

HIGHLIGHTS OF TENTATIVE AGREEMENT

BETWEEN

**UNIFOR
AND IT'S LOCAL 715-M**

AND

CJOH-TV (CTV-OTTAWA)

We are pleased to announce that a Tentative Agreement was reached with the Employer on July 27th, 2021. The Agreement includes improvements to language as well as wage increases for all.

**YOUR BARGAINING COMMITTEE FULLY SUPPORT THIS AGREEMENT AND
RECOMMENDS YOU TO
VOTE IN FAVOUR OF ITS ACCEPTANCE**

In solidarity,

On behalf of your Unifor Local 715-M CJOH-TV (CTV-Ottawa) Bargaining Committee:

Peter Szperling, President
Marlene Pauly, Vice-President
Bryan McNab, Treasurer
Shaun Vardon, Bargaining Committee
Scott Bateman, Unifor National Representative

MEMORANDUM OF SETTLEMENT
BETWEEN
CTV OTTAWA (CJOH), DIVISION OF BELL MEDIA INC.
AND
UNIFOR LOCAL 715-M

Whereas the parties have bargained collectively and have been able to reach a Tentative Agreement;

The Union Bargaining Committee unanimously recommends this tentative settlement for ratification as per the following:

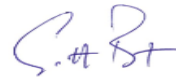
1. This Memorandum of Agreement is subject to ratification by the Union.
2. All provisions of this Memorandum of Agreement will become effective on the date of ratification unless specified otherwise.
3. Unless specifically listed, all articles not mentioned are to remain in the collective agreement and articles will be renumbered by mutual agreement if necessary. No article shall be deleted from the collective agreement unless specifically signed off by both parties.

Signed this 27th day of July 2021.

For the Company



For the Union



ARTICLE 2: DEFINITIONS

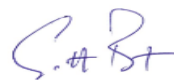
2.3 Employee Categories

It should be noted that a complete listing of the current job classifications and wage levels is contained in Article 17. Whenever the term "classification" is used in this Agreement, it shall denote the base ~~and senior or merit~~ category in any of the job functions.



BELL MEDIA INC

Date: _____



UNIFOR LOCAL 715M

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2.3.5 MODIFY AS FOLLOWS:

Part-time employees shall be subject to all conditions of this Agreement except those pertaining to length of service, workforce reductions, sick leave, except as provided below.

- (a) unchanged
- (b) unchanged

(c) ~~Regular~~ **Casual** part-time employees who have worked a minimum of seven hundred (700) hours in each of the previous two (2) calendar years shall be entitled to sick leave when incapacitated for duty through illness or injury. The sick leave entitlement shall be limited to three (3) days per calendar year.

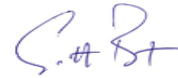
A regular part-time employee shall be defined as an employee who works a scheduled number of hours each week on a consistent weekly basis ~~or an employee who works an average of twenty (20) hours per week over any fifty-two (52) week period.~~

Remainder of Article unchanged.



BELL MEDIA INC

Date: _____



UNIFOR LOCAL 715M

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4.5.1 Leave for Union Activities

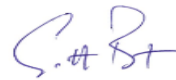
Leave without pay will be granted for a reasonable period to any employee duly authorized to represent employees in order to:

- (a) Attend **such functions, including but not limited to**; Executive Council Meetings, Labour Conventions, Congresses etc. A request for such leave shall be submitted at least ~~eighteen (18)~~ **fourteen (14)** days in advance.



BELL MEDIA INC

Date: _____



UNIFOR LOCAL 715M

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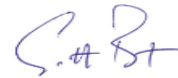
8.2.7 Promotions and Transfers

Employees promoted into another level in the same job classification (~~merit increase~~) or from one job classification to another job classification (transfer or promotion), less than ninety (90) days before their anniversary date increment, or a contract anniversary increment, shall receive a wage increase of one full increment in addition to the wage increase which would have been received for the promotion or transfer. (Where such equivalent of one full increment would result in a salary over scale, the employee will be placed at the top rate of the higher salary scale.)



BELL MEDIA INC

Date: _____



UNIFOR LOCAL 715M

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8.4 Workforce Reductions

Prior to any workforce reductions, the Company agrees to meet with the Union President, ~~in addition to or a Union official~~ **the Union National Representative** twenty-four (24) hours in advance upon signing the Company's non-disclosure agreement. Workforce reductions shall proceed in inverse order of Union seniority within the job classifications.

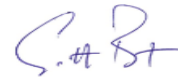
An employee will be advised in writing of the said reduction and if the employee chooses to exercise their bumping rights, the employee will respond in writing to the Company within five (5) days indicating, in order of preference, the positions into which the employee wishes to bump. The employee will also indicate which article (8.4.1 or 8.4.2) applies in each circumstance. The Company will respond to the employee's request within three (3) business days.

The Company agrees to provide copies to the Union and Local Union President of any workforce reduction notice and any subsequent correspondence with affected employees. The Company agrees to meet with two local union officers prior to releasing the written response referred to in the above paragraph.



BELL MEDIA INC

Date: _____



UNIFOR LOCAL 715M

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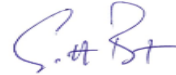
8.5.2 MODIFY AS FOLLOWS:

After receiving severance under Article 8.5, the employee will become eligible to apply for a job within BCE following a term ~~equaling the length of severance received plus one (1) month~~ of **twelve (12) months from the end of employment on company payroll.**



BELL MEDIA INC

Date: _____



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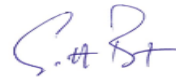
10.1 Sick Leave

Sick leave means the period of time an employee is absent from work [if more than two (2) hours] by virtue of being sick or disabled. When taken ill or incapacitated, the employee shall notify **the company as soon as possible to ottawasick@bellmedia.ca**. ~~their supervisor as soon as possible; or~~ **As a guideline, at least four (4) hours before their shift commences, except for employees on a morning shift where at least two (2) hours' notice will be given where reasonably possible. ~~by email or phone~~**



BELL MEDIA INC

Date: _____



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10.2 Maternity, Adoption and parental Leave

Every full-time employee with ~~six (6) months or more of Company seniority~~ will be entitled to up to ~~fifty-two weeks (52)~~ **seventy-eight (78) weeks** of leave of absence made up as follows:

- (i) Up to seventeen (17) weeks of maternity leave.
- (ii) Up to ~~thirty-seven (37)~~ **sixty-one (61) weeks for parental leave for the birth mother and up to sixty-three (63) weeks of parental leave for all other new parents. Parental leave must be completed within seventy-eight (78) weeks of the baby's birth.** ~~which may be taken any time in the fifty-two (52) week period beginning on the date of the birth of a child or the day the child comes into the employee's care.~~
- (iii) In the case of an adoption, **up to sixty-three (63)** ~~the thirty-seven (37) weeks~~ parental leave is available **per couple. The adoption leave must be completed within sixty-three (63) weeks of the date the child enters into the employee's custody.** ~~within the fifty-two (52) week period the child comes into the employee's care.~~

10.2.1 The employee shall give the Company four (4) weeks' notice of their intention to take maternity, adoption, or parental leave. Upon going on such leave the following supplemental benefit shall be paid by the Company where an employee has six (6) months or more of Company seniority:

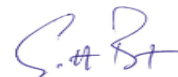
- (a) Where an employee provides the Company with a certificate of a qualified medical practitioner certifying that she is pregnant, that employee shall be entitled to sixty-seven percent (67%) of salary integrated with EI benefits for seventeen (17) weeks, or
- (b) in respect of Adoption or Parental Leave an employee is entitled to sixty-seven percent (67%) of salary integrated with EI benefits for twelve (12) weeks, and a further leave of absence without pay not to exceed ~~thirty-seven (37)~~ **sixty-three (63) weeks.**

Further to article 10.2.1, all rights under the applicable Canada Labour Code shall apply.



BELL MEDIA INC

Date: _____



UNIFOR LOCAL 715M

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10.4.1 MODIFY AS FOLLOWS:

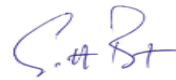
Effective January 1, 2013, all employees shall participate in a Defined Contribution Pension Plan, as outlined and presented to the Union at the signing of this Agreement, with contribution combinations as follows:

Employee voluntary contributions	0%	1%	2%	3%	4 to 12%
Company contributions	4%	5%	6%	6%	6%
Total contributions	4%	6%	8%	9%	10 to 18%



BELL MEDIA INC

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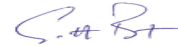
10.5.1 Family Leave/**Personal Leave**

Specific requests for family related leave shall be granted to an employee who is required to be absent to care for a sick child or other dependent family member, to accompany a child or spouse to a medical appointment, to make alternate arrangements when caregivers are sick, and other family emergencies.

Employees shall be entitled to such leave with pay for up to three (3) days per calendar year ~~to;~~

New employees shall be entitled to such leave ~~on a pro-rata basis, i.e., one (1) day for each four (4) months of service during the first calendar year of employment.~~ **after three (3) months of continuous employment.**

Once employees have used up their full entitlement of family leave for the year, an employee may ask to use banked time or annual leave to supplement family leave requests.



BELL MEDIA INC

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Date: _____

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ARTICLE 11: TRANSPORTATION AND TRAVEL EXPENSES

11.1.1 Travel Expenses

If an employee is authorized to use their own automobile for transportation in connection with their duties, the employee shall be reimbursed at the following rates based on the price of regular unleaded gas or in accordance with the Company policy, whichever is greater:

Up to 90 cents per litre - 45 cents per km

Up to \$1.00 per litre - 50 cents per km

Up to \$1.10 per litre - 55 cents per km

Up to \$1.20 per litre - 60 cents per km

Up to \$1.30 per litre - 65 cents per km

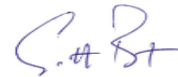
Up to \$1.40 per litre - 70 cents per km

Up to \$1.50 per litre - 75 cents per km



BELL MEDIA INC

Date: _____



UNIFOR LOCAL 715M

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11.2.1 Per Diems

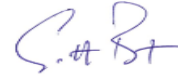
Breakfast	\$15.00	\$16.00
Lunch	\$20.00	\$24.00
Dinner	\$30.00	\$33.00
Subsequent	\$15.00	\$16.00

As per Bell Policy with the following ~~following~~ **above as a minimum.



BELL MEDIA INC

Date: _____



UNIFOR LOCAL 715M

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12.1.3 Holidays and Holiday Pay

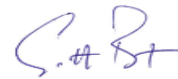
If the holiday falls on a scheduled work day and the employee is required to work, the employee shall receive one and one-half (1^{1/2}) times the basic rate for all hours worked with a minimum credit of eight (8) hours. Additionally, the employee shall be paid their basic rate of pay. Overtime and Unexpected Overtime shall be paid in accordance with Articles 14.6 and 14.6.1.

An employee required to work on Christmas Day shall be paid at double time (2X) for such hours worked on that day, with a minimum credit of four (4) hours, in addition to his/her regular rate of pay for that day.



BELL MEDIA INC

Date: _____



UNIFOR LOCAL 715M

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12.3.1 MODIFY AS FOLLOWS:

~~Employees who have obtained a higher milestone as of January 1, 2013 shall be entitled to maintain the higher vacation entitlement until they reach the next milestone in accordance with the above table.~~

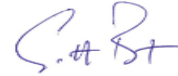
- (a) **Unchanged – moves to 12.3 under annual vacation chart**
- (b) **Unchanged – moves to 12.3 under annual vacation chart**
- (c) **Unchanged – moves to 12.3 under annual vacation chart**

If employment is terminated involuntarily all earned **but not used** vacation credits shall be paid out in cash. If the employee quits it is understood vacation credits not taken prior to leaving the Company will not be paid except for what is required by the Canada Labour Code, (4% or 6% **after 5 years of consecutive service or 8% after 10 years of consecutive service**, if applicable). In **both** such circumstances, the employee's vacation eligibility before leaving the Company is prorated according to the portion of the year worked.



BELL MEDIA INC

Date: _____



UNIFOR LOCAL 715M

Date: _____

12.7 Banked Time Program

Employees may participate in the banked time program as follows:

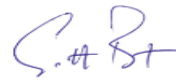
Any time off under this letter must be pre-approved by the employee's manager not to exceed eighty (80) hours at one time.

- (i) An employee may accumulate and take equivalent time off in lieu of payment for overtime hours, work on a day off, or work on a holiday, **and or misplaced meals penalty and turnaround penalties** and shall record the equivalent hours on their **timesheet**/time entry.



BELL MEDIA INC

Date: _____



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13.2 Air Credits

The Company agrees to include full technical credits **every Friday in each newscast the station produces** in sustaining (local) television shows as follows: **and full technical credits for individual shows.**

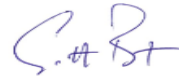
- i. ~~full technical credits for each Friday for a daily series (e.g., News);~~
- ii. ~~full technical credits for individual shows.~~

~~Shows produced for client contractors (CTV, CBC, etc.) must adhere to technical credit policy of client producer.~~

13.2.1 ~~_____~~

~~Every audio/video tape recording produced or reproduced for or by the Company shall have the Union seal exhibited in the following places:~~

- ~~_____ a) Tape Billboard~~
- ~~_____ b) All tape containers~~



BELL MEDIA INC

UNIFOR LOCAL 715M

Date: _____

Date: _____

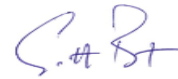
14.7 Overtime

b) All time worked or credited in excess of forty (40) hours of a five day work period shall be paid at an additional one-half ($\frac{1}{2}$) times the basic rate of the employee for the sixth day, however, this amount shall increase by a further additional one-half ($\frac{1}{2}$) times the basic rate for a seventh day thereafter This shall be exclusive of all other payments, premiums and penalties except as otherwise stated. Employees who have completed the basic tour of duty of eight (8) hours on a sixth or seventh consecutive day will receive premiums and penalties as per the collective agreement.



BELL MEDIA INC

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14.9.2 MODIFY AS FOLLOWS:

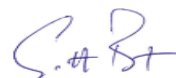
No payment shall be made for the following encroachments:

- (a) On a shift where an employee is released from duty to attend negotiations or grievance meetings with Management.
- (b) If an employee is absent on any type of leave of five (5) or more days.
- (c) Where the employee has requested and received a shift change.**



BELL MEDIA INC

Date: _____



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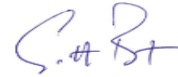
14.12 Temporary Upgrading

In the event that employees are temporarily assigned to perform work of a higher classification than that to which they are permanently assigned, they shall be compensated at an additional ~~three dollars and seventy-five cents (\$3.75)~~ **four dollars and twenty-five cents (\$4.25) per hour**, for all hours worked in such an upgraded situation with a minimum credit of four (4) hours. This clause shall not be used for the purpose of reducing the number of employees in the job function to which such an employee is being upgraded. Furthermore, this clause shall not be used for the purpose of eliminating or reducing or to avoid the hiring of regular, full time employees.



BELL MEDIA INC

Date: _____



UNIFOR LOCAL 715M

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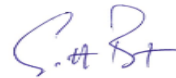
14.12.3 Training Premium

An employee who is required to train another employee on a new classification shall be paid a premium of ~~twenty dollars (\$20.00)~~ **twenty-five dollars (\$25.00)** per day. This article does not apply to placement students who are placed in an internship placement as part of their studies curriculum.



BELL MEDIA INC

Date: _____



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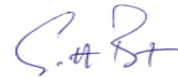
14.14 Technical Production Supervisor Duties:

Upon request, the TPC supervisor will be given time to deal with supervisor duties related to the job. During this time the supervisor will be replaced from their normal operating duties to perform these tasks.



BELL MEDIA INC

Date: _____



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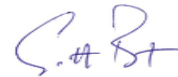
15.8 Break and Meal Periods

Each meal on local remote assignments, when an employee is restricted by circumstances to have a meal on location and when approved by a manager or their delegate, shall be compensated as follows:

Breakfast	\$15.00	\$16.00
Lunch	\$20.00	\$24.00
Dinner	\$30.00	\$33.00
Subsequent	\$15.00	\$16.00

Note: As per Bell Policy with the following above as a minimum

- d) Any meal period assigned outside of the hours referred to above, the employee shall be paid a meal allowance of ~~fifteen dollars (\$15.00)~~ **sixteen (\$16.00)**.



BELL MEDIA INC

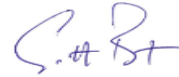
UNIFOR LOCAL 715M

Date: _____

Date: _____

LETTER OF AGREEMENT #6 – PAY CYCLE HARMONIZATION - DELETE

~~Effective January 1, 2013 the pay cycle will be harmonized by Bell Media; where employees will be paid biweekly one week in arrears through direct bank deposit. To facilitate this change employees shall be advanced one (1) extra weeks' pay prior to the harmonization and in the proceeding five (5) pay periods post harmonization one (1) days' pay shall be deducted. As an alternative to the deduction employees can indicate in writing that they wish the extra pay to be deducted from their accumulated Banked Time.~~



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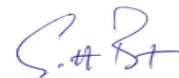
Date: _____

Date: _____

LETTER OF AGREEMENT #7 – WORK WEEK AND WAGES - DELETE

~~Secretary
File Clerk
VTR Librarian
Switchboard/Receptionist
Electronic Graphic Artist
Office Clerk—Traffic
Commercial Production/Creative Services
Promotion /Creative Services
Accounting
Programming
Office Coordinator~~

~~In changing the regular work week for some employees from 37 ½ hours per week to 40 hours per week it is agreed that the Company will proportionally increase the weekly pay of affected employees by multiplying their hourly rate by 40.~~



BELL MEDIA INC

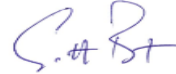
UNIFOR LOCAL 715M

Date: _____

Date: _____

LETTER OF AGREEMENT #9: REMOTE ASSIGNMENT ASSISTANCE

Assistance – In the operation of ENG-EFP cameras, Microwave Truck, Satellite Truck, **and Multi Skilled Journalists**, and related equipment, it is understood that employees will not be unreasonably denied assistance when it is requested. The safety of the operator, other employees and the public shall take precedence over all other considerations.



BELL MEDIA INC

UNIFOR LOCAL 715M

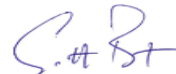
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Date: _____

LETTER OF AGREEMENT #11 – VIDEO EXCHANGE – **AMEND**

In the interest of expanding and not limiting local news coverage it is agreed between the Company and the Union that there can be a free and unlimited exchange of video/audio and interview clips between CJOH-TV and CHRO-TV.

The Company agrees that it shall not use these resources to circumvent the provisions of Article 9.1 **except that avoiding the payment of premiums and penalties under this agreement is allowable as it relates to this LOA.**



BELL MEDIA INC

UNIFOR LOCAL 715M

Date: _____

Date: _____

LETTER OF AGREEMENT #12 – PERSONAL HAND HELD DEVICES – **AMEND**

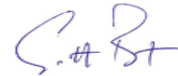
In the interest of expanding and not limiting local news coverage it is agreed between the Company and the Union that any staff member can shoot breaking news content using a personal hand held device for playback on air. The staff member shall at the first opportunity contact the news director or designate to notify of the potential breaking news.

The Company agrees that it shall not use these resources to circumvent the provisions of Article 9.1 **except that avoiding the payment of premiums and penalties under this agreement is allowable as it relates to this LOA.**



BELL MEDIA INC

Date: _____



UNIFOR LOCAL 715M

Date: _____

LETTER OF AGREEMENT #15: DRONE OPERATIONS

In the event that Local 715M members are to operate drones the following will apply:

It is the responsibility of the Employer to provide the appropriate certification and training of employees operating airborne drone equipment. In the event of a third party legal action against an employee in the bargaining unit pertaining to the operation of airborne drone equipment, the Employer shall assume all liability for damages awarded by a civil court of law for an employee in the bargaining unit that is authorized to operate drone equipment during the course of a business day, provided that the employee was operating the equipment in a lawful and good faith manner and in compliance with the mandated restrictions. In the event that an Employee is convicted of a criminal offence, the Employer shall not assume any liability.

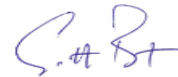
Furthermore, when drone footage is shot for on-air use the company will make a one time per occasion payment to Unifor Local 715M four (4) hours of payment at the top of Scale C. (NOTE: Payment is made only one time. Drone footage can appear in multiple newscasts/TV commercials and be used in future as file video at no additional penalty)

If the company purchases a drone, the work will be performed solely by UNIFOR 715-M members.



BELL MEDIA INC

Date: _____



UNIFOR LOCAL 715M

Date: _____

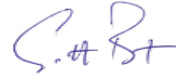
LETTER OF AGREEMENT #17: OUTERWEAR CLOTHING

CTV OTTAWA 715-M ENG CAM/EDIT, FLOATERS, CREATIVE SERVICES, AND SATELLITE MICROWAVE TECHNICIANS, will be provided with new winter coats, prior to December 31, 2017, and every three (3) years thereafter. New employees will be supplied with same upon hiring. Should any eligible employee not receive a new winter coat by December 1 in the year they're eligible, the Company will pay each a \$350 penalty.



BELL MEDIA INC

Date: _____



UNIFOR LOCAL 715M

Date: _____

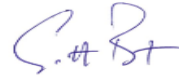
LETTER OF AGREEMENT #18 – DELETE

~~The Company agrees that the following employees, Tony Zito, Peter Szperling, Tyler Flemming will receive an annual increase based on their 2016 base salary effective January 1st for each of the following years: 2017, 2018, 2019 and 2020.~~



BELL MEDIA INC

Date: _____



UNIFOR LOCAL 715M

Date: _____

**NEW LETTER OF AGREEMENT NO. ## - COMPANY/UNION
COMMUNICATIONS**

The Union and the Company agree that constructive and meaningful dialogue between the parties is desirable and necessary in the workplace. To this end, the Company and the Union agree to meet in a "joint committee" format on a quarterly basis or when required on an ad hoc basis.

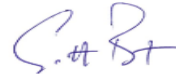
The terms of reference and mandate of the Committee shall be as determined by the parties. The Committee's purpose shall be to deal with issues of concern to the parties, as well as act as a general information exchange. Each party may designate two (2) persons to form the Committee.

This Committee, while it may resolve issues, is not a substitute for the grievance procedure set out within this Agreement. Confidentiality will be maintained, and minutes as well as communication releases are subject to mutual agreement. No rights enjoyed by either party will be waived due to the operation of this Committee.



BELL MEDIA INC

Date: _____



UNIFOR LOCAL 715M

Date: _____

NEW LOU:

PAID EDUCATION LEAVE

The Employer agrees to pay into a special fund a lump sum amount of \$1,000 per year, to provide for a Unifor Paid Education Leave (PEL) program. Such payment will be remitted on an annual basis into a trust fund established by the Unifor National Union effective from the date of ratification. Payments will be sent by the Employer to the following address:

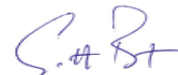
**Unifor Paid Education Leave Program
115 Gordon Baker Road
Toronto, ON M2H 0A8**

The Employer shall approve Education Leave for the members of a bargaining unit at the request of the Union. Candidates for PEL shall be selected by the Union to attend. The Union will provide written confirmation to the Employer of such selection. Employees on PEL leave of absence will continue to accrue seniority and service.



BELL MEDIA INC

Date: _____



UNIFOR LOCAL 715M

Date: _____

LETTER OF AGREEMENT NO. # NEW – WOMEN’S ADVOCATE PROGRAM

The Company and the Union recognize that female employee can sometimes face gender specific situations inside and outside the workplace.

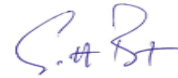
The Union shall establish a Women’s Advocate to support female employees by directing them to the appropriate support mechanisms.

The Company will ensure that the designated Women’s Advocate will be afforded the time off for training subject to business needs. Unifor shall be responsible to reimburse the Company for the time off for training. Unifor shall also be responsible for all training and associated expenses.



BELL MEDIA INC

Date: _____



UNIFOR LOCAL 715M

Date: _____

**UNIFOR 715M/CTV OTTAWA (CJOH TV)
LETTER OF AGREEMENT
JOB CLASSIFICATION – MULTI-SKILLED JOURNALIST (MSJ)**

WHEREAS the parties agree that, to better address the growing multi-platform consumption habits of local news consumers, a more innovative approach to local news coverage is required.

WHEREAS CTV Ottawa (CJOH TV) (hereinafter referred to as the “Company”), UNIFOR LOCAL 715M and the OTTAWA NEWSPAPER GUILD LOCAL 30205 wish to set out the terms of their agreement herein.

NOW THEREFORE the parties agree as follows:

At CTV Ottawa (CJOH TV), addressing the growing multi-platform consumption habits of local news consumers will be achieved in part through the creation of a new “Multi-Skilled Journalist (MSJ)” role/job classification which moving forward will exist in both the UNIFOR LOCAL 715M and OTTAWA NEWSPAPER GUILD LOCAL 30205 collective agreements.

JOB FUNCTION

The “Multi-Skilled Journalist (MSJ)” will be responsible for all local newsgathering and local news reporting functions at CTV Ottawa (CJOH TV). This includes, but is not limited to, the shooting/writing/performing/editing of packaged news stories, video/audio recordings, interview clips, still photography and news copy and filing these local news items to all platforms—Television, Radio and Digital. A detailed job description for the position is attached as Appendix A of this agreement.

The “Multi-Skilled Journalist (MSJ)” role/job classification replaces the current UNIFOR LOCAL 715M “ENG Camera/Editor” role/job classification as well as the current OTTAWA NEWSPAPER GUILD LOCAL 30205 “Reporter/Editor/Producer” role/job classification.

The parties agree that MSJ’s will not be required to perform the work of another classification in addition to the work of an MSJ in any single shift. If an MSJ is required to backfill another classification, due to unforeseen circumstances, they will not perform the functions of an MSJ for that shift but, as per current practice, can still “front” packaged news stories during the same shift using material gathered from other sources. “Fronting” is restricted to the reading/writing of a news story. It is agreed that the intent of this language is not to deprive members of the opportunity for overtime, nor is it a mechanism for the Company to eliminate permanent full-time positions, or to prevent the hiring of permanent full-time employees.

STRUCTURE

At the time of agreement on the creation of the “Multi-Skilled Journalist (MSJ)” role/job classification in each of the UNIFOR LOCAL 715M and OTTAWA NEWSPAPER GUILD LOCAL 30205 collective agreements, there will be an equitable split in the number of positions between the union locals.

When combined with newly created and existing “digital news” roles in each union local, the split in local newsgathering staff is equal as per the breakdown below.

UNIFOR LOCAL 715M

Multi-Skilled Journalist (Ottawa)
Multi-Skilled Journalist (Ottawa)
Multi-Skilled Journalist (Ottawa)
Multi-Skilled Journalist (Ottawa)
Multi-Skilled Journalist (Ottawa)
Multi-Skilled Journalist (Ottawa)
Multi-Skilled Journalist (Ottawa)
Multi-Skilled Journalist (Pembroke)
Electronic Graphic Artist – Digital
Electronic Graphic Artist – Digital
Electronic Graphic Artist - Digital

OTTAWA NEWSPAPER GUILD LOCAL 30205

Multi-Skilled Journalist (Ottawa)
Multi-Skilled Journalist (Ottawa)
Multi-Skilled Journalist (Ottawa)
Multi-Skilled Journalist (Ottawa)
Multi-Skilled Journalist (Ottawa)
Multi-Skilled Journalist (Kingston)
Multi-Skilled Journalist (Brockville)
Reporter/Editor/Producer – Digital
Reporter/Editor/Producer – Digital
Reporter/Editor/Producer – Digital

When a vacancy occurs in the “Multi-Skilled Journalist (MSJ)” job classification, ~~in Ottawa,~~ the position will be filled in either UNIFOR LOCAL 715M or OTTAWA NEWSPAPER GUILD LOCAL 30205 based on the particular union membership of the previous incumbent.

In the event that a workforce reduction is required, ~~in Ottawa,~~ in the “Multi-Skilled Journalist (MSJ)” job classification, UNIFOR LOCAL 715M and OTTAWA NEWSPAPER GUILD LOCAL 30205 seniority lists for the position will be combined and the workforce reduction shall proceed in inverse order of respective union seniority. Staff impacted by the workforce reduction will then revert to their particular UNIFOR LOCAL 715M or OTTAWA NEWSPAPER GUILD LOCAL 30205 collective agreement for applicable workforce reduction terms and provisions. ~~The parties agree that any reduction in the classifications of Multi-Skilled Journalist will first impact Regional Multi-Skilled Journalists before any reductions affect Ottawa based Multi-Skilled Journalists.~~

In the event that a workforce increase is required within the “Multi-Skilled Journalist (MSJ)” job classification, in Ottawa, these will alternate between UNIFOR LOCAL 715M and OTTAWA NEWSPAPER GUILD LOCAL 30205 with the number in each unit remaining as equitable as possible at all times.

It is agreed by all parties that it is a job requirement for “Regional Multi-Skilled Journalist (MSJ)” staff working in Kingston, Brockville and Pembroke to reside in the immediate vicinity of the communities that they serve. ~~It is further agreed that the Kingston, Brockville and Pembroke “Regional Multi-Skilled Journalist (MSJ)” positions will be in a classification that is separate from Ottawa based “Multi-Skilled Journalists (MSJs)” maintaining a separate seniority list within their respective unions. “Regional Multi-skilled Journalists (MSJs)” that are laid off will not have the right to bump into the Ottawa market. “Regional Multi-skilled Journalists (MSJs)” that are laid off and bump into the Ottawa market will have their “home base” reset as the National Capital Region, meaning any travel time or travel expenses related to getting to and from work become the sole responsibility of the employee should they decide not to relocate.~~

Should an MSJ vacancy occur in the Ottawa market, “Regional Multi-Skilled Journalists (MSJs)” will be given first consideration for this vacancy. Regional MSJs hired in the Ottawa market will carry their union seniority with them when hired.

TRANSITION/TRAINING

~~Training of all impacted staff in the “Multi-Skilled Journalist (MSJ)” role/job classification will be provided through two separate modules—Digital Editorial Training (4 Weeks) and Atlas Kit/News Editorial Training (4 Weeks). Training in both modules will be a combination of focused classroom and practical “on the job” teaching/learning done while performing regular daily newsgathering functions. Training will be conducted in a fair and open manner with ongoing feedback and instruction that gives individuals every opportunity to succeed as a Multi-Skilled Journalist. Some individuals may need additional training in which case the employer will afford the additional training to a maximum of 30 (thirty) days. Upon the Company determining that an impacted staff person has successfully completed both training modules, they will receive a \$1,000 training bonus.~~

~~While it is the goal of the parties to see all eligible staff identified as potential candidates for the “Multi-Skilled Journalist (MSJ)” job classification transition into the role, it is recognized that some individuals may not be able to demonstrate the necessary standards of on-air, editorial or technical (shooting/editing) performance, creativity and marketability to consistently fulfill the special responsibilities of the role. Therefore, at the end of the minimum ninety (90) day training period, should the Company determine a staff member is not meeting performance standards, the impacted individual will then exercise their respective UNIFOR LOCAL 715M or OTTAWA NEWSPAPER GUILD LOCAL 30205 collective agreement rights to either displace (“bump”) or receive a severance package.~~

~~All impacted staff, who are taking part in the “Multi-Skilled Journalist (MSJ)” role/job classification training detailed above, meanwhile have up to ninety (90) days from the implementation to “opt out” of the program and instead exercise their respective UNIFOR LOCAL 715M or OTTAWA NEWSPAPER GUILD LOCAL 30205 collective agreement rights to either displace (“bump”) or receive a severance package.~~

~~The Company guarantees a minimum 60% “pass” rate in available “Multi-Skilled Journalist (MSJ)” positions in each of the UNIFOR LOCAL 715M or OTTAWA NEWSPAPER GUILD LOCAL 30205 (3 out of five positions as designated in Appendix B).~~

GENERAL WORKING CONDITIONS (NEW)

~~The agreed-upon~~ normal work product output for each “Multi-Skilled Journalist (MSJ)” is six (6) ~~stories~~ items per day. This includes the daily production of two (2) television news items ~~stories~~, two (2) digital news items ~~stories~~, one (1) radio news item ~~story~~ and the posting of ~~story~~ item updates/final television news items ~~stories~~ to social media across multiple platforms (considered one (1) item ~~story~~). At the discretion of the News Director or their designate, work product output will be reduced to five (5) items ~~stories~~ or less per day when a “Multi-Skilled Journalist (MSJ)” is assigned a news feature item ~~story~~.

Each “Multi-Skilled Journalist (MSJ)” will participate in the newsroom morning editorial meeting held at 10AM each day. Participation in the newsroom afternoon editorial meeting is not required for “Multi-Skilled Journalists (MSJs)” provided each has updated the Assignment Desk on the status of their work assignment in advance of the meeting.

The “CTV News @ Noon Producer” will provide Assignment Desk support and the on shift “Reporter/Editor/Producer – Digital” will provide digital support to “Multi-Skilled Journalists (MSJs)” as may be required.

The Company agrees to meet quarterly with its “Multi-Skilled Journalists (MSJs)” as a group to review and potentially adjust workload/work flow demands as may be required.

HOURS/SCHEDULING OF WORK

The working day for full-time staff in the “Multi-Skilled Journalist (MSJ)” role/job classification shall consist of seven and one-half hours (7 ½) within eight (8) hours. The other one-half (1/2) hour will be used for a paid meal period, as per the respective collective agreements. The forty (40) hour work week for the position will be five (5) work days scheduled within seven (7) calendar days commencing at 00:01 ~~Monday~~ Sunday of each week. Two (2) daily fifteen (15) minute break periods are to be taken, in and around work duties, at the discretion of each “Multi-Skilled Journalist (MSJ)”. Break periods are not paid if not taken.

~~Specific work schedules for the “Multi-Skilled Journalist (MSJ)” role/job classification will be as per Appendix B.~~

In addition to the above noted 8 hours per day (7.5 hours plus paid half hour lunch), each MSJ will work an extra half-hour per day and will be compensated through the talent fee described in the compensation section of this agreement.

The regular tour of duty ~~daily work schedule~~ for “Multi-Skilled Journalists (MSJs)” will be 10:00AM - 6:30PM for those assigned a “day shift” and 3:35PM – 12:05AM for those assigned an “evening shift”.

NOTE: The parties agree to reassign “Multi-Skilled Journalist (MSJ)” Dave Charbonneau to a Monday – Friday “day shift” and “Multi-Skilled Journalist (MSJ)” Jackie Perez to a Sunday “day shift”.

OVERTIME (NEW)

The Employer shall compensate for all assigned overtime as follows:

At the rate of one and one-half (1 1/2) for the first two and one-half (2 1/2) hours of overtime worked in any one day;

At the rate of double time for the hours worked past two and one-half (2 1/2) hours of overtime worked in any one day.

Overtime shall be defined as work beyond the unit of hours in the work day or days in the work week or any work performed outside of properly posted scheduled hours.

MODIFIED WORK WEEK (NEW)

The Company will consider requests from UNIFOR LOCAL 715M “Multi-Skilled Journalists (MSJs)” for a modified work week the same way they consider such requests from members of OTTAWA NEWSPAPER GUILD LOCAL 30205.

Requests shall be submitted to the News Director, or their designate, in writing at least thirty (30) days prior to the commencement of the schedule change and thirty (30) days’ notice shall be given should either the employee or the Company elect to discontinue the modified work week.

Upon return from child care leave, employees choosing to work a modified week shall receive prorated postnatal leave pay as provided by the UNIFOR LOCAL 715M Collective Agreement.

Proposals for a modified work week must be approved by UNIFOR LOCAL 715M prior to the commencement of the schedule change.

WAGE SCALE COMPENSATION

Wages for the “Multi-Skilled Journalist (MSJ)” role/job will be as per **Appendix B**.

MSJ’s shall additionally be paid a Radio Talent Fee of \$25 per day for every regular tour of duty worked. The Radio Talent Fee will be retroactive to January 1, 2021.

MSJ’s shall be assigned company credit cards to cover **pre-approved** work-related expenses.

CLOTHING ALLOWANCE

It is agreed, because the role involves on-air work, that all full-time staff in the “Multi-Skilled Journalist (MSJ)” job classification will be entitled to a clothing allowance of \$3,000 per year with this amount payable upon submission of verifiable receipts. Clothing allowances do not cover jewelry or undergarments. Footwear will be supplied based on specific needs.

WINTER WEAR CLOTHING

It is agreed that all staff transitioning into the “Multi-Skilled Journalist (MSJ)” role/job classification will be provided with new branded winter coats prior to January 31, 2020 and every three (3) years thereafter. Newly hired “Multi-Skilled Journalist (MSJ)” staff will be supplied with the same no later than the first December 1 following their hire. **Should an eligible employee not receive a new winter coat by December 1 in the year they are eligible, the Company will pay each a \$350 penalty.**

Winter Safety/Protective Footwear shall be provided to all staff in the “Multi-Skilled Journalist (MSJ)” role/job classification as required with the cost shared 80/20 between the Company and the Employee.

SENIORITY/VACATIONS

Members in the ONG and UNIFOR will maintain their seniority within their Local Union and within the MSJ classification. MSJ vacation selection will be by seniority within each Local union and will not be impacted by the vacation selection of the other Local union.

COLLECTIVE BARGAINING

The parties agree moving forward to jointly bargain with UNIFOR LOCAL 715M and ONG LOCAL 30205 on all matters related to the “Multi-Skilled Journalist (MSJ)” role/job classification with the understanding that, independent of union local, staff performing the same job function at CTV Ottawa (CJOH TV) should be treated equally. This includes, but is not limited to,

discussions related to hours and scheduling of work, wage scales, clothing allowances and winter wear clothing.

Upon request by UNIFOR LOCAL 715M and ONG LOCAL 30205, the Company will release without loss of pay or other benefits ~~one (1)~~ **two (2)** employees from each local for “Multi-Skilled Journalist (MSJ)” for joint negotiation meetings. ~~These same employees will also be granted one (1) day leave without pay for the purpose of joint preparation for collective bargaining.~~

The Company also agrees to release with pay and no loss of leave credits or other earned benefits, the two members of the bargaining committee from both Unifor 715M and ONG 30205 for one (1) day upon request of the Unions, to attend preparatory meetings prior to collective bargaining for “Multi-Skilled Journalist (MSJ)” related articles. A written request for such release shall be submitted fourteen (14) days in advance of the requested day off.

JURISDICTION

Given that the ONG and UNIFOR have agreed to share the job function of a “Multi-Skilled Journalist (MSJ)”, and that the number of positions and news gathering work will be equitably shared between the two Union Locals, it is agreed that this agreement is an exception to the jurisdiction articles of the ONG and UNIFOR agreements and pertains only to the classification of “Reporter/Editor/Producer” (ONG) and ENG Camera/Editor (UNIFOR)– to now be known as a “Multi-Skilled Journalist (MSJ)”. All other classifications in the ONG or UNIFOR agreements and the work associated with these classifications will remain within the jurisdiction of the respective agreements.

It is agreed that for all matters related to the employment of individuals in the “Multi-Skilled Journalist (MSJ)” role/ job classification at CTV Ottawa (CJOH TV) not specifically spelled out in this “Letter of Agreement”, the respective UNIFOR LOCAL 715M and OTTAWA NEWSPAPER GUILD LOCAL 30205 collective agreements terms will apply.

The parties agree that this “Letter of Agreement” ~~will become effective immediately upon signing and~~ will automatically become part of each of the next new Collective Agreements to be negotiated between the parties (the Company and UNIFOR LOCAL 715M and the Company and ONG LOCAL 30205).

NEW JOB CLASSIFICATION – MULTI-SKILLED JOURNALIST (MSJ) DETAILED JOB DESCRIPTION

MULTI-SKILLED JOURNALIST (MSJ)

RESPONSIBILITIES:

- Contribute to CTV News by gathering video, writing news stories, and creating multi-platform content for TV, Radio and Digital
- Identify, research, select and write original multi-platform news stories, headlines and captions
- Conduct interviews for multi-platform news coverage
- Check for accuracy of facts, typos and technical errors prior to posting information
- Operate ENG equipment for news gathering
- Edit news material in the station and in the field
- Setting-up and operating live equipment (i.e. Dejero boxes and/or Dejero App, Atlas Kits, etc., with the exception of live hits, where there exists substantive perceived risk, another MSJ or live Camera Operator will be assigned)
- Other related duties as assigned

**MULTI-SKILLED JOURNALIST (MSJ)
WAGE SCALE 2020-2023**

	Jan 1, 2021	Jan 1, 2022	Jan 1, 2023
	(+ 1.50%)	(+ 1.50%)	(+ 1.75%)
	(retroactive)		
Start	\$67,456	\$68,468	\$69,666
1 year	\$71,670	\$72,745	\$74,018
2 year	\$75,264	\$76,393	\$77,730
3 year	\$79,035	\$80,221	\$81,624
4 year	\$82,967	\$84,212	\$85,685
5 year	\$87,140	\$88,447	\$89,995
6 year	\$91,473	\$92,845	\$94,470
7 year	\$96,045	\$97,486	\$99,192
8 year	\$100,862	\$102,374	\$104,166

ELECTRONIC GRAPHIC ARTIST – DIGITAL (UNIFOR LOCAL 715M)

RESPONSIBILITIES:

- Develop and implement multi-platform creative concepts for TV, Radio and Digital
- Design, prepare and produce multi-platform graphics, animations and art materials as requested for TV, Radio and Digital
- Maintain and organize directory/archive of electronic graphics
- Digitizing content to the Production Server as required for broadcast
- Other duties as required

DESIGN + POST




BELL MEDIA INC

UNIFOR LOCAL 715M

Date: _____

Date: _____

DURATION AND GENERAL WAGE INCREASES

Duration

Three-year term expiring December 31, 2023

Wage Increases

1.5% wage increase retroactive to January 1, 2021

1.5% wage increase on January 1, 2022

1.75% wage increase on January 1, 2023

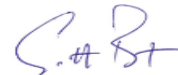
Note – Salary increases will be SAP calculated and will be rounded

Retroactive compensation to January 1, 2021 shall be applied to regular and overtime wages to all employees who are active on the date of the ratification.



BELL MEDIA INC

Date: _____



UNIFOR LOCAL 715M

Date: _____

ARTICLE 17: WAGE SCALES AND CLASSIFICATIONS

17.1 Groups for the purpose of wage classifications shall be as follows:

SCALE A: MAKE-UP ARTIST

	Expired	1-Jan-2021	1-Jan-2022	1-Jan-2023
Start	\$45,586.85	\$46,270.65	\$46,964.71	\$47,786.60
1 Year	\$47,189.82	\$47,897.67	\$48,616.13	\$49,466.91
2 Years	\$48,831.68	\$49,564.16	\$50,307.62	\$51,188.00
3 Years	\$51,539.15	\$52,312.24	\$53,096.92	\$54,026.12
4 Years	\$54,293.42	\$55,107.82	\$55,934.44	\$56,913.29
5 Years	\$56,969.89	\$57,824.44	\$58,691.80	\$59,718.91

Scale B: VTR/INJEST COORDINATOR/EDITOR

	Expired	1-Jan-2021	1-Jan-2022	1-Jan-2023
Start	\$56,969.89	\$57,824.44	\$58,691.80	\$59,718.91
1 Year	\$61,319.83	\$62,239.63	\$63,173.22	\$64,278.75
2 Years	\$65,668.56	\$66,653.59	\$67,653.39	\$68,837.33
3 Years	\$70,026.40	\$71,076.80	\$72,142.95	\$73,405.45
4 Years	\$71,620.85	\$72,695.16	\$73,785.59	\$75,076.84
5 Years	\$73,255.42	\$74,354.25	\$75,469.57	\$76,790.28
6 years	\$74,888.79	\$76,012.12	\$77,152.30	\$78,502.47
7 years	\$76,523.35	\$77,671.20	\$78,836.27	\$80,215.90
8 years	\$78,125.70	\$79,297.59	\$80,487.05	\$81,895.57
9 years	\$79,768.18	\$80,964.70	\$82,179.17	\$83,617.31

Scale C: ENG CAMERA/EDITOR, FLOATER, ELECTRONIC GRAPHIC ARTIST

	Expired	1-Jan-2021	1-Jan-2022	1-Jan-2023
Start	\$56,969.89	\$57,824.44	\$58,691.80	\$59,718.91
1 Year	\$61,319.83	\$62,239.63	\$63,173.22	\$64,278.75
2 Years	\$65,668.56	\$66,653.59	\$67,653.39	\$68,837.33
3 Years	\$70,026.40	\$71,076.80	\$72,142.95	\$73,405.45
4 Years	\$71,620.85	\$72,695.16	\$73,785.59	\$75,076.84
5 Years	\$73,255.42	\$74,354.25	\$75,469.57	\$76,790.28
6 years	\$76,523.35	\$77,671.20	\$78,836.27	\$80,215.90
7 years	\$78,125.70	\$79,297.59	\$80,487.05	\$81,895.57
8 years	\$79,768.18	\$80,964.70	\$82,179.17	\$83,617.31
9 years	\$81,401.54	\$82,622.56	\$83,861.90	\$85,329.48

SCALE D: SATTELITTE/MICROWAVE TRUCK OPERATOR, MAINTENANCE TECHNICIAN, CREATIVE SERVICES PRODUCER/EDITOR

	Expired	1-Jan-2021	1-Jan-2022	1-Jan-2023
Start	\$71,620.85	\$72,695.16	\$73,785.59	\$75,076.84
1 Year	\$73,255.42	\$74,354.25	\$75,469.57	\$76,790.28
2 Years	\$74,888.79	\$76,012.12	\$77,152.30	\$78,502.47
3 Years	\$76,523.35	\$77,671.20	\$78,836.27	\$80,215.90
4 Years	\$78,125.70	\$79,297.59	\$80,487.05	\$81,895.57
5 Years	\$79,768.18	\$80,964.70	\$82,179.17	\$83,617.31
6 years	\$81,401.54	\$82,622.56	\$83,861.90	\$85,329.48
7 years	\$83,035.50	\$84,281.03	\$85,545.25	\$87,042.29
8 years	\$84,638.46	\$85,908.04	\$87,196.66	\$88,722.60
9 years	\$88,870.38	\$90,203.44	\$91,556.49	\$93,158.73

SCALE E: TECHNICAL PRODUCTION COORDINATOR/DIRECTOR

	Expired	1-Jan-2021	1-Jan-2022	1-Jan-2023
Start	\$76,523.35	\$77,671.20	\$78,836.27	\$80,215.90
1 Year	\$78,125.70	\$79,297.59	\$80,487.05	\$81,895.57
2 Years	\$79,768.18	\$80,964.70	\$82,179.17	\$83,617.31
3 Years	\$81,401.54	\$82,622.56	\$83,861.90	\$85,329.48
4 Years	\$83,035.50	\$84,281.03	\$85,545.25	\$87,042.29
5 Years	\$84,638.46	\$85,908.04	\$87,196.66	\$88,722.60
6 years	\$86,669.36	\$87,969.40	\$89,288.94	\$90,851.50
7 years	\$88,707.57	\$90,038.18	\$91,388.76	\$92,988.06
8 years	\$93,142.95	\$94,540.09	\$95,958.20	\$97,637.46

SCALE F: SUPERVISOR, TECHNICAL PRODUCTION

	Expired	1-Jan-2021	1-Jan-2022	1-Jan-2023
Start	\$81,401.54	\$82,622.56	\$83,861.90	\$85,329.48
1 Year	\$83,035.50	\$84,281.03	\$85,545.25	\$87,042.29
2 Years	\$84,638.46	\$85,908.04	\$87,196.66	\$88,722.60
3 Years	\$86,669.36	\$87,969.40	\$89,288.94	\$90,851.50
4 Years	\$88,707.57	\$90,038.18	\$91,388.76	\$92,988.06
5 Years	\$90,792.18	\$92,154.06	\$93,536.37	\$95,173.26
6 years	\$95,331.80	\$96,761.78	\$98,213.20	\$99,931.93

T.G. DeStefano

C. # Bt

BELL MEDIA INC

Date: _____

UNIFOR LOCAL 715M

Date: _____

17.1 Groups for the purpose of wage classifications shall be as follows:

Move ELECTRONIC GRAPHIC ARTIST from Scale B to Scale C

T.G. DeStefano

C. # Bt

BELL MEDIA INC

Date: _____

UNIFOR LOCAL 715M

Date: _____