

Toronto Star Contract

Jan. 1, 2013 to Dec. 31, 2016

Wages

Year 1 – 1.0% lump sum payment for union member on January 1, 2013.

Year 2 – 1.5% effective January 1, 2014

Year 3 – 1.75% effective January 1, 2015

Year 4 – 2.0% effective January 1, 2016

Defined Benefit Pension

A base year update to 2006 once the Star Rate, used to calculate the pension plan's funding level, rises two percentage points for three consecutive months. The Star Rate is an actuarial interest rate determined by the Canadian Institute of Actuaries, and based on the demographics of the members of the Star pension.

Defined Contribution Pension

Formal talks will begin immediately on bringing a new pension into the Star for those hired after Jan. 25, 2008, to replace the current RRSP matching plan. The company and the union will meet within one month, and have committed to a total of six meetings before the end of the year to examine different pension options, including the MSPP and other target pension plans.

Family Emergency Leave

Those needing time off to deal with a family emergency will get up to eight weeks off work at 60% of their pay, with an option to extend for another four weeks if needed. Once they return, staff will continue to be paid 60% of their regular salary until the advanced pay is repaid. The company may require staff to use up banked vacation time, time owing and prior years' unused vacation. Employees will have the option to use their current year's vacation entitlement, as well. All staff taking the leave must apply for EI, but approval for the leave is not contingent on getting EI.

Radio Room

Radio Room staff will be paid \$17 an hour, with their overtime, vacation and statutory holiday rules governed by the Employment Standards Act. All other rules on the work Radio Roomers are permitted to perform have not changed.