

**MEMORANDUM OF AGREEMENT
BETWEEN
CANADIAN BROADCASTING CORPORATION
AND
CANADIAN MEDIA GUILD**

The parties hereby agree to recommend the following terms of settlement to their respective constituents in order to settle their current labour dispute effective immediately and enter into a new collective agreement on the following terms:

1. The term of the agreement shall be from April 1, 2004 to March 31, 2009.
2. All items previously agreed to and signed off by the parties, as attached, remain agreed.
3. The remaining outstanding issues are resolved as follows:
 - a. General wage increases:
 - i. April 1, 2004 – 2.5%
 - ii. April 1, 2005 – 2.5%
 - iii. April 1, 2006 – 2.1%
 - iv. April 1, 2007 – 2.5%
 - v. April 1, 2008 – 3%
 - b. Signing bonus of \$1,000 per employee. To receive the signing bonus, the employee must have been on payroll as of August 14, 2005, and have worked a minimum of 13 weeks during the period April 1, 2004 to August 14, 2005. This will be paid no later than the end of the day on Wednesday, October 12, 2005. Employees on maternity or paternity leave will receive any signing bonus to which they may be entitled upon their return to work.
 - c. Retroactivity for the period April 1, 2004 to date of return to work shall be paid to all employees, including contract and temporary employees engaged during the retroactive period. This will be paid no later than the end of the day on Thursday, October 27, 2005.
 - d. Job Evaluation increases
 - i. language as attached;
 - ii. \$20 million in retroactivity payable on implementation on January 9, 2006
 - iii. \$2.6 million in implementation costs to be applied to band and step adjustments. Final bands to be agreed to by October 14, 2005.
 - e. Freelance Contributors
 - i. language as attached;
 - ii. minimum rates to be increased as follows:
 1. Date of ratification – 5.06%
 2. April 1, 2006 – 2.5%
 3. April 1, 2007 – 2.5%
 4. April 1, 2008 – 3%

In lieu of retroactive pay, a freelance contributor shall receive a payment of \$500 provided that during the period April 1, 2004 to date of ratification, s/he contributed a) on 45 occasions, or b) on 12 occasions and received \$10,000 or more in compensation.

- f. Northern Service Interpretation - \$800 per annum payable to employees in the Northern Service who ordinarily works one half or more of his/her normal working week in a position that requires the ongoing use of English and one or more aboriginal language (to a maximum of 40 employees).
- g. Vacation: amend current language to provide 5 weeks after 18 years of service, effective date of ratification.
- h. Employment Status – as per language attached.
- i. Workforce Adjustment – as per language attached.
- j. Corporation Seniority – as per language attached.
- k. Severance pay at retirement – existing provisions will be maintained for permanent employees on payroll as of the date of ratification. Contract employees who are eligible to convert to permanent status as of the date of ratification will qualify for the payment under this provision.
- l. Hours of Work/Overtime – as per language attached.
- m. Work week/Days off - as per Letter of Agreement attached.
- n. Return to Work Protocol – as attached.

Dated this 4th day of October 2005 at Gatineau, Quebec

For the Corporation:

For the Union:

Stephen Satchel

Dan Oldfield

Rick Warren

Gerry Jones

Barbara Saxberg

Chris Turner