

Freelance Membership Terms and Conditions

Please review the following explanation of the Canadian Media Guild, its membership and priorities, and Code of Conduct. You may also choose to access the [CMG Bylaws](#) that govern our operations.

About the Canadian Media Guild

The **Canadian Media Guild (CMG)** is a **democratic trade union** representing more than 6,000 workers in the Canadian media. Our members work at the Canadian Broadcasting Corporation/Société Radio-Canada (CBC/SRC), The Canadian Press, Thomson Reuters, Agence France-Presse (AFP), TVO, TFO, the Aboriginal Peoples Television Network (aptn), ZoomerMedia, Shaw Media, the Maritime Broadcasting System and CKOI Radio Gatineau (Québec). We are also freelance professionals who work across the media spectrum.

Our members hold a wide variety of jobs. They are the creators, designers, producers, writers, programmers, announcers, photographers, hosts, videographers and reporters whose work you see, hear and read on the radio, TV, in print, online and in the community. Guild members also determine and create the content of the programs and the media technology themselves. They are administrative support staff, information technology professionals, camera operators, audio, music, animation and image craftspeople, marketing, communications and public relations people, interpreters, translators and customer service representatives.

Much of what you see online, on television and radio, on your smartphone and tablet, in your daily newspaper, in your neighbourhood and increasingly in-house in the business, community and non-profit sectors, comes to you thanks to the hard work of CMG members.

The **CMG is one local of [CWA/SCA Canada](#)**, which is in turn **affiliated with the [Communications Workers of America \(CWA\)](#)**. CWA has a membership of over six hundred thousand workers across North America.

Our mission is to advance the interests of our members through collective bargaining, contract advice, training, education and mentoring, networking support and other resources. As a union, it is our goal to promote the best working environments possible and solidarity among our members, in order for our members to have satisfying, rewarding and sustainable work lives. We believe Canadians will have access to higher-quality information, entertainment and services if the people creating them have stable, fair and equitable employment.

CMG Code of Conduct

Adopted by the National Executive Committee February 21 2009

Revised March 3, 2012

The Canadian Media Guild wishes to foster a collaborative, civil, creative and inclusive atmosphere among all those doing union work.

Employees, officers and volunteers of the Guild are expected to cooperate with each other to ensure members' interests come first.

To that end, it is expected that all those doing union work will be respectful of each other.

Disruptive and/or antagonistic behaviour will not be tolerated, ignored or condoned.

Such behaviour can include but is not limited to:

- frequent angry shouting or blow-ups
- derogatory comments or gestures
- personal insults
- excluding or shunning an individual
- spreading gossip, rumours, negative blogging, cyberbullying
- communication that is demeaning, insulting, humiliating
- intimidation
- retaliation, bullying, sabotaging
- bringing false accusations

Complaint Process

Please refer to the [Policy Violation Complaint Process](#) and [CMG Complaint Form](#) found in the policies area of the CMG website (cmg.ca)

Nothing in this policy shall replace an individual's right to file a complaint in accordance with the *Canadian Human Rights Act*. No employee/member risks reprisals as a result of filing a complaint in good faith, or being a party to the investigation of a complaint.

See more at: [CMG Code of Conduct](#)