

Decision of the Dispute Resolution Chamber (DRC) judge

passed on 16 September 2015,

by **Theo van Seggelen** (Netherlands), DRC judge,

on the claim presented by the player,

Player A, Country B

as Claimant

against the club,

Club C, Country D

as Respondent

regarding an employment-related dispute
between the parties in connection with overdue payables

I. Facts of the case

1. On 14 January 2015, the Player of Country B, Player A (hereinafter: *Claimant*), and the Club of Country D, Club C (hereinafter: *Respondent*) signed an employment contract valid as from 15 January 2015 until the last competitive match of the 2014/2015 season, which took place on 9 May 2015.
2. On 15 January 2015, the Claimant and the Respondent signed a private agreement valid for the same period of time as the employment contract.
3. In accordance with the employment contract and the private agreement, the Respondent undertook to pay to the Claimant *inter alia* EUR 1,700 as a monthly salary, EUR 500 as a bonus if the Respondent avoided relegation and 2 flight tickets "Go and Return".
4. By correspondence dated 28 July 2015, the Claimant put the Respondent in default setting a time limit of ten days in order to remedy the default.
5. On 21 July 2015, the Claimant lodged a claim against the Respondent in front of FIFA asking that the Respondent be ordered to pay to him overdue payables in the amount of EUR 3,186.03, corresponding to:
 - EUR 1,700 for the salary of April 2015;
 - EUR 493.54 for the salary of 9 days of May 2015;
 - EUR 500 for the bonus for avoiding relegation;
 - EUR 386.99 for a flight ticket Country D-Country B
 - EUR 75.50 for a train ticket City in Country B-City in Country B;
 - EUR 30 for the costs of a taxi ride from City in Country B to his residence.
6. The Claimant further asked to be awarded interest as of the relevant due dates.
7. In spite of having been invited to do so, the Respondent did not reply to the claim.

II. Considerations of the DRC judge

1. First of all, the DRC judge analysed whether he was competent to deal with the matter at hand. In this respect, he took note that the present matter was submitted to FIFA on 21 July 2015. Consequently, the Rules Governing the Procedures of the Players' Status Committee and the Dispute Resolution Chamber (edition 2015; hereinafter: *Procedural Rules*) are applicable to the matter at hand (cf. art. 21 of the Procedural Rules).

2. Subsequently, the DRC judge referred to art. 3 par. 2 and par. 3 of the Procedural Rules and confirmed that in accordance with art. 24 par. 1 and par. 2 in conjunction with art. 22 lit. b of the Regulations on the Status and Transfer of Players (edition 2015) he is competent to deal with the matter at stake, which concerns an employment-related dispute with an international dimension between a Player of Country B and a Club of Country D.
3. Furthermore, the DRC judge analysed which regulations should be applicable as to the substance of the matter. In this respect, he confirmed that in accordance with art. 26 par. 1 and par. 2 of the Regulations on the Status and Transfer of Players (edition 2015), and reiterating that the present claim was lodged on 21 July 2015, the 2015 edition of said regulations (hereinafter: *Regulations*) is applicable to the matter at hand as to the substance.
4. The competence of the DRC judge and the applicable regulations having been established, the DRC judge entered into the substance of the matter. In this respect, the DRC judge started by acknowledging all the above-mentioned facts as well as the arguments and the documentation on file. However, the DRC judge emphasised that in the following considerations he will refer only to the facts, arguments and documentary evidence, which he considered pertinent for the assessment of the matter at hand.
5. Having said this, DRC judge acknowledged that the Claimant and the Respondent signed an employment contract and a private agreement valid as from 15 January 2015 until the last competitive match of the 2014/2015 season, which took place on 9 May 2015. The DRC judge further noted that in accordance with the aforementioned contract and agreement, the Claimant was entitled to receive from the Respondent, *inter alia*, EUR 1,700 per month, EUR 500 as a bonus for avoiding relegation and 2 flight tickets.
6. Furthermore, the DRC judge acknowledged that the Claimant lodged a claim against the Respondent in front of FIFA, maintaining that the Respondent has overdue payables towards him in the total amount EUR 3,186.03 corresponding to:
 - EUR 1,700 for the salary of April 2015;
 - EUR 493.54 for the salary of 9 days of May 2015;
 - EUR 500 for the bonus for avoiding relegation;
 - EUR 386.99 for a flight ticket Country D-Country B
 - EUR 75.50 for a train ticket City in Country B-City in Country B;
 - EUR 30 for the costs of a taxi ride from City in Country B to his residence.
7. In this context, the DRC judge took particular note of the fact that, on 28 July 2015, the Claimant put the Respondent in default of payment of the aforementioned amounts, setting a time limit of ten days in order to remedy the default.

8. Consequently, the DRC judge concluded that the Claimant had duly proceeded in accordance with art. 12bis par. 3 of the Regulations, which stipulates that the creditor (player or club) must have put the debtor club in default in writing and have granted a deadline of at least ten days for the debtor club to comply with its financial obligation(s).
9. Subsequently, the DRC judge took into account that the Respondent, for its part, failed to present its response to the claim of the Claimant, in spite of having been invited to do so. In this way, the DRC judge considered that the Respondent renounced its right to defence and thus accepted the allegations of the Claimant.
10. Furthermore, as a consequence of the aforementioned consideration, the DRC judge concurred that in accordance with art. 9 par. 3 of the Procedural Rules he shall take a decision upon the basis of the documents on file, in other words, upon the statements and documents presented by the Claimant.
11. Having said this, the DRC judge acknowledged that, in accordance with the employment contract provided by the Claimant, the Respondent was obliged to pay to the Claimant EUR 1,700 per month as salary, EUR 500 as a bonus for avoiding relegation and 2 flight tickets.
12. On account of the aforementioned considerations and the documentary evidence provided by the Claimant, the DRC judge established that the Respondent failed to remit the Claimant's remuneration in the total amount of EUR 3,080.53 corresponding to EUR 1,700 for the salary of April 2015, EUR 493.54 for 9 days of May 2015, EUR 500 as the bonus and EUR 386.99 for a flight ticket Country D-Country B.
13. In addition, the DRC judge established that the Respondent had delayed a due payment for more than 30 days without a *prima facie* contractual basis.
14. Consequently, the DRC judge decided that, in accordance with the general legal principle of *pacta sunt servanda*, the Respondent is liable to pay to the Claimant overdue payables in the total amount of EUR 3,080.53.
15. Moreover, taking into account the Claimant's request as well as the constant practice of the Dispute Resolution Chamber, the DRC judge decided that the Respondent must pay to the Claimant interest of 5% *p.a.* on the amount of EUR 3,080.53 as from the relevant due dates until the date of effective payment.
16. As to the remaining amounts claim by the Claimant, the DRC judge concluded that the Claimant had not fully substantiated his claim pertaining to overdue payables with pertinent documentary evidence in accordance with art. 12 par. 3 of the Procedural Rules. That is, there is no explicit contractual basis relating to the

Claimant's claim pertaining to the train ticket and the taxi costs. Consequently, the DRC judge decided to reject this part of the Claimant's claim relating to EUR 105.50.

17. Finally, taking into account the consideration under number II./12. above, the DRC judge referred to art.12bis par. 2 of the Regulations which stipulates that any club found to have delayed a due payment for more than 30 days without a *prima facie* contractual basis may be sanctioned in accordance with art. 12bis par. 4 of the Regulations.
18. The DRC judge established that by virtue of art. 12bis par. 4 of the Regulations he has competence to impose sanctions on the Respondent. Bearing in mind that the Respondent did not reply to the claim of the Claimant, the DRC judge decided to impose a fine on the Respondent in accordance with art. 12bis par. 4 lit. c) of the Regulations. Furthermore, taking into consideration the amount due of EUR 3,080.53, the DRC judge regarded a fine amounting to CHF 1,000 as appropriate and hence decided to impose said fine on the Respondent.
19. In this regard, the DRC judge wished to highlight that a repeated offence will be considered as an aggravating circumstance and lead to more severe penalty in accordance with art. 12bis par. 6 of the Regulations.

III. Decision of the DRC judge

1. The claim of the Claimant, Player A, is partially accepted.
2. The Respondent, Club C, has to pay to the Claimant, **within 30 days** as from the date of notification of this decision, overdue payables in the amount of EUR 3,080.53 plus 5% interest *p.a.* until the date of effective payment as follows:
 - 5% *p.a.* as of 1 May 2015 on the amount of EUR 1,700;
 - 5% *p.a.* as of 10 May 2015 on the amount of EUR 993.54;
 - 5% *p.a.* as of 17 May 2015 on the amount of EUR 386.99;
3. In the event that the amount due to the Claimant is not paid by the Respondent within the stated time limit, the present matter shall be submitted, upon request, to the FIFA Disciplinary Committee for consideration and a formal decision.
4. Any further request filed by the Claimant is rejected.
5. The Claimant is directed to inform the Respondent immediately and directly of the account number to which the remittance is to be made and to notify the DRC judge of every payment received.

6. The Respondent is ordered to pay a fine in the amount of CHF 1,000. The fine is to be paid **within 30 days** of notification of the present decision to FIFA to the following bank account:

UBS Zurich
Account number 366.677.01U (FIFA Players' Status)
Clearing number 230
IBAN: CH27 0023 0230 3666 7701U
SWIFT: UBSWCHZH80A

Note relating to the motivated decision (legal remedy):

According to article 67 par. 1 of the FIFA Statutes, this decision may be appealed against before the Court of Arbitration for Sport (CAS). The statement of appeal must be sent to the CAS directly within 21 days of receipt of notification of this decision and shall contain all the elements in accordance with point 2 of the directives issued by the CAS, a copy of which we enclose hereto. Within another 10 days following the expiry of the time limit for filing the statement of appeal, the appellant shall file a brief stating the facts and legal arguments giving rise to the appeal with the CAS (cf. point 4 of the directives).

The full address and contact numbers of the CAS are the following:

Court of Arbitration for Sport
Avenue de Beaumont 2
1012 Lausanne
Switzerland
Tel: +41 21 613 50 00
Fax: +41 21 613 50 01
e-mail: info@tas-cas.org
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For the DRC judge:

Markus Kattner
Acting Secretary General

Encl: CAS directives