



BARGAINING MANDATE FOR THE WRITERS GUILD OF CANADA (WGC)

TO:	Board of Directors Human Resources and Governance Committee
MEETING:	June 18-19, 2013
FROM:	Roula Zaarour, Vice-President, People and Culture
DECISION SOUGHT:	Approval by the Board of Directors of:
NEXT STEPS:	Bargaining to commence.
DATE:	May 27 th , 2013

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



CONTEXT

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

- The WGC is certified under The Status of the Artists Act, as are CBC/SRC's other "talent unions" e.g. ACTRA, SARTEC. The WGC represents independent authors, of literary or dramatic works, writing for Television and Radio. The Agreements are scale agreements, subject to copyright laws and the rates are minimum fees.
- The Agreements expired in August 2000 and have been extended since, without any rates adjustment. Notice to Bargain was received in April, 2013.
- Much of the in-house writing now falls under the Canadian Media Guild's jurisdiction (CMG) and independently produced television content falls under the Independent Agreement administered by the Canadian Film and Television Production Association (CMPA).



KEY DECISION ELEMENTS

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



KEY BENEFITS, IMPACTS & RISKS

■ BENEFITS

■ RISKS

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



OTHER OPTIONS CONSIDERED

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



SUCCESS MEASURES

- Agreement with the WGC reached within mandate approved by the Board of Directors, with no negative impact on operations.
- Results of Bargaining will be included in Industrial Relations' quarterly report to the Board.



RESOLUTION

- That the Human Resources and Governance Committee recommends to the Board that the negotiation mandate with The Writers Guild of Canada (WGC) be approved as presented.



APPENDIX

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

EXAMPLE of rates increases for another independent union (ACTRA)

Yearly Rates Increases

Fiscal Year	ACTRA TV & Radio % increase	effective date
2000 - 2001		<i>* no increases during negotiations</i>
2001 - 2002		April 1, 2001
2002 - 2003		July 1, 2002
2003 - 2004		July 1, 2003
2004 - 2005		July 1, 2004
2005 - 2006		July 1, 2005
2006 - 2007		July 1, 2006
2007 - 2008		July 1, 2007
2008 - 2009		July 1, 2008
2009 - 2010		July 1, 2009
2010 - 2011		July 1, 2010
2011 - 2012		July 1, 2011
2012 - 2013		July 1, 2012
2013 - 2014		July 1, 2013