

THE COMPLIANCE CORNER

Official Newsletter of the UC Compliance Office

February 2014

RECRUITING CALENDARS

BASEBALL

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2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
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MEN'S BASKETBALL

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WOMEN'S BASKETBALL

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FOOTBALL

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WOMEN'S LACROSSE

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XC/TRACK & FIELD

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VOLLEYBALL

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ALL OTHER SPORTS

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Division I Governance

Last month, Division I adopted new legislation at the annual NCAA Convention in San Diego. The legislation most applicable to UC Athletics is summarized below. These proposals were adopted and are effective August 1, 2014. Remember to contact Compliance with any specific questions pertaining to these adoptions.

- **Proposal 2013-16:** Each intercollegiate team must now have a designated physician who is a medical doctor or osteopathic physician with a current license to practice medicine in Ohio.
- **Proposal 2013-24:** An institutional staff member or anyone such as a consultant or professional instructor counts against coaching limits as soon as they (a) provide technical or tactical instruction, (b) make or assist in making tactical decisions related to the sports, or (c) participate in off-campus recruiting
- **Proposal 2013-26:** In sports other than basketball, cross-country/track, football, and swimming/diving: Telephone calls to an individual or his/her relatives/legal guardians may be made beginning September 1 of his/her junior year in high school –AND– any electronic correspondence (email, Instant Messenger, fax, text messages) are permitted so long as they meet the specific contact requirements currently in place.
- **Proposal 2013-28:** A student-athlete at UC may now be given athletics aid that includes the institution's maximum meal plan available to all students.
- **Proposal 2013-29:** Certification requirements related to financial aid have been removed. The PSA need only meet the definitional requirements set forth in the NCAA rules.
- **Proposal 2013-30:** The athletics director no longer has to sign the squad list. Instead, the athletics director may designate someone to sign for each sport.

NLI Signing Period

Reminder: the regular NLI signing periods for Soccer, Track and Field / Cross Country, and Football begin on February 5. The dead period for these sports runs from Monday through Thursday of the initial week for signing the NLI. The signing period for Football ends on April 1, but the period lasts until August 1 for the other sports.



College athletes take steps to form labor union

By: Daniel Uthman, USA TODAY Sports

January 29, 2014

Members of the Northwestern University football team, under the guidance of former quarterback Kain Colter, have signed a petition seeking to gain protections under the National Labor Relations Act. That would mean they would be recognized as employees in addition to being college athletes.

According to Ramogi Huma, president of the newly formed College Athlete Players Association, an overwhelming majority of the team has signed cards supporting a petition filed Tuesday at the Chicago regional office of the National Labor Relations Board to secure their labor rights and union representation through CAPA.

Jim Phillips, Northwestern's director of athletics, said in a statement Tuesday afternoon, "We love and are proud of our students. Northwestern teaches them to be leaders and independent thinkers who will make a positive impact on their communities, the nation and the world. Today's action demonstrates that they are doing so."

He added, "Northwestern believes that our student-athletes are not employees and collective bargaining is therefore not the appropriate method to address these concerns. However, we agree that the health and academic issues being raised by our student-athletes and others are important ones that deserve further consideration."

As a private institution, Northwestern employees are regulated by the NLRB. CAPA president and National College Players Association founder Ramogi Huma told USA TODAY Sports that if CAPA's petition is granted, "Every FBS football player and Division I basketball player at the private schools will be classified as an employee and will be able to join CAPA."

One of the most prominent goals of organizing is providing better medical protections and coverage for college athletes.

Huma said lawyers for the United Steelworkers are providing legal services for CAPA in-kind. "They are going to make the case that Northwestern players are protected by NLRB as employees," Huma said.

To have the NLRB consider a petition to be unionized, at least 30% of the members of a group serving an employer must sign union cards.

The NCAA responded with a statement from chief legal officer Donald Remy.

"This union-backed attempt to turn student-athletes into employees undermines the purpose of college: an education," the statement said. "Student-athletes are not employees, and their participation in college sports is voluntary. We stand for all student-athletes, not just those the unions want to professionalize. ...

"Student-athletes are not employees within any definition of the National Labor Relations Act or the Fair Labor Standards Act. We are confident the National Labor Relations Board will find in our favor, as there is no right to organize student-athletes."



Pat Fitzgerald 
@coachfitz51

 Follow

Kain and our student-athletes have followed their beliefs with great passion and courage. I'm incredibly proud of our young men! GO CATS!

4:10 PM - 28 Jan 2014

331 RETWEETS 182 FAVORITES



Huma said of the NCAA, which has been discussing reform at the Division I level, said, "They had seven months to conceive a new model, and when they unveiled it, college athletes still did not have a seat at the table. They're not offering details, and they haven't even mentioned the word concussion. They've ignored us on these critical issues."

Huma said Colter, who was one of the most prominent faces of the "All Players United" movement during the 2013 college football season, wanted to bring the idea of organizing to the Northwestern team following the season. No players from other schools involved in the APU movement, such as Georgia, Georgia Tech and Big Ten champion Michigan State, have been involved in the formation of CAPA, Huma said.

But United Steelworkers has been supportive since before the 2013 season. "They played a major role," Huma said.

Northwestern's players released the following statement Tuesday:

"We Northwestern football players are grateful for our opportunity to play football for a prestigious university and athletic program. However, just as other athletes who compete in multibillion dollar industries have done, we must secure and maintain comprehensive protections by asserting the rights afforded to us under labor laws. We are not taking these measures out of any mistreatment from Northwestern. However, we recognize the need to eliminate unjust NCAA rules that create physical, academic, and financial hardships for college athletes across the nation.

"To remain silent while players are denied justice is to be complicit in inflicting injustice on future generations of college athletes."

The players said they will comply with all Northwestern, Big Ten and NCAA rules and do not plan to comment further.

Phillips' full statement:

"We love and are proud of our students. Northwestern teaches them to be leaders and independent thinkers who will make a positive impact on their communities, the nation and the world. Today's action demonstrates that they are doing so.

"Northwestern University always has been, and continues to be, committed to the health, safety and academic success of all of its students, including its student-athletes. The concerns regarding the long-term health impacts of playing intercollegiate sports, providing academic support and opportunities for student-athletes are being discussed currently at the national level, and we agree that they should have a prominent voice in those discussions.

"We are pleased to note that the Northwestern students involved in this effort emphasized that they are not unhappy with the University, the football program or their treatment here, but are raising the concerns because of the importance of these issues nationally.

"Northwestern believes that our student-athletes are not employees and collective bargaining is therefore not the appropriate method to address these concerns. However, we agree that the health and academic issues being raised by our student-athletes and others are important ones that deserve further consideration."



Former Northwestern quarterback Kain Colter (2) throws a pass while wearing a wristband with the abbreviation 'APU' written on it during the Wildcats' game against Maine on Sept. 21 at Ryan Field. (Photo: Jerry Lai, USA TODAY Sports)



COMPLIANCE OFFICE STAFF

Ben Butler

Men's Soccer	JumpForward
Tennis	Eligibility Certification
Track & Field / XC (M & W)	

Brian DeCarlo

Baseball	Admission
Football	Camps & Clinics
Men's Golf	Donation Requests

Lindsay Jaffe

Lacrosse	Financial Aid
Women's Soccer	Housing
Swimming & Diving (M & W)	
Volleyball	

Brandon Wright

Basketball (M & W)	Rules Education
Women's Golf	

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Please provide this information to your student-athletes!

DID YOU KNOW?: The NCAA has determined that any staff member is permitted to initiate or accept a "friend" or "follow" request to a prospective student-athlete (or parents/legal guardians) through a social networking site **at any time**. Friend and follow away, but remember that the communication and publicity restrictions in Bylaws 13.1 and 13.10 still apply!

On Super Bowl weekend, remember... DON'T BET ON IT!



It's not worth your eligibility...



#DontBetOnIt

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BEARCAT SPIRIT!

The **BASEBALL** team begins the Ty Neal era with the first pitch of the 2014 season on Friday, February 14, at Elon University. The squad will then close out the month of February with appearances at the Wake Forest and Virginia Tech tournaments later this month.

SWIMMING & DIVING celebrated Senior Day with a successful sweep of Wright State this past weekend. Congratulations to the seniors and best of luck at the American Athletic Conference Championships February 19-22.

The Compliance Staff publishes The Compliance Corner each month. All comments or questions should be directed to Brandon Wright.