

Contract Extension details

Welcome to the ratification vote for the proposed extension to the contract, which will take our collective agreement to Dec. 31, 2012. Below are details of the proposed extension, which your bargaining committee is recommending for ratification.

The deal itself consists of seven parts: a main Memorandum of Agreement, an MOA on arbitrations in advertising, a letter of understanding on past arbitration settlements, a letter of understanding on temporary service, and three background documents from past settlements governing VSPs, layoffs and job postings.

Here are the details of each part of the extension deal, in no particular order:

EVERYONE:

- One per cent lump sum payment made to all union members on Jan. 1, 2011, followed by a two per cent general salary increase on Jan. 1, 2012.
- Past enhancements for VSPs and layoffs – recognition of temporary service to calculate severance and two years' service needed for pension enhancements (instead of 15) – will be maintained for future VSPs or layoffs. Years worked part-time will be counted at 80 per cent of full time hours, where records are missing that might indicate otherwise.
- Quarterly union/company meetings to discuss improving profit sharing and pensions.
- The Sunday pay section of the contract (Article 711, a and c) is deleted.
- Arbitration settlements regarding job postings and layoffs in advertising remain in force.

ADVERTISING:

- The company must establish sales targets and territories that are “objective, fair and reasonable.” If not, we meet with the department for 10 days to find a fix. The matter then goes to the publisher, who will have another 10 days to find a solution. If that doesn't work, the union can unilaterally send the matter to binding arbitration to find a better way to set targets and territories in the future.
- A quid-pro-quo letter allowing Star reps to sell ads in other papers will remain in force.

EDITORIAL:

- Editorial writers will become journalists, as per provisions already in the contract. But with the extension their pay will be protected. Those members of the editorial board who lay out pages will become team editors.

FINANCE AND ADMINISTRATION:

- The pay rate of switchboard operators, who are seeing their jobs and assignments change, will stay the same, wherever they end up.