Index

6+5 rule (FIFA) 373, 376, 378–81, 385
ABA (American Basketball Association) 108
ABP (Athlete Biological Passport) 324, 327
ACP (African, Caribbean and Pacific) States 375
active rosters (MLB) 73–4, 76, 77, 80, 81
ADA (Americans with Disabilities Act, 1990) 274, 275, 277
ADEA (Age Discrimination in Employment Act, 1967) 278
AFL (Australian Football League) 256, 301, 324–5, 326, 327
age discrimination 278
agents
and collective bargaining agreements 99, 106, 109, 112–13
and contract negotiations 50, 52, 55, 63
definitions of 104–5
history of 105–6
and image rights 162
modern industry landscape 110–11
need for 99
regulation of 99–101
challenges for regulation/regulators 117–20
emergence/growth of sports agent industry 104–11
federal regulation 115
and free agents 106–7, 108, 112
future research 120
league regulation 113–14
literature review 101–4
and misconduct 101–2, 107, 115
regulatory framework of sports agents 111–20
state regulation 114–15
and unions/unionization 99, 106–7, 109–10, 112–13, 118, 120
rise in numbers 99–100
role of 150–54
and secret profit 151–2, 153, 154
Akiyama, James 290
Akiyama, Leilani 290
Alavy, K. 359
Ali, Muhammad 288
American League Baseball Club of Chicago v Chase (1914) 89
Anelka, Nicolas 340
anti-discrimination legislation 6, 272, 274, 275, 277, 278, 280–81, 283, 285–6, 290–91
Anti-Doping Charter (Council of Europe) 318
anti-doping policy ambiguity of 316–18
and commercialisation of sport 313, 314–15
harm minimisation approaches 322
harmonisation of 310, 318, 319, 321–2
history/background of 310, 311–12
and integrity of sport 315–16
rationales for 314–16
and role models 314, 316
and societal trends 310, 313–14
tensions over development and implementation 310, 321–2
and “work environment” of athletes 310–11, 323–7
World Anti-Doping Agency 282, 310, 319–21, 323, 325
antitrust laws (US) 78, 83, 89–93, 181–2, 333, 202, 206, 211
apartheid 286–7
arbitration
and capacity to contract 155–8
and evolution of collective bargaining 132–3, 134–6, 137–9
and MLB labor regulation 76, 195–6
and regulation of agents 117
and reserve system 180–81
and role of agent 152–4
and termination of contract 163–70
see also disputes/strikes
Arnaut Report 379, 383
Arthur, M. B. 237
Arup, Christopher 85
ASA (Athletics South Africa) 282
ASADA (Australian Sports Anti-Doping Authority) 324–5
ASD (actual standard deviation) 361
Athlete Whereabouts Scheme 324, 327
athletics (as career choice) 250, 251, 252–3, 254, 261–3, 265–6
ATP (Association of Tennis Professionals) Tour 108
Australian Football 251, 253, 255–6, 266, 301, 324–5, 326, 327
Australian Sports Commission 300–301
authoritarian coach role 305
“Autonomous agreement regarding the minimum requirements for standard player contracts in the professional football sector” (2012) 27–31, 33–4, 35–8
autopoietic labor regulation systems 85–93
AWRA (Australian Women sport and Recreation Association) 298
Babby, Lon 113
Baldwin, Robert 84
“bargaining dominance” 199
Barry, Rick 108
baseball
as career choice 256–7
Major League Baseball see MLB
Baseball and Billions (book) 192
Basic Agreements
MLB 69, 75, 76, 79, 82, 85, 87, 136, 141–2, 144
NBA 141–2
NFL 141–2
NHL 141–2
BAT (Basketball Arbitration Tribunal) 117
BBBC (British Boxing Board of Control) 156
Beckham, David 6, 289
behavioral employment relations model 192–3
Benson, D. J. 303
Bergmann, Gretel 285
Berkowitz, J. P. 359
Berra, Yogi 146
Berri, D. J. 358
Berry, Mike 152–4
betting market odds 358–9, 360–70
Bettman, Gary 199–200, 205, 206, 208, 209, 225
“bilateral monopoly” 5
Black Power Movement 285
Black, Tank 109–10
“Blacklist” 287
Blanpain, R. 335
bodily capital 232–3, 243, 245
“bonding nights” 307
bonuses 48, 59–60, 61–2, 82–3, 161, 164
Booth, R. D. 4
Boras, Scott 117–18
“boundaryless careers” 237
Bourdieu, P. 232, 240–41, 242, 243, 245
Bouton, Jim 137, 194
Brackenridge, C. 301, 302, 303, 304, 305
Bradford, Sam 58
Brandes, Louis 153
Brandis, George 325
Brandt, A. 57
“breakaway” leagues 24
Bribery Act (2010) 152
Brosnan, P. 84
Brüggemann, Gert-Peter 276, 277
“bungs” (secret profit) 151–2, 153, 154
Burk, Robert F. 139
CAA (Creative Artists Agency) 106
Caiger, A. 335, 344
capacity to contract 155–8
“career funds” 38
career transitions 233–7, 239–40, 241
Carlos, John 285
### Index 395

<table>
<thead>
<tr>
<th>Carter, Shawn “Jay-Z”</th>
<th>111</th>
</tr>
</thead>
<tbody>
<tr>
<td>CAS (Court of Arbitration for Sport)</td>
<td>159, 167–70, 276, 343, 346</td>
</tr>
<tr>
<td>CBAs (collective bargaining agreements) and agents</td>
<td>99, 106–7, 109, 112–13 and contracts</td>
</tr>
<tr>
<td>Chapman, Aroldis</td>
<td>138–9</td>
</tr>
<tr>
<td>Chinese Professional Baseball League</td>
<td>82</td>
</tr>
</tbody>
</table>
player association 55–6
players 49–52
teams 52–4
and job security 46
long-term contracts 46–7, 58, 61, 62
minimum/maximum contract values 55–6, 58–9
“minimum requirements” for 27–31, 33–4, 35–8
and MLB labor regulation 73–5, 76–7, 80, 88
and performance measurement/ incentives 46, 48, 50, 53, 58–60, 61–2, 63–4
and player restraints 333
primary parties in US contract negotiations 46, 49–56
principal–agent problems 46, 47, 53, 60
and risk allocation 46, 53, 58, 60–62, 64
and role of agents 150–54
rookie contracts 57–8, 61, 63
and salary caps 54–6, 58–9
termination of 163–70
“trading” contracts 156–7
and transfer systems 336–45, 346–52
and unions 46, 48–9
“Contractual Stability and Respect of Contracts” 38
Cooke, Paul 347
Coons, L. 60
Copenhagen Declaration on Anti–Doping in Sport (2003) 320
“Cotonou Agreement” 375
counsellor-helper role 304
Court of Appeal (UK) 149, 152, 153–4, 155–6, 157
Court of Appeal (US) 75, 91
Courtney, Peter 115
cricket 251, 253, 254, 257–8, 264, 266, 287, 375
Croccito, M. M. 238
Curt Flood Act (1998) 83, 92–3
Dabscheck, B. 5
Dacyshyn, A. 236, 244
Davis, Timothy 100
DDA (Disability Discrimination Act, 1995, 2010) 274
Deakin, S. 86
Dellinger, K. 302
Delors, Jacques 20
Depken, C. 357
deterrence theory 325
Deubert, C. 102
de-unionisation 3
Deutscher Handballbund eV v Maros Kolpak (2003) 373, 374–5, 376, 377–8
“Developing the European Dimension in Sport” (European Commission, 2011) 19
development (stage theory) 239
DG EMPL (Directorate General Employment, Social Affairs and Inclusion) 21, 36
Dickson, G. 326
direct discrimination 298
disability discrimination 273, 274–7
discrimination
age discrimination 273, 278–9
anti-discrimination legislation 6, 272, 274, 275, 277, 278, 280–81, 283, 285–6, 290–91
disability discrimination 273, 274–7
duties and obligations of clubs 160
gender/gender identity discrimination 272–3, 279–84
and Olympic Movement 272–3, 287
race discrimination 272, 284–7
religious 288–90
and sexual harassment 296, 297–8, 299, 302, 306
disengagement (stage theory) 238
disputes/strikes
1994 MLB labor dispute
accounting for work stoppage duration 225–7
and antitrust laws 202, 206, 211
background/previous disputes 195–8
and behavioral employment relations model 192–3
causes of 191–2, 201–2, 207–12, 215–16
impact of 191, 201
and MLBPA 192, 201, 203, 207,
Index 397

210–12, 215, 216–17, and MLBPA 222–3, 225–7
myths surrounding 191–2, 206–7, 212
results of 203–4, 213–15, 216–17
and salary caps 202–3, 206–7, 208,
209–10, 214, 215–16
and television deals 193, 209,
210–11, 214–15, 216, 225–6
2004–05 NHL labor dispute
accounting for work stoppage
duration 225–7
background/previous disputes
198–201
and behavioral employment relations model 192–3
causes of 191–2, 204–5, 207–12,
215–16
impact of 191, 204
myths surrounding 191–2, 206–7, 212
and NHLPA 205, 210–12, 215,
216–17, 222–3, 225–7
results of 213–15, 216–17
and salary caps 205, 206–7, 208,
209–10, 214, 216
and television deals 193, 209,
210–11, 214–15, 216, 225–6
and collective bargaining agreements
175–6, 184–9, 198, 213–14
effectiveness of strikes and lockouts
174, 175, 188–9
and free agency 183–6, 187, 188–9
future of 189–90
historical context 174–5
and MLB labor regulation 76, 90–91
and monopsonistic exploitation
174–5, 188
and playing quotas 380
and reserve clauses 176–82
rise in industrial action 174, 175
and study of employment relations
in sport 2–3
see also arbitration
Domberger, S. R. 236-237
Doyle v White City Stadium (1935) 155, 156, 157
Doyle, Jack 156
drafts 5, 54, 55, 56–8, 61, 63, 82, 111, 118–19
Drangeid, Jay 290
DRC (Dispute Resolution Chamber,
FIFA) 342–3
drug usage 127, 135, 137, 144–5, 184,
282
anti-doping policy see anti-doping policy
Drysdale, Don 105
Dunn, Warrick 190
duties and obligations of clubs (FAPL
RULES) 160–61
duties and obligations of players
(FAPL RULES) 159–60
Dworkin, James B. 129, 132, 141
Dziech, B. W. 303, 304, 305
Eagan, Eddie 250
Eagleson, Alan 113, 195, 199, 217
Eastham v Newcastle FC (1963) 337
EAT (Employment Appeal Tribunal)
163–4
ECA (European Club Association) 24,
25–6, 32
ECB (England and Wales Cricket
Board) 375
ECHR (European Convention on
Human Rights and Fundamental
Freedoms) 280, 283
Eckard, E. W. 357, 358
Eckert, William 132–3, 137
Economist 213
Edelman, M. 101, 102
EEOC (Equal Employment
Opportunity Commission) 297, 298
effort 47, 50–51, 53
Engelberg, T. 311
English Premier League Rules 334–5
EPFL (Association of European
Professional Football Leagues) 24,
25–6, 32
EPO (erythropoietin) 324
equilibrium league balance 54
Erikson, E. H. 238
establishment (stage theory) 238
EU (European Union) regulation
of agents 103–4, 107, 119–20
anti-discrimination legislation 278,
280–81
collective regulation 32–3
external regional problems 36–8
future of SSDs 38–41
implementation of framework regulations 31–2
institutional and procedural characteristics 20–23
internal regional problems 34–6
lasting problems 31–8
and “minimum requirements” for player contracts 27–31, 33–4, 35–8
and playing quotas 372–3, 374–87
sectoral social dialogues 20–27, 28–30, 31, 32–4, 36, 38–41
social partners in football 23–7, 30, 35
supranational level 19, 20, 22, 24, 25–6, 35, 37, 39
transfer systems 26–7, 334–45, 346–52
“European Model of Sport” 41
European Professional Football Social Dialogue Taskforce 33
“European Social Model” 20
European Super League 24
“Europeanization” of sports sector 19, 37, 39, 40–41
Ewing, Patrick 136
ex ante remuneration 46
exploration (stage theory) 238
external environment (stage theory) 238
“fair-play levy” 349
Falk, David 136
FAPL (Football Association of England Premier League) 149, 150, 154–5, 158–61, 163
“farm system” 81
FASA (Football Association of South Africa) 286
Fasting, K. 297,300, 301, 302, 303, 304, 305
FC (fan commitment) 225, 226
FC Shakhtar Donetsk v Matsuzale Fancelion da Silva (2008) 167–70, 343–4
FCI (Fan Cost Index) 145
Federal Baseball Club of Baltimore Inc v National League of Professional Baseball Clubs (1922) 89, 93
Fehr, Donald 133, 192, 196–7, 203, 208
Ferguson, Sir Alex 6
FIFA (Fédération Internationale de Football Association) and 6+5 rule 373, 376, 378–81, 385
and Bosman ruling 165
and contents of sports contracts 158
and discrimination 286, 289
and playing quotas 373, 376, 378–81, 385, 386, 387
and regulation of agents 99, 100, 101, 103–4, 105, 111–12, 115–16, 119–20
and social partners in football 24, 25
and termination of contracts 165–70
and transfer systems 150, 334, 336, 341–5, 347, 349–52
FIFPro (International Federation of Professional Footballers) 24, 32, 35, 38–9, 344, 345–7, 349–51, 381–3, 387
FIG (Fédération Internationale de Gymnastique) 288
financial stability 39, 54
Finley, Charles O. 107
flirting-charming coach role 304
Flood v Kuhn (1972) 89, 90, 130
Flood, Curt 130–31, 141, 180
FLSA (Fair Labor Standards Act) 83
football (soccer) and choosing professional sports careers 250, 251, 253–4, 258–60, 264, 266
contracts capacity to contract 155–8
contents of 158–63
contractual web of employment relations 149–55, 170–71
duties and obligations of clubs 160–61
duties and obligations of players 159–60
image rights 161–3
and regulation of agents 154–5
and role of agents 150–54
termination of 163–70
“trading” contracts 156–7
EU regulation of
collective regulation 32–3
external regional problems 36–8
future of SSDs 38–41
implementation of framework regulations 31–2
institutional and procedural characteristics 20–23
internal regional problems 34–6
lasting problems 31–8
and “minimum requirements” for player contracts 27–31, 33–4, 35–8
sectoral social dialogues 20–27, 28–30, 31, 32–4, 36, 38–41
social partners in football 23–7, 30, 35
supranational level 19, 20, 22, 24, 25–6, 35, 37, 39
transfer systems 26–7, 334–45, 346–52
playing quotas see playing quotas
transfer system
Bosman ruling 26–7, 107, 165, 335, 336–41, 344–5, 349
and contracts 336–45, 346–52
critiquing 348–52
EU regulation of 26–7, 334–45, 346–52
FIFA Regulations for the Status and Transfer of Players 150, 334, 341–5, 347, 348, 349, 352
literature/sources 334–6
and player restraints 334, 340, 344–8
and playing quotas 372, 374, 376, 381, 383, 384–7
and reflexive law system 336, 351, 352
“tapping up” of players 334, 345, 346–8
transfer windows 345–6
“Football against racism in Europe” 39

Forbes magazine 205
Form 26 (FAPL Rules) 158–61, 163
Forrest, D. 359
Fort, R. 358, 361
Foster, K. 350
Fox Media Company 200
fraud 40, 152
Fraid Act (2006) 152
free agency
and anti-trust laws 333
and collective bargaining agreements 184–6
and collusion 183
and competitive balance 183, 357
and contract negotiations 58, 61, 62
and evolution of collective bargaining 132, 134–5, 136, 138–9
and increased salaries 182, 183
and MLB labor regulation 75, 76, 81, 91
and player restraints 333
and regulation of agents 106–7, 108, 112
and reserve system 180–82
and salary caps 5
and strikes/lockouts 183–6, 187, 188–9, 196, 197, 199, 213–14
FTC (Federal Trade Commission) 117
G14 clubs 24
Gahan, P. 84
Gardiner, S. 335, 336
Garvey, Ed 195
Gati, I. 240
Gender Recognition Act (2004) 284
Gini coefficients 358, 361
“Golden Glove” bonus 59
goal 108, 251, 253, 254, 263, 264–5, 266, 275
Goodenow, Bob 113, 199–200, 205, 208, 223
Gould, William 81
governing/regulating bodies
anti-doping policy 282, 310, 317–26
and contents of sports contracts 158
EU regulation of football
collective regulation 32–3
Research handbook of employment relations in sport

external regional problems 36–8
future of SSDs 38–41
implementation of framework regulations 31–2
institutional and procedural characteristics 20–23
internal regional problems 34–6
lasting problems 31–8
and “minimum requirements” for player contracts 27–31, 33–4, 35–8
sectoral social dialogues 20–27, 28–30, 31, 32–4, 36, 38–41
social partners in football 23–7, 30, 35
supranational level 19, 20, 22, 24, 25–6, 35, 37, 39
transfer systems 26–7, 334–45, 346–52
and financial fair play 171
imposition of sanctions 3–4
MLB labor regulation [see labor regulation (in MLB)]
multi-level governance 31, 40
regulation of agents 99–101
challenges for regulation/regulators 117–20
emergence/growth of sports agent industry 104–11
federal regulation 115
and free agents 106–7, 108, 112
future research 120
international comparisons 115–17
league regulation 113–14
literature review 101–4
and misconduct 101–2, 109–10, 117–18
regulatory framework of sports agents 111–20
state regulation 114–15
and unions/unionization 99, 106–7, 109–10, 112–13, 118, 120
and sanctions 3–4, 32, 37–8, 39, 103, 166, 288–9, 324, 326, 341–2
and study of employment relations in sport 3–4
and termination of contracts 163–70
Gretzky, Wayne 190
growth (stage theory) 238
guaranteed contracts 51–2, 53, 57–8, 59–60, 61–2, 63
habitus 242–3, 245
Hairston, P. J. 113–14
Hall, D. T. 235–6, 244
Hardin, M. 302
harm minimisation approaches (in anti-doping policy) 322
Hayes, Bill 105
Helyar, John 194
Herfindahl–Hirshman Index 358
Hicks, John 175
Hicks, Thomas 312
Hill, Grant 113
Hitler, Adolf 285
HMRC (Hey Majesty’s Revenue and Customs) 154, 161–2
“hoarding” players 383
Holmes, Justice Oliver Wendell 179
home grown players rule (UEFA) 382–4, 385, 386
Horizon Sports Management 157–8
Horowitz, Frederic R. 132, 135
hostile environment harassment 298
Houlihan, B. 311, 315, 316, 318, 320, 321, 322, 323, 324
Howard, Ryan 58
HREOC (Human Rights and Equal Opportunity Commission) 297
Hugo, Victor 296
Human Rights Charter (Canada) 282
Humphreys, B. 358, 359
Hunter, Jim “Catfish” 107
IAAF (International Association of Athletics Federations) 99, 100, 101, 112, 262–3, 276, 282
IDSP (Illicit Drugs-in-Sport Policy) 325–6
Igor Simutenkov v Abogado del Estado (2005) 375, 377
image rights 161–3
image theory 236
Imageview Management Ltd v Kelvin Jack (2009) 152–4
IMG 106, 108
indirect discrimination 298
Index

INEA (Institute for European Affairs) 379–80
initiation (stage theory) 239
injuries 60–61, 144, 233, 240
Inston, R. 335
intellectual seducer role 304
International Convention on Doping in Sport 320
International Talent Committee 82
internationalization 145
invariance principle 54
IOC (International Olympic Committee) 252, 272–3, 282–3, 284, 287, 288, 318, 319
IR (industrial relations) 1–2
IRB (International Rugby Board) 100
ISD (idealized standard deviation) 361
ITTF (International Table Tennis Federation) 286

Jack, Kelvin 152–4
James, LeBron 131
Jerry Maguire (film) 104
Jewish athletes 285
job satisfaction 2
job security 46
Johnson, Magic 189
Jones, Marion 251, 267
Jordan, Michael 189–90
Journal of Sports Economics 134
judo 289–90
juridification of sporting rules 335, 350–51, 387

Kahn, L. 2
Karcher, R. T. 102, 103
KBO (Korean Baseball Organization) 82
Kerr, G. 236,244
Kershaw, Clayton 69, 139
Kiner, Ralph 140
Knowles, G. 359
Kolpak, Maros 374
Koufax, Sandy 105
Krautmann, A. C. 54, 62
Kuhn, Bowie 127, 130, 133, 135, 136–9, 145
Kuipers, H. 323
Kuketz v. Petronelli (2005) 277
Kuketz, Stephen 277
Kyrgios, Nick 251, 267

labor regulation (in MLB)
and antitrust laws 78, 83, 89–93
autopoietic system 85–93
and collective bargaining 69, 70, 72, 74, 78–9, 86, 88, 90–93
and contracts 73–5, 76–7, 80, 88
framework of labor regulation 71–9
function of modern regulation 84–5
growth in player salaries 69
labor supply 80–83
Minor League system 70–71, 72, 73–5, 77, 79, 80–83 87, 89, 92–3
MLB's labor system 73–6
regulatory actors 69, 70, 79
regulatory terrain 69–70
regulatory theory 69, 71, 85, 88
reserve system 73–4, 75, 81, 84, 88–91
structure of MLB 71–3
trading/assigning players 76–7
and unions/unionism 69, 70, 75, 78–9, 81, 83, 85, 87, 88, 90, 93, 193–5
waiver system 77

labor regulation (in NHL) 194–5, 198–201
Lanning, J. 62
Lavallee, D. 234, 236,240, 245
Lazear, E. 48
Legacy Funds (NFL) 144
Lemke, R. J. 359
Lenz, Advocate General 338, 349, 377, 381, 384, 385
Les Misérables (novel) 296
Levinson, D. J. 238
Levitt Report 205, 216
Lindsay, Ted 194
Linton, Arthur 312
Lisbon Treaty (2009) 19, 33
lockouts
1994 MLB labor dispute see under disputes/strikes
2004–05 NHL labor dispute see under disputes/strikes
and collective bargaining agreements 175–6, 184–9
effectiveness of 174, 175
Research handbook of employment relations in sport

and free agency 183–6, 187, 188–9
Lombardo, Massimo 340
long-term contracts 46–7, 58, 61, 62
LPGA (Ladies Professional Golf Association) 263
LS (work stoppage length) 225
Luchs, Josh 118
“luxury taxes” 92, 134, 185, 186, 203, 357
Lyons, K. 305–6
McCormack, Mark H. 106, 108, 120
MacDonald, David 131
MacDonald, R. D. 4
McIlroy, Rory 157–8
McNally, Dave 133–4, 180, 196
Machtübernahme 285
maintenance (stage theory) 238
Major League Constitution 71, 73, 92
Major League Rules 71, 73, 76–8, 80–82, 85, 92
Major League Uniform Player’s Contract 75, 76, 134
Mallon, M. 237
Mandela, Nelson 272
Martin, Casey 275–6, 277
Maske, Henry 278
Mastaleris, J. 102
mastery (stage theory) 239
match fixing 40
Matuzalem 167–70, 343–4
Maxcy, J. 63, 357
Mayrhofer, W. 241–2
Mazanov, J. 324
Messersmith, Andy 133–4, 180, 196
Messersmith–McNally arbitration decision (1975) 107
Mexican Baseball League 82
Miettinen, S. 382
Miller, Percy “Master P” 111
Mills, M. 102
“minimum requirements” for player contracts 27–31, 33–4, 35–8
minimum/maximum contract values 55–6, 58–9
Minor League Baseball 70–71, 72, 73–5, 77, 79, 80–83, 87, 89, 92–3
Mitchell, H. 251, 252–3, 267
Mitchell, Richard 85
MLB (Major League Baseball)
Basic Agreement 69, 75, 76, 79, 82, 85, 87, 136, 141–2, 144
and choosing professional sports careers 256
contracts/contract negotiations 46, 48, 51, 54–6, 57–8, 59, 61, 62, 63
and current status of collective bargaining 140
decline in player salary increases 176–7
and evolution of collective bargaining 128–39
labor regulation
and antitrust laws 78, 83, 89–93
autopoietic system 85–93
and collective bargaining 69, 70, 72, 74, 78–9, 86, 88, 90–93
and contracts 73–5, 76–7, 80, 88
framework of labor regulation 71–9
function of modern regulation 84–5
growth in player salaries 69
labor supply 80–83
Minor League system 70–71, 72, 73–5, 77, 79, 80–83 87, 89, 92–3
MLB’s labor system 73–6
regulatory actors 69, 70, 79
regulatory terrain 69–70
regulatory theory 69, 71, 85, 88
reserve system 73–4, 75, 81, 84, 88–91
structure of MLB 71–3
trading/assigning players 76–7
and unions/unionism 69, 70, 75, 78–9, 81, 83, 85, 87, 88, 90, 93, 193–5
waiver system 77
reserve system 73–5, 81, 84, 88–91, 129–30, 177–81, 333
and strikes/lockouts 185, 186, 187, 189, 195–8
1994 labor dispute see under disputes/strikes
structure of 71–3
MLBPA (Major League Baseball Players Association)
and contracts 54, 55
and evolution of collective bargaining 130, 131–4
and history of MLB disputes 195–8
and labor regulation 70, 78–9, 87, 90–92, 93, 193–4
and regulation of agents 104, 106–7, 110, 112, 118
and reserve system 180, 181
and “union solidarity” 221–3
Mondello, M. 357
monopsonistic exploitation 61, 174–5, 183, 188
Morrow, Juan 113–14
“Most Valuable Player” award 59
MRP (Marginal Revenue Product) 61
multi-level governance 31, 40
Muslim athletes 288–9
Nahwrold, S. M. 103
NAPBL (National Association of Professional Baseball Leagues) 80, 83, 87
Nash bargaining process 50
National Brotherhood of Professional Base Ball Players 88, 129
NBA (National Basketball Association)
Basic Agreement 141–2
competitive balance in 360–64, 367–70
contracts/contract negotiations 46, 48, 55–6, 57, 58–9, 60, 61–2
and evolution of collective bargaining 131, 133
and regulation of agents 99, 104–5, 108, 112–14, 119
reserve system 181, 182
and strikes/lockouts 185, 187, 188
television deals 107
and uncertainty of outcome 360–64, 367–70
NBPA (National Basketball Players Association) 55, 105, 113–14
NCAA (National Collegiate Athletic Association) 101, 103, 108–9, 114, 118–19, 140
NCCUSL (National Conference of Commissioners on Uniform State Laws) 114
“necessaries” 155
Nehemiah, Renaldo 251, 267
Newell, Mike 154
Newton, Cam 58
NFL (National Football League)
2012 lockout period 143
Basic Agreement 141–2
competitive balance in 360–61, 364–70
contracts/contract negotiations 46, 48, 52, 54, 55–6, 57–8, 59, 61, 62–3
and evolution of collective bargaining 134
Legacy Funds 144
and occupational health and safety 4
and regulation of agents 99, 112, 119
and replacement players 221
reserve system 181–2
and strikes/lockouts 185, 186–8, 189
television deals 107
and uncertainty of outcome 360–61, 364–70
NFLPA (National Football League Players Association) 55, 58, 109–11, 112, 144
NHL (National Hockey League)
Basic Agreement 141–2
contracts/contract negotiations 46, 48, 55–6, 57, 59, 61, 62
and evolution of collective bargaining 134
labor regulation 194–5, 198–201
and regulation of agents 99, 109, 112, 113, 119
reserve system 181
Research handbook of employment relations in sport

and strikes/lockouts 185, 186, 187, 190, 198–201
2004–05 labor dispute see under disputes/strikes
NHLPA (National Hockey League Players Association)
and contracts/contract negotiations 55
and history of NHL disputes 198–9
and labor regulation 194–5
and regulation of agents 113
and strikes/lockouts 186
and union solidarity 221–3
NLRA (National Labor Relations Act, 1935) 69, 78–9, 91, 116
NLRB (National Labor Relations Board) 78, 79, 84, 91, 93, 196, 203
No Limit Sports Management 111
Noll, R. 358
Noll–Scully ratio of standard deviations 361–7, 368
non-normative transitions 239
normative transitions 239
NPB (Nippon Professional Baseball) 82
O’Hara, Michael 134
O’Leary, J. 335–6, 344
O’Neal, Shaquille 189
OB (owner belligerence) 221, 222, 223
OECD (Organisation for Economic Co-operation and Development) 3
Ogus, Anthony 86
OHS (occupational health and safety) 4
Oliver, Judge 136
Olympic Movement 272–3, 287
opportunist role 304
OS (owner solidarity) 225, 226
Palmer, Arnold 106, 120
Panorama (television programme) 154
Park, S. 233, 234, 241
Parker, Christine 70, 85
Parrish, R. 335, 382
Paul, R. 359
Payne, R. A. 102, 103, 114
PCA (Professional Cricketers Association) 54
PDC (Player Development Contract) 80
Pearson, G. 336
Pedersen, P. M. 302
Peel, D. A. 359
“pep pills” 312
Perry, D. 62
Petersen, Jack 156
PGA (Professional Golfers’ Association) Tour 108, 263, 275
PGA Tour v. Martin (2001) 275
“pharmaceutical revolution” 313
Philadelphia Ball Club v Lajoie (1902) 88, 89
PI (player involvement in the union) 221, 222, 223
piece rates 48
Pistorius, Oscar 276–7
player restraints 333, 334, 340, 344–8
player-led termination of contract 164–7
playing quotas
alternative measures 384–6
and Bosman ruling 26, 372–3, 374–5, 376, 377–8, 381, 384–6
and competitive balance 378, 383, 384, 385, 386, 387
FIFA 6+5 rule 373, 376, 378–81, 385
renewed interest in 376–8
and transfer system 372, 374, 376, 381, 383, 384–7
UEFA home grown players rule 382–4, 385, 386
point spread 358–9, 360–69
Poisson model 252
Poplawski, Wade 134
Posthuma, Richard 141
power broker role 304
principal–agent problems 46, 47, 53, 60
Pringle, J. K. 237
Professional Football Compensation Committee 337
professional sports careers
and bodily capital 232–3, 243, 245
“boundaryless careers” 237
career transitions 233–7, 239–40,
241–2, 243–4
choosing see choosing professional
sports careers
defining 231
and habitus 242–3, 245
and injuries 233, 240
life span of 231–2, 244
and performance measurement 231,
232, 245
and protean career theory 235–6,
244–5
responsibilities of sports
organizations 245–6
and retirement 233–4, 236, 244
and social capital 240–41, 245
stage theories 232, 237–40, 244
and structural hole theory 241–2
study of 231, 232, 233–5
and weak tie theory 241
Proform Sports Management Ltd v
Proactive Sports Management Ltd
and Another (2006) 156–7
protean career theory 235–6, 244–5
Pryor, J. B. 304
Pyle, C.C. “Cash and Carry” 105, 106
quid pro quo
Quirk, J. 361
race discrimination 272, 284–7
Rascher, D. 359
Reagan, Ronald 212
Real Zaragoza SAD v FC Shakhtar
Donetsk & FIFA (2008) 167–70
recognition 145–6
Redknapp, Harry 346
reflexive law system 336, 351, 352
Regulations for the Status and Transfer
of Players (FIFA) 150, 334, 341–5,
347, 348, 349, 352
“regulatory pivots” 92
regulatory terrain 69–70
regulatory theory 69, 71, 85, 88
“regulatory tri-lemma” 84
Reichspogromnacht 285
Reinsdorf, Jerry 192
religious discrimination 288–90
reserve systems 73–5, 81, 84, 88–91,
129–30, 177–82, 333
retirement 233–4, 236, 244
revenue sharing 52, 54, 92, 142, 195–6,
203, 207, 357
risk allocation 46, 53, 58, 60–62, 64
Roberts v Gray (1913) 155
Roberts, Robin 131
Robertson v. NBA (1975) 108
RocNation Sports 111
Rodriguez v. Major League Baseball
(2013) 132
Rodriguez, Alexander Emmanuel 127,
132, 135–6, 137
Rogowski, Ralf 86
role models 314, 316
rookie contracts 57–8, 61, 63
Rooney, Wayne 156–7
Rose, Peter 127
Rosenheck, Josh 213
Rottenberg, S. 57, 183, 355, 356
Rousseau, D. M. 237
RSD (ratio of standard deviations)
361–7, 368
rugby league 251, 253, 260, 264, 265,
266, 347–8, 375
rugby union 251, 253, 254, 260–61,
266, 334, 375
Ruth, Babe 105
Ruxin, Robert H. 104
Ryan, Nolan 189
safety concerns 143–4
salary caps
and contracts 54–6, 58–9
and MLB labor regulation 91, 92
and player restraints 334
and reserve system 177
and strikes/lockouts 185, 186, 187,
199–200, 202–3, 205, 206–7,
208, 209–10, 214, 215–16
and study of employment relations
in sport 4, 5
Salcedo, Edward 118
SALOC (Sports Agent Licensing and
Oversight Commission) 103
sanctions 3–4, 32, 37–8, 39, 103, 166,
288–9, 324, 326, 341–2
Sanders, Deion 250
<table>
<thead>
<tr>
<th>Name</th>
<th>Page(s)</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sanderson, A.</td>
<td>356, 357</td>
<td></td>
</tr>
<tr>
<td>Sandroff, R.</td>
<td>300</td>
<td></td>
</tr>
<tr>
<td>Sarbanes-Oxley Act (2002)</td>
<td>102</td>
<td></td>
</tr>
<tr>
<td>Sargent, L. D.</td>
<td>236</td>
<td></td>
</tr>
<tr>
<td>Savickas, M. L.</td>
<td>238</td>
<td></td>
</tr>
<tr>
<td>SC (success of union in previous strikes)</td>
<td>225, 226</td>
<td></td>
</tr>
<tr>
<td>Schmidt, M. B.</td>
<td>358</td>
<td></td>
</tr>
<tr>
<td>Scully, G.</td>
<td>57, 209, 358</td>
<td></td>
</tr>
<tr>
<td>SD (social dialogue)</td>
<td>20–23, 33, 37</td>
<td>secret profit (&quot;bung&quot;) 151–2, 153, 154</td>
</tr>
<tr>
<td>Savickas, M. L.</td>
<td>238</td>
<td></td>
</tr>
<tr>
<td>SC (success of union in previous strikes)</td>
<td>225, 226</td>
<td>societal trends (in anti-doping policy) 310, 313–14</td>
</tr>
<tr>
<td>Soden, Arthur</td>
<td>88</td>
<td></td>
</tr>
<tr>
<td>Solow, J.</td>
<td>54, 62</td>
<td></td>
</tr>
<tr>
<td>SPAAB (Sport Agent Oversight Board)</td>
<td>102</td>
<td></td>
</tr>
<tr>
<td>SPARTA (Sports Agent Responsibility and Trust Act, 2004)</td>
<td>100, 101, 102, 115, 116, 117</td>
<td></td>
</tr>
<tr>
<td>SPC (Standard Players’ Contract)</td>
<td>195</td>
<td>“sporting just cause” 166, 168, 342, 351–2</td>
</tr>
<tr>
<td>Savickas, M. L.</td>
<td>238</td>
<td></td>
</tr>
<tr>
<td>Seitz, Peter</td>
<td>75, 107, 133, 134–6, 137, 138</td>
<td></td>
</tr>
<tr>
<td>Selig, Bud</td>
<td>117–18, 137, 201, 203, 208, 209</td>
<td></td>
</tr>
<tr>
<td>Semenya, Caster</td>
<td>281–2</td>
<td></td>
</tr>
<tr>
<td>sexual harassment</td>
<td></td>
<td>defining 297–9</td>
</tr>
<tr>
<td></td>
<td></td>
<td>and discrimination 296, 297–8, 299, 302, 306</td>
</tr>
<tr>
<td></td>
<td></td>
<td>future research/practice suggestions 305–7</td>
</tr>
<tr>
<td></td>
<td></td>
<td>origins as a social issue 296–307</td>
</tr>
<tr>
<td></td>
<td></td>
<td>perpetrators of 302–5</td>
</tr>
<tr>
<td></td>
<td></td>
<td>prevalence of 6, 299–302</td>
</tr>
<tr>
<td></td>
<td></td>
<td>research into 295, 306</td>
</tr>
<tr>
<td>Sexual Harassment of Working Women</td>
<td>296</td>
<td>Sexual Shakedown (book) 296</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Shain, S. 302</td>
</tr>
<tr>
<td>Shears v Mendeloff (1914)</td>
<td>156, 157</td>
<td>Sherman Antitrust Act (1890) 89</td>
</tr>
<tr>
<td>Shing, Adam</td>
<td>133</td>
<td></td>
</tr>
<tr>
<td>Singh, Daldschit</td>
<td>288</td>
<td></td>
</tr>
<tr>
<td>Ski jumping</td>
<td>282–3</td>
<td></td>
</tr>
<tr>
<td>Smith, A. C. T.</td>
<td>314–15, 316, 323–4, 326</td>
<td></td>
</tr>
<tr>
<td>Smith, Tommie</td>
<td>285</td>
<td></td>
</tr>
<tr>
<td>Sobel, Lionel</td>
<td>100</td>
<td></td>
</tr>
<tr>
<td>Social capital</td>
<td>240–41, 245</td>
<td></td>
</tr>
<tr>
<td>Social partners</td>
<td>23–7, 30, 35</td>
<td>(in football)</td>
</tr>
<tr>
<td>Stambulova, N. B.</td>
<td>239</td>
<td></td>
</tr>
<tr>
<td>Stargell, Wille</td>
<td>140</td>
<td></td>
</tr>
<tr>
<td>Steiner, Udo</td>
<td>279</td>
<td></td>
</tr>
<tr>
<td>Stevens, Lord</td>
<td>154</td>
<td></td>
</tr>
<tr>
<td>Stewart, M. F.</td>
<td>251, 252–3, 267</td>
<td></td>
</tr>
<tr>
<td>Stretford, Paul</td>
<td>157</td>
<td></td>
</tr>
<tr>
<td>structural hole theory</td>
<td>241–2</td>
<td></td>
</tr>
<tr>
<td>Strychnine</td>
<td>312</td>
<td></td>
</tr>
<tr>
<td>Sullivan, S. E.</td>
<td>238</td>
<td></td>
</tr>
<tr>
<td>Sundgot-Borgen, J.</td>
<td>301, 302</td>
<td>supply and demand 250–51, 254–5, 267</td>
</tr>
<tr>
<td>Super, D. E.</td>
<td>238, 244</td>
<td>supranational level governance 19, 20, 22, 24, 25–6, 35, 37, 39</td>
</tr>
<tr>
<td>Singh, Daldschit</td>
<td>288</td>
<td></td>
</tr>
<tr>
<td>Smith, Tommie</td>
<td>285</td>
<td></td>
</tr>
<tr>
<td>Sobel, Lionel</td>
<td>100</td>
<td></td>
</tr>
<tr>
<td>social capital</td>
<td>240–41, 245</td>
<td></td>
</tr>
<tr>
<td>social partners</td>
<td>23–7, 30, 35</td>
<td>(in football)</td>
</tr>
<tr>
<td>structural hole theory</td>
<td>241–2</td>
<td></td>
</tr>
<tr>
<td>Strychnine</td>
<td>312</td>
<td></td>
</tr>
<tr>
<td>Sullivan, S. E.</td>
<td>238</td>
<td>supply and demand 250–51, 254–5, 267</td>
</tr>
<tr>
<td>Sundgot-Borgen, J.</td>
<td>301, 302</td>
<td>supranational level governance 19, 20, 22, 24, 25–6, 35, 37, 39</td>
</tr>
<tr>
<td>Super, D. E.</td>
<td>238, 244</td>
<td></td>
</tr>
<tr>
<td>supply and demand</td>
<td>250–51, 254–5, 267</td>
<td></td>
</tr>
<tr>
<td>supranational level governance</td>
<td>19, 20, 22, 24, 25–6, 35, 37, 39</td>
<td></td>
</tr>
<tr>
<td>Supranational level governance</td>
<td>19, 20, 22, 24, 25–6, 35, 37, 39</td>
<td></td>
</tr>
<tr>
<td>Tamburrini, C.</td>
<td>315</td>
<td></td>
</tr>
<tr>
<td>“tapping up” of players</td>
<td>334, 345, 346–8</td>
<td></td>
</tr>
<tr>
<td>talent supply</td>
<td>52–3</td>
<td></td>
</tr>
<tr>
<td>tampering prohibition</td>
<td>78</td>
<td></td>
</tr>
</tbody>
</table>
Index 407

tax avoidance schemes 162
Taylor, Professor George 131
tennis 108, 251, 253, 254, 264–5
termination of contracts 163–70
Teubner, Gunther 84, 85–6
Tham, Joo Cheong 92
“third strike policy” 326
“third-party ownership” 350
Thomas, D. A. 359
Thomson, G. E. 303
Tone, Tygh M. 119
Toolson v New York Yankees (1953) 89, 90
Toolson, George 179
TR (threat of reprisal) 221, 222, 223
“trading” contracts 156–7
transfer systems
Bosman ruling 26–7, 107, 165, 335, 336–41, 344–5, 349
and contracts 336–45, 346–52
criticising 348–52
EU regulation of football 26–7, 334–45, 346–52
FIFA Regulations for the Status and Transfer of Players 150, 334, 341–5, 347, 348, 349, 352
governance/regulation of 26–7
literature/sources 334–6
nationality quotas 26
and player restraints 334, 340, 344–8
and playing quotas 372, 374, 376, 381, 383, 384–7
and reflexive law system 336, 351, 352
“tapping up” of players 334, 345, 346–8
and termination of contracts 167–70
transfer windows 345–6
transsexuality 283–4
UAAA (Uniform Athlete Agents Act, 2000) 100, 101, 102, 103, 114–15, 117
Ueberroth, Peter 137
UEFA (Union of European Football Associations)
and Bosman ruling 338
and “minimum requirements” for player contracts 33, 35–8
and playing quotas 372–3, 376–7, 378, 379, 380–81, 382–4, 385, 386, 387
and social partners in football 24, 25, 26
and transfer systems 338, 345, 349–51
uncertainty of outcome 355–6, 358–70
UNESCO (United Nations Educational, Scientific and Cultural Organization) 320
Union Royale Belge des Sociétés de Football Association ASBL v. Bosman (1995) see Bosman ruling
“union solidarity” 221–3, 225
unions/unionization
and agent regulation 99, 106–7, 109–10, 112–13, 118, 120
and collectivism 3
and current status of collective bargaining 140, 141
and de-unionisation 3
and evolution of collective bargaining 128, 129, 131, 133, 136, 138, 139,
future trends in collective bargaining 143–4
and labor regulation 69, 70, 75, 78–9, 81, 83, 85, 87, 88, 90, 93, 193–5
and US contract negotiations 46, 48–9
see also MLBPA; NBPA; NFLPA; NHLPA
United Nations 286–7, 320
Usery, W. J. 91
USOC (United States Olympic Committee) 285
Utt, J. 361
van Bottenburg, M. 323
van Impe, Kevin 324
van Megen, Wil 347
Verroken, M. 311–12, 319, 320, 321
Vincent, Fay 201
Volkwein-Caplan, K. 301
volunteer development 2
Wacquant, L. 242–3
WADA (World Anti-Doping Agency) 282, 310, 319–21, 323, 325
Waddington, I. 313, 314–15
“wage/effort” bargain 3
waiver system (MLB) 77
Walker v Crystal Palace FC (1910) 149
Walsh, Christy 105, 106
Ward, John Montgomery 127, 129–30
WAT (World Athletics Tour) 262–3
weak tie theory 241
Weatherill, S. 336, 350
Webster award 168–9
Webster, Andy 168–9, 342–3, 352
Weiner, L. 303, 304, 305
Welch, R. 336
WHA (World Hockey Association) 198
Whalen, N. J. 304
White Paper on Sport (European Commission, 2007) 19, 41, 383
Wilkinson, F. 86
Willenbacher, E. 102, 111
Williams, C. L. 302
Williams, Ricky 111
Winston, Eric 112
Wirtz, Bill 192
Wise, Dennis 163–4
WME (William Morris Endeavor) 106
Women’s Sports Foundation 297–9
“work environment” of athletes 310–11, 323–7
work stoppage duration 225–7
Working Group on implementation of the “Autonomous Agreement” 35–6
Workmen’s Compensation Act (1906) 149
workplace rights 5–6, 324, 326–7
World Anti-Doping Code 319, 320, 323, 325
WTA (Women’s Tennis Association) 264
Wylleman, P. 239
Zalk, S. R. 303
Ziegler, John 199–200, 208
Zimbalist, Andrew 192, 207