BRATISLAVA (SFZ) -  Given the current situation with the spread of coronavirus and the interruption of football competitions and all football activities, the member of the SFZ Executive Committee on behalf of players Tomáš Medveď initiated the creation of a manual for players. The manual was created in cooperation with the SFZ and its associated member - the League for the Protection of Slovak Athletes (LOSS).

*“The situation is brand new for all sections of society. Its seriousness and the effects that the coronavirus pandemic has caused and will cause require each party to understand and respect their partner's claims and positions. However, no athlete, neither professional or amateur, is alone at this moment, depending only on himself. Solidarity at such moments is even more important than usually.”* said Tomáš Medveď.

**SHORT GUIDE FOR RECENT SITUATION ON CORONA VIRUS**

Dear Athletes - professional footballers,

due to the current situation related to the suspension of competitions - Fortuna League and II. League, we would like to give you some advice. We offer you a brief guide on how to proceed and answer the frequently asked questions of LOSS members.

**ATHLETES CARRYING SPORTS BASED**

**CONTRACTS ON PROFESSIONAL SPORTS**

During the period of suspension of sports competitions, please **continue to respect and fullfil your basic obligations** pursuant to Section 32 of the Sporting Act or other obligations specified in your contract.

In particular, we recommend that you:

* prepare systematically for the competition as directed by the sports organization *(fulfilling the individual practice plan)*;
* follow your regimen to the extent agreed with the sports organization *(take care of your body and mind as well as you do during the competition, so that you are ready when the competition starts again)*;
* follow the instructions of coaches and members of the sports organization's implementation team; this shall not apply in the case of an instruction that is contrary to generally binding legal regulations or is contrary to good morals or its fulfillment immediately and seriously endangers the life or health of the athlete or other person *(carry out individual trainings with respect to restrictions imposed on all Slovak citizens - with a mask and in public areas, including avoiding close contact with other people)*,
* do not engage in dangerous activities without the prior written consent of the sports organization *(taking holiday trips to infected areas)*;
* notify the sports organization without delay of any injury, illness or loss of your medical fitness to perform sport *(particularly, if there is a suspicion of a viral disease)*;
* refrain from a behavior that could harm the reputation of the sports organization, unless otherwise provided by the Sporting Act or a separate regulation *(not to disclose or comment on the internal problems, negotiations, interviews and practices of the club in the media and social networks, but instead communicate them with the club, team captain, SFZ Executive Committee member for players, player association)*.

If the club, through the implementation team, has submitted an **individual training plan** to you, we recommend that you follow it.

If you do not use sport testers in your club, we strongly recommend that you try to record the progress of each individual training, ideally objectively proven (purchase your own sport testers, get an application for runners - eg Runtastic, Runkeeper etc.).

**FAQ – Frequently asked questions regarding about the club's progress towards the current situation**

**• Can the club unilaterally terminate my contract due to the suspension of the competition?**

Pursuant to the mandatory provisions of the Sporting Act that govern the reasons for the termination of your contractual relationship, **the Club does not have the right to terminate the contract unilaterally, either by giving notice or by immediately terminating the contract. The reasons for the termination of the contractual relationship are strictly stipulated by law and the suspension or cancellation of competition is definitely not one of them.**

**• Can the club cut my wages?**

It depends on the content of the contract itself. However, we believe that many clubs did not anticipate the current situation in the process of creating the contracts. In addition, in the vast majority of cases, the clubs have set up individual training plans for you, giving you a "job assigned" for which you earn the basic part of your monthly wage.

**• The club claims that if I do not accept a reduction in my wage, they will order me an unpaid leave. Is the club entitled to do this?**

No. The club cannot do this, even if the athlete is in quarantine due to suspicion of COVID-19 infection. Just like a 'regular employer', the club cannot order you unpaid leave without pay compensation without agreeing on this with you.

**• Can the club order me to take a leave (holiday)?**

The arrangements for taking leave in accordance with the Sporting Act reflect the specificity of sporting activities.

The answer to this question can be found in § 44 par. 4 (where applicable, par. 5) of the Sporting Act:

***'The taking of leave (holiday) shall be determined by the sports organization in such a way that the athlete may, as a rule, take the leave in whole and outside the competition period prescribed by the rules of the sports association. In determining the leave (holiday), account shall be taken of the tasks of the sports organization and the legitimate interests of the athlete '***

The club **usually** determines the athlete to take leave during the break **between parts of the competition for the second part of the competition** (in football it is usually in December) or **after the end of one year of the competition and before the start of preparation for the next season** (in football i tis usually part of June/July).

The club is therefore **entitled to determine your holiday**, but this option is very **unlikely** for two reasons:

1. It is in the interest of the clubs that their players practice individually and keep themselves fit in case the competition continues.

2. The club would not help itself in any way economically, because **you are entitled to a wage for your holiday period.**

If you need advice or have any questions regarding

• the above recommendations and responses,

or if you seek answers for other questions we haven't answered above, please contact us and we will be happy to answer:

***phone: +421 918 900 128,***

***e-mail: loss@loss.sk***

If you need **help**

• in communicating with your club,

• in exercising your rights against the club,

**do not hesitate to contact your representative in the SFZ Executive Committee - Tomáš Medveď**

***phone: + 421 907 744 400***

***e-mail:*** ***medved@futbalsfz.sk******,*** ***medved@loss.sk***