

Temporary Employees

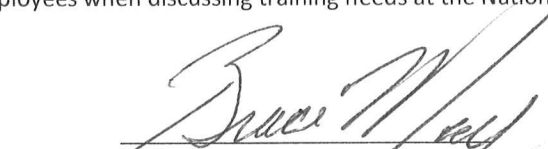
The parties have discussed issues regarding temporary employees who are successively engaged over long periods of time (in accordance with the Collective Agreement). The parties agree that the following are common interests in this regard:

- Fostering a safe environment for all employees, which includes awareness of rights, policies and processes
- Temporary employees having a good employment experience at all stages, including recognition, working conditions, work/life balance, and a sense of belonging
- Ensuring the availability of backfill, including for staff who engage in development opportunities outside their base job
- Proper training and development for temporary employees
- Maintaining existing temporary employee language in the collective agreement

To further these interests, the parties have agreed to the following:

1. Reset Local Temporary Review Committees to ensure an ongoing review of permanent part time opportunities for temporary employees. This review should include an understanding of +13 vs. -13 temporary status.
2. With regards to benefit eligibility, review system limitations related to +13/-13/permanent part time statuses. If no solution is possible, continue to evaluate cases on an individual basis.
3. Look at backfill in smaller stations and see if there are ways to do things differently with respect to long service temporary employees (5+ years).
4. Explore the feasibility of using a contingent workforce, comprised of permanent employees, for backfill in the Toronto Network News organization.
5. Review local onboarding experience for temporary employees in different locations by March 31, 2019, with a view to improvement and including both new and current temporary employees. Onboarding information should include items such as information on employee rights, Corporate policies, and key contacts.
6. Review communication strategies for temporary employees. Conduct periodic "Ask Me Anything" sessions with HR/Managers/CMG beginning in 2018.
7. Encourage leaders and temporary employees to have conversations about learning and development.
8. Consider temporary employees when discussing training needs at the National Learning & Development Committee.

Signed at Port Credit, Ontario
December 1, 2017



Bruce May



Suzanne Harrison



Warren Edmondson