



Canadian Media Guild

La Guilde canadienne des médias

CWA/SCA CANADA

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Bargaining objectives for negotiations between CMG and PMNA

The Canadian Media Guild presents this document with a view to opening up fruitful discussions and finding solutions to issues that are important to employees. We view this second round of negotiations as an opportunity to build a working culture that includes recognition of the value produced by employees and to develop collaborative approaches to ensuring quality products and company growth.

The issues of importance to our members fall under the broad categories below. We have identified the relevant Articles that we believe require discussion and amendment. The Guild hopes for a full and open exchange of ideas on these and other issues over the course of the talks.

- **Identify the work expected of us and pay us fairly for it**
 - Classifications that reflect the range of work being performed and wages that recognize the value of our work (article 9)
 - Comprehensive benefits that are available to all members of the bargaining unit (letter of understanding on benefits)

- **Improve our work-life balance**
 - Decent vacation entitlements that reflect industry standards (article 14)
 - Sustainable hours of work that include the opportunity to take a break during the work day (article 10)
 - Appropriate staffing levels and workflow to even out workload

- **Reduce precarious employment**
 - Ensure part-time positions are not used to limit access to full-time employment if the work is available and the part-timer wants it (article 7)
 - Discuss the use of freelancers and non-bargaining-unit employees and clarify provisions for this (articles 1, 7)

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.