

## **MEMORANDUM OF AGREEMENT**

**Between**

**CANADIAN BROADCASTING CORPORATION ('the CBC')**

**And**

**CANADIAN MEDIA GUILD ('the GUILD')**

WHEREAS THE CBC AND THE GUILD have made a determined effort over the past 5 years to improve their collective bargaining relationship and have entered into intense negotiations with the objective of renewing their collective agreement,

The undersigned representatives of the CBC 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, 2014 to March 31, 2019.

The collective agreement shall include the provisions of the collective agreement which will expire March 31, 2014, as well as all items agreed to between the Parties since negotiations commenced in Summer 2013, amended as follows:

There shall be a general wage increase of 1.5% effective April 1, 2014 and an increase of 1.5% on April 1, 2015. In the event that the Treasury Board rate for the years subsequent to 2015 is more or less than 1.5%, the parties agree to reopen negotiations on wages only.

The CBC agrees to share with the Guild all pertinent information related to Treasury Board funding and to invite the Guild to work with the CBC in making representations to the Treasury Board to maximize salary funding.

Any dispute between the parties relative to the level and timing of salary adjustments described above (subsequent to April 1, 2015) shall be referred to Mr. Warren Edmondson for final and binding arbitration.

Freelance contribution rates will be increased by 1.5% effective April 1, 2014 and 1.5% on April 1, 2015. Subsequent years after 2015 will be subject to the wage reopener set-out above.



The parties agree that this agreement shall be considered a 'living' agreement and may be amended by mutual agreement between the parties. The Guild and the Corporation have agreed to retain Mr. Warren Edmondson to assist when requested in improving their relationship or in the resolution of disputes during the term of this collective


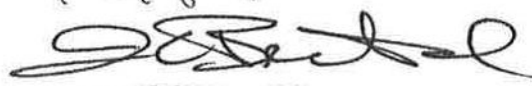
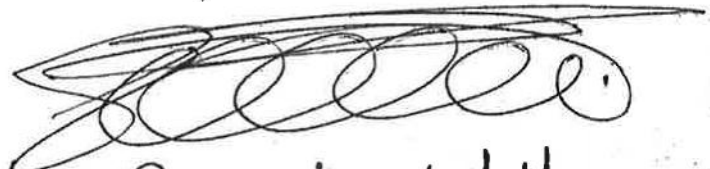
agreement.

Signed at Mississauga, Ontario this 21<sup>ST</sup> day of November, 2013.

FOR THE GUILD

FOR THE CORPORATION

  
Elaine Jones  
Will Furdal  
  
Mary M.  
Allen K. K.  
A. Defudo  
Michael O'Souza

  
No. M. M.  
H. K. K.  
  
A. B. S.  
A. C. S.  
  
Jonth Whitta  
C. P.  
C. B. S.  
Mouque Marotto  
B. L. S.