

MEMORANDUM OF AGREEMENT

Between

**Reuters Canada Limited
(‘Reuters’)**

And

Canadian Media Guild (‘the Guild’)

The undersigned representatives of Reuters Canada Limited (hereinafter called the Company) and the Guild unanimously agree to recommend to their respective principals the terms of a revised collective agreement outlined below:

The revised collective agreement shall be effective from **April 1, 2015 to March 31, 2018.**

The collective agreement shall include the provisions of the collective agreement which expired March 31, 2015 amended as follows:

There shall be a general wage increase of 2.75% effective April 1, 2015; an increase of 2.40% effective April 1, 2016 and a further increase of 2.0% effective April 1, 2017.

All matters contained in Appendix 'A' attached hereto and initialed by the parties. Some articles will require further editing of contract language to be incorporated into the collective agreement.

Letter of Agreement #2, “On-call” may be revisited at any time during Joint Committee should the company wish to pursue an amendment to change (c) with agreement by the Union.

Dated this April 27, 2015, in Toronto.

For CMG:

For the Company:



APPENDIX A: ARTICLES AGREED UPON

To be signed

Article 11

Paid Holidays

11:01 The following eleven (11) paid holidays shall be granted to all employees with full pay, except as hereinafter provided:

New Year's Day, **Family Day**, Good Friday, Victoria Day, Canada Day, Civic Holiday, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day.

i) An employee regularly employed in the Province of Quebec shall receive St Jean Baptiste Day in place of Civic Holiday as a paid holiday.

ii) An employee will be entitled to a paid holiday for his birthday which shall be taken within the week of the birthday on a day agreed upon by the employee and Reuters.

11.07. **In addition to the eleven (11) paid holidays and the paid birthday in this Article**, Reuters will grant one (1) additional personal day off...

11.10. In addition to the eleven (11) paid holidays and the paid birthday and paid personal day in this Article, Reuters shall grant any holiday duly proclaimed by the Federal Government.

For the Union:

For the Company:



Date:

April 16, 2015

Article 17

Dismissal and Severance Pay

Replace 17.01 with current 18 b) i)

Article 18 b) i) less than five (5) years continuous service – a lump sum payment equal to five (5) weeks' salary plus two (2) weeks' salary per year of continuous service;

(ii) five (5) to nine (9) years of continuous service – a lump sum payment equal to ten (10) weeks' salary plus three (3) weeks' salary per year of continuous service; or;

(iii) ten (10) or more years of continuous service – a lump sum payment equal to fifteen (15) weeks' salary plus three (3) weeks' salary per year of continuous service to a maximum of twenty (20) years of continuous service.

This proposal has been withdrawn, April 9, 2015.

For the CMG:



For the Company:

ARTICLE 18

REDUCTION OF STAFF

18.01 (a) **Workforce adjustments** shall be made at the discretion of Reuters, when efficient operation of Reuters would otherwise be impaired. In such circumstances, Reuters will notify the Guild at least three (3) months before such lay-offs take effect specifying the job classifications, number of employees and reason for the lay-offs.

(b) Seniority shall be the prime consideration in determining which employees will be dismissed to reduce staff. In making the determination that an employee will be laid off out of seniority ranking, it will not be on the basis of salary. Reduction of staff under this Article will be in the inverse order of their seniority ranking with Reuters except in cases where Reuters determines that the qualifications, knowledge, training, skill and ability of the individuals to fill the requirements of the job available require otherwise.

(c) Reuters will transfer an employee who has received notice of lay-offs under this Article, at the request of such employee, to replace an employee in a lower classification in which he has worked and for which he is qualified. This shall apply when the employee to be replaced, who shall be the one with the least seniority in that classification, has less seniority than the employee to be transferred. 0

(d) An employee displaced in accordance with the foregoing, may be similarly transferred under the provisions of (c) above.

(e) An employee transferred to a lower classification shall be paid the top minimum for that classification.

(f) Employees laid-off under this Article **shall receive be entitled to severance pay, in lieu of severance pay under Article 17 of this agreement, as follows:**

(i) **less than five (5) years continuous service - a lump sum payment equal to five (5) weeks' salary plus two (2) weeks' salary per year of continuous service;**

(ii) **five (5) to nine (9) years of continuous service - a lump sum payment equal to ten (10) weeks' salary plus three (3) weeks' salary per year of continuous service; or;**

(iii) **ten (10) or more years of continuous service - a lump sum payment equal to fifteen (15) weeks' salary plus three (3) weeks' salary per year of continuous service to a maximum of twenty (20) years of continuous service.**

(g) **A full-time employee with more than five (5) years of seniority may, in the event of such workforce adjustment, elect to be laid off in the place of an employee who has less seniority than he. In that case, the maximum amount of severance pay payable under (b) above will be thirty-six (36) weeks.**

(h) Employees laid off under this Article shall be offered first opportunity for employment in their former classifications or other classifications in the reverse order of dismissal whenever a vacancy arises within

a two (2) year period from the date of laid-off, except in cases where Reuters determines that the knowledge, training, skill and ability of the individuals to fill the qualifications of the job available require otherwise. Employees who are offered such opportunity will be notified by phone and/or registered mail to their last known address or listed phone number. The employee will have ten (10) working days from the receipt of a phone call or mailing of a registered letter to return to work unless otherwise agreed by the Company. An employee who fails to return to work within the agreed time will have no further reemployment rights with the Company.

(i) An employee who is recalled to work under this Article after having received the severance pay to which he was entitled, shall, if he becomes entitled to severance pay again, have deducted from his continuous service six (6) months for each week of severance pay previously paid to him. The adjustment 1 in continuous service shall be made only for the purpose of calculating his entitlement to severance pay.

(j) No severance pay shall be payable under this Article if abolition of a position can be accomplished through resignation (except under (c) above), retirement, permanent disability or death of a regular member of the staff.

18.02 Before implementing a reduction of staff, Reuters will, subject to the requirements of efficiency and economy of operations, first consider the use of attrition to reduce the number of employees it requires.

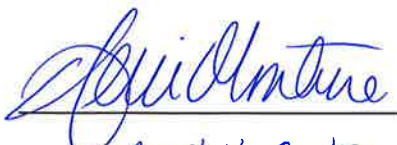
TECHNOLOGICAL CHANGE

18.03 (a) Reuters will provide three (3) months' notice to the Guild prior to the introduction of new processes and equipment, when such introduction would result in reduction of staff (other than employees who have not completed their probationary period at the time the notice is given). Reuters agrees to effect, by attrition wherever possible, any reduction of staff (other than probationary employees) resulting from the introduction of new processes or equipment. Reuters will use its best endeavours to re-train employees for redeployment. Such re-training will be at the time and expense of Reuters. There will be no reduction in salary for employees redeployed due to the introduction of new processes or equipment. Reuters will notify the Guild of any new job classifications that are created as a result of the introduction of new processes or equipment.

(b) A full-time employee who has been laid off as a result of the introduction of such change shall be entitled to **severance pay under Article 18.01 of this Agreement.**

For the Union:

For the Company:



Date: April 16, 2015

Article 19
Expenses and Equipment

Eliminate 19.03 and change 19.02 to state: Reuters shall pay all authorized expenses incurred by the employee in the service of Reuters **in accordance with current company policies.**

For the Union:

For the Company:



Date: April 16, 2015

Article 25

Duration and Renewal

25.01 This Agreement shall become effective on **April 1, 2015** and shall remain in effect until **March 31, 2018**.

For the Union:



For the Company:

Date: April 16, 2015

Letter of Agreement #2 – Amended on _____

The parties agree that, effective the date of this letter and during the term of the Collective Agreement (date xx to xx) the following shall apply regarding employees “on call”.

1. Employees in the Journalist classifications (Groups 18 and 19) are expected to carry a mobile device as designated by the company. For the purpose of clarity, employees not scheduled to be “on call” who carry mobile devices shall not receive any additional remuneration for carrying a mobile device.

2. The Company shall ask for volunteers to be “on call” one weekend per month on a rotational basis. Should there be sufficient interest, additional “on call” weekends can be added.

(a) “On Call” means that an employee shall carry a mobile device (as designated by the Company) and shall remain in a state of work readiness within one (1) hour’s distance from his/her workstation.

(b) Employees “on call” shall respond to all phone calls and shall perform any work required as a consequence of the call.

(c) The designated period of “on call” shall be from Friday at 6pm Eastern Time until Monday at 7am Eastern Time.

d) The “on call” premium will be XX hours of regular pay to compensate for the designated period as outlined in 2 (c).

(e) If an employee “on call” is required to perform work which requires more than fifteen (15) minutes of the employee’s time, such an employee shall be compensated as follows:

(i) For “on-call” work performed off hours on a regularly scheduled day: the greater of the time actually worked or three (3) hours pay, in both cases such pay shall be at the rate of one and one half (1 ½) times the base rate.

(ii) For “on call” work performed on a regularly scheduled day off, the greater of the time actually worked of four (4) hours pay, in both cases such pay shall be at the rate of one and one half (1 ½) times the base rate for work performed on the first day off or at the rate of two (2) times the base rate for work performed on the second day off provided such an employee performed compensable work on the first day off.

The “on call” work performed payments are in addition to the premium described in (d) above. “On call” work performed includes actual travel time to and from the worksite where required.

3. Volunteers for the “on call” will be notified two weeks in advance of the actual date they will be scheduled “on call.”