

UNIFOR 715M/ONG 30205/CTV OTTAWA (CJOH TV)
LETTER OF AGREEMENT
NEW 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 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 (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 (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 (MSJ's) maintaining a separate seniority list within their respective unions. "Regional Multi-Skilled Journalists that are laid off will not have the right to bump into the Ottawa market. Should an MSJ vacancy occur in the Ottawa market, Regional Multi-Skilled Journalists will be given first consideration for this vacancy. Regional MSJ's 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 UNIFOR LOCAL 715M or OTTAWA NEWSPAPER GUILD LOCAL 30205 (3 out of five positions as designated in bold in Appendix B).

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 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 will be as per Appendix B.

WAGE SCALE

Wages for the "Multi-Skilled Journalist (MSJ)" role/job will be as per Appendix C. MSJ's shall be assigned company credit cards to cover 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.

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.

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).

FOR CTV OTTAWA
(CJOH TV)

FOR UNIFOR LOCAL 715M

ONG LOCAL 30205

_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

UNIFOR 715M/ONG 30205/CTV OTTAWA (CJOH TV)
LETTER OF AGREEMENT
NEW JOB CLASSIFICATION – MULTI-SKILLED JOURNALIST (MSJ)
APPENDIX A – 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

REPORTER/EDITOR/PRODUCER -- DIGITAL (OTTAWA NEWSPAPER GUILD LOCAL 30205)

RESPONSIBILITIES:

- Generate original stories and other multi-platform content for TV, Radio and Digital
- Responsible for writing at least 7 - 10 multi-platform news stories per day and updating
- Pitch ideas for original multi-platform reporting
- Ensure the accuracy, consistency and adherence to standards of all material (articles, headlines, photos, captions, video, etc.)
- Copy editing stories for grammar and accuracy
- Monitoring and publishing wires, with focus on SEO, keywords and social sharing
- Managing multiple social media streams; sending news alerts
- Participate in news editorial meetings
- Other duties as assigned

EDITORIAL + POST

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

UNIFOR 715M/ONG 30205/CTV OTTAWA (CJOH TV)
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APPENDIX C – WAGE SCALE

UNIFOR 715M/ONG 30205 -- PROPOSED GROUP XX -- MULTI SKILLED JOURNALIST EFFECTIVE DATE JANUARY 1, 2020		
START	\$	66,459
1YR	\$	70,611
2YR	\$	74,152
3YR	\$	77,867
4YR	\$	81,741
5YR	\$	85,852
6YR	\$	90,121
7YR	\$	94,626
8YR	\$	99,371

APPENDIX B -- CTV OTTAWA--POTENTIAL NEW STAFFING MODEL--PRESENTED TO UNIFOR 715M--NOVEMBER 12, 2019

NOTE: BEING PROVIDED WITHOUT PREJUDICE, COMPANY RESERVES RIGHT TO MODIFY UP TO TIME AN AGREEMENT IS REACHED BETWEEN THE PARTIES

NAME	UNION	POSITION	CLASS	WEEKLY WORK SCHEDULE						
				MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
P. Seguin	U715M	Supervisor, Technical Production	Group F	1000AM-700PM	1000AM-700PM	1000AM-700PM	1000AM-700PM	1000AM-700PM	RDO	RDO
M. Pauly	U715M	Tech Production Coord/Director	Group E	330PM-1230AM	330PM-1230AM	330PM-1230AM	330PM-1230AM	330PM-1230AM	RDO	RDO
B. Coles	U715M	Tech Production Coord/Director	Group E	330PM-1230AM	330PM-1230AM	330PM-1230AM	RDO	RDO	330PM-1230AM	330PM-1230AM
R. Marchand	U715M	Tech Production Coord/Director	Group E	RDO	RDO	330PM-1230AM	330PM-1230AM	330PM-1230AM	330PM-1230AM	330PM-1230AM

NAME	UNION	POSITION	CLASS	WEEKLY WORK SCHEDULE						
				MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
S. Vardon	U715M	VTR/Injest Coordinator/Editor	Group B	830AM-530PM	830AM-530PM	830AM-530PM	830AM-530PM	830AM-530PM	RDO	RDO
VACANT	U715M	VTR/Injest Coordinator/Editor	Group B	930AM-630PM	930AM-630PM	930AM-630PM	930AM-630PM	930AM-630PM	RDO	RDO
A. Filippov	U715M	VTR/Injest Coordinator/Editor	Group B	305PM-1205AM	305PM-1205AM	305PM-1205AM	RDO	RDO	305PM-1205AM	305PM-1205AM
E. Lepage	U715M	VTR/Injest Coordinator/Editor	Group B	RDO	RDO	305PM-1205AM	305PM-1205AM	305PM-1205AM	305PM-1205AM	305PM-1205AM

NAME	UNION	POSITION	CLASS	WEEKLY WORK SCHEDULE						
				MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
C. Black	U715M	Satellite/Microwave Truck Op	Group D	1030AM-730PM	1030AM-730PM	1030AM-730PM	1030AM-730PM	1030AM-730PM	RDO	RDO
I. Urbach	U715M	Satellite/Microwave Truck Op	Group D	1030AM-730PM	1030AM-730PM	1030AM-730PM	1030AM-730PM	1030AM-730PM	RDO	RDO

NAME	UNION	POSITION	CLASS	WEEKLY WORK SCHEDULE							VEHICLE
				MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY	
J. O'Grady*	U715M	ENG CAMERA/EDITOR	Group C	6AM-2PM	6AM-2PM	6AM-2PM	6AM-2PM	6AM-2PM	RDO	RDO	ASSIGNED
P. Szperling	U715M	Multi Skilled Journalist (MSJ)	NEW	1015AM-615PM	1015AM-615PM	1015AM-615PM	1015AM-615PM	1015AM-615PM	RDO	RDO	ASSIGNED
T. Fleming	U715M	Multi Skilled Journalist (MSJ)	NEW	1015AM-615PM	1015AM-615PM	1015AM-615PM	1015AM-615PM	1015AM-615PM	RDO	RDO	ASSIGNED
C. Scott	U715M	Multi Skilled Journalist (MSJ)	NEW	1015AM-615PM	1015AM-615PM	1015AM-615PM	RDO	RDO	1015AM-615PM	1015AM-615PM	ASSIGNED
B. McNab	U715M	Multi Skilled Journalist (MSJ)	NEW	RDO	RDO	1015AM-615PM	1015AM-615PM	1015AM-615PM	1015AM-615PM	1015AM-615PM	ASSIGNED
D. Charbonne	U715M	Multi Skilled Journalist (MSJ)	NEW	335PM-1135PM	335PM-1135PM	335PM-1135PM	RDO	RDO	1015AM-615PM	1015AM-615PM	ASSIGNED
M. Dunlay*	U715M	ENG CAMERA/EDITOR	Group C	RDO	RDO	335PM-1135PM	335PM-1135PM	335PM-1135PM	335PM-1135PM	335PM-1135PM	ASSIGNED
VACANT (P)	U715M	Multi Skilled Journalist (MSJ)	NEW	RDO	1015AM-615PM	1015AM-615PM	1015AM-615PM	1015AM-615PM	1015AM-615PM	RDO	ASSIGNED

* POSITIONS "GRANDFATHERED" AS ENG CAMERA/EDITOR ROLES, WHEN INCUMBENTS LEAVE THEN BECOME MULTI-SKILLED JOURNALIST (MSJ) POSITIONS

MS *JS* *SD*

Je *M.P.*

AS *MS*

APPENDIX B -- CTV OTTAWA--POTENTIAL NEW STAFFING MODEL--PRESENTED TO UNIFOR 715M--NOVEMBER 12, 2019

NOTE: BEING PROVIDED WITHOUT PREJUDICE, COMPANY RESERVES RIGHT TO MODIFY UP TO TIME AN AGREEMENT IS REACHED BETWEEN THE PARTIES

NAME	UNION	POSITION	CLASS	WEEKLY WORK SCHEDULE						
				MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
B. Woods	U715M	Electronic Graphic Artist	Group B	1030AM-730PM	1030AM-730PM	1030AM-730PM	1030AM-730PM	1030AM-730PM	RDO	RDO
J. Lavergne	U715M	Electronic Graphic Artist	Group B	930AM-630PM	930AM-630PM	930AM-630PM	930AM-630PM	930AM-630PM	RDO	RDO
D. MacLean	U715M	Electronic Graphic Artist	Group B	RDO	RDO	1130AM-830PM	1130AM-830PM	1130AM-830PM	930AM-630PM	930AM-630PM

NAME	UNION	POSITION	CLASS	WEEKLY WORK SCHEDULE						
				MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
VACANT	U715M	Creative Services Producer/Editor	Group D	830AM-430PM	830AM-430PM	830AM-430PM	830AM-430PM	830AM-430PM	RDO	RDO
C. Chapin	U715M	Creative Services Producer/Editor	Group D	830AM-430PM	830AM-430PM	830AM-430PM	830AM-430PM	830AM-430PM	RDO	RDO

NAME	UNION	POSITION	CLASS	WEEKLY WORK SCHEDULE						
				MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
M. Mersereau	U715M	Floater	Group C	As Required	As Required	As Required	As Required	As Required	As Required	As Required
T. Rossi	U715M	Floater	Group C	As Required	As Required	As Required	As Required	As Required	As Required	As Required
N. Vandermee	U715M	Floater	Group C	As Required	As Required	As Required	As Required	As Required	As Required	As Required
A. Reid	U715M	Floater	Group C	As Required	As Required	As Required	As Required	As Required	As Required	As Required

NAME	UNION	POSITION	CLASS	WEEKLY WORK SCHEDULE						
				MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
L. Barrett	U715M		Group A	200PM-700PM	200PM-700PM	200PM-700PM	200PM-700PM	200PM-700PM	RDO	RDO

Resigned	Voluntary Package	Bumped	Laid Off
Z. Burtnyk (Replaced With Additional MSJ Position)	J. Karam (Nov 2019)	D. MacLean (New Opportunity)	None (Provided All Successfully Meet Job Requirements Following Training)
J. Dorn (Replaced With Additional Graphics Position)	M. Tompkins (Requested)		
	T. Zito (Requested)		

MS for SB

CEL

M.P.

pu
na.B
JS
[Signature]

APPENDIX B -- CTV OTTAWA--POTENTIAL NEW STAFFING MODEL--PRESENTED TO ONG 30205--NOVEMBER 12, 2019

NOTE: BEING PROVIDED WITHOUT PREJUDICE, COMPANY RESERVES RIGHT TO MODIFY UP TO TIME AN AGREEMENT IS REACHED BETWEEN THE PARTIES

NAME	UNION	POSITION	CLASS	WEEKLY						
				MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
C. Lesaux	O30205	Noon Producer	Group 1	5AM-1PM	5AM-1PM	5AM-1PM	5AM-1PM	5AM-1PM	RDO	RDO
S. Ha	O30205	5PM Producer	Group 1	10AM-6PM	10AM-6PM	10AM-6PM	10AM-6PM	10AM-6PM	RDO	RDO
J. Ruttle	O30205	6PM Producer	Group 3	11AM-7PM	11AM-7PM	11AM-7PM	11AM-7PM	11AM-7PM	RDO	RDO
J. Crupi	O30205	Assignment Editor	Group 3	8AM-4PM	8AM-4PM	8AM-4PM	8AM-4PM	8AM-4PM	RDO	RDO

NAME	UNION	POSITION	CLASS	WEEKLY						
				MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
M. Skube	O30205	Noon Anchor/5PM News Anchor	Group 2	10AM-6PM	10AM-6PM	10AM-6PM	10AM-6PM	10AM-6PM	RDO	RDO
L. Cusack*	O30205	Noon Anchor	Group 2	10AM-6PM	10AM-6PM	10AM-6PM	10AM-6PM	10AM-6PM	RDO	RDO
G. Richardson	O30205	6PM Anchor	Group 6	11AM-7PM	11AM-7PM	11AM-7PM	11AM-7PM	11AM-7PM	RDO	RDO
P. Boal**	O30205	6PM Anchor	Group 5	11AM-7PM	11AM-7PM	11AM-7PM	11AM-7PM	11AM-7PM	RDO	RDO
M. Shaw**	O30205	1130PM Anchor/Producer	Group 2	4PM-12AM	4PM-12AM	4PM-12AM	4PM-12AM	4PM-12AM	RDO	RDO
C. Succì*	O30205	Weekend 6PM Anchor/Producer	Group 2	RDO	RDO	1015AM-615PM	1015AM-615PM	1015AM-615PM	11AM-7PM	11AM-7PM
S. Keyes*	O30205	Weekend 6PM/1130PM Anchor/Prc	Group 2	1015AM-615PM	1015AM-615PM	1015AM-615PM	RDO	RDO	4PM-12AM	4PM-12PM

*Also Reports M-F--Chris Black/Ian Urbach Shoots

**Also Reports As Assigned--Jim O'Grady/Chris Black/Ian Urbach Shoots

NAME	UNION	POSITION	CLASS	WEEKLY							VEHICLE
				MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY	
J. Haslam	O30205	Multi Skilled Journalist (MSJ)	Group 1	1015AM-615PM	1015AM-615PM	1015AM-615PM	1015AM-615PM	1015AM-615PM	RDO	RDO	ASSIGNED
C. Cautillo	O30205	Multi Skilled Journalist (MSJ)	Group 1	1015AM-615PM	1015AM-615PM	1015AM-615PM	1015AM-615PM	1015AM-615PM	RDO	RDO	ASSIGNED
K. Griffin	O30205	Multi Skilled Journalist (MSJ)	Group 1	1015AM-615PM	1015AM-615PM	1015AM-615PM	1015AM-615PM	1015AM-615PM	RDO	RDO	ASSIGNED
L. Larocque	O30205	Multi Skilled Journalist (MSJ)	Group 1	1015AM-615PM	1015AM-615PM	1015AM-615PM	1015AM-615PM	1015AM-615PM	RDO	RDO	ASSIGNED
VACANT	O30205	Multi Skilled Journalist (MSJ)	Group 1	1015AM-615PM	1015AM-615PM	1015AM-615PM	1015AM-615PM	1015AM-615PM	RDO	RDO	ASSIGNED
VACANT (K)	O30205	Multi Skilled Journalist (MSJ)	Group 1	RDO	1015AM-615PM	1015AM-615PM	1015AM-615PM	1015AM-615PM	1015AM-615PM	RDO	ASSIGNED
VACANT (B)	O30205	Multi Skilled Journalist (MSJ)	Group 1	RDO	1015AM-615PM	1015AM-615PM	1015AM-615PM	1015AM-615PM	1015AM-615PM	RDO	ASSIGNED

Handwritten initials: BR, BB

Handwritten initials: C, M.P.

Handwritten initials: J, BB, M

APPENDIX B -- CTV OTTAWA--POTENTIAL NEW STAFFING MODEL--PRESENTED TO ONG 30205--NOVEMBER 12, 2019

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NAME	UNION	POSITION	CLASS	SCHEDULE						
				MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
M. Woods	O30205	Reporter/Editor/Producer--Digital	Group 1	5AM-1PM	5AM-1PM	5AM-1PM	5AM-1PM	5AM-1PM	RDO	RDO
VACANT	O30205	Reporter/Editor/Producer--Digital	Group 1	1PM-9PM	1PM-9PM	1PM-9PM	RDO	RDO	7AM-3PM	7AM-3PM
VACANT	O30205	Reporter/Editor/Producer--Digital	Group 1	RDO	RDO	1PM-9PM	1PM-9PM	1PM-9PM	1PM-9PM	1PM-9PM

Voluntary Package	Bumped	Laid Off
M. O'Byrne	None	None (Provided All Successfully Meet Job Requirements Following Training)
T. Marcotte	?	
J. Schnurr	?	
C. Lathem	?	

Handwritten initials: M, J, S, B

Handwritten initials: C, M.P.

Handwritten initials: B, J, B, M