per game

In no event may the aggregate fines imposed by the Team or WNBA in accordance with this section exceed:

- 20% of Base Salary for Regular Season Games
- 25% of Base Salary for Playoff Games

## Important Notes:

If the WNBA or the Team imposes a fine for missed games, the other one cannot also impose additional fines **for the same missed games**.

**Nothing in this section can be taken to limit the Team's right** (if the WNBA or Team has imposed the 2.5% or 5% fines for missed games) **to impose a suspension OR discipline** for the same (or other) missed games in accordance with this agreement.

- The 20% and 25% caps shall not be applicable to any lost salary as a result of the suspension

Notwithstanding anything to the contrary in this section, **additional fines for missing Regular Season or Playoff** games contained in Section 7 **shall not result in a reduction of a player's Base Salary** in **any amount greater than that Base Salary**



# CBA ARTICLE XIV: PLAYER CONDUCT AND DISCIPLINE

## SECTION 9: WNBA PRIORITIZATION (PART 1)

**If a player does not report to the place designated by the Team at the correct time at the start of the Season, the WNBA shall:**

### Start of Season Requirements (2024-2027 Seasons)

#### Pre-Training Camp Contracted Players

- In addition to fines or suspensions imposed by the Team for failing to report at the time and place previously designated, the WNBA shall suspend the player without pay for the entire remainder of the Season by **May 1 or the start of the season, whichever is later**

Players who are NOT Pre-Training Camp Contracted Players AND who do not fully complete any Off-Season Playing Obligations prior to to the start of the 2024-2027 seasons

- **Shall not be eligible to sign a Player Contract covering any part or all of the season**

### In-Season Departures (2023-2027 Seasons)

In addition to penalties resulting from subsections A and B (Start of Season Requirements) **any player under Contract for any Season under this agreement who leaves her Team at any point during such Season for the following reasons:**

- To provide basketball-related services for **any entity other than the WNBA** for any reason
- For any personal reason other than those listed in the Exceptions section

**Shall be suspended without pay for the remainder of Season One AND** shall be ineligible to play in the WNBA during the Season following Season One

- Suspension for the following season **if she is under contract**, if she is not under contract she is **not eligible to sign a contract for the following season at the time of the suspension**

**This does not apply to National Team Commitments.**



BET ON WOMEN

# CBA ARTICLE XIV: PLAYER CONDUCT AND DISCIPLINE

## Exceptions to WNBA Prioritization

- WNBA Prioritization rules do not apply to players:
  - Until they have completed 3 Years of Service (see below)
  - Who report late at the start of the season or leave their Team during the season **to play with their national team** in (and for no more than two weeks of training immediately prior to) **the FIBA World Cup or a FIBA continental championship** as long as the player returns to her team **within 48 hours after her national team has completed play in the FIBA competition.**
- If a player is late for, or leaves during the season **due to a significant life event** unrelated to an Off-Season Playing Obligation (such as a graduation or death in the family), the prioritization rules in this section do not apply **as long as the player makes good-faith efforts to provide advance notice to her team and reports or returns to the team within 24 hours after the conclusion of her commitments related to the life event.**

## Years of Service

**With respect to the Years of Service Exception to prioritization, it provides an exemption to players who have zero, one, or two years of service in the WNBA.**

- Player A is drafted in the 2022 WNBA Draft and plays in the WNBA during the 2022 Season, and earns 1 YOS at the conclusion of the 2022. She is exempt from any new prioritization rules in the 2023 Season.
- Player A plays in the WNBA during the 2023 Season and earns another year of service, putting her at 2 YOS at the conclusion of the 2023 Season. Player A is still exempt from any new prioritization rules in the 2024 Season.
- Player A plays in the WNBA during the 2024 Season and earns another year of service, putting her at 3 YOS at the conclusion of the 2024 Season. Now, because she has 3 YOS, she is no longer eligible for the exception and is required to report to her team on the first day of training camp in the 2025 Season (unless she is eligible for another exception permitted under the CBA).



BET ON WOMEN