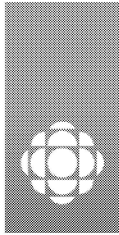




CHANGE TO THE BARGAINING MANDATE – CANADIAN FEDERATION OF MUSICIANS (CFM)

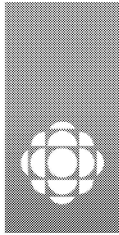
TO:	Board of Directors Human Resources and Governance Committee
MEETING:	October 1–2, 2014
FROM:	Roula Zaarour, Vice-President, People & Culture
DECISION SOUGHT:	Approval by the Board of Directors of the following: <ul style="list-style-type: none">• Add to the mandate granted on February 26, 2014, a six (6) month extension to the term of the agreement, so that it expires on September 30, 2015 (instead of March 31, 2015).
NEXT STEP:	Conclusion of term and approval by the locals and membership of the CFM.
DATE:	September 16, 2014



CONTEXT

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

- The collective agreement between CBC and the Canadian Federation of Musicians (CFM) expired on March 31, 2010.
- Negotiations have been ongoing since May 2010. The process has been difficult in creating an agreement that reflects the evolution of platforms and was exasperated by changes in leadership on both sides.
- The parties have reached a tentative agreement in accordance with the mandate granted by the Board of Directors on February 26, 2014. Specifically:
 - Duration of agreement: April 1, 2010 to March 31, 2015.
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CONTEXT (CONT'D)

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

- On August 21st, 2014, an agreement in principle was reached in line with the February 2014 approved bargaining mandate with the exception that:
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 - At the union's request, the term of the agreement was extended by six month to end on September 30, 2015 (rather than the approved March 31, 2015).
- Ordinarily, terms that exceed the bargaining mandate approved the Board require Board approval. However, in the circumstances (i.e., prolonged negotiations), the Chair of the Human Resources and Governance Committee was asked if there would be any objections to management agreeing to September 30, 2015 expiry date, and having that decision confirmed by the Board at its October 1-2, 2014 meeting. The Chair of the Committee agreed to proceed as such.



KEY BENEFITS, IMPACTS AND RISKS

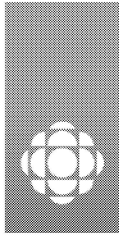
s.18(b)
s.21(1)(a)
s.21(1)(b)
s.21(1)(c)

BENEFITS



RISKS





RESOLUTION

That the Human Resources and Governance Committee recommend to the Board that, notwithstanding the bargaining mandate with the Canadian Federation of Musicians (CFM) approved by the Board of Directors on February 25, 2014, Management's decision to extend the agreement's expiry date to September 30, 2015, be confirmed.