

Duration - 3 years

- **Aug. 12, 1994** – Players strike after beginning the 1994 season without a labor agreement in place.
- **Sept. 14, 1994** – acting Commissioner Bud Selig cancels the remainder of the 1994 season, including the playoffs and World Series
- **Dec. 6, 1994** – Owners' lead negotiator Richard Ravitch resigns.
- **Dec. 14, 1994** – Negotiations led by federal mediator Bill Userly break down.
- **Dec. 23, 1994** – Owners unilaterally implement a salary cap system.
- **Jan. 5, 1995** – Fehr declares all 895 unsigned players to be free agents in the wake of the owners' decision to implement rules unilaterally.
- **Jan. 13, 1995** – Owners' executive council approves use of replacement players
- **Feb. 11, 1995** – Owners withdraw the salary cap system but unilaterally eliminate some elements of the expired labor agreement, including salary arbitration, individual bargaining between clubs and players and the anti-collusion provisions of free-agency rules.
- **March 27, 1995** - National Labor Relations Board files a complaint in federal court charging that the owners had not bargained in good faith when they unilaterally implemented rules altering the previous Basic Agreement.
- **April 2, 1995** – Players end strike and return to work without a new collective bargaining agreement after federal judge Sonia Sotomayor issues an injunction restoring the terms of the expired 1990-1993 CBA.
- **April 26, 1995** – Opening Day for 144-game 1995 schedule.

Principals

- **Acting Commissioner Bud Selig**

- **MLB**: PRC chief Richard Ravitch (through Dec. 6, 1994)

- PRC chief Randy Levine

- **MLBPA**: Executive Director Donald Fehr

- Associate General Counsel Gene Orza

- **Player Reps:** David Cone (AL rep), Tom Glavine (NL rep)

Issues

- **Term:** Rules of expired Basic Agreement restored for 1995 and 1996.
- **Free Agency:** Free agency provisions from the 1990-1993 Basic Agreement are reinstated for 1995-1996. A club wishing to retain negotiating rights with a player becoming a free agent must offer him salary arbitration. The player has until May 15 to accept or reject an offer of salary arbitration from his former club. Players and owners agree to a one-time exception allowing a club to continue negotiating with a free agent who rejects an offer of salary arbitration. Union officials open a training camp for unsigned free agents in Homestead, Florida, where clubs may scout players before signing them.
- **Salary Arbitration:** Salary arbitration provisions from the 1990-1993 agreement are reinstated for 1995-1996. Players may file for arbitration from April 12 to April 14. Players and clubs exchange salary figures April 28, with hearings to follow as soon as possible. Unsigned players who were offered arbitration are paid at the club's offer until their cases are heard. Players who win in arbitration receive back pay with interest.
- **Service Time:** Players are credited with service time for the strike. Players sent to the minors between July 28, 1994 (the day the strike date was announced) and the beginning of the strike may buy back the service time for the remainder of the 1994 season by returning the minor-league salaries they received during the strike. (Sixty of the 70 players in this group did so.) The union agreed not to take any legal action against the owners for unfair labor practices during the strike. The deadline for free agents to accept or reject offers of salary arbitration from their former clubs was delayed from December 19 to January 2.
- **Rosters:** Clubs are permitted to have 28 players (3 more than usual) on their active rosters through May 15, 1995.
- **Pro-ration of Salaries:** Rather than being paid based on the number of days in the season, players will be paid based on the number of games. Under the 144-game schedule, players lose 11.11 percent of their salaries.
- **Minimum Salary:** The minimum salary remains \$109,000 for 1995 and increases to \$122,667 for 1996.