



Canadian Media Guild

La Guilde canadienne des médias

CWA/SCA CANADA

July 7, 2016

Bargaining objectives for negotiations between CMG and VICE Canada

The Canadian Media Guild presents this document with a view to opening up fruitful discussions leading to a first collective agreement. This round of negotiations will lay the foundation for the long-term working relationship between the company and the union and we look forward to an open exchange and a result that reflects the interests of the employees and the company.

CMG members are proud to work at VICE Canada and appreciate the creative atmosphere and spirit of collaboration in their workplace.

The following bargaining priorities emerge from discussions among CMG members and a survey of employees conducted in June 2016. We aim for a first agreement that recognizes these priorities and sustains a creative, healthy and sustainable workplace.

- **Pay us fairly for the work we do**
 - Pay rates that reflect the value we contribute to VICE
 - Ensure the job title and pay reflect the work the employee is doing
 - Provide quality benefits for all employees
 - Contribute to our retirement savings
 - Ensure employer covers all business costs

- **Improve our work-life balance**
 - Increase vacation entitlements to reflect industry standards
 - Compensate us for working long hours
 - Limit the need for employees to work after their regular working hours
 - Provide adequate sick leave provisions

- **Improve job security**
 - Better communication between managers and employees about company expectations and how to achieve them
 - Clear discipline and discharge rules

- Limit the use of non-permanent employment to situations in which the operation requires it
- **Maintain a healthy workplace that respects each employee's contribution to the company's success**
 - Opportunities for training and professional development
 - Access to secondments and special projects to allow employees to expand their work horizons
 - A framework for regular discussions between employees and management
 - A commitment to a respectful workplace, free of harassment and bullying, and a means of addressing conflict quickly and appropriately
 - Respect for employees' privacy
- **Commit to editorial innovation, quality and independence**

The Guild reserves its right to amend or withdraw any proposal and to introduce new proposals at any time during the process if the need arises.

The Guild also reserves its right to request the further production of financial and other information regarding the bargaining unit.