



To: All USL Championship Players

From: USL Championship Clubs & USL HQ

Date: 3/4/2026

As you may know by now, the League and Clubs have been negotiating in good faith with the USLPA for a new Labor Agreement (CBA). From the outset, we have maintained our belief that the offer that we tendered on 2/24/2026 was a fair and competitive one. That's why we were disappointed to learn that the USLPA nonetheless decided to exercise their right to authorize a strike. While that is disappointing, we want to provide you with the following information regarding your rights and obligations during the strike.

QUESTION	ANSWER
Does the USL Championship plan to continue operating?	Yes. We are committed to giving our fans and communities the professional soccer experience they have come to expect from us on an uninterrupted basis, and we have a plan in place to continue operating in order to meet those commitments.
Will I continue to earn the salary owed on my Standard Player Agreement	No. If you choose not to render services to the Club during a strike, you will not receive salary from the Club during said period. Housing, health insurance, and other Club-subsidized benefits may also be impacted during a strike.
Can I continue to work during the strike?	Yes. We hope to have work available for all who wish to report. The USLPA may continue to establish a picket line, but every employee has the right to decide whether or not to cross it. Even if you voted to authorize a strike, you may still choose to work.
If I lawfully participate, will I be disciplined or discharged?	No. We will not fire or take any discipline against any Player for participating in a lawful strike.
Does the law also protect me if I cross the picket line to come to work?	Yes. If any threats of harm are made against you, your family, or your property, you have the right to immediately alert local law enforcement and notify the USL.



QUESTION	ANSWER
<p>Can I be blacklisted by the Union for crossing a picket line?</p>	<p>No. It is illegal for a union to blacklist you from later employment or otherwise discriminate against you for crossing a picket line. The USLPA may be liable for any wages you might lose if they try to do so. At most, they may require you to re-tender dues and initiation fees before returning to work.</p>
<p>Will I lose my Standard Player Agreement if I cross the picket line?</p>	<p>Absolutely NOT! You cannot lose your Standard Player Agreement, wages or benefits if you cross a picket line. You have the legally protected right to cross a picket line just as you have the legally protected right to go on strike.</p>
<p>How can I cross a picket line and continue to work without being fined by the Union?</p>	<p>The USLPA may fine current members who choose to cross a picket line. If you wish to avoid that, you should resign your USLPA membership <i>before</i> you cross the picket line. Resignation of membership at that stage ensures that the Union cannot fine or discipline you for crossing the picket line.</p>
<p>How do I resign my Union membership?</p>	<p>Resignations may be directed in writing to the Executive Director or other USLPA Executive Member. As far as we are concerned, membership in a union is a matter for each person to decide individually without pressure from the USL or from the USLPA.</p>
<p>When is a Union membership resignation effective?</p>	<p>Resignations are effective immediately if they are personally served on a USLPA agent. If service is by mail or email, they are effective at 12:01 a.m. local time, on the day following the deposit in the mail/email. The day of the deposit is determined by the postmark and applies to all methods of mail delivery, including regular mail, certified mail, electronic mail and registered mail.</p>
<p>Can strikers be permanently replaced by other workers?</p>	<p>Yes. Strikes involving a dispute over wages or benefits are called “economic strikes.” In those strikes, the employer has the legal right to hire permanent replacements for striking employees. That means the employer would not be required to terminate replacements when the strike ends. Instead, the replaced strikers would be called back to work if and when the replacement leaves or as any vacancies occur.</p>



QUESTION	ANSWER
Will replacements be hired?	As stated above, we plan to continue operating and, if necessary for those purposes, replacements may be hired.
Will the union pay me a strike benefit?	We don't know. You may ask the USLPA for a written and legally enforceable guarantee covering when any strike pay would begin, how much it would be, how long it would last, and whether there are any strings attached.
Do I qualify for unemployment if I participate in the strike?	Our understanding is that, in the vast majority of states, unemployment compensation benefits are generally unavailable to participating strikers.
May I be disciplined for engaging in unlawful actions during a strike?	Yes. You can be disciplined or discharged for violence against any other person during a strike or for unlawfully interfering with our operations or damaging property.
Where can I get official information about my rights?	If you have questions about your rights concerning these issues, you are encouraged to contact the National Labor Relations Board in Washington, D.C., at (202) 208-3000.

Again, the USL is not urging you to either remain a member or resign from the USLPA, but only wishes to inform you of your rights. If you have questions about any of this, please direct them to your USLPA representative or steward.