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## MEMORANDUM

September 30, 2008

**To: ALL CHL PLAYERS**

**From: LARRY LANDON - EXECUTIVE DIRECTOR**  
**- PHPA**

**Re: STRIKE ACTION**

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Gentlemen:

In light of the overwhelming support of our efforts in negotiations to date, we have taken action to ensure that deliberate owner delays in the negotiation process are addressed.

Regrettably, and after great consideration of the possible impact to CHL players, we have informed the League that we are on strike (see attached letter to CHL Commissioner). While we are requesting that all players refrain from engaging in any team activity, we understand that players will view this development on a case-by-case basis.

Obviously, the passage of time between now and October 18 is of great concern to us, as it should be to the CHL and its Member Clubs. Our intention is not to delay the season or have players miss salary of any type. We hope our action will jump start negotiation and lead to immediate round-the-clock bargaining. However, should the owners wish to continue with their delays, such a consequence will occur.

To give you a sense as to why we encourage players to stand united, I direct you to the attached bargaining update schedule. As you can see, some items most important to the CHL players, notably Standard Players' Contract, salary cap, pre / post season travel, player's right to medical care and treatment, off-ice insurance, per diem and Workers' Compensation have yet to be addressed by the League's negotiators. There are also items of significant importance required to ensure the protection of CHL players' rights into the future that have yet to be addressed. Examples of such items are our proposals of final and binding arbitration, union recognition and union security.

Most CHL proposals presented to us by the owners involve status quo or nominal change, a deliberate, calculated strategy designed to infuriate the players at their negotiating committee as

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To: CHL Players  
From: Larry Landon  
Re: Strike Action  
Date: September 30, 2008  
Page: 2

it pertains to lack of progress or lack of gains. As outlined in my September 26, 2008 letter to you, collective bargaining is a two-way street, which requires commitment from all parties involved. Such commitment from the CHL has been absent to date.

Having been involved with professional hockey at the minor league level since 1981, and having attended every single owner / player meeting or negotiations with the AHL, IHL, ECHL and CHL during that period, I am deeply troubled by what I am witnessing. We are attempting to arrive at a finalized Agreement that is fair and equitable to all players and owners. By no means are we engaged in this process to see loss of teams or loss of jobs.

We remain very confident that our complete package of proposals (which represent a modest 4.722% increase – a large component which is discretionary on a team-by-team basis), when analyzed by all CHL Clubs, will result in realistic counter offers from the League, enabling all involved to negotiate based upon doing what is fair and what is right.

There is no doubt that in the days and weeks ahead, players will face incredible pressures from their Clubs, the media and fans. It will be a period when a player's greatest attributes – courage, commitment, resolve, "the we before me attitude" – rise to the forefront. It is these very attributes which, when exemplified on a collective cross League basis, will ensure that the objectives of CHL players are met with success – a fair and equitable Agreement!

On behalf of all Members of the PHPA, I encourage you to exemplify the courage and commitment required to arrive at this level of professional hockey. Stand tall, stand united and there will be a better tomorrow.

Sincerely,

**PROFESSIONAL HOCKEY PLAYERS' ASSOCIATION**

A handwritten signature in black ink, appearing to read "Larry Landon". The signature is fluid and cursive, with a long horizontal stroke at the end.

Larry Landon  
Executive Director

LJL/bgb