

SUMMARY: Athletes.org's Collective Bargaining Agreement for College Athletics

Athletes.org (AO) is releasing the first-ever framework for a Collective Bargaining Agreement (CBA) built specifically for college sports. This is a historic moment for college athletes everywhere as we are showing what is possible when athletes come together to impact the world.

What is a Collective Bargaining Agreement?

A Collective Bargaining Agreement (CBA) is a legally binding contract between an employer and a labor association to negotiate a formalized set of rules and terms for labor, including but not limited to wages, health and safety standards and working conditions. In the sports space, a CBA is between a professional league and the players association to formally agree to rules and regulations that affect the players every day.

What are the primary benefits of a CBA? How would one benefit college sports?

The benefits of a CBA include, but are not limited to: legally binding terms, establishing clear rules and guidelines, and legal and governmental protection for all parties. In the case of college sports, a CBA would help establish a system where athletes rights are no longer unlawfully suppressed and universities, conferences and the NCAA are not under constant legal duress.

Collective Bargaining is the inevitable future of college sports. It replaces the current, unclear NIL system with something clear and enforceable. Instead of piecing together different revenue streams, everything gets consolidated. Instead of vague promises, you'd get straightforward contracts and protections for your education, health and safety.

The document includes:

- Clear terms for an agreement between athletes and a governing body
- How this compares to what pro athletes have
- Why this benefits everyone involved

Collective bargaining has worked for pro sports for decades. It can work for college sports too. **When athletes and universities partner up through structured agreements, everyone wins.**

Why We Need a CBA Right Now:

- **Inconsistent standards:** Every school operates differently. Some have great protections, many others leave you exposed. A CBA sets a baseline that every school has to meet.
- **The House settlement isn't enough:** The settlement is just that, a legal settlement. It is a consolidation of three lawsuits that don't establish a framework for college sports long-term. In fact, many parts of the House settlement are extremely harmful to college athletes in the long run, which is why a CBA is designed to create a fair framework for everyone.

This framework starts with college football because that's where many of the changes you have experienced as a college athlete happen, but already has language pertaining to every college athlete (including post-eligibility insurance, among other things). However, this framework is built to expand. The goal is to adapt this model to every sport across college athletics, always focused on fairness, transparency and making sure you're represented.

Look at the NFL, NBA, NHL and NWSL. Collective bargaining was the foundation for extraordinary growth, worth billions, in these leagues and expanded the benefits and safety standards their athletes received. It's time for college sports to catch up and do this the right way, for the benefit of everyone.

Want to read the entire CBA? Head to athletes.org/CBA.