

LETTER OF AGREEMENT

BETWEEN

THE CANADIAN BROADCASTING CORPORATION

(Hereinafter, the "Corporation")

AND

THE ASSOCIATION OF PROFESSIONALS AND SUPERVISORS

(Hereinafter, the "Association")

(Hereinafter, commonly referred to as the "Parties")

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- WHEREAS** Article 16.8 (a) of the Collective Agreement, expiring on March 31, 2022, provides that "The Corporation shall offer contract employees with at least three (3) years of continuous service the opportunity to convert to permanent status";
- AND WHEREAS** Negotiations leading to the enactment of a new collective agreement between the Corporation and the Association have taken place;
- AND WHEREAS** the Parties have reached an agreement with respect to the process and conditions for offering a contractual employee to convert to a permanent status;
- AND WHEREAS** the Parties wish to enter into a new collective agreement.

THE PARTIES THEREFORE AGREE AS FOLLOWS:

1. The Preamble forms an integral part of this agreement;
2. Within sixty (60) days of the signing of the new Collective Agreement, the Parties shall meet to identify contractual employees who have completed three (3) years of continuous service in the same job title, salary band and same professional mandate;
3. The terms of Section 14.4 of the new Collective Agreement will apply to the Identified Employees, regardless of whether or not they may have previously received a conversion offer in the past;
4. If, as per the terms of this Letter of Agreement, a conversion offer is made to a contractual employee, the Contractual Employee may not claim the conversion to take effect at a retroactive date. The conversion shall be effective at the date of acceptance of the offer by the Contractual Employee;
5. The content of the conversion offer letters to contractual employees covered by paragraph two (2) of this Letter of Agreement shall remain the prerogative of the Corporation. Prior to the issuance of the letters to affected contractual employees, the Corporation shall discuss the contents of the letters with the Association's representatives.

IN WITNESS THEREOF, the Parties have signed in the City of Montréal this ____ day of the month of _____ 2022.

FOR THE ASSOCIATION

FOR THE CORPORATION

LETTER OF UNDERSTANDING

BETWEEN

THE CANADIAN BROADCASTING CORPORATION
(Hereinafter, the "Corporation")

AND

THE ASSOCIATION OF PROFESSIONALS AND SUPERVISORS
(Hereinafter, the "Association")

(Hereinafter, commonly referred to as the "Parties")

WHEREAS the current negotiations leading to the implementation of a new collective agreement between the Parties;

AND WHEREAS the Association has made certain requests with respect to teleworking arrangements;

AND WHEREAS the Corporation has developed its own directions with respect to teleworking arrangements;

AND WHEREAS the Parties wish to enter into a new collective agreement (hereinafter, "**Collective Agreement**").

THE PARTIES THEREFORE AGREE AS FOLLOWS:

1. The Preamble forms an integral part of this Letter of Understanding;
2. If they deem it necessary, employees who wish to obtain a telework agreement may, in addition to completing the application process established by the Corporation, meet with their manager to explain the nature of their request and share their expectations. In making their decision, the manager will take into consideration the Company's orientations, the department's guidelines and the comments made by the employee.
3. For a period of one (1) year following the signing of this Collective Agreement, the Parties shall meet monthly to discuss the development of telework within the Corporation.

At the meetings provided for in the preceding paragraph, the Association may ask the Corporation to present the telework guidelines adopted by the various components of the organization, if any. The Association may also question the Corporation's representatives on the application of these same guidelines.

At the Association's request and with the agreement of the employee concerned, the Corporation's representatives shall provide the Association with the reasons for any decision to refuse or approve in part a telework request made by the employee in question. The Association may make observations which will be forwarded to the employee's manager.

4. Prior to the expiry of the time period provided for in the preceding paragraph the Parties shall assess the need for further follow-up meetings. If the Corporation or the Association wishes to continue these follow-up meetings until the expiry of the Collective Agreement, they shall be continued according to the frequency and mode of operation as determined by the Parties at that time.

IN WITNESS THEREOF, the Parties have signed in the City of Montréal this ____ day of the month of _____ 2022.

FOR THE ASSOCIATION

FOR THE CORPORATION

LETTER OF UNDERSTANDING

BETWEEN

THE CANADIAN BROADCASTING CORPORATION
(Hereinafter, the "Corporation")

AND

THE ASSOCIATION OF PROFESSIONALS AND SUPERVISORS
(Hereinafter, the "Association")

(Hereinafter, commonly referred to as the "Parties")

- WHEREAS** the current negotiations leading to the implementation of a new collective agreement between the Parties;
- AND WHEREAS** the nature of the work of some employees who are members of the Association may require averaging of hours of work;
- AND WHEREAS** the Parties have considered the applicable provisions of the *Canada Labour Code* and the *Canada Labour Standards Regulations*
- AND WHEREAS** the Parties wish to enter into a new collective agreement (hereinafter, "**Collective Agreement**").

THE PARTIES THEREFORE AGREE AS FOLLOWS:

1. The Preamble forms an integral part of this agreement;
2. Within sixty (60) days of the signing of the new Collective Agreement, the Parties shall establish a working committee to make recommendations with respect to issues relating to the averaging of hours of work;
3. The Parties together shall determine the mode of operation of the committee and the timetable for the progress of this work.

IN WITNESS THEREOF, the Parties have signed in the City of Montréal this ____ day of the month _____ of 2022.

FOR THE ASSOCIATION

FOR THE CORPORATION

LETTER OF AGREEMENT

BETWEEN

THE CANADIAN BROADCASTING CORPORATION
(Hereinafter, the "**Corporation**")

AND

THE ASSOCIATION OF PROFESSIONALS AND SUPERVISORS
(Hereinafter, the "**Association**")

(Hereinafter, commonly referred to as the "**Parties**")

WHEREAS The current negotiations leading to the coming into force of a new collective agreement between the Corporation and the Association;

AND WHEREAS the willingness of the Parties to enter into a new collective agreement.

THE PARTIES THEREFORE AGREE AS FOLLOWS:

1. The Preamble forms an integral part of this agreement;
2. For the duration of the Collective Agreement, the following principles shall apply:
 - i) At the beginning of the sixteenth (16th) year within the same salary band, an employee's salary shall be at least five percent (5%) above the mid-point of that same salary band, provided the employee meets the performance expectations as established by the Corporation for each of the previous eight (8) years leading up to the timeframe stipulated within this paragraph;
 - ii) If the employee's salary is not five percent (5%) above the mid-point of their salary band while meeting the terms and conditions set out within the previous paragraph, then their salary shall be readjusted to be five percent (5%) above the mid-point of their salary band;
 - iii) An employee whose salary is not five percent (5%) above the mid-point of their salary band because they did not meet the performance expectations established by the Corporation in one or more previous years leading up to the timeframe stipulated within paragraph (i), shall have this timeframe extended by a number of years equivalent to the years in which they did not meet the performance expectations.

IN WITNESS THEREOF, the Parties have signed in the City of Montréal this ____ day of the month of _____ 2022.

FOR THE ASSOCIATION

FOR THE CORPORATION

LETTER OF AGREEMENT

BETWEEN

THE CANADIAN BROADCASTING CORPORATION
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THE ASSOCIATION OF PROFESSIONALS AND SUPERVISORS
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WHEREAS the current negotiations leading to the coming into force of a new collective agreement between the Corporation and the Association;

AND WHEREAS the market adjustments to the salary scales that have been made;

AND WHEREAS the willingness of the Parties to enter into a new Collective Agreement.

THE PARTIES THEREFORE AGREE AS FOLLOWS:

1. The Preamble forms an integral part of this Agreement;
2. For the duration of the Collective Agreement and in addition to the amounts provided for in paragraphs 1) and 2) of Appendix G (Salary Review) of this same Collective Agreement, the Corporation shall grant, for the adjustment of salaries, a total additional discretionary budget of one (1) million dollars (\$1,000,000.00);
3. The Parties agree that the budget provided for in paragraph 2 of this letter of agreement shall be used at the sole discretion of the Corporation. It is intended, among other things, to encourage employees who are members of the Association and who demonstrate sustained performance to meet the objectives set out in paragraph (3) of Appendix G (Salary Review) of the Collective Agreement;
4. The Parties agree that the Corporation may also use the budget provided for in paragraph 2 of this Letter of Agreement to recognize the role and development of certain employees who are members of the Association, regardless of their position within their salary band;
5. The budget provided for in paragraph 2 of this Agreement shall be fully utilized by March 31, 2025. The Parties acknowledge that this is a discretionary budget that may be used by the Corporation on a variable basis from year to year, without commitment or limitation to any particular year;
6. Following the signing of the Collective Agreement, the Corporation shall submit to the Association, once a year, a report on the use of the discretionary budget covered by this Letter of Agreement. The annual report shall identify the amounts spent and the salary adjustments made. At all times, the names of employees who have received a salary adjustment shall remain confidential. When the balance sheet is presented, the Association may make recommendations to the Corporation's representatives. However, the Corporation is not bound by these recommendations.

IN WITNESS THEREOF, the Parties have signed in the City of Montréal this ____ day of the month of _____ 2022.

FOR THE ASSOCIATION

FOR THE CORPORATION

