

Our CMG collective agreement at Shaw versus the labour code

	Labour code	Collective agreement
Salaries	Management can pay each employee whatever they want, right down to minimum wage.	Sets base salaries for each job, reduces inequality among co-workers. Union proposing to introduce salary steps to ensure predictable increases over time.
Annual vacation	Two weeks per year; after six years of service, three weeks	Three weeks per year; after 7 years of service, four weeks; after 15 years, five weeks.
Standby	No provision	A member required to be on call receives an hourly premium (right now, it's \$2.50). You are paid overtime if you are required to work between scheduled shifts.
Severance pay	After 12 months of employment, 5 days pay + 2 days for each completed year of service <u>Example:</u> 4 years and 11 months of service means 13 days severance (5 + 8 = 13; no credit for 11 months)	Up to 24 months of employment, 10 days pay for each year of service, pro-rated to nearest month. After 24 months, 15 days for each year of service, pro-rated to nearest month. <u>Example:</u> 4 years and 11 months of service means 73.8 days severance (15*4.92 = 73.8)
Seniority	No provision. That means the employer can get rid of you and hire someone at a lower salary.	The employer is expected to lay off the least senior people first in a job category if they're planning layoffs. Seniority is an objective measure – and therefore the fairest one – that protects employees from favouritism and discrimination.
Recall after layoff	No provision	Laid off member can go on recall list for 12 months and are recalled to vacancy by order of seniority
Dispute resolution	Hire your own lawyer.	Management expected to act in fair and reasonable manner under collective agreement; union helps you with dispute under grievance procedure . The union pays legal costs if required.