



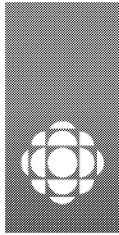
## CANADIAN MEDIA GUILD (CMG) – YEARLY WAGE REOPENER AND WAGE INCREASE

<b>TO</b>	Human Resources and Governance Committee Board of Directors
<b>MEETING</b>	February 23 - 24, 2016
<b>FROM</b>	Josée Girard, Vice-President, People and Culture
<b>DECISION SOUGHT</b>	Board of Directors approval of the following: <ul style="list-style-type: none"><li>• A general increase to CMG wages to a maximum of 1.4%, effective April 1, 2016, as well as a 0.1% increase to the Health Care Fund . This wage increase is in accordance with a wage-reopener clause in the current CBC/CMG Collective Agreement.</li></ul>
<b>NEXT STEPS</b>	Advise CMG of wage increase effective April 1, 2016.
<b>DATE</b>	January 15, 2016



## BACKGROUND

- The CBC/CMG Collective Agreement expires on March 31, 2019.
- The collective agreement signed on November 21, 2013 provided for consecutive wage increases of 1.5% effective April 1, 2014 and April 1, 2015 respectively.
- Article 54 provides for annual wage reopeners for the remaining three years of the collective agreement:
  - *“As per the Memorandum of Agreement, the Parties have agreed to reopen negotiations for hourly rates for the final three (3) years of the Collective Agreement.”*
  - *The Memorandum of Agreement indicates that the parties agree to reopen negotiations in the event that the Treasury Board rate is either greater or less than 1.5%.*



## KEY DECISION ELEMENTS

- Effective April 1, 2016, a general increase to CMG wages to a maximum of 1.4% (as well as a 0.1% increase to the Health Care Fund) for each of the remaining years under the current collective agreement ending March 31, 2019.



# KEY BENEFITS, IMPACTS & RISKS

s.18(b)  
s.21(1)(b)  
s.21(1)(c)  
s.21(1)(d)

## BENEFITS

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## RISKS

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# OTHER OPTIONS CONSIDERED

s.18(b)  
s.21(1)(b)  
s.21(1)(c)  
s.21(1)(d)



# SUCCESS MEASURES

- Reach an agreement with CMG by March 31, 2016, within the mandate obtained from the Board of Directors, with no negative impact on relations with the Union.



## RESOLUTION

- That the Human Resources and Governance Committee recommend to the Board that proposed maximum wage increases for each the remaining years of the CMG collective agreement ending March 31, 2019, be approved as presented.