



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

<b>TO</b>	Board of Directors Human Resources and Governance Committee
<b>MEETING</b>	March 20-21, 2013
<b>FROM</b>	Roula Zaarour, Vice-President, People and Culture
<b>DECISION SOUGHT</b>	Board of Directors approval of the following: <ul style="list-style-type: none"><li>• A 1.4% general increase to CMG wages, effective April 1, 2013, 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, 2013.
<b>DATE</b>	March 18, 2013



## A1. BACKGROUND

- The CBC/CMG Collective Agreement expires on March 31, 2014.
- The memorandum of understanding (signed on October 12, 2008) provides that *“There shall be a general wage increase of 1.5% effective January 1, 2009 and an increase of 1.5% April 1, 2010. Base salaries shall be further increased on April 1 in each subsequent year of the agreement based on Treasury Board funding.*

*In the event that the Treasury Board rate for these subsequent years is more or less than 1.5%, the parties agree to reopen negotiations on wages only.”*



## A2. KEY DECISION ELEMENTS

- A 1.4% general increase to CMG wages, effective April 1, 2013, as well as a 0.1% increase to the Health Care Fund.



## A3. KEY BENEFITS, IMPACTS & RISKS

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

### BENEFITS



### RISKS







## A4. OTHER OPTIONS CONSIDERED

- None.



## A5. SUCCESS MEASURES

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



## A6. RESOLUTION

- The Human Resources and Governance Committee recommends that the Board approves the wage increase for CMG members effective April 1, 2013.