

MEMORANDUM OF AGREEMENT

BETWEEN

BC NORTH, A DIVISION OF BELL MEDIA

AND

UNIFOR LOCAL 2000

The Company and the Union met for collective agreement and concluded a tentative agreement on the terms and conditions established in this Memorandum of Agreement.

The Union Bargaining Committee unanimously recommends this tentative agreement for ratification as per the following:

- 1) This Memorandum of Agreement is subject to ratification by the Union.
- 2) All provisions of this Memorandum of Agreement will become effective on the date of ratification unless specified otherwise.
- 3) Unless specifically listed, all articles not mentioned are to remain in the collective agreement and articles will be renumbered by mutual agreement if necessary. No article shall be deleted from the collective agreement unless specifically signed off by both parties.

DETAILS OF MEMORANDUM OF AGREEMENT

Housekeeping

Change union local from Unifor Local 827M to Local 2000 throughout agreement.

Article 4.1 – Dues Check Off

During the term of this Agreement, the Company agrees to deduct bi-weekly, an amount equal to the uniform dues and/or assessments as levied by the Union. The deductions are to be based on the gross bi-weekly earnings of every employee in the bargaining unit, beginning with the date of hiring in the bargaining unit. ~~The present rate of deduction is equal to one and two thirds per cent (1.666%) of gross bi-weekly~~

earnings. The Company will be notified by registered mail of any changes to the present rate of deductions.

Article 10.1.1

Notwithstanding Article 10.1, the Company may contract out work where suitably qualified staff and/or equipment are not available to complete the work within the time limits required. **The Employer shall provide the Union with three (3) weeks written notice when this occurs, except in the case of emergencies. The Parties shall meet within one (1) week of the notice to discuss the reasons for and provide alternates prior to contracting out.**

Article 11.2 - Sick Leave

An employee shall offer proof, satisfactory to the Company, of their illness or injury of ~~three (3)~~ **five (5)** days or more, if requested to do so by the Company on occasion and the Company shall pay for such proof as may be required. The Company understands and agrees that this provision should not require such proof to be provided in every instance. Notwithstanding this provision the parties agree that any employee who abuses the sick leave privilege may be subject to **increased doctor's note requirements** as well as discipline, up to and including discharge.

Where the Company has a bona fide reason to believe an employee is abusing sick leave, the employee may be required to justify any leave taken under the provisions of this Article **by way of medical certificates** and the Company shall pay the employee for the costs of doing so.

Article 11.2.4 – Sick Leave

An employee, **having completed the initial 30-day qualifying period, having passed probation**, who is absent on account of sickness or quarantine, shall be paid for continuous absence prior to the eighth full calendar day of such absence.

Article 11.3 - Leave for Employees with Family Responsibilities

(a) The Maternity Leave and Parental Leave provisions of the Canada Labour Code shall apply to all cases of such leave. The Company, upon request by the employee, will provide a copy of information

respecting Maternity Leave and Parental Leave as provided by Labour Canada.

In addition, a regular employee who has completed six (6) consecutive months of continuous employment with the Company and who meets the conditions of eligibility contained in the applicable Company practices shall receive an allowance under the Supplemental Allowance Plan in accordance with these same practices.

Article 13.2

Add National Truth and Reconciliation Day

Article 16.7.4 - Salary Scales

Delete first step (start rate) in wage progression of each salary group

Additional step of 2% after 7 years added to each wage scale. Employees at the maximum of their wage scale at ratification will move to the new maximum effective upon ratification of the new collective agreement. This new step is introduced to deal with the uniqueness of the BC North.

Article 16.7.5 – Salary Increases

- 1.75% retroactive to September 1, 2023
- 1.75% on September 1, 2024
- 1.75% on September 1, 2025

Article 16.8 - Remotes

When a radio announcer is required to work at a remote location they will be paid at the rate of thirty dollars (\$30.00) per **hour or at time and a half of their hourly rate or the prevailing overtime rates listed in the collective agreement, whichever is greater**. Additionally, the employee will be credited with **45 minutes** pay at the above rates to compensate for travel, equipment set-up/tear down/pick-up/drop-off, remote preparation and client consultation. **This will encompass 45 minutes for set up and another 45 minutes for tear down.**

Article 16.9 – Clothing Allowance

As it is recognized by the Employer that on-camera TV News/Sports Announcers, TV Anchors and TV Host/Producers are required to meet certain standards of appearance, the Company will:

- (a) Upon presentation of receipts, pay the above-mentioned employees a clothing allowance. These semi-annual payment amounts will be increased to **five hundred (\$500)** on September 1, 2023.

Article 16.9.2

Employees not hired as anchors who appear on camera on a regular basis shall receive **sixty (60%)** percent of the clothing allowance set out in Article 16.9. "Regular basis" shall mean at least three (3) occasions per week in the six (6) month period in question.

Article 21.1 Duration

This Agreement shall commence and take effect on the 1st day of September, 2023 and shall remain in force until the 31st day of August, 2026 and from year to year thereafter unless either party notifies the other no more than one hundred and twenty (120 days) prior to the date of expiry, or anniversary of such date, of its intent to modify this Agreement. Except that where notice of intent to modify this Agreement is given, this Agreement shall continue in force until a new Agreement is signed or a lawful strike or lockout is executed pursuant to the Canada Labour Code, whichever first occurs.

Existing Letters of Understanding

- LOU #1 - Volunteer Public Service and/ Community Events - Renew
- LOU #2 - Redundant Job Classifications – Renew
- LOU #3 - Engineering Technician - Renew
- LOU #4 - Social Justice Fund - Renew
- LOU # 5 - Special Retirement Allowance – Renew
- LOU #6 - Drone Operation - Renew
- LOU #7 - Paid Education Leave - Renew
- LOU # 8 - Working Alone - Renew
- LOU # 9 - Disclosure of Information - Renew
- LOU # 10 - Colin Smith - Delete

New Letter of Understanding – Ergonomic Chairs

The Company and the Union agree that requests for new ergonomic chairs will be submitted by employees to the joint health and safety committee. Once submitted to H&S committee, requests will be dealt with in a reasonable period.

New Letter of Understanding – Vacation Covered – Signed May 31, 2022

On a without prejudice or precedent basis, the parties agree that employees outside of the bargaining unit may provide vacation relief for Nadine Dray in the TV Traffic Coordinator Client Services 2 position, provided that the employer submit union dues for the hours worked which are equivalent to those paid on behalf of Ms. Dray. This agreement only applies when Ms. Dray is on vacation, and it does not set a precedent for the work being done in a similar manner in the future if her employment ceases for any reason.

New Letter of Understanding - Traditional Indigenous Practice Leave

Every employee who is an Indigenous person (specifically First Nations, Inuit or Metis) and who has completed three (3) consecutive months of employment is entitled to an unpaid leave of absence up to five (5) days in a calendar year to engage in traditional cultural practices, including hunting, fishing, harvesting, and any other practice prescribed by regulation.

The leave may be taken in one (1) or more time periods. The Employer may require that each period of leave be not less than one (1) day's duration.

SIGNATURE PAGE

Signed this 21st day of November 2023

FOR UNIFOR LOCAL 2000

Mario Santos

Rim Glen

Mik Zlu

FOR THE COMPANY

T.S. Dagher

Ginalia Chatzis

[Signature]
