



**Canadian Media Guild
&
The Canadian Press**

Bargaining objectives – November 2014

The CMG (the Union) presents this document with the goal of stimulating discussion about and finding solutions to issues that are important to employees. The Union anticipates a full and open exchange of ideas on these and other issues.

This document is not an exhaustive one, nor are the objectives enunciated in any particular order. The Union reserves its right to amend or withdraw any proposal and to introduce new proposals at any time.

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

In this document, the term “parties” refers to the employer and the employees as represented by the Canadian Media Guild.

Performance

- We wish to develop a transparent, equitable and workable program to ensure that all employees are given the training, resources and time they need to develop and master the skills required to perform their work, and to progress within their career path
- Employees need adequate guidance in their daily tasks, as well as regular and ongoing training and development to deal with changing needs, changing platforms and evolving technology
- We believe that any issues regarding performance should be handled in an atmosphere of respect and concern for the employee
- The Guild seeks a consistent probation period for all employees in the bargaining unit

Discipline and Discharge

- We believe that clear and consistent provisions need to be developed and integrated into the collective agreement

Workload

- We wish to ensure that the demands placed upon employees are reasonable, given the resources they have at their disposal
- We seek greater clarity on the Employer's expectations re individual employees and departments, particularly those that have been affected by staff reductions
- We have issues with backfill/relief for employees who are sick or on leave
- There are managers who spend a great deal of their time performing bargaining unit work

Layoff and recall

- Review and update processes
- We wish to discuss the status of employees in Quebec City vis-à-vis Montreal
- We also wish to review the provisions regarding severance pay

Outsourcing and contracting out

- Employees are expressing concerns about the possibility of work being moved outside the organization

Transfers

- We are looking for greater clarity and transparency

Dispute resolution (grievance procedure and arbitration)

- The list of agreed arbitrators is out of date
- Arbitration boards are difficult to set up and administer
- All parties would benefit from a streamlining of the process, and more emphasis on problem-solving

Leave

- Review the provisions re Maternity/Parental/Adoption leave
- Discuss the issue of leave for union business, particularly for employees elected to office within the union
- Review provisions regarding STD/LTD, including clarity on the calculation of salary paid to employees on disability leave
- Clarify the parameters for Family Leave to better accommodate the needs of employees dealing with immediate family members
- Review and re-launch discussions re creation of a Deferred Salary Leave (DSL) program

Benefits

- Review coverage levels (e.g. lag/fee guide on dental coverage, limitations on prescription medications and paramedical services)
- Ensure that employees have ready access to accurate information about all employee benefits

Shift premiums

- Review and update

Hours of work

- Standard parameters for employees in all departments
- Consistency in scheduling and posting of hours/shifts
- Review and update provisions re scheduling and overtime provisions for election campaigns, government/military missions, sporting events etc.
- Review provisions re time in lieu of overtime

Expenses incurred on Company Business

- This includes issues such as mileage, meal allowances and other expenses incurred by employees in the course of doing their jobs

Internship Programs

- We want to ensure that internships are a valuable experience for the students, and a worthwhile endeavour for the educational institutions and the Company

Vacations

- Review the changes that were made in the last round of bargaining to verify that they meet the parties' needs

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Part-Time Employees

- We wish to have a full discussion of the various issues surrounding part-time employees, to ensure the parties fully understand each other's interests and needs

Employee-Employer Committee

- What can we do to make the committee or committees more efficient and more effective?

Information to the Union

- We would like to get more complete and detailed information about our members at The Canadian Press

Transportation Late at Night and Overnight

- Review current provisions and practices

Salaries

- We are looking for meaningful salary increases that will bring our members in line with other workers in similar environments with comparable workload
- We are also seeking clarity and consistency on the implementation of merit pay and bonuses