

Small Locations with No On-Site Management

The parties have had positive discussions about how they better support small locations with no on-site management. The parties agree that the following are common interests in this regard:

- Local solutions for local issues where appropriate
- Clarifying the roles and responsibilities of EPs, Management & Union, including
 - In escalation processes
 - In scheduling and assignments
 - Clear reporting lines
- Employees have a good employment experience at all locations
 - Career & Development
 - Access to training and support
 - Leadership collaboration to create a healthy environment and great programming for our audiences
- Timely resolution of issues:
 - Who to go to for what issues
 - Providing defined, predictable access to management
 - Health & Safety Issues
 - IT & Maintenance support
- Feeling connected (internally and externally – to broader CBC/RC and the community)
- Finding solutions for staffing issues (hiring and backfill)

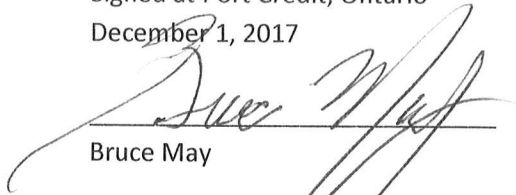
To further these interests, the parties have agreed to local solutions for local issues, where appropriate, on the following actions coming out of Port Credit:

- To complete a gap analysis by Local / Regional Joint Committees at small locations with no on-site management where solutions will be jointly developed. To commence no later than March 31, 2018. The gap analysis should address:
 - Clarifying the roles and responsibilities of Executive Producers, Management and Union representatives including the following:
 - Escalation processes
 - Scheduling and assignments
 - Reporting lines
 - Providing defined predictable access to management
 - Health and Safety concerns (Partnering with National H&S Committee)
 - Identifying and timely resolving issues
 - IT /Maintenance support
 - Facility Maintenance
 - Training needs (e.g. web writer training)
 - Ensuring communication of available training
- To develop a joint communication on roles and responsibility
- Ensure PMSD is taking place on an ongoing basis and that PMSD online tool is used.
- Create, post and maintain at each small location a main contact list of responsible individuals including:

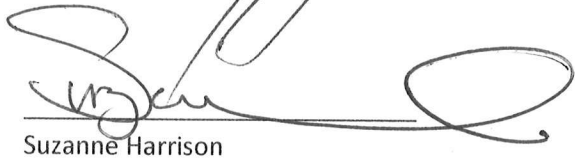
- Human Resources
- Health and Safety
- Facility Maintenance
- Technical issues
- Editorial Issue
- Explore providing Intentional Leadership training
- Local management to develop a predictable schedule of contact with the site, including site visits
- Ensure Local Services Vision, Purpose and Strategy document is shared and understood

Signed at Port Credit, Ontario

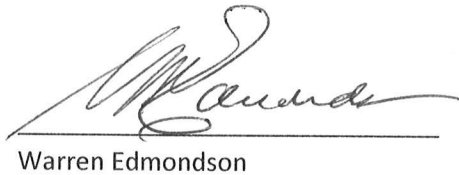
December 1, 2017



Bruce May



Suzanne Harrison



Warren Edmondson