

## MEMORANDUM OF AGREEMENT

B E T W E E N:

Reuters Canada Limited  
(hereinafter called the "Employer")

-and-

CANADIAN MEDIA GUILD, LOCAL 30213 OF THE NEWSPAPER GUILD/CWA  
(hereinafter called the "Guild")

The undersigned representatives of the parties hereby agree to unanimously recommend acceptance to their respective principals' ratification of the following terms of settlement of all matters in dispute.

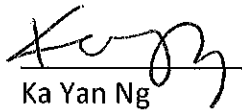
1. The Agreement shall be in the form of the prior collective agreement except where hereinafter specifically amended.
2. The Agreement shall be effective on the date of ratification by both parties except where hereinafter specifically provided and shall continue in full force and effect up to and including March 31, 2013 .
3. The Agreement shall be amended by the changes attached hereto as Appendix "A".
4. Effective on April 1, 2011, the basic salaries in Article 8.01 shall be increased by one per cent (1%); effective January 1, 2012 the basic salaries shall be increased by one-half of one percent (0.5%); effective April 1, 2012 the basic salaries shall be increased by one percent (1%); effective January 1, 2013 the basic salaries shall be increased by one-half of one percent (0.5%).

For clarity, it is understood that for the **new Start rate only** of Group 18 Reporter/Deskperson/Photographer classification, the increases of January 1, 2012 through to January 1, 2013 will apply.

5. All employees on staff as of the date of ratification by both parties shall receive retroactive pay in an amount equal to the difference between their basic salary as of April 1, 2011, and as of the date of ratification for all hours worked during that period, not compounded for overtime.

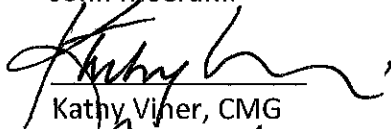
DATED AT TORONTO, THIS 13<sup>th</sup> DAY OF April, 2011.

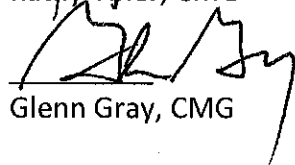
FOR THE GUILD

  
Ka Yan Ng

  
Stefanie Kranjec


  
John McCrank

  
Kathy Viner, CMG

  
Glenn Gray, CMG

FOR THE EMPLOYER

  
Joe Grierson

  
Janet Guttman

  
Mario DiSimine

## APPENDIX "A"

### Article 8 General Wage Provisions

#### Group 18 – Reporter/Deskperson/Photographer

Scale is amended as follows:

**Start \$825.00**

After 1 Year \$1043.95

After 2 Years \$1156.08

After 3 Years \$1306.80

After 4 Years \$1453.68

After 5 Years \$1552.78

After 6 Years \$1694.69

Existing employees, already on the salary scale will be slotted into the step based on the salary they currently receive and will continue to move up on their anniversary date as usual.

#### Article 15.04 Maternity, Paternity, Childcare Leave

a) Maternity Leave

An employee eligible for a maternity leave under the Canada Labour Code will be entitled to a maximum of seventeen (17) weeks of maternity leave. **Delete** "of which eight (8) weeks is paid by Reuters Canada Limited and seven (7) weeks is paid by Employment Insurance. "

b) Parental Leave **no change**

c) Leave for Employees Eligible for both Maternity and Parental Leave **no change**

d) **Reuters Maternity Benefit:**

An employee eligible for maternity leave under the Canada Labour Code and who qualifies for Employment Insurance (EI) Benefits shall receive payment as follows:

- i) **95% of base salary during the two week EI waiting period;**
- ii) **top-up of EI benefits to 95% of base salary during the fifteen (15) week maternity leave portion of the leave**