



UNION

HANDBOOK



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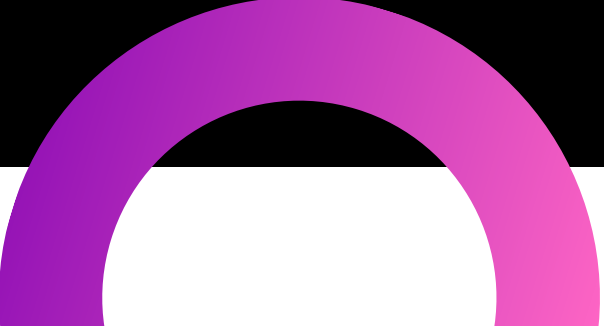
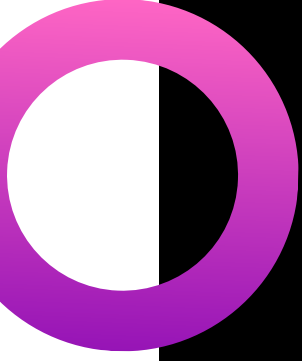
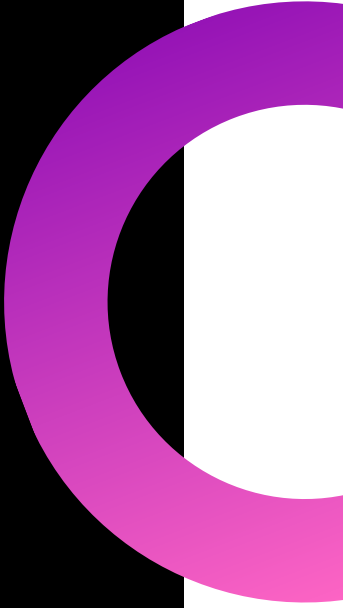



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I.

WELCOME MESSAGES



WELCOME MESSAGE



**Nneka
Ogwumike**
President

My journey in WNBPA leadership began by accident. Without my knowledge, my teammates voted me to be a player representative twice before I knowingly entered the race to serve as Vice President. Eventually, I was inspired by our former President, Tamika Catchings, to continue the good fight and bring together the player members by running for President. Now, in my third term, I wouldn't change anything.

I share my journey to show you that not knowing is okay. Discovering the great resource of a Union and understanding it in your own way, on your own time, is what makes an impact and what makes our player body so unique, authentic, and powerful.

Of course, when the Union comes up, you hear a lot about our rights and protections as players, and the work behind that. But after engaging with other active and dedicated WNBPA members, my knowledge of the meaning of this Union evolved. In between the programs and initiatives, there are the people, the wisdom, and the community. Those elements make the WNBPA what it is today. Those elements make the WNBPA great.

As the oldest union in professional women's sports, we've come very far. Over the youth of our existence, change has been constant and forward. Individually and collectively, on the court and off the court, historically and presently, we have engineered progress. But there is still much work to do to ensure our worth as professional athletes, business owners, brand ambassadors, activists, caregivers, changemakers, and, most certainly not least, women of this world, is reflected and respected.

As we march toward our next chapter in history and make decisions that will alter the trajectory of this Union and the League, this handbook should serve you as a rich and helpful resource. Hopefully, it will allow you to understand where we started, where we are, and where we want to go as a union. Use it as both a tool and a reminder that our movement will always meet our moment!





WELCOME MESSAGE



**Kelsey
Plum**

First Vice President

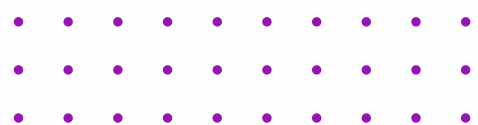
I had a lot of questions about the Union when I came into the League. First and foremost, why did WNBA players need a Union and what was it ever going to do for me personally? These questions were fair. More than that, these questions were honest and true to me.

As players in the most competitive league in professional sports, we have plenty of work to do to be the best we can be individually, on and off the court. Our livelihoods depend on it. Our people depend on us. And yet, over the past seven years I have witnessed and learned that the Union derives its power and importance not from individual excellence, but from unity.

In the Union, we are fighting for something bigger than ourselves: to alleviate the hardship on every player. As First Vice President, I take pride in representing the soon to be 156 members of this Union. We are a unit. And because of that unity, that collective power, we have changed history before and we plan to do it again.

I used to be unsure of where I fit in this Union. If you are like me, regardless of where you are in your career, take time to reflect on the things you want changed on and off the court. Read this handbook and use it as a resource. Attend meetings. Think out loud. Accept that this Union belongs to you, and know that Union leadership and staff are here to help and to provide you with the knowledge and support that you seek.

We all have things that we want changed in this profession and in this world. You could be the person to change it. The first step is showing up, being engaged, sharing your truth, and working together. We need you and we need each other. It's as simple as that.





II.

INTRODUCTION

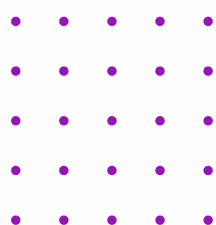


OUR HISTORY

1998

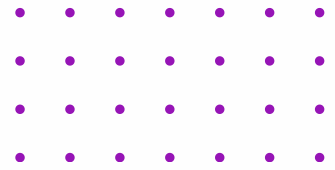
In 1998, the players of the newly formed WNBA took action. After two seasons, an increased number of games, expansion from eight teams to ten, and no improvements in their working conditions, the nearly 130 WNBA Players voted to create a unified new team. A team like no other before it. A team where every player had a vote. A team that could work together to improve workplace conditions, gain health and safety benefits, guarantee salaries, demand respect, and more. That team was a Union. With organizing support from the National Basketball Players Association, WNBA Players voted to form the Women's National Basketball Players Association, the first professional sports union for women athletes.

The WNBPA began in the context of a decade filled with labor disputes and power struggles between professional men's sports leagues and unionized players: the NFL Players Association and the NFL (free agency lawsuits *Mcneil v. NFL* (1992) and *White v. NFL* (1993)); the MLB Players Association and the MLB (1994-'95 Strike); and the NBPA and NBA (1998-'99 NBA Lockout). Familiar opportunities to advance the interests and vision of the first players in the WNBA on the newly formed league presented themselves immediately. Yet over time, players and their allies also identified challenges faced specifically by players in a women's league and began the work of crafting new markers of advancement and creative strategies.





OUR HISTORY



For more than twenty-five years, four Union Presidents and countless Union player leaders and members have ensured that the rights, needs, and experiences of WNBA players increasingly shape the business of basketball by negotiating collective bargaining agreements (“CBA”) and enforcing player protections and rights. First under the leadership of Coquese Washington (1998–2000), then Sonja Henning (2000–2003), Tamika Catchings (2003–2016), and now Nneka Ogwumike (2016–present), this Union has negotiated five CBAs: 1999, 2003, 2008, 2014, 2020. Check out the [CBA Comparison Chart](#) in the Additional Resources. It is the work and dedication of so many retired and current players in service of all players that has resulted in change for the better. In every corner of the experience of professional women’s basketball, there is a Union win.



Coquese Washington
1998-2000



Sonja Henning
2000-2003



Tamika Catchings
2003-2016



Nneka Ogwumike
2016-PRESENT





OUR HISTORY

BUT WHAT DOES A WORLD WITHOUT THE WNBPA LOOK LIKE?

Salaries would not have equitably increased for every player. Players would still have roommates in hotels and in team-provided housing. Salaries would not be guaranteed. Player parents would not be entitled to accommodations appropriate for their families. Players would likely not receive family planning benefits. There would be no off-season paid employment program. There would be no tuition reimbursement program. There would be more fines. There would be no performance or competition bonuses. There would be no 2020 Season dedication to Say Her Name and Black Lives Matter. There would be no partnership with Everytown for Gun Safety and no Wear Orange Game in support of Gun Violence Awareness. There would be no collaboration with voting and reproductive rights organizations. There would be media in the locker room. There would be no protection from League efforts to divide players.

Without the collective of the WNBPA, there would be no present or future of women's basketball. Every contribution to this Union extends player power and bolsters your future.

Today and everyday is your opportunity to make a mark on the future of basketball.



YOUR UNION TODAY



“We believe in women, we believe in the WNBA, we believe in the WNBPA, and we believe that, wherever the finish line is for this movement that we’re a part of we’re just not there yet.”

-Nneka Ogwumike

- In November 2018, the WNBPA exercised its right to opt-out of the 2014
- Collective Bargaining Agreement which would have expired in 2021. That
- decision forced the WNBPA and WNBA to return to the bargaining table
- to renegotiate salaries, benefits, workplace conditions, player parent
- benefits, and more two years before the expiration of the 2014
- agreement. The 2018 opt-out decision was the first of its kind in
- professional women’s sports. At no other moment had athletes in a
- professional women’s league taken control of the bargaining timeline to
- demand better. The decision indicated that the status quo no longer
- worked for players. It also reflected the impact of modern social
- movements like the #MeToo Movement, the Black Lives Matter
- Movement, and the #SayHerName Campaign on collective action and
- power building for marginalized and devalued members of society.
- Between 2014 and 2018, players engaged in social justice for their
- communities and sought workplace improvements for themselves.

NOVEMBER 14, 2018

‘We Are Betting on Ourselves’: The WNBA Players Union Opts Out of Its CBA

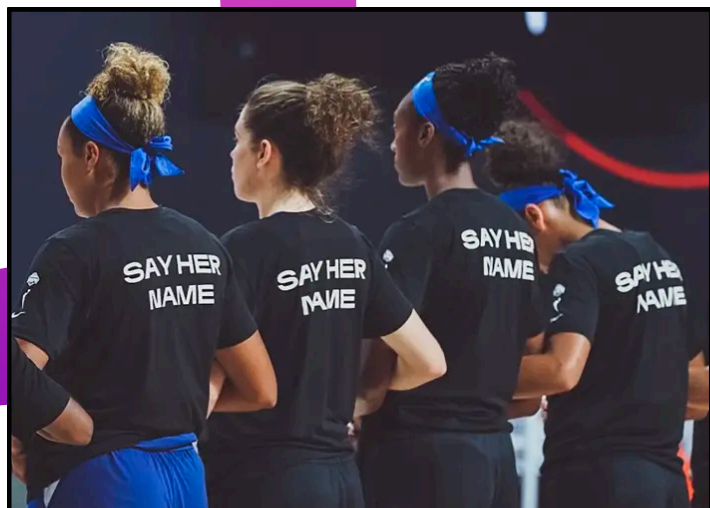
It’s an audacious move to achieve something other sports unions have not been able to accomplish: getting the bosses to open the books.



YOUR UNION TODAY



Within a year and a half of the opt-out decision, the 2020 CBA was signed, and salaries, competition bonuses, and benefits increased. New protections for player parents created a pathway for players to achieve personal and familial dreams without risking professional ones. Opportunities for marketing compensation grew. So too did the Union's rights to inspect workplace conditions like team-provided housing and practice facilities.



The 2020 CBA was a monumental agreement. And yet, a month after signing it, the World changed. The global COVID pandemic and the racial unrest behind massive protests across the United States and the globe changed everyone's lives. That Summer, WNBA players entered an unprecedented and mentally and physically difficult "Bubble" Season. Isolated from home and family, and at a time of many medical unknowns, players channeled their collective voices to dedicate the 2020 season to Breonna Taylor, and to focus on amplifying the #SayHerName Campaign and the Black Lives Matter Movement. Other leagues followed the example set by the WNBPA after accepting what this Union already recognized: any fight for social justice or equality requires collective action.



YOUR UNION TODAY



Responding to further needs and concerns of players, the Union launched educational programs to learn about the COVID vaccine. As a result, the WNBA became the first major North American sports league to reach a 99% vaccination rate among players. The

- Union also continued its long standing
- commitment to gun violence awareness
- initiatives and voter registration efforts.
-



- In the years that followed the 2020 Season, the Union supported its friends in the U.S.
- Soccer Women's National Team Players Association in their successful fight for equal pay. It leveraged everything to ensure the safe return of a sister wrongfully detained by a foreign nation at war. It joined the AFL-CIO, the largest federation of Unions in the United States, and it has stood in solidarity with labor struggles across the globe. It worked with Jonquel Jones, Nneka Ogwumike, and Breanna Stewart to create a documentary about the reality of player life. And now, as the WNBPA prepares for increased membership after League expansion, it is prepared to once again meet at the bargaining table to demand what players deserve.

Now, in the context of the world today: attacks on democracy, access to information, and bodily autonomy in the United States; global conflicts and humanitarian crises in places WNBPA members have temporarily called home; renewed and widespread support for the labor movement, worker struggles, and worker victories; global attention to the experience of athletes playing in professional women's leagues or for women's national teams; and another national election in the United States, the members of the WNBPA must ask one question.

Does the CBA serve or hinder my vision of what is possible for the WNBA and my life as a professional athlete?

Your Union staff provides this handbook as a guide for your thinking and the journey ahead. The decision belongs to you.





QUICK FACTS #1

Are all players in the WNBA members of the WNBPA?

Yes. All players in the WNBA are members of the WNBPA.

Does the Union represent me?

Yes. The WNBA recognizes the WNBPA as the exclusive collective bargaining representative of all WNBA players. CBA, p. 16 (Article II). As a result, the WNBPA automatically represents all WNBA players as a condition of employment and every player derives benefits from Union membership. CBA, p. 17 (Article III, Sec. 1). In some states, the law allows some flexibility with the enforcement of this provision.

Does the WNBPA represent me year round?

Yes. Being a WNBA Player is a year round job. Technically, the Union works exclusively on WNBA related matters, and you can expect many Union interactions during the WNBA preseason, regular season, and postseason. However, during the offseason, morning or night, the Union is here for you to answer any questions, address any concerns, or challenge any obstacles you encounter. In addition, staff works hard during the offseason to gather information and advance your interests.

Can the Union help me with small and large concerns, on-the-court or off-the-court matters?

Yes. No issue or question is too small. No issue or question is too complex. Union staff hopes and encourages you to reach out to us at any time. We are always here for YOU. Remember, we are here at your service to address personal or professional questions or concerns about the League, your team, another player, your agent, the media, your civil rights, or national or global events. All staff contact information appears in the Handbook on page 22.



QUICK FACTS #1

Am I still a member of the WNBPA if I get waived?

Yes. If you were employed by a team at any time during the WNBA season immediately preceding the season in which you were waived, and you are actively seeking employment with a WNBA team, you are still a member of the WNBPA. Constitution and By-Laws, Art. III.

Does the Union represent retired players?

No. The National Basketball Retired Players Association serves former professional basketball players of the NBA, ABA, WNBA, and Harlem Globetrotters. Nevertheless, if there is an opportunity for retired players, the WNBPA staff make it available to retired players. Recent examples include social media activations and a Public Service Announcement produced by Everytown for Gun Safety.

Is the Union involved with future or prospective members (overseas professionals, collegiate or highschool athletes)?

The Union is invested in growing the game of basketball at every level and connects to future members at every level. Recent examples include a WNBPA basketball camp for middle school students, presentations to future members and their families at High School All-Star Games and through the College Basketball Parents Association, and consulting with collegiate athletes weighing the benefits of unionizing. In addition, during CBA negotiations player leadership is focused on leaving the world of basketball better than how they found it and is keenly aware of how their interests and decisions will impact future and prospective members.



QUICK FACTS #1

How is the Union funded?

The WNBPA relies on member dues (1.75% of your base salary), agent dues, an annual pledge from the NBPA, and licensing and sponsorship revenue generated through OneTeam Partners.

What is OneTeam Partners?

OneTeam Partners represents the commercial interests of over 10,000 players spanning various sports, including members from the WNBPA, NFLPA, MLBPA, MLSPA, U.S. Women's National Team PA, NWSLPA, U.S. Rugby PA, and the League Championship Series PA, alongside thousands of college athletes. It helps athletes maximize the value of their name, image, and likeness rights and maximizes the collective value of athletes' rights through group licensing, marketing, media, and other ventures.

What is group licensing?

Group licensing and marketing is an agreement to allow a third party the right to use the name, image, and likeness rights of a group of athletes either in a single product, piece of creative or in a series. The WNBPA uses group licensing to protect the commercial rights of WNBA players as a collective, generate incremental dollars for players, and as a source of revenue generation.



QUICK FACTS #1



GROUP LICENSING
PARTNERS



PLAYA
SOCIETY

breaking

Gaming
Society

Wilson



FARMER'S
FRIDGE

Dapper Labs



CLEAR



How does group licensing benefit me?

Group licensing revenue is used to fund Union operations and goes directly back to players. Player leadership approves the distribution calculations each year. For this year, players on a roster for 25% of the regular season receive an equal distribution of revenue. Players featured on a product receive an additional percentage of distribution.





III. **ORGANIZATIONAL** ANCHORS



GOVERNING

DOCUMENTS & STATEMENTS



CONSTITUTION & BY-LAWS

The WNBPA's Constitution and By-Laws is its most important internal document. Drafted in 1999 and revised in 2018, the Constitution and By-Laws detail Union objectives, eligibility, structure, roles, responsibilities, election procedure, and more. As the world of basketball and society change, the WNBPA Constitution and By-Laws largely remain the same and serve as a constant reference for how the Union must be organized and supported to remain alive.

By contrast, the WNBPA's current Mission Statement, Core Principles, and Diversity Statement were revised in 2022 to ensure continued relevance for today's player leadership and in today's world. These statements capture the commitments this Union makes to every player and explains how it will achieve success.

MISSION STATEMENT

The WNBPA leverages the collective wisdom and vision of WNBA players and fully commits to affirming, defending, and advancing player interests on and off the court. Through collective bargaining, protest, public service, community engagement, and educational programming, we tirelessly challenge the workplace and societal conditions that stand in the way of our vision of what is possible for our lives and the future of basketball. Moving as one, we prevail.

DIVERSITY STATEMENT

Our diversity extends to include all eligible players regardless of race, ethnicity, gender, sexual orientation, gender identity or expression, age, religion or spirituality, political or ideological viewpoints. Honoring diversity ensures that multiple perspectives are engaged across the membership.



GOVERNING

DOCUMENTS & STATEMENTS



CORE PRINCIPLES

Integrity: To Know Who We Are

We uphold our moral commitments as a labor union of athletes in times of success and hardship. We promote interventions that benefit a common good and respect for ourselves and all labor.

Servant Leadership: To Honor Our DNA

We stand up for what we believe in and do the work that must be done in service to others and to our collective membership. We labor for the love of our community and our sport.

Investment: To Know Our Worth

We strive to have our value as elite, global athletes reflected in the economy and society. We create economic opportunities to protect and grow the future and business of basketball for all, and endeavor for holistic fulfillment.

Diversity: To Celebrate Our Differences As Our Power

We champion our members, regardless of race, ethnicity, sexual orientation, gender identity or expression, age, religion or spirituality, political or ideological viewpoints, to build consensus and promote a high sense of loyalty among all members.

Social Justice: To Answer the Call

We engage in educational, legislative, civic, social welfare, community or other activities that will advance and safeguard the economic security and general welfare of WNBA players past, present, and future, and that of our communities.

Amplification: To Turn Up the Volume

We use our platform to make our collective voices heard and speak truth to power on our own terms.

Endurance: To Sustain Ourselves and Our Communities in the Effort to Achieve Lasting Change.

We recognize our work as part of a movement rather than a moment.





UNION

STRUCTURE



The WNBPA is a democratic organization. Each team votes to determine the two players who will serve as Player Representatives on the Union's highest governing and policy-making body, the Board of Player Representatives. Player Representatives share the interests and concerns of their teammates and are positioned to be the most important source of day-to-day information.

It is the Board that elects the Executive Committee, a body of seven Union officers that includes the President, First Vice President, Secretary, Treasurer, and three Vice Presidents.

Other committees exist for specialized purposes. For example, the CBA Committee convenes as the main body through which to execute a collective bargaining agreement, and the Justice, Equity, Diversity, and Inclusion (JEDI) Committee sets the agenda for the WNBPA/WNBA Social Justice Council.

Despite the formal committee and Board structure, This Union is yours and there are always ways to get involved. Remember, regardless of what team you are on, you are always an essential member of the WNBPA.



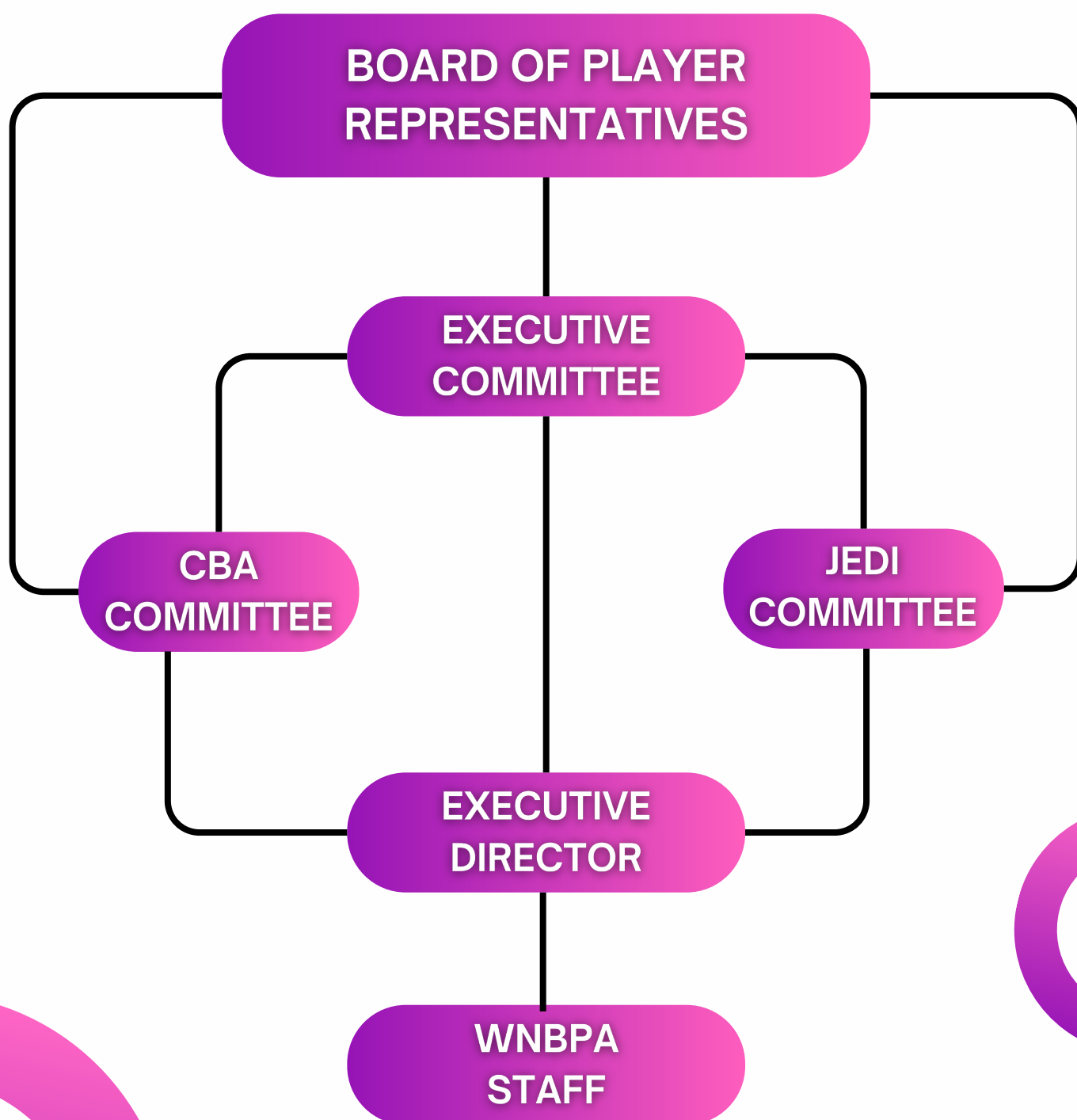


UNION

STRUCTURE



ORGANIZATIONAL CHART





UNION

STRUCTURE



EXECUTIVE COMMITTEE



Nneka Ogwumike, President



Kelsey Plum, First Vice President



Elizabeth Williams, Secretary



Natalie Achonwa, Treasurer



Satou Sabally, Vice President



Breanna Stewart, Vice President



Brianna Turner, Vice President



UNION STRUCTURE



CURRENT STAFF

The Executive Committee delegates some of the day-to-day Union operations to hired staff. Each staff member works for the players and uses their expertise to advance and defend player interests. Always feel free to contact any staff member for your needs. We will always work to get you an answer.



Andrea "AJ" Bermudez

Managing Director of Operations

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Erin D. Drake

Senior Advisor & Legal Counsel

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Jayne Appel Marinelli

SVP of Player Relations

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Michael Goldsholl

SVP of Business & Legal Affairs

michael.goldsholl@wnbpa.com



Terri Carmichael Jackson

Executive Director

terri.jackson@wnbpa.com



QUICK FACTS #2



What do the Primary and Alternate Player Representatives do?

The Primary Rep and the Alternate Rep serve on the Union's highest governing body. They are the first line of communication between Union staff and their teammates. Union staff share important information, opportunities, communications, and surveys with Player Representatives, and rely on them to share the information with their teammates. In turn, Player Reps inform Union staff about team-specific Union-related information or concerns. Communications happen via WhatsApp Group Chat and through one-on-one conversations with staff. You should turn to your Primary Rep and Alternate Rep to know what's going on at the player leadership level and in CBA negotiations. Please note that WNBPA members are encouraged to contact staff directly for any individual concerns.



What does the Executive Committee do?

The Executive Committee— President, First Vice President, Secretary, Treasurer, and three Vice Presidents— are responsible for representing all players. These seven positions create a singular voice of WNBPA membership and serve as the first line of representation for the Union to the League, One Team partners, the public, and staff. Having an Executive Committee member on your team creates another touch point for you with player leadership, but it does not replace the role of your Primary and Alternate Player Rep.



What does the JEDI Committee do?

Founded in 2020 in the wake of player advocacy and activism initiatives and player efforts to push the League to support their efforts, the Union formed a committee to focus and propel forward the Union's work on social justice and advocacy initiatives. The JEDI Committee attends learning sessions and hears from outside advocacy organizations before making recommendations to the Executive Committee for player-wide advocacy opportunities. The JEDI committee also sets the agenda for the joint WNBPA/WNBA Social Justice Council. Women's Health was the focus of the 2023 Season.



QUICK FACTS #2

Do I have to be on player leadership to be involved with the Union?

No. You do not have to be on player leadership to be involved with the Union. Of course, running for player leadership is always an option. Every two years, each team elects a primary and an alternate Player Representative, and every four years, the Board of Player Representatives elects the Executive Committee. You can also consider joining other committees (i.e. JEDI, CBA, or Agent Regulations).

How Can I Get involved?

The Union often shares opportunities to work with sponsorship partners, develop content for social media, or to participate in the development of documentaries and advocacy initiatives. Additionally, WNBPA staff welcomes any input or feedback you have. Positive or constructive, staff needs to hear from you. Finally, if you have media projects, foundation work, business ventures, or written publications (books, articles, etc.) that the Union can uplift or publicize, please share that information and those opportunities with staff.

Is there someone to assist members with mental health and wellbeing concerns or crises on staff?

Dr. Altha Stewart is the Medical Director for the League and the Union. She is always a resource for your health and wellbeing generally, including your mental health, and can provide referrals. In addition, Dr. Stewart runs the Drug and Alcohol program, which is available to all players in need of help and assistance. Please reach out to WNBPA staff for Dr. Stewart's contact info.

Where is WNBPA Headquarters and can I visit? Does it have facilities that I can use?

Yes! The WNBPA rents space from the NBPA. Union Headquarters is located at 1133 Avenue of the Americas, in New York. Our office is your office. Visit staff or take advantage of the training facilities and meeting space available for players. Simply reach out to a staff member and you can visit 24/7.



IV.

**WHAT YOUR UNION
DOES FOR YOU**



WHAT YOUR UNION DOES FOR YOU



NEGOTIATING THE COLLECTIVE BARGAINING AGREEMENT

For unionized workplaces like the WNBA, the Union's primary task is to secure a collectively beneficial bargaining agreement: Great for every single player.

To do that, the WNBPA staff spends time gathering information from players, industry stakeholders, the League, teams, doctors, public health officials, economists, historians, labor leaders, business leaders, other players associations, social movement leaders, and more.

Player conversations, document requests, and research create an accurate picture of the workplace conditions and experiences of a WNBA player. Considered in a vacuum, that picture is beneficial. However, when that picture is considered within a broader framework that takes into account economic, societal, and sports trends, it becomes the basis for setting Union priorities at the bargaining table. This work begins with members and their experiences.

After determining priorities, the CBA Committee and staff begin negotiating with the League through sharing, accepting, and rejecting proposals. This process can be long and intense. In the event that an agreement cannot be executed by the deadline, members will have the right to strike and the League will have the right to authorize a lock-out. In either case, salaries and benefits will cease.



WHAT YOUR UNION DOES FOR YOU



CBA TIMELINE

Rewind: Negotiating 2020 CBA

February 2018

- WNBPA Submits First Document Request to League

May 2018

- WNBPA Receives First Document Production

Summer 2018

- 2018 WNBA Season Begins
- CBA Committee Meetings Occur (Monthly)
- WNBA Receives Additional Document Productions from League
- Union-League Meetings Occur Regarding Document Requests

September 2018

- WNBA Playoffs & 2018 FIBA World Cup Begin

October 2018

- CBA Committee Meeting: Opt-Out Recommendation
- Player Voting Period: Opt-Out or Continue Current CBA
- Voting Review Period Occurs
- CBA Committee Meeting: Announce Results

November 1, 2018

- WNBPA Opt-Out Announcement & Notice to League



WHAT YOUR UNION DOES FOR YOU



CBA TIMELINE

Rewind: Negotiating 2020 CBA

November 2018 — March 2019

- WNBPA Reviews League Production & Develops Proposals

March 2019

- “Listening Session” with League Staff & Team Owners

May 2019

- 2019 WNBA Season Begins

June 2019

- WNBPA Submits Non-economic CBA Proposals to League

June — December 2019

- CBA Committee Meetings Occur (Monthly)
- WNBPA & League Exchange Proposals

October 31, 2019

- Original CBA Termination Date (Extended to Feb. 2020)

January 2020

- WNBPA & League Reach Agreement on New CBA!
- Players Vote to Ratify 2020 CBA



WHAT YOUR UNION DOES FOR YOU



CBA TIMELINE Upcoming Dates & Deadlines

April 28, 2024

First Day of Training Camp for
2024 WNBA Season

November 1, 2024

Deadline to Exercise
Opt-Out Provision

April 2025

First day of Training Camp for
2025 WNBA Season

Fall 2025

Expiration of League
Broadcast Deal

October 31, 2025

2020 CBA Terminates
(if opt-out exercised)

October 31, 2027

2020 CBA Terminates
(if opt-out not exercised)



WHAT YOUR UNION DOES FOR YOU

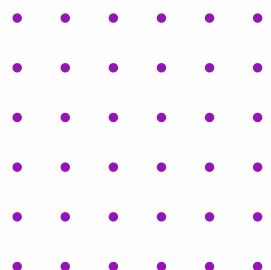


ADVANCING, DEFENDING, & PROMOTING PLAYER INTERESTS

“Union Begins with You” is more than a fun catchphrase. It is the theory that anchors the work of the WNBPA. Union staff serve as a mouthpiece to amplify collective player interests and perspectives to the public, the League, and the teams.

Upon request of a member, the WNBPA staff will serve as advocate, facilitator, or buffer for a (sometimes anonymous) member through difficult situations between another member, a team, or the League.

As professional athletes, you often have teams of other people championing your individual interests. The Union’s priority is supporting all members. Generally, supporting one member in their efforts is good for everyone’s empowerment. In the event that a conflict does arise, the Union will prioritize its mission and commitments to its core principles and diversity statement.





WHAT YOUR UNION DOES FOR YOU



PLAYER PROGRAMS

The WNBPA works alone, as well as in conjunction with the League, to offer programs designed to advance the employment, social and post-playing lives of WNBPA members. Such programs include graduate school tuition reimbursement, career apprenticeships, financial planning, emotional and mental health support, substance abuse education, career management and retirement planning.

NAVIGATING INTERNATIONAL, FEDERAL, STATE, & LOCAL LAWS

Your Union is here to assist you in navigating international and United States laws, whether they are related to a safe workplace, wage concerns, labor rights, reproductive health, international human rights, workers' compensation, adoption or parentage status, pregnancy, civil rights, or other categories that arise by virtue of your profession. Though we cannot offer individual representation, the staff is equipped to advise you through recommendations and provide suggestions in the event that you seek legal representation.



WHAT YOUR UNION DOES FOR YOU



AGENT CERTIFICATION & REGULATION

The WNBPA screens the backgrounds of agents and monitors all contracts to ensure players receive fair and effective representation. By drafting agent policies and regulations, and monitoring agent activities, the WNBPA can better educate individuals selected to represent its members, eliminate unethical agent practices and ensure agent fees are reasonable. Prior to the start of the 2024 Season, the WNBPA will modernize its agent regulations and implement a certification exam. Please reach out to staff for the most up-to-date information.

SOCIAL MEDIA

The WNBPA uses social media in a variety of ways. It is the most direct way for the Union to amplify your message. It builds brand awareness and recognition for individual players and the Union. It holds information about Union news. @TheWNBPA follows all WNBPA members with available social media and counts on every single player for content and engagement.

As a general note, WNBPA staff will never tell you what to post or what not to post or when to take something down. In the event of concern or controversy related to posted content, WNBPA staff will advise you on any process that results—related or unrelated to basketball.



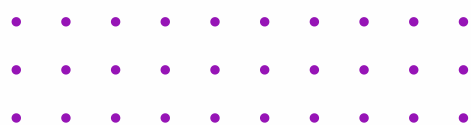
WHAT YOUR UNION DOES FOR YOU



ADVOCACY INITIATIVES

The WNBPA partners with non-profit organizations to advance player-led off-the-court initiatives. Players have historically and presently committed to causes that align with the Mission and Core Principles of the Union. Staff build relationships with movement experts and actors and source opportunities for players to gain greater education about a topic, be it reproductive health, transgender rights, voting rights, or global conflicts. In addition, money collected from fines throughout the season is split evenly between the WNBPA and the WNBA and must be donated to 501(c)(3) organizations. We look to players and current events to provide a list of potential donation recipients at the conclusion of each season.

WNBPA staff welcomes opportunities to collaborate with advocacy organizations with whom you already hold relationships. Please let us know how we can support organizations close to you and your passions.





V.

WHAT YOU CAN DO FOR YOUR UNION



WHAT YOU CAN DO FOR YOUR UNION



**The WNBPA cannot exist
without player engagement.**

**Ask questions.
Observe. Listen.
Engage. Communicate.
Organize. Mobilize.**





VI.

ONE LAST THOUGHT

ABOUT YOUR
WORKING CONDITIONS



ONE LAST THOUGHT

ABOUT YOUR WORKING CONDITIONS

If something about your working conditions does not feel right to you, it probably is not.

Let your player representatives and Union staff know.

Nothing is too small or a waste of anyone's time.

See something, say something.



VII.

ADDITIONAL

RESOURCES



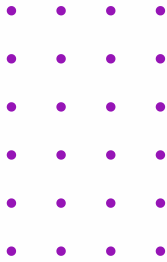
ADDITIONAL RESOURCES



FUTURE PLAYERS

College Basketball Parents Association

Contact: info@cbpa.org



CURRENT PLAYERS

CBA Comparison Chart

2020 CBA Summaries

WNBPA Key Advocacy Wins

Workers' Compensation Summary & Contact List

Free Agency and Salary Cap Memo

RETIRED PLAYERS

National Basketball Retired Players Association

Contact: 312-913-9400

Retired Player Checklist

*Note: Please reach out to Union staff for digital resources



BET ON W♀MEN



wnbpa.com



info@wnbpa.com



[@theWNBPA](https://www.instagram.com/theWNBPA)