

BY EMAIL

Slovak Football Federation
Mr Jan Kovacic
President

DATE

05 December 2019

CONTACT

Theo van Seggelen
T.van.Seggelen@fifpro.org

SUBJECT

NDRC Project

Dear Mr. Kovacic,

We refer to the meeting that took place on 24 April 2019 in Bratislava, Slovakia, in the framework of the FIFA NDRC project and the subsequent follow-up which - to date – has unfortunately not led to the desired result.

In particular, we have noted that the election of the President and Vice-President of the NDRC remains a pending matter, since the Slovak Football Federation (SFZ) apparently insist that the President and Vice-President of the NDRC are chosen from a list drawn up by the SFZ.

Perhaps unnecessary - as similar communications have been sent on previous occasions -, we respectfully wish to reiterate that the President and Vice-President of the NDRC have to be agreed on by the Union of League Clubs and the UFP together. Upon agreement between the Union of League Clubs and the UFP of the two individuals to be appointed as President and Vice-President of the NDRC, the SFZ can subsequently formalise the agreement between the national social partners in accordance with its statutes. This is a fairly straightforward process.

We kindly ask you once more to comply with the abovementioned requirement in order to settle the appointment of the President and Vice-President of the NDRC and, as such, comply with SFZ's regulatory and statutory obligation to respect the principle of equal representation between players and clubs in its dispute resolution system. In this regard, we reassure you that there is no such thing as "too much" equal representation; the more, the better. In FIFPRO's view, the election of the President and the Vice-President of the NDRC could be resolved in one meeting between the UFP and the Union of League Clubs, and it is hard to understand why the issue is still pending. We strongly deem that it is time for the SFZ to comply with its statutory and regulatory obligations and put in place an NDRC that complies with the principle of parity. We count on your immediate action and are confident that this issue can be solved amicably and in the very near future.

In addition, we have once more taken note that you deem that the UFP should become a member of the SFZ. FIFPRO again wishes to state that there is no obligation whatsoever for a players' union to become a member of a member association of FIFA as a prerequisite for defending the collective interests of players. In fact, in order for the UFP to stay fully independent, FIFPRO recommends the UFP not to become a member of the SFZ. In this context, we kindly ask you to stop insisting on the UFP's

membership to the SFZ and to recognise the UFP as the exclusive voice of professional football players in Slovakia.

In this context, and for the sake of clarity, please note that FIFPRO is equally not a member of FIFA, yet both organisations work in close cooperation and have agreed to negotiate in good faith any and all matters which concern the employment conditions of professional players. We strongly recommend you to resemble this cooperation on national level with the UFP in order to improve and find consensus on all matters which concern professional football players in Slovakia. The foregoing would be much more productive and constructive than the current stand-off.

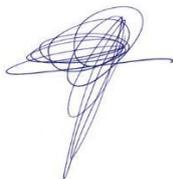
Moreover, FIFPRO was informed by the UFP that, due to a lack of recognition and consideration by the SFZ, players in Slovakia have signed a petition in which they i) seek recognition of their rights and ii) seek immediate actions of the SFZ and its bodies regarding the issues outlined in said petition. This petition is signed by a considerable number of professional players. FIFPRO would like to stress that it fully supports the actions of the UFP and its members and recommends the SFZ to direct its attention on finding an amicable resolution for the players' requests as soon as possible.

Finally, we kindly ask you to refrain from sending communications like the communication you sent to the members of the UFP on 15 August 2019, blaming them, *inter alia*, for the failure of the NDRC project, stating that the UFP does not represent their members and alleging that the UFP violates FIFPRO regulations. These statements are inaccurate and unfounded and do not contribute to a constructive approach.

We thank you for taking note and look forward to hear from you.

Kind regards,

FIFPRO

A handwritten signature in blue ink, appearing to be 'Theo van Seggelen', with a stylized, scribbled end.

Theo van Seggelen,
Secretary General

Cc. - FIFA