

Globe Contract Highlights - 2014

1. Wages

- 1% general wage increase (GWI) to base salaries effective July 1, 2014
- 2% effective July 1, 2015
- 2% effective July 1, 2016
- Expiry June 30, 2017

2. Advertising Compensation

- Split Account Manager classification into classifications A, B, C and D (previously was de facto divided into three classifications) by adding "National Print-Digital Hybrid").
- Increase Base Pay and Target Income to classification A (Branded Partnership) by \$20,000 and classification B (National Print-Digital Hybrid) by \$10,000.
- Incumbents of classification C (National Print or National Digital) will transition to classification B (National Print-Digital Hybrid).
- Decrease Base Pay (\$15,000) of classification D (Retail) and increase target income (\$5000).
- Decrease Base Pay (\$22,000) of classification E (Inside Sales) without change to target income. N.B. Former base salary achieved at 80% of target.
- Commission plan multiplier based on unreduced 2013 salary level to be maintained for duration of the collective agreement.
- Draw at 100% of former base salary. All benefits calculated at former base salary.
- No GWI for categories A, B and C for duration of collective agreement.
- No GWI for categories D through L (includes administrative staff) in 2014.
- Creation of two higher paid administrative classifications covering 6 employees and inclusion of 2 "traffic" jobs and work into the bargaining unit.

3. Job Security

- Delete "financial stability" threshold for involuntary layoffs.
- Amend order of layoff language to change "capabilities" to "skill, ability, experience, and knowledge."
- Access to training shall not be unreasonably denied and shall be arbitrable. A joint labour-management committee shall review training needs for all job classifications every six months.
- Severance pay calculations shall include commission income.
- Notice of layoff for contracting out shall be 90 days.

- Enhanced severance pay for layoffs by reason of contracting out, technological change, or skill redundancy increased to 3 weeks' pay per year of service (plus 15%).
- Cap on severance increased from 52 to 66 weeks for layoffs by reason of contracting out, technological change, or skill redundancy, subject to the 15% top-up.
- Enhanced severance pay available at the employee option as salary continuance with pensionable service.
- Recall rights expire after 24 months.
- Severance pay is deferred until the expiry of recall rights, or else recall rights may be forfeited by the employee.

4. Benefits

- Annual allowance for massage therapy and counseling increased from \$500 to \$750 (each), subject to \$1500 annual paramedical cap.
- Counseling includes social worker.
- Parental Leave EI salary top-up increased from 6 to 8 weeks for women and established at 4 weeks for men.
- Paid bereavement leave increased from 3 to 4 days.

5. Performance Improvement Plan

- Formal PIP process included in collective agreement, following the "Edith Cavell" arbitral test.

6. Other Items

- A number of editorial job classifications will be phased out when incumbents leave the job class, e.g. certain editor positions, National Correspondents.
- Use of temporary employees for special projects is lengthened from 6 to 12 months; use of "specified time" loophole is eliminated.
- Vacation scheduling calendar window for advertising staff is expanded.