



U.S. SOCCER

CBA FACT SHEET



OVERVIEW

The U.S. Soccer Federation and the United States Women’s National Team Players Association (USWNTPA) and the United States National Soccer Team Players Association (USNSTPA) have agreed to new Collective Bargaining Agreements (CBAs) through 2028 that set the global standard moving forward in international soccer. Below are the main components of the deals:

MAIN THEMES



HISTORIC

For the first time ever, U.S. Soccer, the USWNTPA and the USNSTPA came together to jointly agree upon first-of-their-kind CBAs that achieve true equal pay, including FIFA World Cup prize money. U.S. Soccer is the first Federation in the world to achieve this goal.



EQUALITY

While there will be separate CBAs for each team, the agreements are identical in working conditions and financial components, including appearance fees and game bonuses, prize money, commercial revenue share and more.



OPPORTUNITY

With these agreements, U.S. Soccer and the USWNT and USMNT players have reset their relationship, which provides an exciting new phase of mutual growth and collaboration to reach a shared mission of becoming the preeminent sport in the United States.

KEY ASPECTS

EQUALIZATION OF FIFA WORLD CUP PRIZE MONEY



In a first-of-its-kind agreement for any Federation in the world, the Women’s and Men’s National Teams will pool and share FIFA World Cup Prize money.

IDENTICAL APPEARANCE FEES & GAME BONUSES



The USWNT and USMNT will have identical performance-based bonuses for all games and competitions. The USWNT will no longer have guaranteed salaries and will instead have the same pay-to-play structure as the USMNT.

COMMERCIAL REVENUE SHARE



First-ever and identical commercial and ticket sharing frameworks, offering more ways for all parties to work together in growing the game.

DEAL THROUGH 2028



These historic deals will cover the next two World Cup and Olympic cycles and keep the players among the highest paid National Team players in the world.

EQUALIZATION OF PRIZE MONEY

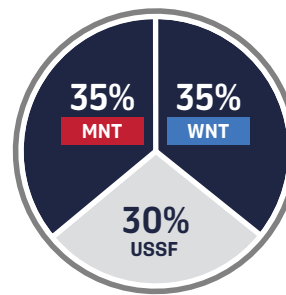


NON-WORLD CUP PRIZE MONEY

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U.S. Soccer will share 70% of any prize money from any Concacaf, FIFA or other Official Competition, such as Nations League or Copa America with the participant team.

*RESIDUAL PAID TO TEAM(S) VIA REVENUE SHARING



POOLED PRIZE MONEY

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If both the USWNT and USMNT play in the same tournament (e.g., Gold Cup and W Gold Cup), 70% of any prize money will be pooled and shared equally between the teams.

IDENTICAL APPEARANCE FEES AND GAME BONUSES



All players invited into training camp and participating in the camp will receive an Appearance Fee. Players named to the roster for the match will receive the Appearance Fee + Game Bonus.

FRIENDLIES

Opponent FIFA Rank 1-25 (+Mexico for USMNT / +Canada for USWNT)

CATEGORY	APPEARANCE FEES	GAME BONUS	TOTAL
WIN	\$8,000	\$10,000	\$18,000
DRAW	\$8,000	\$3,000	\$11,000
LOSS	\$8,000	\$0	\$8,000

Opponent FIFA Rank 26+

CATEGORY	APPEARANCE FEES	GAME BONUS	TOTAL
WIN	\$8,000	\$5,000	\$13,000
DRAW	\$8,000	\$2,000	\$10,000
LOSS	\$8,000	\$0	\$8,000

NON-FIFA WORLD CUP OFFICIAL COMPETITIONS

CATEGORY	APPEARANCE FEES	GAME BONUS	TOTAL
WIN	\$10,000	\$12,000	\$22,000
DRAW	\$10,000	\$4,000	\$14,000
LOSS	\$10,000	\$0	\$10,000

FIFA WORLD CUP QUALIFYING

CATEGORY	APPEARANCE FEES	GAME BONUS	TOTAL
WIN	\$10,000	\$14,000	\$24,000
DRAW	\$10,000	\$4,000	\$14,000
LOSS	\$10,000	\$0	\$10,000

FIFA WORLD CUP (*PRIZE MONEY SHARE IS ADDITIONAL)

CATEGORY	APPEARANCE FEES	GAME BONUS	TOTAL
N/A	\$10,000	\$0	\$10,000

COMMERCIAL AND TICKETING SHARING FRAMEWORKS

In another first for U.S. Soccer and the Players' Associations, U.S. Soccer will share a portion of its broadcast, apparel, and sponsorship revenue with a 50/50 split of that share divided equally between USWNT and USMNT. This new revenue-sharing framework will encourage more ways for all parties to work together to grow the game.

NET AMOUNT	PERCENTAGE TO EACH NATIONAL TEAM
\$0 - \$55 Million	0%
\$55 - \$75 Million	10%
\$75 Million+	15%



TICKET SHARE

U.S. Soccer will pay the players a share of tickets sold at U.S. Soccer controlled home games.



Jan. 1, 2023 - Dec. 31, 2026:

\$5.06 per ticket sold

Jan. 1, 2027 - Dec. 31, 2028:

\$5.75 per ticket sold



SELL OUT BONUS

U.S. Soccer will pay the players 10% of the average ticket price for sell-outs where U.S. Soccer controls ticketing.



WORKING CONDITIONS

The goal of the working conditions agreement was to provide both teams with equitable support, while still allowing for flexibility and respecting the unique needs of the USWNT and USMNT.

- **Field Surface:**
Equal quality venues and field playing surfaces
- **National Team Staffing:**
Equal staffing for all camps, while respecting the unique needs of the USWNT and USMNT.
- **Accommodations:**
Equal hotel accommodations for all matches and camps.
- **Travel:**
Equal utilization of charter flights for team travel

ADDITIONAL BENEFITS FOR BOTH MNT & WNT

RETIREMENT

★★★★



U.S. Soccer will provide a 401(k) plan for all USWNT and USMNT players.

CHILD CARE



During Senior National Team training camps and matches, U.S. Soccer will provide childcare benefits to both teams, as it has for the USWNT for more than 25 years.

WNT BENEFITS



PARENTAL LEAVE



INSURANCE BENEFITS



SHORT-TERM DISABILITY