

MEMORANDUM OF AGREEMENT BETWEEN

CFTO-TV
(a division of Bell Media Inc.)
- and -

CTV SPECIALTY TELEVISION ENTERPRISES INC.
- and -

THE SPORTS NETWORK INC. (TSN)
-and-

DISCOVERY CHANNEL

AND

UNIFOR LOCAL 79M

The Company and the Union met for collective agreement bargaining and reached 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 and letters of agreement and intent 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

Article 2.3.2 (f) Exceptions for Part-time, Freelance and Temporary Employees

Minimum credit per tour of duty to six (6) hours

Article 8.1.1 Limit

Add - provided the employee chooses to pay union dues while on leave. Such dues shall be remitted directly to Union.

Article 8.5 Layoffs (c)

Change the communication for their decision from 48hrs to 72hrs

Article 12.1 Holiday and Holiday Pay

Add National Truth and Reconciliation Day

Article 13.3 Protective Clothing

Shoe allowance to \$200

Article 14.1.5 Summer Schedule

Scheduling department to start summer schedule June 1

Article 17 Include Wage Grids

- Include Group 9c Sr Multi-Media Journalist, Video Journalist News Division Group 3b Multi-Platform Writer (from settlement)
- Include Electronic Graphics Coordinator MOA (previously negotiated)
- Group 9a – Operations Division – Sr. Photojournalist and Multi-Skilled Mobile Production Specialist – **Minutes of settlement Project Innovation arbitration –**
- Group 9c – Operations Division – Sr. Multi-Media Journalist, Video Journalist – **Minutes of settlement Project Innovation arbitration.**
- Group 5a – Operations Division – Media Operations Technician – **MOT**
- Group 9b – Operations Division – Sr. Media Operations Technician – **MOT**
- Group 11 – Operations Division – Media Operations, Technician, Supervisor – **MOT**
- Group 3b – News Division – Multi-Platform Writer – **Minutes of settlement Project Innovation arbitration**
- Add the new Interactive Editor to wage group 9(b) and add a new Functional group. (Previously negotiated).

Letter of Agreement No.7 Freelance Dues

Decrease Freelance dues from 2% to 1.666%. To be the same as full time staff.

Article 8.2 (a) Functional Groups

Include new titles in Operations Division Functional Groups – to reflect the housekeeping in wages, article 17.1

Article 8.2 (c) Functional Groups

Include new titles in News Division Functional Groups – to reflect the housekeeping in wages, article 17.1.

Delete Letter of Agreement No. 10

Article 8.5.2 Notice of Layoffs

Severance up to 68 weeks

Article 11.2.3 Per Diems

Out of town increased \$75 to \$80

- o Breakfast \$14 to \$15
- o Lunch \$19 to \$20
- o Dinner \$30 to \$33
- o Subsequent \$12

PAD/PAF New wage grids

PAD/PAF New group 9 (c)

				Weekly difference between years	Annual difference between years
Start	2	1,745.69 \$			
Year 1	4	1,850.64 \$		\$ 104.95	\$ 5,457.40
Year 2	2	1,978.31 \$		\$ 127.67	\$ 6,638.84
Year 3	3	2,007.98 \$		\$ 29.67	\$ 1,542.84
Year 4	11	2,038.09 \$	105,980.68 \$	\$ 30.11	\$ 1,565.72
Year 5	0	2,068.66 \$		\$ 30.57	\$ 1,589.71
Year 6	0	2,099.69 \$	109,183.95 \$	\$ 31.03	\$ 1,613.56

PAD Supervisor/PAF Supervisor					
Group 11 (a)					
				Weekly difference between years	Annual difference between years
Start	0	1,795.59 \$			
Year 1	0	1,939.42 \$		\$ 143.83	\$ 7,479.16
Year 2	0	2,101.59 \$		\$ 162.17	\$ 8,432.84
Year 3	2	2,248.71 \$	116,932.92 \$	\$ 147.12	\$ 7,650.24
Year 4	0	2,282.44 \$	\$ 118,686.91	\$ 33.73	\$ 1,753.99
Year 5	0	2,316.68 \$	120,467.22 \$	\$ 34.24	\$ 1,780.30

PAD Sr./PAF Sr.						
Group 10 (a)						
					Weekly difference between years	Annual difference between years
Start	0	2,078.82	\$			
Year 1	0	2,112.80	\$		\$ 33.98	\$ 1,766.96
Year 2	7	2,144.33	\$	111,505.16	\$ 31.53	\$ 1,639.56
Year 3	0	2,176.49	\$		\$ 32.16	\$ 1,672.58
Year 4	0	2,209.14	\$	114,875.40	\$ 32.65	\$ 1,697.67

Article 19 Duration - Agreed to 3 year deal

This Agreement shall commence on **January 1, 2024 and remain in force until December 31, 2026**, with no retroactivity (unless otherwise agreed to by the parties), and from year to year thereafter, unless either party notifies the other by registered mail, not more than ninety (90) days and not less than thirty (30) days prior to the date of expiry, or anniversary of such date, of its intention to modify this Agreement. In the event such notice is given, this Agreement shall continue in full force, until the earlier of the date a new Agreement is concluded or the date upon which a lawful strike or lockout is permitted pursuant to the provisions of the Canada Labour Code.

General Wage Increases

2024 2% retroactive on base pay to January 1, 2024
 2025 2.5%
 2026 2.5%

New LOA - PAID EDUCATION LEAVE

The Company agrees to pay into a special fund an amount of **\$22,000** per year for **2024, 2025 and 2026** to provide for a Unifor Paid Education Leave (PEL) program.

Such payment will be remitted on a yearly basis into a trust fund established by Unifor effective from the date of ratification. Payments will be sent by the Company to the following address:

Unifor Paid Education Leave Program
 115 Gordon Baker Rd
 Toronto ON
 M2H 0A8

Candidates for PEL shall be selected by the Union to attend. The Union will provide written confirmation to the Company of such selection as per article 4.6 of the collective agreement for members of the Union's executive board. For all other members of the bargaining unit selected for PEL the Union shall provide 30 days' notice to **the Company**.

Letter of Agreement No.4 ENG CARS

#8 MULTI-MEDIA JOURNALISTS, VIDEO JOURNALISTS & PHOTOJOURNALISTS agree to pay for all costs and expenses incurred in relation to parking said vehicles while off duty at the MULTI-MEDIA JOURNALISTS, VIDEO JOURNALISTS & PHOTOJOURNALISTS residence and will be reimbursed by CFTO-TV, TSN & DISCOVERY for the first **SIXTY DOLLARS (\$60.00)** expended per month by the MULTI-MEDIA JOURNALISTS, VIDEO JOURNALISTS & PHOTOJOURNALISTS upon presentation of receipts. **Exceptional circumstances could be brought forward to management for consideration.**

Letter of Agreement No. 15

Whereas there is no mechanism in the Collective Agreement for administering overtime with Media Technology Analysts **and Multi-Platform Technical Support Operators** (the "employees") with regard to work performed by the employees while on standby and while outside of the workplace;

Whereas the employees have to perform work, from time to time, when on stand-by outside of the workplace;

Whereas the parties agree and understand that this MOA is without prejudice, precedent or admission of liability;

Therefore, the Union and Company agree as follows:

- (a) Article 18.8 shall apply to the employees assigned to stand-by.
- (b) When an employee logs in to the company network and answers work-related email and/or work-related phone calls to perform work, as defined in paragraph 3 below, while on stand-by outside of the workplace, a minimum of one (1) hour of overtime shall be applied.
- (c) To clarify the definition of "work" for the purposes of this MOA, simply answering the phone or checking work email is not sufficient to constitute work. To be considered to be performing "work", the employees must be actively participating in the solution of a critical and/or time sensitive business issue over the phone or email.

New LOA -Public Harassment of Journalists:

CTV condemns the recent increase in bullying and harassment of journalists by members of the public. It is the responsibility of all who produce content, to consider and anticipate that a story or other reporting may generate harassment, on-line or otherwise, so that any exposure to these abusive behaviours can be minimized if not prevented outright. Recognizing the importance of safeguarding our employees' health and safety, the Company provides information, tools and support to educate journalists so they are better able to protect themselves from public harassment and bullying of any kind.

In addition to the above, CTV is committed to supporting its employees through incidents of public harassment or bullying. If an employee is subject to public harassment *or bullying*:

- *Immediately report the incident to a manager (it is understood that the employee may wish to have a union representative present and/or copied when reporting the incident to their manager);*
- *The manager will remind the employee that they can have their union representative present and/or copied on the incident report*
- *Where a threat has been made or bullying has occurred, Corporate Security and management will provide guidance to the employee on filing a police report. Police require that the report is filed by the person affected by the threat/bullying. Corporate Security will support the police investigation;*
- *Management will provide the employee with contact information for the Employee and Family Assistance Program;*
- *Management will follow up with the employee through regular check-ins on story feedback and provide additional support as needed;*
- *Incidents of bullying and harassment will be tracked by Corporate Security including all available information of the sender and the nature of the incident.*

CTV will continue to work with its unions and employees to increase awareness of this issue and protect its journalists. The parties undertake to periodically review, update, and communicate pertinent resources to the newsroom.

Indigenous preamble (Goes after table of contents, before intent)

"We acknowledge that we operate on traditional territories, ceded and unceded of First Nations, and Métis and Inuit Peoples. We respect the inherent and Treaty Rights of all Indigenous peoples across the land and

affirm our commitment to working in a spirit of reconciliation and genuine collaboration.”

Letter of Intent No. 2

This Letter of Intent pertains to Co-op Students/Interns The Company agrees to the following:

- 1 Students will not operate any equipment without the direct and constant supervision of Operations staff.
- 2 Students will never be left alone in any CTV or CTV Specialty facility nor will they be used to cover meals or breaks of any kind.
- 3 A student will “shadow” one employee’s shift whenever possible.
- 4 When supervising a student, the employee alone will assign tasks, monitor and report the student’s progress.
- 5 Employees and students will be notified of the student’s schedule as far in advance as possible.
- 6 **Students will be paid as Operations – Group 0 rates or the prevailing minimum wage, Whichever is higher.**

Partner Discount Plan (30%) to freelancers

- Company will need until June 1st, 2024 to implement freelancers into the program
- **Starts: after 3 months**
- **Effective: If the freelancer worked the equivalent of 3 months in a rolling 12 months. List to be validated and updated twice a year.**

Next Gen

- New wage scales go into News Division
- Adding Multi-Media Content Creators and Senior Multi-Media Content Creators to new functional group in the News Division.

Multi-Media Content Creator (MMCC)

Start	\$1,178.84	\$1,199.47	\$1,220.46
Year 1	\$1,287.48	\$1,310.01	\$1,332.93
Year 2	\$1,388.71	\$1,413.02	\$1,437.74
Year 3	\$1,475.75	\$1,501.57	\$1,527.85
Year 4	\$1,576.96	\$1,604.56	\$1,632.64
Year 5	\$1,685.62	\$1,715.12	\$1,745.13
Year 6	\$1,751.48	\$1,782.13	\$1,813.32
Year 7	\$1,853.82	\$1,886.26	\$1,919.27

Senior Multi-Media Content Creator (MMCC)

Start	\$1,777.91	\$1,809.03	\$1,840.69
Year 1	\$1,855.31	\$1,887.78	\$1,920.81
Year 2	\$1,932.70	\$1,966.52	\$2,000.94
Year 3	\$2,010.10	\$2,045.27	\$2,081.07

Create new Article 9.3.3 (b)

Multi-Media Content Creators, Video Journalists, Multi-Platform Writer, Multi-Media Journalist, Multi-Skilled Mobile Production Specialists, including senior and supervisors in those functional groups may perform the functions in both the Operations Division and News Division. Except as specifically provided, nothing herein shall restrict the scope of the union's jurisdiction or amend or alter the scope of work associated with employees in each division.

Memorandum Only Note: Adding Multi-Media Content Creators and Senior Multi-Media Content Creators to new functional group in the News Division.

Remove Article 14.11 (c)

Inclusive Meal Periods for MMCC Categories

New Multi-Media Content Creator (MMCC) classifications (including Senior) falls under inclusive meal periods and all articles dealing with meal penalties will be updated accordingly.

Delete Letter of Agreement #8

Article 18.3.1 ENG Clothing

The Company will reimburse the following CTV News employees for the purchase of outwear every (3) years:

- Video Journalist
- Multi-Media Journalist
- Multi-Skilled Production Specialist
- Engineering Technician, Sr.
- Supervisor, Multi-Skilled Production Specialist

- (a) Beginning with the new three-year cycle starting after January 1, 2024 CTV News Crews will be reimbursed up to a maximum of **\$400** for the purchase of a **new winter** coat of their choice and every (3) years thereafter upon submission of receipts

- (b) Beginning with the new three-year cycle starting after January 1, 2024 CTV News Crews will be reimbursed up to a maximum of **\$250** for the purchase of **new rainwear** of their choice and every (3) years thereafter upon submission of receipts

Please note the exception that TSN will continue to provide its ENG crews with branded outerwear and is exempt from sections (a) and (b) of this article.

New employees will be eligible for these amounts upon hiring. Upon presentation of detailed receipts, the Company will pay up to a maximum of seventy-five dollars (**\$75**) per month for dry cleaning of the articles of clothing provided.

Memorandum Only

- o Article 18.3.1 Coats are for work use only and will not be treated as a taxable benefit subject to CRA review.
- o Update freelance wage scales
- o It is agreed that all letters of agreement and letters of intent are renewed unless expressly changed or noted in this memorandum.
- o This new clause also replaces the waiver of jurisdiction from the project innovation settlement.
- o Company to include member's personal email address and cell phone numbers in monthly reports.
- o Next Gen details
 - o Factors for slotting, include, factoring in regular temporary upgrades (TUGS) into current salaries from the last 12 months. TUGS to 'out of scope jobs' will not be included in these calculations, then applying the practice of slotting employees as per article 16.4. Anniversary dates shall remain the same.
 - o Employees who perform the function of jobs 'out of scope' remain status quo for the purposes of claiming temporary upgrades (TUGS). For further clarity the following chart outlines the TUG status.

TUGS	FMO	Slotting
Upgrade flat \$10.00	No longer exists	Considered for placement in the new grid
Upgrade flat \$20.00	No longer exists	Considered for placement in the new grid
Upgrade flat \$30.00	No longer exists	Considered for placement in the new grid
Upgrade Supervisor \$40.00	Remains	Not considered for placement in the new grid

- o Anyone who is over scale will be green circled (meaning that they will maintain their salary + all General Wage Increases)
- o For the purposes of any possible layoffs, all employees shall be moved into the new functional group before layoffs are decided, then any layoffs

shall happen as per the CBA on layoffs. For further clarity, that would be in reverse order of seniority in the new group.

- o Kim Brome and Nathan Dortono slot into the Senior MMCC Grid.

In witness whereof the parties hereto have caused this Agreement to be executed by their duly authorized representatives this 10th day of April 2024.

**For the
Company**



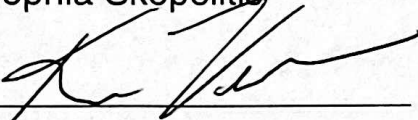
Gabriel Coutu



Ginalia Chatzis



Sophia Skopelitis

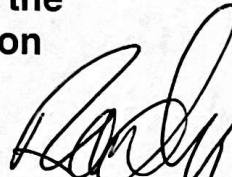


Ken Volden

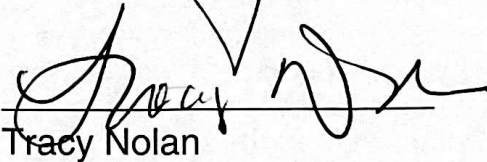


Mike Tavano

**For the
Union**



Randy Kitt



Tracy Nolan



Patrick Darrah



Gus DiMarco



Troy Atkinson



Troy Hacock



Andy Dewar