

COLLECTIVE AGREEMENT

between

**PACIFIC NEWSPAPER GROUP,
a division of Postmedia Network Inc.**

and

CEP Local 2000

**PART "A"
GRANVILLE SQUARE
(formerly The Newspaper Guild)
BUILDING SERVICES & INFORMATION TECHNOLOGY,
KENNEDY HEIGHTS**

1 December 2010 to 30 November 2014

TABLE OF CONTENTS

PREAMBLE	3	LETTER OF AGREEMENT #3	19
1. COVERAGE	3	EMPLOYMENT CONTRACTORS	19
2. UNION SHOP	4	LETTER OF AGREEMENT #4	19
3. CHECK OFF	4	FAST-TRACK ARBITRATION.....	19
4. HIRING	4	EXPEDITED ARBITRATION AWARD.....	20
5. INFORMATION	4	LETTER OF AGREEMENT #5	21
6. GRIEVANCE PROCEDURE	5	TEMPORARY EMPLOYEES	21
7. SECURITY OF EMPLOYMENT	5	LETTER OF AGREEMENT #6	21
8. TECHNOLOGICAL CHANGE	7	STUDENT WORK.....	21
9. SETTLEMENT OF JURISDICTION DISPUTES	8	LETTER OF AGREEMENT #7	21
10. SEVERANCE PAY	8	ALTERNATE WORK WEEK SCHEDULES.....	21
11. TRANSFERS, PROMOTIONS AND TRAINING	8	LETTER OF AGREEMENT #8	22
12. HOURS AND OVERTIME	9	SALES RECOGNITION PLANS	22
13. STATUTORY HOLIDAYS AND SUNDAYS	10	LETTER OF AGREEMENT #9	22
14. VACATION	11	TELECOMMUTING/HOMEWORK	22
15. SICK LEAVE AND HEALTH AND WELFARE BENEFITS	12	LETTER OF AGREEMENT #10	22
16. EARLY RETIREMENT	14	CONTRACTING OUT/SALE	22
17. PENSION PLAN	14	LETTER OF AGREEMENT #11	22
18. LEAVES OF ABSENCE	14	VOLUNTARY STAFF REDUCTION PLAN	23
19. PART-TIME AND TEMPORARY EMPLOYEES	15	LETTER OF AGREEMENT #12	23
20. SALARIES SCHEDULE OF MINIMA	16	STERLING NEWS SERVICE.....	24
21. GENERAL WAGE PROVISIONS	16	LETTER OF AGREEMENT #13	24
22. EXPENSES AND EQUIPMENT	17	CONTRACTING OUT.....	24
23. MISCELLANEOUS	17	LETTER OF AGREEMENT #14	24
24. LETTERS OF AGREEMENT INDEX	18	STUDENT INTERNS.....	24
25. DURATION AND RENEWAL	18	LETTER OF AGREEMENT # 15	24
LETTER OF AGREEMENT #1	19	REPORTER/PHOTOGRAPHERS	25
HEALTH AND SAFETY	19	LETTER OF AGREEMENT # 16	25
LETTER OF AGREEMENT #2	19	EDITORIAL RECLASSIFICATIONS.....	25
APPENDIX A & B.....	19		

**MEMORANDUM OF AGREEMENT
PREAMBLE**

This Agreement is made and entered into this 19th day of July, 2012, by and between Pacific Newspaper Group, a division of Postmedia Network Inc., and hereinafter referred to as the Company, and CEP Local 2000, and hereinafter referred to as the Union, for itself and on behalf of all the employees of the Company under CEP jurisdictions described in Article 1.

1. COVERAGE

1) This Agreement covers dependent contractors working as regular freelance reviewers and all employees of the Company in the following departments, except as provided in Section 2:

Editorial	The Vancouver Sun The Province
Operations	Office and Building Services Purchasing and Fleet Administration Editorial Services Information Systems (including Kennedy Heights) Ad Control Engineering Surrey Services
Advertising	
Circulation	Promotion and Community Relations Circulation Marketing Circulation Distribution

Accounting and other employees who are and hereinafter fall within the jurisdiction of the CEP.

2) The following are excluded from the application of this Agreement:

- President and Chief Executive Officer
- Vice President, Operations and General Manager
- Province Editor-In-Chief
- Sun Editor-In-Chief
- Province Managing Editor
- Sun Managing Editor
- Sun Associate Editor
- Sun Chief Features Editor
- Sun Chief News Editor
- Sun Deputy Managing Editors (2)
- Sun Deputy Chief News Editor
- Province Deputy Managing Editors (2)
- Province Production Editor
- Business Manager
- Controllor
- Credit Manager
- Payroll Supervisor
- Financial Analyst
- Manager, Office and Building Services
- Physical Plant Maintenance Supervisor
- Manager - Building Services
- Editor Emeritus (Sun)
- Director, Production
- Technical Maintenance Supervisor
- Engineering Manager

- Province Editor - Editorial Pages
- Manager, Editorial Services
- Information Systems Manager
- Research and Development Manager (Sun)
- Research and Development Manager (Province)
- Manager Data Operations
- Manager, Systems and Programming
- Advertising Director
- Assistant to Advertising Director
- National Advertising Manager
- Display Advertising Manager
- Classified Advertising Manager
- Manager, Advertising Marketing
- Advertising Sales Promotion Manager
- Manager, Promotion and Community Relations
- Director of Marketing
- Circulation Marketing Manager
- Circulation Distribution Manager
- Manager, Circulation Service Centre
- Fraser Valley Country Manager
- Metro Manager (Circulation)
- Circulation Administration Manager
- Circulation System and Services Manager
- Suburban Manager (Circulation)
- City Manager (Circulation)
- Manager Ad Control
- Assistant Production Managers (4)
- Assistant Controllor
- Human Resources Department
- Sun Executive Editor
- Sales and Training Manager
- Province Executive Editor
- Manager, Purchasing and Fleet Administration
- Records Management Consultant
- Surrey Plant Manager
- Director, Planning and Development
- Manager, Strategic Planning

With the exception of Human Resources Department, exclusions are deemed to be singular unless otherwise stated.

Confidential Secretaries to:

- Administrative Assistant to President & CEO
- Vice-President and General Manager
- Province Editor-In-Chief
- Sun Editor-In-Chief
- Province Managing Editor
- Sun Managing Editor
- Sun Associate Editor
- Province Editor - Editorial Pages
- Business Manager
- Controllor
- Director, Operations
- Engineering Manager
- Information Systems Manager
- Advertising Director
- Assistant Advertising Director
- Manager, Promotion and Community Relations
- Director of Marketing
- Circulation Distribution Manager
- Circulation Marketing Manager

3) The following may or may not be members of CEP as they desire:

- Columnists
- Editorial Auditor
- Editorial Administrator
- News Editors
- City Editors
- Assistant Department Managers
- Payroll Employees
- ABC Administrator

4) a) The kind of work previously or presently performed within the departments covered by this Agreement, as described in Section I, and new or additional work assigned to be performed by employees within the said departments, is recognized as the jurisdiction of CEP and shall be assigned within the jurisdiction of CEP.

b) New or additional work which results from the installation of equipment and/or adoption of processes designed as a substitute for, or evolution of, work previously or presently performed by employees within the said departments is recognized as the jurisdiction of the CEP and shall be assigned within the jurisdiction of the CEP.

2. UNION SHOP

1) Subject to Section 2 of Article 1, the Company shall require as a condition of employment of any new employee in CEP jurisdiction that he or she shall, from the first day of employment, become and remain a member of CEP in good standing, and that all present members of CEP shall remain members in good standing during the life of this Agreement.

2) Any member of CEP who loses good standing may not, upon expulsion from CEP, be discharged before implementation of grievance procedure, under Article 6.

3) CEP agrees that it will admit to membership and retain in membership any employee, subject to the Constitution of the CEP and the By-Laws of CEP Local 2000.

4) There shall be no interference or attempt to interfere with the operation of the Union.

3. CHECK OFF

1) The Company agrees to deduct each and every month from the salary due the employee the amount as required by CEP with respect to monthly dues and agrees to remit such dues to the CEP Secretary-Treasurer no later than the 10th day of each month following.

2) All new employees and all people working in CEP jurisdiction shall be required to sign an authorization for dues deduction by the Company on their first day of employment in the following form:

ASSIGNMENT AND AUTHORIZATION
TO CHECK OFF UNION DUES

To: Pacific Newspaper Group Inc.

I hereby assign to CEP Local 2000, and authorize you to deduct from any salary earned or to be earned by me as your employee, all my CEP membership dues levied against me by

CEP for each calendar month following the date of this assignment. I hereby authorize and request you to remit the amount deducted to CEP Local 2000.

(Employee's Signature)

(Date)

4. HIRING

1) The Company shall notify CEP in writing of all vacancies within CEP's jurisdiction at the time that they are posted and such notification shall be directed to CEP's offices. Representations may be made by the Union on behalf of any candidate for employment in writing and directed only to the Director, Human Resources, or his or her assistant. Should the CEP candidate not be hired, that candidate will be given the reason in writing.

2) The Company shall hire employees without regard to age, gender, race, creed, colour, national origin, marital or parental status, irrelevant handicap, sexual orientation or political belief. The Company shall not refuse on marital grounds to hire the spouse of an employee and shall not refuse on the grounds of relationship to hire the relative of an employee.

3) The Company will continue to weigh job applicants on their merits and will not discriminate on the basis of where the applicant may now or previously have been employed.

5. INFORMATION

1) The Company shall furnish CEP a list showing:

- a) name, address, phone number, gender, social insurance number, date of birth, hiring date, department, contract classification and job title, starting salary and experience rating of employees hired within CEP jurisdiction in the previous month;
- b) step-up increases;
- c) change in classification, any salary changes by reason thereof, and effective date;
- d) terminations, retirements or deaths;
- e) name and the amount of dues currently being deducted.

2) Once each quarter, the Company shall submit a list of wages and seniorities of all CEP members to CEP and these are to be regarded as a confidential nature. Wages are defined as those itemized in the schedule of minima (Article 20) and those created during the term of the collective agreement.

3) If periodic written appraisals of an employee's performance are made they shall be reviewed by the employee and a shop steward with the department manager prior to it being entered in the employee's personnel file.

The Company shall furnish the employee and the union with a copy of such an appraisal. The Company shall furnish the employee and CEP a copy of any criticism relating to the employee's job performance prior to it being placed in his or her personnel file.

If the above procedure regarding appraisals or criticism is not

followed such appraisal or criticism shall not become part of any record to be used against the employee at any time.

Subject to presenting proper identification, and by appointment with the Human Resources Department, an employee may, in the company of a Human Resources Department employee, review his or her personnel file. At no time shall an employee remove from his or her personnel file any document contained therein. However an employee may copy any such document.

The employee and/or CEP may have included in the employee's personnel file a response to anything contained therein or to be contained therein. Such response shall become part of the employee's record. The Company shall furnish to the employee a copy of any commendation relating to the employee's job performance.

6. GRIEVANCE PROCEDURE

1) The Company recognizes CEP as the sole collective bargaining agency for the employees covered by this Agreement. CEP shall designate a committee of its own choosing, including not more than three (3) employees, to take up with the Company, or its authorized representatives, any matter arising from the application of this Agreement or affecting the relations of the employees and the Company.

2) Any issue raised by CEP shall first be initiated in the department concerned. All reasonable efforts shall be made to initiate grievances as soon as possible after the occurrence giving rise to the dispute or disagreement.

3) Efforts to adjust grievances shall be made on Company time and in substantially the following manner:

a) In the event a dispute or disagreement is not resolved within the department concerned within seven (7) consecutive days of the time it is initiated, it shall be submitted in writing by the initiating party to the other within seven (7) days.

b) Failing a satisfactory settlement within fourteen (14) consecutive days of the date the dispute or disagreement is submitted in writing, either party may refer the dispute to a Board of Arbitration within seven (7) days.

4) a) Any matter involving the interpretation, application, operation or alleged violation of this Agreement, including any question as to whether a matter is arbitrable, may be submitted to final and binding arbitration.

b) Any employee who is the subject of, or a witness at an arbitration, shall be permitted to attend said arbitration without loss of pay. Parties to an arbitration case will arrange for suitable adjustments in work assignments for witnesses in the case.

c) When CEP and Company representatives agree to discuss grievances and/or disputes during regular working hours, no CEP member involved shall suffer loss of pay. This is not to include arbitration attendances.

5) The Board of Arbitration shall consist of one (1) person appointed by the parties. If the parties are unable to agree on an arbitrator within a period of seven (7) days from the date on which either party has notified the other in writing of its wish to have a question referred to arbitration, the said arbitrator will

be appointed by the Minister of Labour of British Columbia. The Board of Arbitration so constituted shall proceed, within a period not to exceed twenty (20) days, to settle the dispute in question, and a final and binding decision of the arbitrator shall be handed down within ten (10) days after completion of argument. In no event shall the Board have the power to alter or amend this Agreement in any respect. Each party shall pay one-half (1/2) the fees and expenses of the arbitrator. Neither party shall be obligated to pay any part of the cost of a stenographic transcript without express consent.

6) Conditions prevailing prior to an action or circumstance which results in a grievance shall be maintained unchanged pending final settlement of the grievance as provided herein except in cases of discharge, when Section 2 of Article 7 shall apply.

7) Whenever a stipulated time is mentioned under this Article, the said time may be extended by mutual consent of the parties or their nominees.

8) The Company and CEP agree they shall form a consultation committee that shall meet at least once every two months. The purpose of this committee is to promote the co-operative resolution of workplace issues, to respond and adapt to changes in the economy, to foster the development of work related skills and to promote productivity.

7. SECURITY OF EMPLOYMENT

1) An employee may be dismissed only for proper cause.

2) CEP shall be notified in writing five (5) publication days in advance of any contemplated dismissal. Prior to the expiration of the five-day period CEP may make representations on behalf of the employee before further action is taken on the contemplated dismissal.

If the Company decides to proceed with the dismissal CEP and the employee shall be notified in writing at least two (2) weeks in advance of the effective date of the dismissal. During this two (2) week notice CEP shall have the right to seek immediate arbitration. The arbitrator of a dismissal under this section shall be empowered to render a bench decision. The affected employee may be suspended with pay during these procedures.

3) Except as provided for in Section 5, reduction of the force for reasons of economy as distinguished from dismissals for proper cause, shall be solely at the discretion of the Company. However, the Company agrees that layoffs to reduce the labour force shall be, as far as possible, on the basis of seniority. Any grievance with respect to layoffs under this Section shall be initiated within ten (10) days of initial notice of layoff under Section 4 (a) of this Article.

4) a) CEP shall be notified at least one (1) month in advance of any layoff for economy reasons. During the period of such notice the Company will meet with CEP and consider any suggestions made by CEP with a view to obviating such layoffs. Notice under this section shall include information on the number and titles of positions likely to be so affected.

During the notice provided by 7 (4) (a), the Company agrees to discuss with CEP any and all ways in which the

impact of displacement may be avoided or reduced.

One of the purposes of these discussions will be to assess any unforeseen unfairness in the application of this agreement as it applies to individual cases.

b) Fourteen (14) days prior to the end of the one (1) month notice period provided for in Section 4 (a) above, the Company shall notify CEP and the employees concerned of their layoff, to be effective after not less than fourteen (14) calendar days.

c) An employee laid off may elect within fourteen (14) calendar days of his or her notification of layoff to bump into a lower classification in which that employee has worked. He or she may displace an employee in that lower classification whose years of service in the lower classification are less than the years of the laid-off employee in the lower and higher classifications together. The employee thus bumped shall be the one with the lowest classification seniority.

d) An employee thus displaced may similarly elect to bump into a lower classification in which that employee has worked, or may elect to take severance pay provided in Article 10.

e) An employee who bumps into a lower classification shall be paid the top minimum for that classification plus whatever dollar differential above minimum that was enjoyed in the classification from which the employee was displaced.

f) Employees laid off for economy reasons, and employees who have elected to bump into a lower classification, shall be placed upon a rehiring list. The Company shall fill all vacancies with persons on the list who have worked in the classification in which the vacancy occurs, in the order of seniority based upon service in the classification in which the vacancy occurs and in any higher classification. Time spent on a rehiring list by laid-off employees shall not constitute breaks in continuity of service, but need not be counted as service time in computing seniority or vacation credits.

Employees on the rehiring list shall be given credit toward experience rating and seniority for benefits that accrue according to length of service for any time worked as a temporary employee between the date of layoff and their permanent rehiring date.

g) Laid-off employees wishing to have their names kept on the rehiring list shall be required to notify the Company each month of their desire for re-employment. The Company will notify employees so laid off in writing that such monthly notification is required.

h) On the first day of every month, the Company shall make its rehiring list available for perusal by CEP.

i) Every laid-off employee upon notification of re-employment by the Company shall report for duty not more than three (3) weeks after such notification, and failure to comply shall cause such name to be struck off the rehiring list.

j) No person shall be hired by the Company for a

classification to which this applies, except from the rehiring list, unless such list does not contain the name of a person who previously held the vacant position or another person on the rehiring list qualified for the position.

The parties mutually agree that it is their express intention that employees still laid off and on the rehiring list, and those employees affected by the layoffs to the extent they are now in lower classifications, should be given preference by the employer in all job vacancies. This would be subject to all employees' seniority rights under the collective agreement and union recognition of the necessity for the employer to have reasonably qualified persons in skilled positions.

In each case where a position is filled after the due process of the posting requirements have been met, the union will be notified of the successful applicant.

In the event the decision is challenged, Bruce H. McColl, or a mutually acceptable substitute, will determine whether the selection was in accordance with the spirit and intent of this agreement, and whether or not the decision of the employer should be upheld or some other applicant should be substituted. Both parties agree to be bound by the decision of the arbitrator. Successful applicants on the rehiring list will be permitted a period of six (6) weeks in which to familiarize himself or herself with the job. At the end of six weeks, if it is determined that the employee is unwilling or unable to meet reasonable standards of the position, the person will be removed from the job and placed back on the rehiring list. In the event of a dispute over this procedure, the arbitrator will determine whether the employer's decision was in accordance with the spirit and intent of this agreement, and fashion an appropriate remedy.

k) A person rehired under 4(f) into that person's former classification shall be paid the applicable minimum for the classification, plus whatever dollar differential above minimum that was enjoyed when displaced or laid off.

Employees rehired from the rehiring list shall not be required to meet a qualifying period for benefits for which they qualify.

l) It is agreed that seniority in Article 7 (3) (4) and (9) is interpreted as length of service with Pacific Newspaper Group within job classification. Employees will have the right to exercise their seniority rights under Article 7 (3) (4) and (9) within comparable classifications without regard to departments. Comparable classifications are those listed under Article 20 which have similar job duties or require reasonably similar skills.

Any dispute with respect to the similarity of job duties or skills shall be referred to Bruce McColl or a mutually acceptable substitute for a binding decision, following submissions from the parties involved.

5) a) CEP shall be notified at least six (6) months in advance of any proposed staff reduction resulting from any organizational changes, including those resulting from the introduction of new processes, new methods and/or new

equipment. During the period of such notice, the Company agrees to discuss with CEP any and all ways in which the impact of displacement may be avoided or reduced.

b) Permanent employees on staff on December 1, 2010, shall not be dismissed as a result of such organizational changes or the introduction of new processes, new methods and/or new equipment, but staff reductions may be affected by attrition. Employees whose classifications may be eliminated may be retrained or relocated in another department of the Company at no reduction in salary or impairment of benefits. Job classifications being phased out may be filled by temporary employees for a period not to exceed six (6) months.

c) In the case of such a staff reduction, employees whose positions are to be eliminated shall be retrained and/or relocated in another department of the Company mutually acceptable to both the Company and the employee with no reduction in salary or impairment of benefits. Except that should no mutually acceptable position be found within six months or a period equal to one week for each six months of service, whichever is the greater, of the notification to the employee of the job phase out, the Company may temporarily place the employee in a suitable position until a mutually acceptable position is available.

At any time during the six-month period the employee may resign and take severance pay at the rate of 1 week for each 3 months of service up to the limit of Article 10.

6) Notice under Section 5(a) shall include information on the number and titles of positions likely to be so affected. While the proposed changes may take place before the expiration of the six (6) months' notice period, there will be no layoffs of affected staff covered under Section 5(a) during this time.

7) At least two (2) weeks in advance of any layoff to reduce the labour force the Company shall accept voluntary resignations from employees in the classifications involved. The number of employees laid off shall be reduced in relation to the number of voluntary resignations which are received.

8) Seniority means length of continuous employment. Employment shall be deemed to be continuous unless interrupted by:

- a) dismissal for proper cause, or
- b) resignation, or
- c) refusal to accept an offer of rehire into the classification in which an employee worked when laid off.

9) New employees shall be considered probationary employees for the first sixty (60) days worked. Such employees shall have all the benefits of this Agreement during their probationary period. For probationary employees, benefits depending on length of service shall be computed from the date of their employment. When a part-time or temporary employee is hired as a full-time regular employee in the same department and classification without a break in service, that period of employment as a part time or temporary employee in that classification shall be considered to be part of the probationary period.

10) CEP and all affected employees shall be notified at least one (1) month in advance of any proposed dismissals caused by the sale or discontinuance of a publication. In the event that such notice is not possible, employees shall receive pay in lieu of it. Such notice or compensation in lieu of it is distinct from and in addition to any severance pay due under Article 10.

a) When the conduct or efficiency of an employee reaches the stage where an expression of dissatisfaction is necessary, the Company shall so advise CEP and the employee concerned. Such notice shall be in writing and the employee shall be furnished with pertinent details of any such complaint. If this procedure is not followed, such expressions of dissatisfaction shall not become part of the employee's record for use against that employee at any time. Any replies to such notice shall also become a part of the employee's record. Letters of dissatisfaction and written record of reprimands shall be removed after twenty-four (24) months from the date of issue.

b) No verbal reprimand or expression of dissatisfaction which could result in an entry in the employee's personnel file shall be given any employee except in the presence of a shop steward or other CEP representative.

12) There shall be no dismissals as a result of putting this Agreement into effect. There shall be no discrimination as a result of this Agreement, or because of membership or activity in CEP.

13) a) Whenever any employee is absent by reason of illness, vacation, disability or leave of absence creating an increase in the workload of any employee(s) beyond that encountered in the general course of work, sufficient additional employee(s) shall be provided. The Company shall temporarily promote the employee obviously next in line to fill the position vacated. Every employee temporarily promoted shall receive the pay applicable to the classification temporarily held for such time as that employee continues in that capacity. A vacancy created by temporarily promoting an employee shall also be subject to the above procedure.

b) Department Managers shall keep a list of employees who wish to be considered to fill temporary vacancies in the higher classifications. An employee on the list will automatically be considered for such temporary vacancies.

8. TECHNOLOGICAL CHANGE

1) Definition: Any change in technology, method (1) or procedure (2) during the period of a collective agreement which decreases the numbers of employees that existed when the current contract was negotiated with any union except for normal layoff, such as those occurring as a result of a decline in the volume of business.

- 1. e.g., hot metal to cold type;
- 2. e.g., change in computer operation.

2) The Company guarantees to the individual unions and the Joint Council that no present regular full-time or regular part-time employees will lose employment by the introduction of technological change.

It is agreed that the number of employees (as of December 1, 2010) is four hundred and thirty-four (434).

The Company has the right to introduce technological changes.

Prior to so introducing the Company shall advise the Union and the Joint Council. The Company will give the Union three (3) months' notice of any contemplated technological change and will meet with the Union beginning no more than ten (10) days after such notice to discuss with its representatives the time, procedure and training necessary for the introduction of the contemplated change. If the Union foresees any jurisdictional problems which may arise as a result of said technological change it is agreed that the date of introduction will be delayed a further three (3) months.

Should the number of employees in the Union's bargaining unit due to the introduction of technological change be reduced by more than 5%, for each employee in the unit over that figure the Company shall bank the equivalent hours of work at the current daily rates of wages. These hours will be assigned by the Union concerned as it sees fit.

When and if the circumstances change and the number of employees within the bargaining unit so affected increases to 95% or more of the bargaining unit figure, (434), above, the Company ceases to bank additional hours.

9. SETTLEMENT OF JURISDICTION DISPUTES

1) Notwithstanding any other portion or section of this Agreement, the Company shall give the Union and all other Unions covered by a collective agreement with the Company, three months' notice in writing when the introduction of a change in technology, method or procedure, the elimination of any job function within the jurisdiction of the Union or the transfer to or combining of a job function with the jurisdiction of another Union is contemplated.

2) Should the Union or any other Unions covered by a collective agreement with the Company foresee a jurisdictional problem arising because of the proposed change, the introduction, transfer, combining or elimination shall be delayed for a further three (3) month period from the expiration of the notice period.

3) During the three (3) month delay period, the Unions involved in the jurisdictional problem and the Company shall attempt to obtain a resolution to the problem.

4) Should the parties be successful in the resolution of the problem, the remainder of the three (3) month delay period shall be waived and the proposed change shall proceed.

5) Should the parties be unable to resolve the problem within the three (3) month delay period it shall, immediately upon the expiration of the three (3) month delay period, be submitted to either Don Monroe or Stephen Kelleher, the selection of whom will be the one with the appropriate time available to first hear the dispute. If all parties to the jurisdictional dispute agree, Paul Weiler may be selected. The mediator shall conduct such inquiry as is deemed necessary and shall have thirty (30) days in which to mediate a resolution to the problem.

6) Should mediation of the problem fail, the mediator shall, within one (1) month following the expiration of the one-month mediation period, make written recommendations for

settlement of the problem. Such recommendations shall be final and binding on the parties and shall be implemented in accordance with the recommendations of the mediator.

7) This section shall be the supreme and only method for the resolution of jurisdictional problems and the contractual grievance procedure may only be invoked in the event a party to this agreement fails to follow the procedure outlined in Sections 1 to 6 above.

8) Time limits in this clause may be altered by mutual consent of the parties.

9) Should the Company establish a videotex system or similar system in Vancouver (Lower Mainland) it is agreed that all work done within Pacific Newspaper Group for such a system will be done by members of the appropriate union(s) at Pacific Newspaper Group. Also that the re-working of material in such a system at Pacific Newspaper Group is recognized as falling within the jurisdiction of the Unions.

10. SEVERANCE PAY

1) Upon dismissal for any reason other than for gross misconduct or for self-provoked dismissal for the purpose of collecting severance pay, or upon being laid off, an employee shall receive severance pay in cash in a lump sum equal to one (1) week's pay for every six (6) months of service or major fraction thereof, up to a maximum of fifty-two (52) weeks. Such pay shall be computed at the highest straight-time weekly salary paid to the employee during the period of fifty-two (52) weeks immediately preceding dismissal or layoff, except in the case of employees paid on salary and commission basis, when the severance pay shall be computed at the average weekly income paid by the Company to the employee concerned during the fifty-two (52) weeks immediately preceding the dismissal or layoff.

2) If any employee is rehired following the payment of severance pay, and before the expiry of the number of weeks so paid for, the unearned severance pay shall be refundable to the Company. Reasonable terms of repayment shall be arranged if required by the employee. Any period of employment for which severance pay has actually been paid, and not refunded, shall not be counted as employment in calculating severance pay which may again become due after rehire.

3) The period of any employee's service with the Company, for the purpose of this Article, shall mean the total period of consecutive and uninterrupted service of the employee concerned except that:

a) Breaks in service with the Company which were occasioned in circumstances over which the employee had no control shall not be regarded as an interruption.

b) Leaves of absence granted by the Company to any employee and the period of a layoff of an employee subsequently rehired following a dismissal to reduce the labour force shall not be regarded as an interruption in continuity of service, but the time actually spent away from regular duties shall not count as time served.

11. TRANSFERS, PROMOTIONS AND TRAINING

1) No employee shall be transferred by the Company to

another enterprise or division in the same city, or to another city, whether in the same enterprise or other enterprises conducted by the Company, or by a subsidiary or related Company, without the employee's consent and, if to another city, with payment of all transportation and other moving expenses of himself/herself and family. There shall be no reduction in salary or impairment of other benefits as a result of such transfer unless the employee so agrees in which case CEP shall be notified immediately and in advance of the transfer taking effect. An employee shall not be penalized for refusing to accept a transfer.

2) No employee shall be transferred by the Company to a job in which that employee has no experience without the employee's consent. Any person transferred and found unable to perform the duties of the job during a trial period of not less than one (1) month or more than three (3) months shall revert to the previous work classification and salary held unless the employee's previous work in the classification was not satisfactory. There shall be no reduction in salary or impairment of benefits as a result of such transfer unless the employee and CEP so agree, nor shall any employee be penalized for refusing to accept a transfer.

3) a) The Company agrees to recognize and carry out in practice wherever feasible and in the best interests of the Company the principle of promotion of present employees in CEP jurisdiction subject to the limitations imposed by the rehiring list.

b) Notice of all vacancies, including newly-created jobs, shall be posted on bulletin boards and given to CEP. Sun and Province Editorial postings deemed to be of a competitive, confidential nature need not be posted in the other editorial department. Employees desiring to fill such vacancies shall submit written applications within seven (7) days of such posting. Representations may be made by CEP on behalf of any candidate. Such applications and representations shall be made in writing and directed to the Director, Human Resources, unless the posting specifically identifies another Company representative. An employee may make application on behalf of another employee who is absent throughout the posting period for any posted vacancy.

c) The Company will continue to weigh job applicants on their merits. However, other considerations being equal, vacancies shall be filled by the senior employee making application. The final decision as to suitability shall rest with the Company.

d) Seniority as used in this section means length of continuous service with the Company. Employment shall be deemed continuous unless interrupted by (i) dismissal for proper cause or (ii) dismissal to reduce the force which lasts more than five (5) years (but the period of such dismissal shall not be included in computing total seniority), or (iii) refusal to accept an offer of rehire into the classification in which he or she worked when dismissed.

e) Filling of job openings will not be delayed so that it creates an increase in the workload of any employee(s) beyond that encountered in the general course of work.

4) No employee shall in any way be penalized for refusing to accept a promotion.

5) Employees promoted under Section 3 shall be given a trial period of three (3) months which may be altered by agreement with CEP. During such trial period the employee may elect to return to the classification from which the employee advanced, without penalty or prejudice.

6) At the end of such trial period, the employee shall be confirmed in the classification to which he or she advanced, unless he or she has been found unsuitable. If not so confirmed he or she shall be returned to the classification from which he or she advanced without penalty or prejudice. For employees who are confirmed the trial period shall be included for all purposes in determining length of service in his or her new classification.

7) If at the end of or during a trial period the employee returns to the classification from which he or she advanced, he or she shall then receive the salary he or she would be entitled to if he or she had never been advanced. His or her period of service in the higher classification shall be counted for all purposes as service in the classification from which he or she advanced.

8) Any employee filling a position which can be reclaimed by an employee who has been transferred or promoted shall be considered to have temporary status in that position during the trial period, and the employee filling such a position shall be so advised.

9) The Company will give suggestions to employees on how to improve chances for the next job or promotion opportunity, where the employee has failed to achieve promotion to another job.

10) a) A joint committee consisting of three CEP and three Company representatives will meet at least every two (2) months to determine the training needs of employees.

b) The role of the committee will be to canvass the employees to identify areas where more training is needed. In addition they will recommend such training and implement the training initiatives of the Company.

c) Building attendants required to update industrial First Aid certificates to the level required as a condition of employment shall be provided up to six days off to do so with no loss of pay. Tuition expenses will be paid by the Company upon production of a receipt by the employee.

12. HOURS AND OVERTIME

1) a) The five (5) day, 37-1/2 (thirty-seven and one half) hour week shall be in effect.

b) The five (5) day, 36-1/4 (thirty-six and one quarter) hour week shall be in effect for any employee whose regularly scheduled shift requires him/her to work any time between 6:00 p.m. and 6:00 a.m.

2) a) The working day shall consist of 7-1/2 (seven and one half) hours falling within 8-1/2 (eight and one half) consecutive hours.

b) The working day for any employee whose regularly

scheduled shift requires him/her to work any time between 6:00 p.m. and 6:00 a.m. shall consist of 7-1/4 (seven and one quarter) hours falling within 8-1/4 (eight and one quarter) consecutive hours.

c) The working day for all classifications on the news desk, city desk, provincial desk, rewrite desk and picture desk and for all reporters and photographers may consist of 7 (seven) hours falling within 7-1/2 (seven and one half) consecutive hours, in which case employees in these classifications shall, when working overtime on a continuing assignment, undertake the first half hour (one-quarter hour for employees working any time between 6:00 p.m. and 6:00 a.m.) of such overtime assignment without extra pay. The remainder of the time spent on such overtime assignment shall be paid for by the Company at the regular overtime rate as described in Section 3 of this Article.

d) Any employee whose regularly scheduled shift requires him/her to work any time between 6:00 p.m. and 6:00 a.m. shall have his/her salary for the shift increased by 10%. Night differential shall be included in salary in the computation and payment of all benefits and premiums.

3) a) The Company shall compensate on the regular pay cheques for all authorized overtime at the rate of double time in cash and any fraction of 1/2 hour shall be considered as 1/2 hour and so on. Overtime shall be defined as work beyond the unit of hours in the work day or work week, or any work performed at hours not scheduled.

b) When an employee is assigned overtime, compensation may be taken in equal value of time off. Such time off must be taken within thirty (30) days at a mutually agreed time, unless mutually agreed otherwise. Payment for overtime shall be in cash if that is the employee's preference.

4) An employee who, having been released from duty, is recalled for an overtime assignment not immediately preceding a regular shift, shall be paid for time worked, but not less than four (4) hours plus all travel time, all at the overtime rate.

5) a) An employee required to work on his or her day off shall be paid at the rate of double time with a minimum of a regular day's pay, in addition to his or her regular weekly salary.

b) A list of employees wanting to work on a scheduled day off shall be maintained in each department and sub-department. It is agreed that such overtime is to be divided when practical amongst the employees on the list, but overtime is not limited to those on the list.

6) Work schedules shall be posted fourteen (14) days in advance of the week for which they apply, except in the editorial departments where such postings shall be made seven (7) days in advance of the week for which they apply. Postings may be altered in the event of sudden illness. Senior employees shall be given preference in assignment of shifts.

7) The work schedule shall provide for at least a twelve-hour interval following the completion of any regularly scheduled shift before the start of the next regularly scheduled shift.

8) The Company shall cause a record of all overtime to be

kept. Such record shall be made available to CEP on request.

9) An employee shall not be required to work overtime if another qualified employee is willing and available to handle the work assignment without disruption.

10) Should it become necessary to change the permanent or regular shifts in any department on a substantial basis the department head and/or the Company will meet with CEP and a representative group of the employees and will accept suggestions with regard to any proposed changes before any shift changes are posted.

11) Consecutive days off will be granted to employees wherever practical.

13. STATUTORY HOLIDAYS AND SUNDAYS

1) The following holidays shall be granted to all employees with full pay: New Year's Day, Good Friday, Victoria Day, Canada Day, B.C. Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day, the employee's birthday or a day in lieu of, to be mutually agreed upon, and any other day duly proclaimed as a public holiday by Federal or Provincial authority, or any other day recognized as a holiday by the publisher by not publishing.

2) When a statutory holiday falls on an employee's day off or during his/her vacation, he/she shall be given another day off in lieu of the holiday within the preceding two-week or following two-month period, to be mutually agreed upon. The day off in lieu of the statutory holiday to be scheduled so that, where practical, it is consecutive with other days off in the week.

3) An employee required to work on any holiday or Sunday, except as provided in Section 4 and 5, shall be paid at the rate of double time with a minimum of one (1) regular day's pay in addition to his/her regular weekly salary. Compensation for statutory holidays may be taken in equal value of time off. Such time off must be taken within 30 days at a mutually agreed time unless mutually agreed otherwise. Payment for such time shall be in cash if that is the employee's preference.

4) a) Employees in the Editorial Department of the Province Division, regularly assigned night employees in the Editorial Department of the Sun Division, and Building and Service Department employees, may be regularly scheduled to work on Sunday. In such case, Saturday shall be designated as Sunday for these editorial employees, and all work performed on that day shall be paid for in accordance with Section 3 of this Article; in no case shall these editorial employees be scheduled to work both Saturday and Sunday, and, wherever possible, this shall apply to Building and Service Department employees.

4) b) Exception to the provisions of Section 4 (a) above regarding Saturday-Sunday work may be made in respect to employees in the Sports Sections of the Editorial Departments, who may be required to work on a Saturday, such work to be at the double time rate. In such case, the individual employee shall have the option of taking payment for the overtime worked either in the form of compensatory time off during the following calendar week or in the form of cash. Where compensatory time off at

the double time rate is chosen for work performed on a Saturday the employee may be regularly scheduled to work on the Sunday. In the event that Saturday work by the employee concerned exceeds one-half (1/2) the normal work day, the employee shall be paid in cash at the rate of double time for all time worked in excess of the half day, in addition to the compensatory time off as provided herein. On four (4) weeks' notice, sports writers can be required to work both Saturday and Sunday to provide continuity of coverage on back-to-back sports events at straight time rates. Should an employee work both Saturday and Sunday, he/she shall receive two (2) days off during the following week, such days off to be consecutive except by mutual agreement, the first such day off to be considered the day off and the second as Sunday.

5) Employees regularly assigned to work Sundays for a Sunday paper shall have consecutive days off unless mutually agreed between the employees and the department manager. Upon the start of Sunday publication, employees as of November 1, 1978 required to work in the Circulation department on Sunday and in other departments Saturday night (for the Sunday paper) will work a full shift at straight time and shall bank 2.5 hours for time off as mutually agreed between the employee and the department manager. It is further understood that the Company shall endeavour to engage part-time personnel for this work at straight time rates of pay. After one year of Sunday publication, only employees hired after November 1, 1978 and part-time personnel shall be required to work Sunday shifts regularly at straight time.

6) Where a statutory holiday falls on a Monday, employees of the Province Editorial Department and regularly assigned night employees in the Editorial Department of the Sun Division and Building and Service Department employees, who are regularly scheduled for work the day prior to the holiday, may be required to work on the holiday at regular rates of pay. In such case, the day preceding the holiday (Sunday) shall become the holiday and work performed on that day shall be paid for in accordance with Section 3 of this Article.

b) Where a statutory holiday falls on a day other than Monday, the holiday period for regularly scheduled night shift employees shall be from 2:00 p.m. on the day prior to the holiday to 2:00 p.m. on the holiday. Any editorial employee required to begin a shift prior to 2:00 p.m. on such a statutory holiday shall work only four (4) hours and receive pay for a full shift. Reporters working on a lengthy, continuing assignment, however, may be required to work an additional half-hour to complete such assignment without additional pay.

All regular employees who are absent by reason of a compensable accident, sickness or while acting for the union on Company-Union business shall receive statutory holiday pay.

14. VACATION

1) a) On January 1st of each year, employees with less than one year's continuous service shall receive one and one-half (1-1/2) days' vacation for each month's service in the previous year up to a maximum of fifteen (15) days.

b) On January 1st of each year, employees with one or

more years of continuous service shall receive:

1) for a complete year's service - three (3) weeks' vacation.

for a partial year's service - one and one-half (1-1/2) days' vacation for each month's service up to a maximum of fifteen (15) days.

c) On January 1st of each year, employees having five (5) or more years of continuous service shall receive in that year:

1. for a complete year's service - four (4) weeks' vacation.

2. for a partial year's service - two (2) days' vacation for each month's service up to a maximum of twenty (20) days.

d) On January 1st of each year, employees having ten (10) or more years of continuous service shall receive in that year:

1. for a complete year's service - five (5) weeks' vacation.

2. for a partial year's service - two and one-half (2-1/2) days' vacation for each month's service up to a maximum of twenty-five (25) days.

e) On January 1st of each year employees with twenty (20) or more years of continuous service shall receive in that year:

1. for a complete year's service - six (6) weeks' vacation.

2. for a partial year's service - three (3) days' vacation for each month up to a maximum of thirty (30) days.

f) Computation of vacation credits shall commence on the day of employment.

g) Upon completion of the fifth (5th) and tenth (10th) and twentieth (20th), respectively, years of service, upon the anniversary date, an employee shall receive, respectively, a fourth (4th) or fifth (5th) or sixth (6th) week of vacation for a complete year's service, or, for a partial year's service, one-half (1/2) day of vacation for each month of service (maximum 5 days) in the previous calendar year. When the employee's anniversary date falls due in December, and thereby prevents such an employee from receiving his or her full number of days of earned vacation in the calendar year in which his or her anniversary of employment date was reached, the unused days shall be taken in the following year.

h) Permanent full-time and permanent part-time employees who are absent by reason of a compensable accident, paid sickness (personal illness) or injury, jury duty, paid excused absence or while acting for CEP (on Company-CEP business) shall accrue vacation credits as if such days had been worked. Such accrual shall be limited to one (1) full year of vacation entitlement (i.e., maximum six (6) weeks' vacation). At the end of the calendar year following this maximum accrual, the employee may opt to

withdraw these accrued benefits in cash if on long-term disability only.

- 1) It is agreed that an employee may elect to take his or her weekly days off on the day or days immediately preceding the vacation, and wherever possible this shall be granted.
- 2) Vacations shall be arranged according to length of service in the department and must be consecutive except that an employee entitled to three or four weeks' vacation may be required to take one (1) week (if entitled to three weeks), or two (2) weeks (if entitled to four weeks), or three (3) weeks (if entitled to five weeks) outside the vacation period. In no event shall an employee be required to take all his/her vacation prior to May 15 or after September 30 except in the case of Circulation Department District Advisors and Editorial Department employees where the vacation period shall, wherever feasible, be from May 1 to October 31.
- 3) Upon termination of employment of an employee, or his/her estate in case of death, or upon his/her entry into military service, he/she shall receive accrued vacation pay up to the date of his/her termination.
- 4) At least one (1) month's notice in advance of starting time of vacation shall be given every employee, except in cases of emergency or for compassionate reasons.
- 5) Vacation pay for employees paid on commission, or salary and commission basis, shall be computed as an average of income received from the Company during the six (6) months immediately preceding such vacation.

15. SICK LEAVE AND HEALTH AND WELFARE BENEFITS

- 1) Any permanent full-time or part-time employee prevented from performing his/her regular duties because of sickness shall be allowed sick leave and pay according to the following scale. Computation of sick leave shall be based on the calendar year.

For the first week of the first sick leave	full pay
For the first week of the second sick leave	full pay
For the first week of the third sick leave	full pay
- 2) "Week" shall mean, for the purpose of this Article, five (5) days not necessarily consecutive days.
- 3) a) A certificate from the employee's doctor or one selected by the Company may be required by the Company. The Company shall bear the cost (if any) of any medical certificate required. The Company agrees that a medical certificate required by a carrier of insurance policies of the Company shall be deemed to be a certificate required by the Company.

b) An employee may, without penalty or prejudice, refuse to admit nurses to his/her residence. Company nurses shall conduct their duties at reasonable times.
- 4) No deduction for sick leave shall be made from overtime or vacation credited to the employee.
- 5) The Company will fund 2% of straight time wages for short-term absences (1st week of sickness and disability) and any annual surplus will be paid in cash to the union to apply as it

determines except for time off. This provision does not affect the company's obligation to pay sick leave to employees should the 2% level be exceeded.

The Company shall substantiate in writing once each calendar year, upon request, the funding of 2% of straight time wages for short-term sickness.

6) The Company shall pay the total cost of providing benefits for employees and eligible dependents who work twenty hours per week or more as follows:

- a) Medical Services Plan of BC or its equivalent commencing on the first day of the month following the commencement of employment for B.C. residents and the first day of the month following eligibility for employees moving to BC.
- b) Extended Health Insurance commencing on the first day of the month following three (3) complete months of eligible employment. Extended Health Insurance will include hearing aid coverage to a maximum of \$1,000 per ear every five (5) years and a vision-care plan which will cover 80% of the costs of prescription glasses, corrective lenses to a maximum of \$350.00 every 24 months with a \$25.00 deductible. Laser surgery to a maximum of \$700.00 every 24 months with a \$25.00 deductible. Eye examinations to a maximum of \$125.00 every 24 months. Extended Health Insurance, out of province lifetime maximum will be one million dollars (\$1,000,000.00).
- c) Group Life Insurance for employees less than age 65 in the amount of twice the employee's annual salary to a maximum of \$90,000 and for employees over age 65 in the amount equal to the employee's annual salary to a maximum of \$12,500. The above shall commence on the first day of the month following three (3) complete months of eligible service and shall be convertible to an individual policy within 30 days of ceasing employment with the Company.

Employees who go on a leave of absence in excess of one month may retain membership in the above three plans by paying premiums for each month's absence following a complete month's service.

- d) Long term disability coverage for employees who are CEP members who qualified for short term disability benefits:
 - (i) 16th week through 27th week — 70% of employee's wages on the first day of disability to a maximum of 120% of the key classification rate.
 - (ii) 28th week through to age 65 — 60% of employee's wages on the first day of disability to a maximum of 120% of the key classification rate.

Employees who go on a leave of absence in excess of one month who retain membership in the short term disability plan may retain membership in the above plan by paying premiums for each month's absence to a maximum of three months' absence.

e) Short-term disability benefits for the second through the fifteenth week of any disability payable at the rate of 80% of an employee's weekly salary.

f) The Company agrees that all employee benefits shall be offered and paid for on the same basis for males and females.

g) All active Long Term Disability claimants shall have their monthly payment increased by five percent (5%) on March 1st of each contract year.

7) The Company shall contribute, effective December 1, 2010, \$6.47 per shift, effective December 1, 2013, \$6.53 per shift for each shift worked by employees who are CEP members to a fund to provide for a Welfare Plan for CEP members.

8) In case of compensable accident the Company will pay 100% of an employee's wages less any amount recovered by the employee from the Workers' Compensation Board or other wage indemnity plan contributed to by the Company. However, in no case are the above amounts to exceed the regular take home pay of the employee had he/she been employed during the period of absence on Workers' Compensation. To facilitate a regular income for the employee, the employer will pay the employee his/her regular straight-time wages and the employee shall turn over to the employer his/her earnings from the Workers' Compensation Board as soon as received.

9) Hazardous Assignment Insurance: The Company agrees to maintain in force \$50,000 insurance policies on reporters and photographers on assignment.

10) A regular employee will be granted bereavement leave with pay for the purpose of making funeral arrangements and attending said funeral in the following amounts:

a) One (1) week in the event of the death of the employee's spouse or child or mother or father.

b) One (1) week in the event of the death of a member of the employee's immediate family when the death occurs more than 800 kilometres from Vancouver.

c) Three (3) days in the event of the death of a member of the employee's immediate family where the death occurs less than 800 kilometres from Vancouver.

For the purpose of the above, immediate family means sister, brother, mother-in-law, father-in-law, sister-in-law, brother-in-law, son-in-law, daughter-in-law, grandparents and grandchildren.

11) For the purposes of benefits coverage and bereavement leave, Pacific Newspaper Group recognizes same sex couples as a common-law relationship. All eligible employees will complete a notarized declaration of status form supplied by the company should they wish to participate in employee benefits as provided by Pacific Newspaper Group.

12) Sick Leave:

a) The following deals with Sick Leave, as opposed to short and long-term disability.

1. The Company will convene regular Sick Leave Committee meetings within each Union Jurisdiction.

2. The committee will:

i. Conduct a review of all those individuals who are currently under a requirement to visit their own Doctor or the Company Doctor each time they are off sick.

ii. Follow-up to ensure that the appropriate reviews take place on a timely basis.

iii. Make recommendations as to whether or not an employee should be under a requirement to see the Company Doctor, his/her own Doctor, etc.

iv. Make recommendations to the Company as to programs that could be implemented to encourage improved attendance at work.

v. Meet no less than twice per year.

3. In situations where the employee has complied with the directives of the Company and the result is that the Company feels that the employee has not substantiated that he/she should have missed work as a result of the illness, the matter will be referred to the appropriate Sick Leave Committee.

4. Should the Sick Leave Committee determine that there has been an abuse, the Committee shall be empowered to impose a penalty of suspension of benefits of less than the minimum six (6) months described under the terms of our collective agreements.

5. The Sick Leave Committee will consider all medical information available in attempting to determine whether or not there has been abuse of sick leave. This may include referring any conflicting doctors' reports to an agreed upon medical practitioner. This opinion may or may not include the examination of the employee. All costs will be paid by the Company.

6. If there is a dispute concerning any of the above points, either party may refer the matter to a troubleshooter for binding non-precedential resolution. Legal counsel will not be used in presentations before the troubleshooter. The troubleshooter will have the option of seeking independent medical advice, the cost of which shall be borne by the Company.

7. a) Costs associated with the use of a Troubleshooter shall be shared between parties pursuant to Section 103 of the Labour Relations Code.

b) The following deals with short- and long-term disability plans:

1. Independent physicians referred to in Section 5 (b) of the short-term plan and Section 2 (1) (e) (ii) of the long-term plan will be selected by mutual agreement.

2. The Company, the Unions and the troubleshooter will agree on a list of independent physicians to be used.

3. Employees receiving disability benefits will not be retroactively cut off.

16. EARLY RETIREMENT

Commencing on January 1, 1975, and each January 1st thereafter, every employee, in each calendar year, shall receive one (1) day's credit after having passed his/her sixth (6th) anniversary date, two (2) days' credit after having passed his/her eleventh (11th) anniversary date, five (5) days' credit after having passed his/her twenty-fifth (25th) anniversary date.

Effective January 1, 1989, and each January 1 thereafter, every employee in each calendar year shall receive three (3) days' credit after having passed his/her nineteenth (19th) anniversary date.

Effective January 1, 2004, every employee in each calendar year shall receive one (1) day's credit after having passed his/her fifth (5th) anniversary date, two (2) days' credit after having passed his/her tenth (10th) anniversary date, three (3) days' credit after having passed his/her fifteenth (15th) anniversary date, four (4) days' credit after having passed his/her twentieth (20th) anniversary date and five (5) days' credit after having passed his/her twenty-fifth (25th) anniversary date.

This benefit can be taken in cash at the current rate of wages of the employee at year-end in year earned, or upon termination, or accumulated for early retirement, or taken as vacation in the year following the year earned. Early retirement benefits shall be computed in the same manner as vacations are pro-rated.

Employees who retire early will have provincial medicare and supplementary medical continued to normal retirement age (65 years).

17. PENSION PLAN

The Pacific Newspaper Group Pension Plan and Trust Fund created pursuant to the Agreement and Declaration of Trust entered into as of January 1, 1973, between the Union, the Company and certain individual trustees, shall continue to operate during the term of the current Collective Agreement pursuant to the terms of the Agreement and Declaration of Trust and the Plan Document appended thereto.

Participants in the Plan shall make contributions to the Plan equal to 5% of their earnings.

The Company shall make contributions to the Plan in an amount equal to 5% of the salary of each employee who participates in the Plan.

"Earnings" shall mean amounts received as compensation from the Company, inclusive of salary and wages paid, overtime pay, bonuses and commissions but exclusive of payments under a suggestion plan, payments under a profit-sharing scheme or any other benefits not forming part of the employee's salary or wages.

The Company shall, without charge, continue to assist each Board of Trustees in the administration of the Plan by taking employee deductions with respect to required and voluntary contributions, remitting these amounts as well as required company contributions to that fiduciary selected by each Board to act as custodian with respect to assets of their Plan, maintaining appropriate records as to each Plan participant's

credits under the Plan, reporting these to the Plan participants and working with each Board and its actuary in the processing and payment of benefits due to participants.

Any records, exclusive of payroll records, shall be the property of the Board of Trustees and shall be available for review at any reasonable time by the Board. Information held by the Company on payroll records shall be made available for review (at any reasonable time) by the Board.

Should it be decided, at some point of time, by the Board to have the administration of the Plan handled by a third party administrator, the Company agrees to provide such administrator all records which are the property of the Board and any other information which constitutes a part of the Plan records. In this event, the Company agrees it would continue to carry out such functions as taking employee deductions, reportings, required data, etc., as is required by the administrator to properly carry out his/her duties.

New employees hired after November 11, 1994, are required to join the Pacific Newspaper Group Pension Plan and Trust Fund.

The company agrees to pay the Pension Plan windup costs ordered by the Pension Superintendent resulting from buyouts or restructuring of the workforce.

18. LEAVES OF ABSENCE

- 1) a) The Company shall grant leaves of absence without pay providing such leaves do not cause unreasonable disruption of operations. Not more than 3% or one employee, whichever is higher in a department, will be allowed leave at one time.

Employees desiring extended leaves (one month or more) shall apply for leave before March 31 and September 30 for such leaves during the subsequent 8-month period, stating: Date leave to start, date leave to terminate, and reason for leave, giving as much detail as possible to determine the flexibility of the leave period.

Copies of such applications shall be filed with the Human Resources office and the CEP office.

In the event more than the allowable number of persons apply for any period, or the Company determines that such leave application would unreasonably disrupt operations, the Company shall provide CEP and each employee a copy of the decision and reasoning for all leave agreements or rejections. Other factors being equal, seniority shall prevail. A joint Company-CEP committee shall review this file following the agreements and rejections being completed, not later than April 30 and October 31, respectively. Disagreements are subject to grievance.

- b) A Department Manager may, on the written request of an employee, grant an extension of the leave of absence. Failure to return at the end of an authorized leave of absence shall be termed a voluntary resignation.

- c) The Company shall grant employees leave without pay for family emergency or other reasons providing such leave does not cause unreasonable disruption of operations. An employee may arrange a leave of absence

of one or two day's duration with his/her department supervisor.

2) If any employee is elected or appointed to any position in CEP or CLC, or local of CEP, or any organization with which CEP is affiliated, such employee upon his/her request shall be given a leave of absence without pay for at least two (2) years. The period of such leave of absence without pay upon request may be extended at the Company's discretion, it being understood that CEP may make representation on behalf of the employee concerned. Such employee, upon expiration of his/her leave of absence, shall be reinstated in the same position or one comparable to the position held when the leave of absence began. Such reinstatement shall not require the Company to increase the number of the staff.

3) a) Leaves of absence without pay upon request shall be granted to employees elected to or appointed delegates to conventions of CEP, or any organization with which CEP is affiliated, and to delegates to special meetings called by CEP or any branch thereof or by an organization with which CEP is affiliated. Requests for such leave shall, wherever possible, be made in writing at least one (1) month in advance of the time when it is required. The number of employees granted such leave, simultaneously, shall not exceed ten (10) in total, nor more than two (2) from any Department.

b) Executive members of CEP shall be entitled to attend regularly scheduled monthly executive meetings and regularly scheduled quarterly membership meetings without pay.

4) a) Maternity leave of up to one year will be granted. However, no employee shall be required to take a leave of absence, nor shall an employee's job duties or working conditions be altered without her consent because of pregnancy; nor shall there be any penalty for pregnancy. An employee returning from leave shall be reinstated in her job at the salary she would have received had her employment with the Company been continuous. An employee returning from leave shall be reinstated in her job with full credit toward severance pay accrual, experience rating, and other length of service benefits. Failure to return at the end of maternity leave shall be termed a voluntary resignation. Two (2) weeks' notice shall be given by the employee if possible at the commencement of maternity leave and two (2) weeks' notice prior to returning. For each pregnancy maternity benefits shall be paid as follows:

i. Where the employee is eligible for EI maternity benefits and (1) provides the Company with proof that she has applied for and is eligible for EI maternity benefits and (2) signs an agreement as follows:

I, _____, agree that I will return to work at the end of my maternity leave and will remain an employee of the Company for at least six (6) months after my return to work. If I fail to do so I acknowledge my indebtedness to the Company for the amount received from the Company as maternity allowance.

ii. The employee shall receive weekly benefits as follows: for the first two weeks — 95% of full pay; for the next

15 weeks, the difference between the amount received from EI and 95% of the employee's insurable earnings.

Notwithstanding, in all weeks, the combination of employment insurance benefits (EI), supplemental unemployment benefits (SUB) and all other earnings will never exceed 95% of the employee's normal weekly earnings.

No employee is eligible for the benefits outlined in paragraph (ii) above until she has been employed for twelve (12) months by the Company.

b) Parental leave, available to the natural or adoptive parents, will be provided as follows:

i. Up to five (5) days' (three [3] days with pay) parental leave shall be granted upon the birth of a child to an employee's spouse or upon the legal adoption of a child; or

ii. Up to thirty-five (35) weeks' unpaid parental leave will be granted upon the birth or legal adoption of a child. Such leave may be taken by the mother or the father, or, where both parents work at Pacific Newspaper Group, may be shared between them.

At least two (2) weeks' written notice prior to commencement of parental leave is required, where possible. Parental leave under (b) (ii) must commence within 52 weeks of the birth of the child, or the date on which the child comes into the actual care and custody of the adopting mother and father. Parental leave of a natural mother must begin when the maternity leave expires, except when otherwise agreed by the employer and the employee.

5) The Company shall grant on written request, leave of absence without pay (a) for employees who seek election to full time office in a municipal, provincial or federal election, for the full period of campaigning (b) for employees elected to a full time public office for the duration of the term for which they are elected.

6) Leaves provided for in this Article shall not constitute breaks in continuity of service in the computation of service pay, vacations and other benefits under this Agreement, but leaves under Section 1 and 2 of this Article may be deducted in computing severance pay. No benefits will be earned by employees while they are on such leaves.

7) The Company agrees to continue its longstanding policy of granting leaves of absence to employees for required annual training with reserve units of the Canadian Armed Forces. Employees taking such leave shall receive their regular weekly salary less any salary received from the Service. Employees taking such leaves shall not suffer any loss of vacation credited or to be credited.

19. PART-TIME AND TEMPORARY EMPLOYEES

1) a) A part-time employee is one who is hired to work regularly less than 80% of the workweek provided in this Agreement.

b) A temporary employee is one employed for a special project or for a specified time, in either case not to exceed three (3) months, except by mutual agreement. If there is a disagreement over the permanent hiring or extension of

a temporary employee's employment, the matter will be referred to the Fast-track Arbitration process as contained in Letter of Agreement #5. Should a temporary employee's employment thus be extended beyond three (3) months such employee shall receive company paid group life insurance, medical benefits and extended care benefit and sick leave in accordance with Article 15 (1) (2) (3) (4) and statutory holidays as per Article 8 15 (1), with the exception of birthdays. Should a temporary employee whose employment was extended beyond three (3) months be terminated and re-employed within a thirty (30) day period, such employee will be credited with the period of employment worked immediately prior to termination.

c) At least every six months a joint committee of union and company representatives shall meet to audit the status of regular part-time and temporary employees.

2) A part-time or temporary employee shall not be employed where, in effect, such employment would eliminate or displace a regular or full-time employee or position.

3) a) Part-time employees shall be paid on an hourly basis equivalent to the weekly minimum salary provided for their classification and experience, and shall advance in the schedule of minimum salaries and shall receive all benefits depending on the length of service according to the length of their employment with the Company, and not according to actual hours worked; shall receive pro rata vacation pay, pro rata sick leave, pro rata statutory holidays pay, pro rata night differential (with a minimum of fifty (50) cents), expenses and equipment, in accordance with the terms of this Agreement, and CEP shall be furnished information in accordance with Article 5. Union shop hiring and check-off provisions shall operate. If a statutory holiday falls on a day that a part-time employee would normally have worked, the employee shall not have his/her wages reduced by reason of his/her not working on that day. If a statutory holiday falls on a day that a part-time employee would not normally have been working, the employee will be paid on a pro rata basis for the statutory holiday (i.e., if the employee normally works two (2) days per week and a statutory holiday falls on one of his/her days off, he/she will receive 40% of a day's pay for the statutory holiday in addition to his/her pay for days worked).

b) Part-time employees employed on the Circulation complaint desks and as students in training in the Editorial Departments shall be paid on an hourly basis equivalent to the weekly minimum salary provided for their classification and experience.

4) Temporary employees shall be covered by all terms of this Agreement except Article 7 (4), (5), (6), (7), (10) and (13); Article 8; Article 10; Article 15 (5), (6) d, e, f, g, (8), (9), (10); Article 16; Article 17 except in accordance with the Pension Standards Benefits Act; Article 18; and Letters of Agreement #2 and #7. Temporary employees shall be covered by Article 8 13 (1) with the exception of birthdays and Article 15 (1), (2), (3), and (4) in accordance with Article 19 (1) b. Necessary and adequate working equipment shall be provided for employees and paid for by the Company. Statutory holiday benefits will be provided in accordance with the terms of the B.C. Annual and

General Holiday Regulation of July 9, 1974 or any Provincial legislation which supersedes it, except for temporary employees who are covered by Article 19 (1) (b). The company agrees that a person who is hired as a regular employee in the same classification and department in which that person had within the previous three (3) months been terminated after a period as a temporary employee, will be given credit for that period of temporary employment for length of probation period and seniority purposes. The Employment Standards Act or any Provincial legislation which supersedes it shall cover any other terms and conditions of temporary employment including maternity leave.

5) In the event of a part-time employee becoming a full-time employee or a temporary employee becoming a part-time employee, he or she shall be credited for seniority purposes at least with actual time previously served and he or she shall be credited for probationary purposes with any time worked in the same department and classification, without a break in service immediately prior to becoming a full-time employee.

20. SALARIES SCHEDULE OF MINIMA

For wage rates see page 26

21. GENERAL WAGE PROVISIONS

1) Experience Definition: In the application of the foregoing schedule of minima, experience shall include all employment in comparable work. Employees shall be classified as to job title and experience rating at the time of employment, transfer or promotion, and CEP notified in accordance with the provisions of Article 5. Unless mutually agreed by CEP and the Company, an employee paid a starting salary above the minimum provided for his or her actual experience shall receive an experience rating which conforms to his or her salary and shall advance to the next experience step-up in proportionately shorter time and through subsequent step-up increases as provided. The date of such earlier advancement shall become the employee's anniversary date for subsequent step-up increases.

2) Should the Company create a new job (either regular or part-time) or, in CEP's estimation, substantially change the duties or functions of an existing job, compensation shall be negotiated. If agreement is not reached within two (2) months, the parties shall submit the issue for binding arbitration in accordance with Article 6 - Grievance Procedure.

3) There shall be no reduction of salaries during the life of this Agreement, except in case of demotion. The term "salaries" means all forms of compensation including the basis and rates for computing commissions.

4) Dual Work: Any employee who works in a higher classification shall receive at least the minimum in the higher classification for the time worked.

5) Merit Pay: Individual merit pay may be acknowledged, at the discretion of the Company, by payments above the minimum. Nothing in this Agreement shall prevent employees from bargaining individually with the Company for salaries in excess of the minimum established herein. All employees receiving merit pay as at February 28, 1982 shall continue to receive at least the level of merit pay being paid at that date during the term of their employment with the Company. After

February 28, 1982, merit pay may be awarded or withdrawn at the Company's discretion. The withdrawal of payment of merit pay may be grieved by CEP under Article 6.

6) Payment: Payment of salaries shall be made every second Friday.

22. EXPENSES AND EQUIPMENT

1) The Company will pay weekly, except as provided for in Section 2 of this Article, all legitimate expenses incurred by the employee in the service of the Company, including the supplying and laundering of coveralls for all building maintenance personnel and the supplying of rainwear for outside carpenters, and shall supply transportation for employees regularly requiring transportation in the service of the Company.

2) Employees who use their own cars in the service of the company:

a) shall be compensated at the rate of 40.57 cents per kilometre for the first 120 kilometres and 36.87 cents thereafter, with a minimum of \$6 per shift. Mileage rates shall be reviewed monthly and increased one cent for every 2.2-cents-per-litre increase, or major fraction thereof, over the normal fuel price per liter published annually by Runzheimer Consultants. Major fraction shall be defined as 5/10th and above. Mileage rates and the normal fuel price will be updated annually based on published reports by Runzheimer Consultants.

b) except for advertising sales representatives, shall be paid a minimum guarantee of 7,000 miles (11,280 km) per calendar year payable in monthly installments, such minimum to be recalculated monthly to give a year to date minimum guarantee.

c) who are advertising sales representatives, shall be paid a minimum guarantee of \$120.00 per month.

3) The Company shall pay for all parking costs incurred in the service of the Company.

4) Employees who are supplied with Company cars may at the Company's discretion drive them to and from work at no additional cost to the employee.

5) An employee regularly using his/her automobile in the service of the Company shall receive at least three (3) months' notice before such use is terminated. Such notice under no circumstances shall expire within twelve (12) months of the purchase of the automobile.

6) As mutually agreed, the Company will provide, when required, a Company owned automobile. When the Company provides a car, the employee is not authorized to use his or her own car.

7) Any family or childcare necessarily incurred by the employee as a result of an out-of-town assignment shall be paid by the Company.

8) Necessary and adequate working equipment shall be provided for all employees and paid for by the Company. Effective January 1, 1995, carpenters and any maintenance employees working with heavy equipment will be reimbursed up to three hundred dollars (\$300) for every two calendar

years, upon provision of a receipt(s), for the purchase or repair of safety shoes, where required.

23. MISCELLANEOUS

1) a) By-lines and photo credits: An employee's byline or photo credit shall not be used over that employee's protest.

b) An employee must be consulted prior to the time of publication if the Company has decided to alter the factual content of any story written by that employee or any photograph shot by that employee. The employee may at that time protest the use of his/her byline, or his/her photo credit.

c) Freelancers shall not be assigned to perform work when staff members are available to perform the required duties, unless the freelancer has a special expertise that cannot be duplicated by a staff member.

2) Bulletin Boards: The Company agrees to provide bulletin boards suitably placed in all departments for the exclusive use of CEP.

3) Employees of the Company shall be free to engage in any activities outside of working hours, provided such activities are not demonstrably in conflict with their duties and responsibilities as employees of the Company or in competition with the business of the Company.

4) Struck Work, Picket Lines:

a) The Union reserves to its members the right to refuse to execute any work coming from or destined for any other employer or publication which has been declared by the Union to be unfair.

b) The Company recognizes the right of individual Union members to refuse, as a matter of conscience, to cross a legal picket line of any union engaged in a legal strike or lockout.

c) The Company will not discipline any employee while on assignment for failing to cross a legal picket line.

5) Re-use and Syndicate Compensation: When the product of an employee's work is made available by the Company for profit to any enterprise other than the one in which he/she is employed (not including another Division of the Company or co-operative arrangements with news services) the Company shall compensate said employee for such other use at a rate to be mutually agreed between the Company and the employee.

6) Sanitation: The Company agrees to keep its plants in a clean, healthful, sufficiently ventilated, properly heated and well-lighted condition at all times.

7) Meals: Meal money at the rate of:

When an employee is required to work overtime in excess of one and one-half (1-1/2) hours, meal money will be paid at the rate of \$10.00. The employee will be allowed one-half (1/2) hour for mealtime. This time not to be included in the overtime charged, but meal money will be paid whether or not mealtime is taken.

8) Jury Duty: An employee on jury duty call or subpoenaed as a witness shall receive the difference between jury duty rate and the straight time rate normally earned by such employee for each day called for jury service. A day served under this clause shall constitute a day's work. If an employee is required to perform a combination of Jury Duty and work and the combination requires a sixth shift, the sixth shift shall be paid at overtime rates. To facilitate a regular income for the employee, the employer will pay the employee his/her regular straight time wage and the employee shall turn over to the employer his/her earnings from the jury duty as soon as received.

9) A joint staff-management meeting shall be held in every department not less than once each six months on Company time, and must be attended by the Department Manager for the purpose of exchanging ideas and suggestions on the operation of the department. Staff shall not exceed six persons at any one time.

10) The Company will provide legal counsel of its choice for the defence of any employee facing civil lawsuit or criminal charges as a result of work being published, or an act of any employee in the performance of a job function. Provided that the employee has acted:

- a) responsibility and within the scope of employment; and
- b) does not pursue any other legal action of an independent nature dealing with the same matter, except with the agreement in writing of the Pacific Newspaper Group Management Committee.
- c) If an employee is provided with legal counsel as noted above, said employee shall not suffer loss of wages, benefits or employee status while civil lawsuit or criminal charges are being defended.

This clause does not apply to anyone working with a freelance relationship of any kind with the Company.

This clause also applies to dependent contractors but only to the extent of civil lawsuit as a result of work being published.

11) Rights: It is recognized that the conditions contained in this Agreement are paramount but do not infringe in any way on the rights of either party not specifically stated in the Agreement. No individual employment contracts conflicting with this Agreement shall be entered into unless by consent and after approval of both parties hereto.

12) Where necessary wash-up time will be allowed in all departments and such time will be arranged between the department manager and Shop Steward.

24. LETTERS OF AGREEMENT INDEX

The following Letters of Agreement apply for the duration of the 2010-2014 Collective Agreement unless otherwise specifically stated:

- 1. Health and Safety
- 2. Re Appendix A & B
- 3. Employment Contractors
- 4. Fast-Track Arbitration
- 5. Temporary Employees
- 6. Student Work
- 7. Alternative Work Week Schedules
- 8. Sales Recognition Plans
- 9. Telecommuting/Homework
- 10. Contracting Out/Sale
- 11. Voluntary Staff Reduction
- 12. Sterling News Service
- 13. Contracting Out
- 14. Student Interns
- 15. Reporter/Photographers
- 16. Editorial Reclassifications

25. DURATION AND RENEWAL

This Agreement shall be in effect from December 1, 2010 to November 30, 2014.

If either party hereto wishes to propose an amendment to this Agreement or a new Agreement to take the place of this one upon its expiration date, it shall notify the other party of its wishes in writing in accordance with the appropriate provincial legislation.

If no agreement on a new Collective Agreement is reached prior to the expiration of this Collective Agreement, this Collective Agreement shall be deemed to remain in full force and effect up to the time the Union goes on a legal strike or the Company legally locks out the employees or the parties conclude a new Collective Agreement.

IN WITNESS WHEREOF, we have hereunto set our hands and seal

this _____ day of _____ 2012.

PACIFIC NEWSPAPER GROUP,
a division of Postmedia Network Inc.,

CEP LOCAL 2000

President

Secretary-Treasurer

LETTER OF AGREEMENT #1
between
PACIFIC NEWSPAPER GROUP,
a division of Postmedia Network Inc.,
and
CEP LOCAL 2000

HEALTH AND SAFETY

1. During the term of the collective agreement the Company shall, with the assistance of the joint health and safety committee, develop a plant-wide policy and program of health and safety protection for all employees.
2. The policy and program to be developed in (1) above will include, but is not limited to, the following issues:
 - i) chemical information and training
 - ii) accident investigation/recommendation procedure
 - iii) emergency evacuation procedures
 - iv) communications
 - v) asbestos health problems, documentation and treatment
 - vi) electronic surveillance
 - vii) safety shoes
3. The Company and CEP Local 2000 shall set up a joint committee to make recommendations to the joint health and safety committee on VDT testing, shielding, ergonomics, lighting, rest breaks, and other related issues.
4. The Company shall adhere to all applicable laws affecting health and safety.

DATED _____ 2012.

For the Company:

For the Union:

LETTER OF AGREEMENT #2
between
PACIFIC NEWSPAPER GROUP,
a division of Postmedia Network Inc.,
and
CEP LOCAL 2000

APPENDIX A & B

This Letter of Agreement is entered into concerning Pacific Newspaper Group Short-Term Disability Benefits and Life and Long-Term Disability Benefits as agreed between the above parties covered by Collective Agreements entered into on the date hereof (hereafter referred to as the Collective Agreements) and becomes effective upon ratification of the Collective Agreements.

It is agreed that the coverage provided by the Collective Agreements is governed by the rules and conditions outlined by

the attached Benefit Plan Appendices 'A' and 'B' as applicable and no changes will be made to these appendices during the life of the Collective Agreements except as mutually agreed to by the above parties.

DATED _____ 2012.

For the Company:

For the Union:

LETTER OF AGREEMENT #3
between
PACIFIC NEWSPAPER GROUP,
a division of Postmedia Network Inc.,
and
CEP LOCAL 2000

EMPLOYMENT CONTRACTORS

IT IS AGREED that should the Company employ help in CEP jurisdiction that is supplied by an Employment Contractor the Company will remit to the CEP an amount equal to the applicable dues.

DATED _____ 2012.

For the Company:

For the Union:

LETTER OF AGREEMENT #4
between
PACIFIC NEWSPAPER GROUP,
a division of Postmedia Network Inc.,
and
CEP LOCAL 2000

FAST-TRACK ARBITRATION

By way of supplement to the Collective Agreement, the parties agree that an expedited "fast track" system of grievance arbitration shall be implemented on the following terms:

- 1) All grievances which may be processed pursuant to Article 6, Grievance procedure, of the Collective Agreement, shall be considered suitable for resolution of the fast-track process except the following:

- a) Dismissals
 - b) Suspensions of greater than one (1) week
 - c) Layoffs
 - d) Grievances involving technological change
 - e) Grievances which either party regards as requiring the resolution of a significant issue of policy under the Collective Agreement
 - f) Grievances where either party will be adducing extrinsic evidence touching the central issues in dispute
 - g) Grievances involving promotions or demotions where another employee may be displaced or laid off as a consequence of the arbitration.
- 2) By agreement, a grievance falling into any of the above categories may be referred to the fast-track process; and either party may withdraw a grievance from the fast-track process and submit it to arbitration under the existing provisions of the Collective Agreement.
- 3) The fast-track arbitrators shall be Donald R. Monroe and Judi Korbin, or such substitute as may be agreed between the parties should the necessity arise.
- 4) Prior to rendering a decision, the arbitrator may assist the parties in mediating a resolution to the grievance. If this occurs, the cost will be borne in accordance with Section 103 of the Labour Relations Code.
- 5) Where mediation fails, or is not appropriate, a decision shall be rendered as contemplated herein.
- 6) The decisions of the arbitrator shall be published in the form attached hereto, and shall be mailed to the parties within three working days of the completion of each set of hearings.
- 7) All decisions of the arbitrator shall be limited in application to that particular dispute and shall not be used as precedent — i.e., shall not be referred to by either party in a subsequent proceeding before any arbitrator.
- 8) It is the intention that neither party shall appeal a decision of the fast-track arbitrator.
- 9) The parties shall meet one month prior to each scheduled set of hearing dates to identify which grievances shall be referred to this process.
- 10) Assuming sufficient outstanding grievances, the parties shall endeavour to schedule 3 - 6 grievances to be heard on each hearing day.
- 11) Upon a grievance being referred to this process, the persons assigned by the parties to have the carriage thereof shall have the authority to deal with the grievance in all respects including settlement.
- 12) At the hearing, presentation and responses are to be short and concise. Each party shall make an opening statement which shall indicate the facts and provisions of the Collective Agreement upon which reliance is placed. Every effort shall be made, before and during the hearing, to arrive at agreed facts. The parties will attempt to keep witnesses to a minimum, however, it is understood that witnesses shall be paid for the time necessary to give their evidence (i.e., for regular time lost from regularly scheduled work). Where the arbitrator is unable to determine material facts based upon the facts agreed to by

the parties and reasonable inferences drawn from the written submissions, the matter will be referred to the regular grievance procedure. There will be limited use of case authorities during argument.

13) Hearings are to be scheduled as follows ... (e.g., the last two working days of each calendar quarter with the first set of hearing days to be _____ and _____).

14) The location of the hearings shall be the Pacific Newspaper Group building or such other location as may be agreed or the arbitrator directs.

15) The arbitrator costs shall be shared equally between the parties.

16) Both parties agree that legal counsel will not be used in the presentation of a fast-track arbitration.

17) This letter of understanding shall expire with each Collective Agreement of which it is a part unless renewed by agreement of the parties.

At approximately one month prior to expiration of the Collective Agreement, there will be a joint Company- CEP review and appraisal of the fast-tracking system.

DATED _____ 2012.

For the Company:

For the Union:

**PACIFIC NEWSPAPER GROUP, a division of Postmedia
Network Inc.,
and
CEP LOCAL 2000**

EXPEDITED ARBITRATION AWARD

Pursuant to the appropriate labour legislation of B.C. and in the matter of an arbitration between the above employer and the above trade union on behalf of the grievor:

1. Grievor:
2. Address of Grievor:
3. Article(s) of the Collective Agreement allegedly violated:
4. Place of Hearing:
5. Decision of the arbitrator:

LETTER OF AGREEMENT #5

between
PACIFIC NEWSPAPER GROUP,
a division of Postmedia Network Inc.,
and
CEP LOCAL 2000

TEMPORARY EMPLOYEES

The Company shall follow a philosophy of utilizing, where practical, qualified regular employees, either full or part-time, as inter or intra-departmental "floaters," rather than temporary employees.

The Company shall, where practical, and if "floaters" are not available, offer regular part-time employees extra shifts caused by unexpected variations in departmental staffing requirements. For those part-time employees willing to work extra shifts, such shifts shall be offered in order of seniority.

Part-time employees who work extra shifts in accordance with this Letter of Agreement shall not be paid overtime for unscheduled shifts except where such work is beyond the units of hours in the work day or work week. All other provisions of Article 12 shall apply. Sixth or seventh shifts in the workweek at straight time rates are not permitted.

Both parties recognize expanded utilization of a "floater" concept is novel and may create contractual and/or administrative difficulties not in keeping with the needs of either party. Therefore, the aforementioned "floater" concept is to be implemented on an experimental basis upon the signing of this collective agreement. Both parties agree to meet on a quarterly basis to discuss problems and/or concerns being experienced.

If after a one-year period following the ratification of this Agreement there is no mutual agreement on a policy for the use of "floaters," the first three paragraphs of this Letter will become contract language (except for "inter or intra").

DATED _____ 2012.

For the Company:

For the Union:

LETTER OF AGREEMENT #6

between
PACIFIC NEWSPAPER GROUP,
a division of Postmedia Network Inc.,
and
CEP LOCAL 2000

STUDENT WORK

During the term of the Collective Agreement, the Company and the Union agree to set up a committee to explore methods of meeting our joint obligation to participate, from time to time, in the educational process of institutions.

DATED _____ 2012.

For the Company:

For the Union:

LETTER OF AGREEMENT #7

between
PACIFIC NEWSPAPER GROUP,
a division of Postmedia Network Inc.,
and
CEP LOCAL 2000

ALTERNATE WORK WEEK SCHEDULES

1) CEP and the Company are in agreement that alternate work week schedules, such as but not limited to a four-day compressed work week or a nine-day fortnight, will be examined for potential operational and/or financial benefits. It is agreed that both parties will examine this concept on a department-by-department basis during the life of this collective agreement and where practical, will also negotiate the agreement necessary to allow for implementation.

DATED _____ 2012.

For the Company:

For the Union:

LETTER OF AGREEMENT #8
between
PACIFIC NEWSPAPER GROUP,
a division of Postmedia Network Inc.,
and
CEP LOCAL 2000

between
PACIFIC NEWSPAPER GROUP,
a division of Postmedia Network Inc.,
and
CEP LOCAL 2000

SALES RECOGNITION PLANS

Notwithstanding the provisions of Article 21 (3), the parties acknowledge the implementation of a new Sales Recognition Plan(s) and the need for changes to such plans and agree to the following:

- 1) The Company agrees to notify CEP at least three months in advance of any substantial change to the basis and rates for computing commission. During the period of such notice, the Company will meet with CEP and a representative group of employees and will discuss suggestions with regard to any proposed changes before implementation.
- 2) It is recognized by both parties the Sales Recognition Plan(s) (S.R.P.) will require ongoing maintenance and revision in light of changing business conditions. In order to ensure proper monitoring and development of the S.R.P., an incentive design committee is to be established consisting of eight members, three of whom will be appointed by CEP (at least two of whom will be from the Advertising Department) to represent their interest and assist in communication and feedback.
- 3) Any changes in the basis and rates of computing commissions will not be done with an intent to reduce group incentive earnings, and while individual variations may occur, no individual will be treated in a manner which is arbitrary, discriminatory, or in bad faith. Notwithstanding the preamble to this Letter of Agreement, employees alleging such treatment in the administration of a Sales Recognition Plan may grieve under Article 21 (3) of the Collective Agreement.
- 4) It is the intent of both parties to achieve mutual agreement through the process outlined above. However, should any changes be implemented into the Sales Recognition Plan(s) by the Company during the term of this Collective Agreement, any disputes will be negotiated by the parties to this Collective Agreement. In the event of failure to reach agreement, the parties shall agree to the appointment of a mediator/arbitrator who shall have the authority of an arbitrator pursuant to Article 6 of the Collective Agreement and who shall have the authority to alter and amend the Collective Agreement insofar as it relates to the Sales Recognition Plan(s). Any changes made by the arbitrator shall be considered part of the S.R.P. retroactive to the date of implemented change.

DATED _____2012.

For the Company:

For the Union:

LETTER OF AGREEMENT #9

TELECOMMUTING/HOMEWORK

- 1) The Company and CEP agree to strike a committee of two representatives from each party to examine telecommuting issues and recommend changes to the collective bargaining agreement, where required.
- 2) The Company shall assist the telecommuter in meeting all WCB requirements.
- 3) The Company shall identify telecommuters to the union on a quarterly basis.
- 4) The Company agrees to assist CEP in setting up a Bulletin Board. This will not be a part of the Company's E-mail system.

DATED _____2012.

For the Company:

For the Union:

LETTER OF AGREEMENT #10

between
PACIFIC NEWSPAPER GROUP,
a division of Postmedia Network Inc.,
and
CEP LOCAL 2000

CONTRACTING OUT/SALE

The Company agrees there will be no involuntary loss of employment of any regular employee during the life of the contract as a result of:

- (a) the contracting out of work normally performed by members of the bargaining unit; or
- (b) sale of all or part of the business.

DATED _____2012.

For the Company:

For the Union:

LETTER OF AGREEMENT #11

between
PACIFIC NEWSPAPER GROUP,
a division of Postmedia Network Inc.,
and
CEP LOCAL 2000

VOLUNTARY STAFF REDUCTION PLAN

- 1) Employees wishing to take part in the Voluntary Staff Reduction Plan ("the Plan") will not be replaced.
- 2) Subject to the agreement of the Company, positions vacated as a result of voluntary staff reductions may be replaced provided an overall staff reduction has occurred.
- 3) The Plan will provide six (6) weeks' pay per year of service. Regular rate of pay is to be used in this calculation. The base rate will include all commissions and bonuses based on a yearly average calculated using the 12 month period immediately preceding the application date for the Plan. Maximum entitlement is One hundred and fifty thousand dollars (\$150,000.00). (The employee will not receive more than he/she would if he/she was to remain employed to a normal retirement age of sixty-five (65) years).
- 4) Subject to the above limits, employees may take the monies as calculated, in cash or in a manner designated to facilitate early retirement or in a manner designed to take advantage of tax savings vehicles allowed by Revenue Canada.
- 5) The Company agrees, if requested by the employee, to pay out the equivalent number of weeks the employee is entitled to receive under the Plan as per the employee's regular payroll cycle.
- 6) Should there be an additional buyout offered by Pacific Newspaper Group during the term of the new collective agreement, that would result in a greater payout than this Plan, Pacific Newspaper Group will pay the employee the difference in the form of a lump sum payment at the time of the new offer (except if the Printers negotiate a greater payout than this Plan, it will not affect the other unions.)
- 7) If more employees apply than can be accepted (within the classification, department or Company), the selection will be based on seniority.
- 8) The Company will make the final determination as to the number of positions which are to be bought out. Subject to agreement by the Company and the Union, if a particular position is identified, the position may be covered by a temporary employee prior to the position being eliminated in order to allow the regular employee to leave immediately. When the position ultimately goes, there will be no claim by the temporary employee.
- 9) Regular full-time and regular part-time employees are eligible to participate in the Plan. Full-time employees working less than full-time and part-time employees will have their basic entitlement pro-rated to reflect the proportion of time they have worked over the past three (3) years.
- 10) Employees on long term disability will be eligible to participate in the Plan.
- 11) Employees who accept the proposed buy-out who are fifty-

five (55) years of age or older, will receive \$2,000.00 (two thousand dollar) life insurance plan and 50% (fifty per cent) of the provincial Medical Services Plan premiums, paid on their behalf by the employer until the employee's death. It is understood that all time covered by the voluntary buy-out will be included to achieve age fifty-five (55), if necessary.

12) Employees will be entitled to six (6) hours of individual financial counselling through Company paid programs. The provider shall be mutually agreed to by the Company and the unions.

13) Employees may withdraw from participation in the Voluntary Staff Reduction Plan after making their election to participate, provided their employment has not ceased.

14) Uninterrupted Southam service will be recognized.

15) Pension Plan contributions shall be made when legal, and subject to the maximum amount permissible under the terms of the employee's specific current pension plan(s) for the equivalent number of weeks' entitlement under the Voluntary Staff Reduction Plan (see item 2 [i]).

16) A joint committee of equal CEP and Company representatives shall be set up to oversee the implementation of the Plan.

17) Applications to participate in the Plan, with the exception of Submanagers, must be received by the Human Resources department no later than three (3) months following ratification of the new collective agreement. Submanager applications may be submitted within the drop site consolidation period.

DATED _____ 2012.

For the Company:

For the Union:

LETTER OF AGREEMENT #12

between
PACIFIC NEWSPAPER GROUP,
a division of Postmedia Network Inc.,
and
CEP LOCAL 2000

STERLING NEWS SERVICE

The Union and Company agree that the Sterling News Service may be used to produce the "Regional Roundup" feature which normally appears on page B5 of the Vancouver Sun and the equivalent smaller feature currently run by The Province on the Lower Mainland page, or their equivalents.

The Company agrees not to use any other editorial material, including articles, photographs and graphics from the Sterling News Service, or related companies, in the ABC city zone, plus Surrey, Delta, Coquitlam, Port Coquitlam and Port Moody.

DATED _____ 2012.

For the Company:

For the Union:

LETTER OF AGREEMENT #13

between
PACIFIC NEWSPAPER GROUP,
a division of Postmedia Network Inc.,
and
CEP LOCAL 2000

CONTRACTING OUT

If Pacific Newspaper Group introduces or intends to introduce a measure, policy, practice or change that affects the terms, conditions or security of employment of a significant number of employees, Pacific Newspaper Group will convene meetings with the Union pursuant to Sections 53 and 54 of the Labour Relations Code.

DATED _____ 2012.

For the Company:

For the Union:

LETTER OF AGREEMENT #14

between
PACIFIC NEWSPAPER GROUP,
a division of Postmedia Network Inc.,
and
CEP LOCAL 2000

STUDENT INTERNS

The following are the terms and conditions of the Editorial Departments' Student Interns program:

1) The Student Intern program is created as per the terms and conditions of Article XIX, Part-Time and Temporary Employees. All terms of Article XIX will apply to the program, unless specifically amended by this letter.

2) Student Interns shall be employed for a defined period of no longer than twelve (12) months.

To be eligible for the intern program, a person must be a recent graduate of a journalism school or program and must not have previously held a regular or permanent journalism position elsewhere.

3) Up to six (6) interns may be employed at any one time in an editorial department. For the purposes of this letter, The Province and The Vancouver Sun are recognized as separate editorial departments.

4) Student Interns may be employed in the following classifications: Reporter, Copy Editor, Photographer.

5) Student Interns shall be scheduled as per the collective agreement and as per the scheduling in the appropriate classification.

6) Student Interns will receive first-year rates of pay in the classification as per the collective agreement.

7) The parties agree to meet and resolve any issues that arise as a result of the implementation and/or administration of the Student Intern program.

Should either party deem it necessary to eliminate the Student Intern program, those interns actively employed at the time will be able to complete their designated program.

DATED _____ 2012.

For the Company:

For the Union:

LETTER OF AGREEMENT # 15

between
PACIFIC NEWSPAPER GROUP,
a division of Postmedia Network Inc.,
and
CEP LOCAL 2000

REPORTER/PHOTOGRAPHERS

In consideration for the deletion of the second sentence of Article 21 4), the employer will not require reporting work from employees who previously held the classification of photographer.

Nothing in this agreement limits the employer's rights under Article 7 of the Collective Agreement.

For the purposes of Article 7 4) L), the parties recognize the classifications of Reporter and Photographer as "comparable classifications".

DATED _____ 2012.

For the Company:

For the Union:

LETTER OF AGREEMENT # 16
between
PACIFIC NEWSPAPER GROUP,
a division of Postmedia Network Inc.,
and
CEP LOCAL 2000

EDITORIAL RECLASSIFICATIONS

The parties agree that a joint committee will be established for the purpose of rationalizing editorial classifications in the Schedule of Minima.

The committee will begin meeting by September 15, 2012 and shall come up with a revised classification proposal by November 30, 2012.

Upon mutual agreement, the committee shall have full authority to implement changes and/or amendments to the collective agreement.

DATED _____ 2012.

For the Company:

For the Union:

20. SALARIES SCHEDULE OF MINIMA

EDITORIAL – SUN

1. News Editor, City Editor, Design Editor, Senior Assistant City Editor, Night News Editor, Saturday Editor

Dec. 1/10	1,903.27
Dec 1/13	1,922.30

2. News Desk Slot, Wire Editor, Southam Network Co-ordinator, Design Slot

Dec. 1/10	1,882.73
Dec 1/13	1,901.56

3. National Editor

Dec. 1/10	1,849.95
Dec 1/13	1,868.45

4. Sports Editor, Business Editor, Life Editor, Features Editor, Photo Editor, Mix Editor

Dec. 1/10	1,784.64
Dec 1/13	1,802.49

5. B.C. Editor, Assistant City Editor, Night City Editor, Sports Slot, TV Times Editor, Assistant Design Editor, Assistant Graphic Editor, Business Slot, City Slot, Assistant Sports Editor

Dec. 1/10	1,753.53
Dec 1/13	1,771.07

6. Food Editor, Books Editor

	1st yr.	2nd yr.	3rd yr.	4th yr.	5th yr.	6th yr.
Dec. 1/10	1,090.12	1,173.67	1,278.88	1,400.62	1,541.64	1,717.04
Dec 1/13	1,101.02	1,185.41	1,291.67	1,414.63	1,557.06	1,734.21

7. Assistant Life Editor, Assistant Features Editor, Assistant Business Editor, Editorial Writer, Sports Copy Editor (Wires), Senior Sports Desk, Senior Finance Desk, Entertainment Desk, Deputy Arts Editor, Assistant Sports Editor

Dec. 1/10	1,683.32
Dec 1/13	1,700.15

8. Editorial Artist, Designer

	Min	6 mo.	12 mo.	18 mo.	24 mo.	30 mo.	36 mo.
Dec. 1/10	1,279.15	1,337.77	1,387.03	1,463.68	1,536.47	1,595.35	1,656.54
Dec 1/13	1,291.94	1,351.15	1,400.90	1,478.32	1,551.83	1,611.30	1,673.11

9. Copy Editor, Make-up

	1st yr.	2nd yr.	3rd yr.	4th yr.	5th yr.
Dec. 1/10	1,113.18	1,218.40	1,340.12	1,481.11	1,656.54
Dec 1/13	1,124.31	1,230.58	1,353.52	1,495.92	1,673.11

10. Reporter/Photographer, Columnist

	1st yr.	2nd yr.	3rd yr.	4th yr.	5th yr.	6th yr.
Dec. 1/10	1,038.43	1,113.18	1,218.40	1,340.12	1,481.11	1,656.54
Dec 1/13	1,048.81	1,124.31	1,230.58	1,353.52	1,495.92	1,673.11

11. Editorial Photo Assistant, Editorial Web Assistant

	<u>BAND 15</u> Min	1st yr.	2nd yr.	3rd yr.	4th yr.	5th yr.
Dec. 1/10	1,074.79	1,196.08	1,273.13	1,343.56	1,398.20	1,455.90
Dec 1/13	1,085.54	1,208.04	1,285.86	1,357.00	1,412.18	1,470.46

12. Editorial Auditor

	<u>BAND 11</u> Min.	6 mo.	12 mo.	18mo.
Dec. 1/10	1,243.91	1,267.84	1,291.80	1,315.75
Dec 1/13	1,256.35	1,280.52	1,304.72	1,328.92

13. Listing Clerk

	<u>BAND 9</u> 1st yr.	2nd yr.	3rd yr.
Dec. 1/10	1,106.36	1,176.00	1,245.61
Dec 1/13	1,117.42	1,187.76	1,258.11

14. Features Assistant, City Desk Clerk, Editorial Clerk, Editorial Clerk III

	<u>BAND 3</u> Min.	6 mo.	12 mo.	18mo.
Dec. 1/10	993.15	1,007.25	1,021.33	1,035.42
Dec 1/13	1,003.08	1,017.32	1,031.54	1,045.77

15. Editorial Clerk II, Receptionist, Editorial Messenger

	<u>BAND 1</u>	Min.	6 mo.	12 mo.	18 mo.
Dec. 1/10		949.41	959.87	970.33	980.78
Dec 1/13		958.90	969.47	980.03	990.59

EDITORIAL - PROVINCE**1. News Editor, News Editor (Features), City Editor, Design Editor, Senior Assistant City Editor**

Dec. 1/10	1,903.27
Dec 1/13	1,992.30

2. Slot 1, Slot 2, Deputy News Editor, Wire Editor, Features Editor

Dec. 1/10	1,882.73
Dec 1/13	1,901.56

3. Sports Editor, Business Editor, Photo Editor, Living Editor, Special Projects Editor

Dec. 1/10	1,784.64
Dec 1/13	1,802.49

4. Assistant City Editor, Deputy Photo Editor, B.C. Editor, Sports Slot, Living Section Slot, Business Slot, Assistant Sports Editor, Assistant Graphics Editor, Editor Op-Ed Pages, Assistant Entertainment Editor, World/National Editor

Dec. 1/10	1,753.53
Dec 1/13	1,771.07

5. Editorial Writer, Cartoonist, Sports Copy Editor (Wires)

Dec. 1/10	1,683.32
Dec 1/13	1,700.15

6. Copy Editor, Make-up

	1st yr.	2nd yr.	3rd yr.	4th yr.	5th yr.
Dec. 1/10	1,113.18	1,218.40	1,340.12	1,481.11	1,656.54
Dec 1/13	1,124.31	1,230.58	1,353.52	1,495.92	1,673.11

7. Reporter/Photographer, Columnist

	1st yr.	2nd yr.	3rd yr.	4th yr.	5th yr.	6th yr.
Dec. 1/10	1,038.43	1,113.18	1,218.40	1,340.12	1,481.11	1,656.54
Dec 1/13	1,048.81	1,124.31	1,230.58	1,353.52	1,495.92	1,673.11

8. Editorial Artist

	Min.	6 mo.	12 mo.	18 mo.	24 mo.	30 mo.	36 mo.
Dec. 1/10	1,279.15	1,337.77	1,387.03	1,463.68	1,536.47	1,595.35	1,656.54
Dec 1/13	1,291.94	1,351.15	1,400.90	1,478.32	1,551.83	1,611.30	1,673.11

9. Editorial Photo Assistant, Editorial Web Assistant

	<u>BAND 15</u>	Min	1st yr.	2nd yr.	3rd yr.	4th yr.	5th yr.
Dec. 1/10		1,074.79	1,196.08	1,273.13	1,343.56	1,398.20	1,455.90
Dec 1/13		1,085.54	1,208.04	1,285.86	1,357.00	1,412.18	1,470.46

10. Editorial Auditor

	<u>BAND 11</u>	Min.	6 mo.	12 mo.	18 mo.
Dec. 1/10		1,243.91	1,267.84	1,291.80	1,315.75
Dec 1/13		1,256.35	1,280.52	1,304.72	1,328.92

11. Listing Clerk

	<u>BAND 9</u>	1st yr.	2nd yr.	3rd yr.
Dec. 1/10		1,106.36	1,176.00	1,245.61
Dec 1/13		1,117.42	1,187.76	1,258.11

12. Head Editorial Assistant

	<u>BAND 5</u>	Min.	6 mo.	12 mo.	18mo.
Dec. 1/10		1,037.91	1,063.01	1,084.27	1,105.49
Dec 1/13		1,052.21	1,073.64	1,095.11	1,116.54

13. Head City Desk Clerk

	<u>BAND 4</u>	Min.	6 mo.	12 mo.	18mo.
Dec. 1/10		1,001.16	1,024.25	1,047.36	1,070.45
Dec 1/13		1,011.17	1,034.49	1,057.83	1,081.15

14. Editorial Assistant

	<u>BAND 3</u>	Min.	6 mo.	12 mo.	18mo.
Dec. 1/10		993.15	1,007.25	1,021.33	1,035.42

Dec 1/13	1,003.08	1,017.32	1,031.54	1,045.77
----------	----------	----------	----------	----------

EDITORIAL SYSTEMS

1. Editorial Systems Co-ordinator

Dec. 1/10	1,753.53
Dec 1/13	1,771.07

2. Systems Assistant

	<u>BAND 16</u>	Min	1st yr.	2nd yr.	3rd yr.	4th yr.	5th yr.
Dec. 1/10		1,088.25	1,218.40	1,296.93	1,372.29	1,425.02	1,490.97
Dec 1/13		1,099.13	1,230.58	1,309.90	1,386.01	1,439.27	1,505.88

EDITORIAL SERVICES

1. Librarian

	1st yr.	2nd yr.	3rd yr.	4th yr.	5th yr.
Dec. 1/10	1,218.40	1,344.33	1,481.11	1,656.54	1,683.32
Dec 1/13	1,230.58	1,357.77	1,495.92	1,673.11	1,700.15

2. Library Assistant

	<u>BAND 7</u>	Min.	6 mo.	12 mo.	18 mo.	24 mo.
Dec. 1/10		1,070.45	1,096.72	1,123.03	1,149.30	1,175.58
Dec 1/13		1,081.15	1,107.69	1,134.26	1,160.79	1,187.34

READER SALES AND SERVICE

Reader Sales and Service – Distribution

1. Circulation Training Co-ordinator

Dec. 1/10	1,784.64
Dec 1/13	1,802.49

Reader Sales and Service – Marketing

1. Apartment Sales and Service Manager

Dec. 1/10	1,784.64
Dec 1/13	1,802.49

2. Marketing Co-ordinator

	<u>BAND 19</u>	Min.	6 mo.	12 mo.	18 mo.	24 mo.
Dec. 1/10		1,277.84	1,357.40	1,436.97	1,516.52	1,596.07
Dec 1/13		1,081.15	1,107.69	1,134.26	1,160.79	1,187.34

3. Marketing Assistant

	<u>BAND 12</u>	1st yr.	2nd yr.	3rd yr.
Dec. 1/10		1,049.10	1,200.51	1,350.78
Dec 1/13		1,059.59	1,211.93	1,364.29

4. Sales Retention Clerk

	<u>BAND 3</u>	Min.	6 mo.	12 mo.	18 mo.
Dec. 1/10		993.15	1,007.25	1,021.33	1,035.42
Dec 1/13		1,003.08	1,017.32	1,031.54	1,045.77

5. Apartment Sales and Service Clerk, Circulation Promotion Tracker

	<u>BAND 2</u>	Min.	6 mo.	12 mo.	18 mo.
Dec. 1/10		970.75	981.83	992.68	1,003.57
Dec 1/13		980.66	991.65	1,002.61	1,013.61

Reader Sales and Service - Systems and Service

1. Circulation Information Co-ordinator, Subscriber Information Co-ordinator

	<u>BAND 19</u>	Min.	6 mo.	12 mo.	18 mo.	24 mo.
Dec. 1/10		1,277.84	1,357.40	1,436.97	1,516.52	1,596.07
Dec 1/13		1,290.62	1,370.97	1,451.34	1,531.69	1,612.03

2. ABC Administrator

	<u>BAND 11</u>	Min.	6 mo.	12 mo.	18 mo.
Dec. 1/10		1,243.91	1,267.84	1,291.80	1,315.75
Dec 1/13		1,256.35	1,280.52	1,304.72	1,328.92

3. Customer Service Supervisor

<u>BAND 9</u>	1st yr.	2nd yr.	3rd yr.
Dec. 1/10	1,106.36	1,176.00	1,245.61
Dec 1/13	1,117.42	1,187.76	1,258.11

4. Information Systems Clerk, Targeting Administrator, Trainer

<u>BAND 6</u>	Min.	6 mo.	12 mo.	18 mo.	24 mo.
Dec. 1/10	1,026.26	1,054.83	1,083.40	1,111.96	1,140.53
Dec 1/13	1,036.52	1,065.38	1,094.23	1,123.08	1,151.94

5. Assistant Customer Service Supervisor, Router

<u>BAND 5</u>	Min.	6 mo.	12 mo.	18 mo.
Dec. 1/10	1,037.91	1,063.01	1,084.27	1,105.49
Dec 1/13	1,052.21	1,073.64	1,095.11	1,116.54

6. Secretary

<u>BAND 3</u>	Min.	6 mo.	12 mo.	18 mo.
Dec. 1/10	993.15	1,007.25	1,021.33	1,035.42
Dec 1/13	1,003.08	1,017.32	1,031.54	1,045.77

7. Customer Service Representative

<u>BAND 2</u>	Min.	6 mo.	12 mo.	18 mo.
Dec. 1/10	970.95	981.83	992.68	1,003.57
Dec 1/13	980.66	991.65	1,002.61	1,013.61

Reader Sales and Service - Administration

1. Project Representative

	1st yr.	2nd yr.	3rd yr.	4th yr.	5th yr.	6th yr.
Dec. 1/10	1,038.43	1,113.18	1,218.40	1,340.12	1,481.11	1,656.54
Dec 1/13	1,048.81	1,124.31	1,230.58	1,353.52	1,495.92	1,673.11

2. Clerk III

<u>BAND 3</u>	Min.	6 mo.	12 mo.	18 mo.
Dec. 1/10	993.15	1,007.25	1,021.33	1,035.42
Dec 1/13	1,003.08	1,017.32	1,031.54	1,045.77

3. Cashier, Switchboard Operator/Receptionist, Clerk II (Country Mail Draws), Clerk II Telephone Sales and Service Clerk, Clerk I

<u>BAND 1</u>	Min.	6 mo.	12 mo.	18 mo.
Dec. 1/10	949.41	959.87	970.33	980.78
Dec 1/13	958.90	969.47	980.03	990.59

PROMOTION AND COMMUNITY RELATIONS

1. Assistant Manager

Dec. 1/10	1,873.12
Dec 1/13	1,891.85

2. Artist, Event Marketer, Newspapers In Education Co-ordinator

	Min.	6 mo.	12 mo.	18 mo.	24 mo.	30 mo.	36 mo.
Dec. 1/10	1,279.15	1,337.77	1,387.03	1,463.68	1,536.47	1,595.35	1,656.54
Dec 1/13	1,291.94	1,351.15	1,400.90	1,478.32	1,551.83	1,611.30	1,673.11

3. Home Economist

<u>BAND 18</u>	
Dec. 1/10	1,561.02
Dec 1/13	1,576.63

4. Event Administrator

<u>BAND 5</u>	Min.	6 mo.	12 mo.	18 mo.
Dec. 1/10	1,041.79	1,063.01	1,084.27	1,105.49
Dec 1/13	1,052.21	1,073.64	1,095.11	1,116.54

5. Promotions Clerk III

<u>BAND 2</u>	Min.	6 mo.	12 mo.	18 mo.
Dec. 1/10	970.95	981.83	992.68	1,003.57
Dec 1/13	980.66	991.65	1,002.61	1,013.61

6. Promotions Clerk II, Clerk II (Patterns), Clerk

<u>BAND 1</u>	Min.	6 mo.	12 mo.	18 mo.
---------------	------	-------	--------	--------

Dec. 1/10	949.41	959.87	970.33	980.78
Dec 1/13	958.90	969.47	980.03	990.59

BUSINESS OFFICE

1. Assistant Credit Manager

	1st yr.	2nd yr.	3rd yr.	4th yr.	5th yr.	6th yr.
Dec. 1/10	1,038.43	1,113.18	1,218.40	1,340.12	1,481.11	1,656.54
Dec 1/13	1,048.81	1,124.31	1,230.58	1,353.52	1,495.92	1,673.11

2. Ledger Telephone Collector

	<u>BAND 12</u>	1st yr.	2nd yr.	3rd yr.
Dec. 1/10		1,049.10	1,200.51	1,350.78
Dec 1/13		1,059.59	1,211.93	1,364.29

3. PIA Supervisor, Senior Accounts Payable Clerk, Cost Accountant

	<u>BAND 10</u>	1st yr.	2nd yr.	3rd yr.
Dec. 1/10		1,181.25	1,230.98	1,280.69
Dec 1/13		1,193.06	1,243.29	1,364.29

4. Billing System Maintenance Clerk

	<u>BAND 8</u>	1st yr.	2nd yr.	3rd yr.
Dec. 1/10		1,075.38	1,142.99	1,210.63
Dec 1/13		1,086.13	1,154.42	1,222.74

5. Control Clerk

	<u>BAND 6</u>	Min.	6 mo.	12 mo.	18 mo.	24 mo.
Dec. 1/10		1,026.26	1,054.83	1,083.40	1,111.96	1,140.53
Dec 1/13		1,036.52	1,065.38	1,094.23	1,123.08	1,151.94

6. Credit Clerk Typist III

	<u>BAND 5</u>	Min.	6 mo.	12 mo.	18 mo.
Dec. 1/10		1,037.91	1,063.01	1,084.27	1,105.49
Dec 1/13		1,052.21	1,073.64	1,095.11	1,116.54

7. Head Lineage Clerk, Head Credit Control Clerk, Credit Clerk II, Tearsheet Clerk, PIA Clerk II

	<u>BAND 3</u>	Min.	6 mo.	12 mo.	18 mo.
Dec. 1/10		993.15	1,007.25	1,021.33	1,035.42
Dec 1/13		1,003.08	1,017.32	1,031.54	1,045.77

8. Clerk II Accounts Payable, Purchase Invoice Clerk, Cashier

	<u>BAND 1</u>	Min.	6 mo.	12 mo.	18 mo.
Dec. 1/10		949.41	959.87	970.33	980.78
Dec 1/13		958.90	969.47	980.03	990.59

INFORMATION SYSTEMS

Data Processing – Systems and Programming

1. Senior Programmer Analyst

Dec. 1/10	1,656.54
Dec 1/13	1,673.11

2. Programmer, Network Analyst

	1st yr.	2nd yr.	3rd yr.	4th yr.	5th yr.	6th yr.
Dec. 1/10	1,038.43	1,113.18	1,218.40	1,340.12	1,481.11	1,656.54
Dec 1/13	1,048.81	1,124.31	1,230.58	1,353.52	1,495.92	1,673.11

Data Processing – Operating

1. Electronic Output Supervisor, Operations Supervisor

Dec. 1/10	1,717.04
Dec 1/13	\$

2. Systems Administrator

Dec. 1/10	1,683.39
Dec 1/13	\$

3. Senior Electronic Output Operator

	1st Yr..	2nd Yr.	3rd Yr.	4th Yr.	5th Yr..	6th Yr.
--	----------	---------	---------	---------	----------	---------

Dec. 1/10	1,038.43	1,113.18	1,218.40	1,340.12	1,481.11	1,656.54
Dec 1/13	1,048.81	1,124.31	1,230.58	1,353.52	1,495.92	1,673.11

4. Electronic Output Operator

<u>BAND 17</u>	Min.	6 mo.	12 mo.	18 mo.	24 mo.	30 mo.
Dec. 1/10	1,193.71	1,260.92	1,328.16	1,395.36	1,462.58	1,525.97
Dec 1/13	1,205.65	1,273.53	1,341.44	1,409.32	1,477.21	1,541.23

5. Computer Operator, Desktop Support Assistant

<u>BAND 16</u>	Min.	12 mo.	24 mo.	36 mo.	48 mo.	60 mo.
Dec. 1/10	1,088.25	1,218.40	1,296.93	1,372.29	1,425.02	1,490.97
Dec 1/13	1,099.13	1,230.58	1,309.90	1,386.01	1,439.27	1,505.88

*FOR **Systems Assistant** see "Editorial Systems"

KENNEDY HEIGHTS INFORMATION TECHNOLOGY

1. Production Reporting Co-ordinator

	1st yr.	2nd yr.	3rd yr.	4th yr.	5th yr.	6th yr.
Dec. 1/10	1,038.43	1,113.18	1,218.40	1,340.12	1,481.11	1,656.54
Dec 1/13	1,048.81	1,124.31	1,230.58	1,353.52	1,495.92	1,673.11

OFFICE SERVICES

1. Assistant to Manager

	1st yr.	2nd yr.	3rd yr.	4th yr.	5th yr.	6th yr.
Dec. 1/10	1,038.43	1,113.18	1,218.40	1,340.12	1,481.11	1,656.54
Dec 1/13	1,048.81	1,124.31	1,230.58	1,353.52	1,495.92	1,673.11

2. Chief Switchboard Operator/Receptionist

<u>BAND 4</u>	Min.	6 mo.	12 mo.	18 mo.
Dec. 1/10	1,001.16	1,024.25	1,047.36	1,070.45
Dec 1/13	1,011.17	1,034.49	1,057.83	1,081.15

3. Secretary

<u>BAND 3</u>	Min.	6 mo.	12 mo.	18 mo.
Dec. 1/10	993.15	1,007.25	1,021.33	1,035.42
Dec 1/13	1,003.08	1,017.32	1,031.54	1,045.77

4. Mail Clerk I, Receptionist

<u>BAND 1</u>	Min.	6 mo.	12 mo.	18 mo.
Dec. 1/10	949.41	959.87	970.33	980.78
Dec 1/13	958.90	969.47	980.03	990.59

BUILDING SERVICES

1. Painter, Carpenter, Chief Air Conditioning Operator

<u>BAND 20</u>	
Dec. 1/10	1,616.76
Dec 1/13	1,632.93

2. Building Maintenance Supervisor

<u>BAND 8</u>	1st yr.	2nd yr.	3rd yr.
Dec. 1/10	1,075.38	1,142.99	1,210.63
Dec 1/13	1,086.13	1,154.42	1,222.74

3. Lead Hand (7 1/2% of shift rate converted to Flat)

	Per Day	Per Night
Dec. 1/10	15.05	16.56
Dec 1/13	15.20	16.72

4. Shift Supervisor

<u>BAND 4</u>	Min.	6 mo.	12 mo.	18 mo.
Dec. 1/10	1,001.16	1,024.25	1,047.36	1,070.45
Dec 1/13	1,011.17	1,034.49	1,057.83	1,081.15

5. Janitor

<u>BAND 2</u>	Min.	6 mo.	12 mo.	18 mo.
Dec. 1/10	970.75	981.83	992.68	1,003.57

Dec 1/13	980.66	991.65	1,002.61	1,013.61
----------	--------	--------	----------	----------

PURCHASING & FLEET ADMINISTRATION

1. Assistant Manager

Dec. 1/10	1,634.03
Dec 1/13	1,650.37

2. Buyer

	<u>BAND 14</u>	1st yr.	2nd yr.	3rd yr.	4th yr.	5th yr.
Dec. 1/10		1,058.79	1,150.24	1,241.68	1,333.10	1,420.85
Dec 1/13		1,069.38	1,161.74	1,254.10	1,346.43	1,435.06

3. Inventory Co-ordinator

	<u>BAND 7</u>	Min.	6 mo.	12 mo.	18 mo.	24 mo.
Dec. 1/10		1,070.45	1,096.72	1,123.03	1,149.30	1,175.58
Dec 1/13		1,081.15	1,107.69	1,134.26	1,160.79	1,187.34

4. Shipper/Receiver Dept. 122 KH, Shipper/Receiver Dept. 102

	<u>BAND 6</u>	Min.	6 mo.	12 mo.	18 mo.	24 mo.
Dec. 1/10		1,026.26	1,054.83	1,083.40	1,111.96	1,140.53
Dec 1/13		1,036.52	1,065.38	1,094.23	1,123.08	1,151.94

5. Secretary, Assistant Receiver

	<u>BAND 3</u>	Min.	6 mo.	12 mo.	18 mo.
Dec. 1/10		993.15	1,007.25	1,021.33	1,035.42
Dec 1/13		1,003.08	1,017.32	1,031.54	1,045.77

ADVERTISING

Advertising Administration

1. Assistant Manager

Dec. 1/10	1,873.12
Dec 1/13	1,891.85

2. Make-up Supervisor

Dec. 1/10	1,656.54
Dec 1/13	1,673.11

3. Assistant Make-up Supervisor

	<u>BAND 15</u>	Min	1st yr.	2nd yr.	3rd yr.	4th yr.	5th yr.
Dec. 1/10		1,074.79	1,196.08	1,273.13	1,343.56	1,398.20	1,455.90
Dec 1/13		1,085.54	1,208.04	1,285.86	1,357.00	1,412.18	1,470.46

4. Make-up Assistant

	<u>BAND 10</u>	1st yr.	2nd yr.	3rd yr.
Dec. 1/10		1,181.25	1,230.98	1,280.69
Dec 1/13		1,193.06	1,243.29	1,293.50

5. Advertising Sales Administrator, National Advertising Coordinator, Alternative Advertising Administrator

	<u>BAND 6</u>	Min.	6 mo.	12 mo.	18 mo.	24 mo.
Dec. 1/10		1,026.26	1,054.83	1,083.40	1,111.96	1,140.53
Dec 1/13		1,036.52	1,065.38	1,094.23	1,123.08	1,151.94

6. Sales Assistant

	<u>BAND 4</u>	Min.	6 mo.	12 mo.	18 mo.
Dec. 1/10		1,001.16	1,024.25	1,047.36	1,070.45
Dec 1/13		1,011.17	1,034.49	1,057.83	1,081.15

7. Secretary

	<u>BAND 3</u>	Min.	6 mo.	12 mo.	18 mo.
Dec. 1/10		993.15	1,007.25	1,021.33	1,035.42
Dec 1/13		1,003.08	1,017.32	1,031.54	1,045.77

8. Clerk Stenographer II, Receptionist

	<u>BAND 1</u>	Min.	6 mo.	12 mo.	18 mo.
Dec. 1/10		949.41	959.87	970.33	980.78
Dec 1/13		958.90	969.47	980.03	990.59

Advertising Sales

1. Assistant Manager (Agency Account Development, Inside Sales, Display Sales, Outside Sales)

Dec. 1/10	1,873.12
Dec 1/13	1,891.85

2. Sales Supervisor, Co-op Co-ordinator

Dec. 1/10	1,801.12
Dec 1/13	1,819.13

3. Systems Administrator

	1st yr.	2nd yr.	3rd yr.	4th yr.	5th yr.	6th yr.
Dec. 1/10	1,038.43	1,113.18	1,218.40	1,340.12	1,481.11	1,656.54
Dec 1/13	1,048.81	1,124.31	1,230.58	1,353.52	1,495.92	1,673.11

4. Outside Sales Representative

	1st yr.	2nd yr.	3rd yr.	4th yr.	5th yr.	6th yr.
Dec. 1/10	1,038.43	1,113.18	1,218.40	1,340.12	1,481.11	1,656.54
Dec 1/13	1,048.81	1,124.31	1,230.58	1,353.52	1,495.92	1,673.11

5. Supervisor

	<u>BAND 16</u>	Min.	1st yr.	2nd yr.	3rd yr.	4th yr.	5th yr.
Dec. 1/10		1,088.25	1,218.40	1,296.93	1,372.29	1,425.02	1,490.97
Dec 1/13		1,099.13	1,230.58	1,309.90	1,386.01	1,439.27	1,505.88

6. Inside Sales Supervisor, Tele Ad Supervisor, Administrative Supervisor, Training Supervisor

	<u>BAND 11</u>	Min.	6 mo.	12 mo.	18 mo.
Dec. 1/10		1,243.91	1,267.84	1,291.80	1,315.75
Dec 1/13		1,256.35	1,280.52	1,304.72	1,328.92

7. Inside Sales Representative

	<u>BAND 8</u>	1st yr.	2nd yr.	3rd yr.
Dec. 1/10		1,075.38	1,142.99	1,210.63
Dec 1/13		1,086.13	1,154.42	1,222.74

8. Trainer, Administrator - Alternative Advertising

	<u>BAND 6</u>	Min.	6 mo.	12 mo.	18 mo.	24 mo.
Dec. 1/10		1,026.26	1,054.83	1,083.40	1,111.96	1,140.53
Dec 1/13		1,036.52	1,065.38	1,094.23	1,123.08	1,151.94

9. Head Ad-Taker

	<u>BAND 5</u>	Min.	6 mo.	12 mo.	18 mo.
Dec. 1/10		1,037.91	1,063.01	1,084.27	1,105.49
Dec 1/13		1,052.21	1,073.64	1,095.11	1,116.54

10. Legal Clerk, E-Mail/Fax Representative, Ad Centre Representative (Outbound)

	<u>BAND 4</u>	Min.	6 mo.	12 mo.	18 mo.
Dec. 1/10		1,001.16	1,024.25	1,047.36	1,070.45
Dec 1/13		1,011.17	1,034.49	1,057.83	1,081.15

11. Head Counter and Boxes Clerk, Ad Taker

	<u>BAND 3</u>	Min.	6 mo.	12 mo.	18 mo.
Dec. 1/10		993.15	1,007.25	1,021.33	1,035.42
Dec 1/13		1,003.08	1,017.32	1,031.54	1,045.77

SALES MANAGEMENT INFORMATION SERVICES

1. Advertising Information Co-ordinator

	<u>BAND 19</u>	Min.	6 mo.	12 mo.	18 mo.	24 mo.
Dec. 1/10		1,277.84	1,357.40	1,436.97	1,516.52	1,596.07
Dec 1/13		1,290.62	1,370.97	1,451.34	1,531.69	1,612.03

2. Statistical Co-ordinator, Training Co-ordinator

	<u>BAND 13</u>	Min.	6 mo.	12 mo.	18 mo.	24 mo.
Dec. 1/10		1,166.90	1,221.63	1,276.38	1,331.09	1,385.82
Dec 1/13		1,178.57	1,233.85	1,289.14	1,344.40	1,399.68

ADVERTISING MARKETING

1. Creative Co-ordinator

Dec. 1/10	1,801.12
Dec 1/13	1,819.13

2. Artist

	Min.	6 mo.	12 mo.	18 mo.	24 mo.	30 mo.	36 mo.
Dec. 1/10	1,279.15	1,337.77	1,387.03	1,463.68	1,536.47	1,595.35	1,656.54
Dec 1/13	1,291.94	1,351.15	1,400.90	1,478.32	1,551.83	1,611.30	1,673.11

3. Research Analyst, Copy-writer, Photographer

	1st yr.	2nd yr.	3rd yr.	4th yr.	5th yr.	6th yr.
Dec. 1/10	1,038.43	1,113.18	1,218.40	1,340.12	1,481.11	1,656.54
Dec 1/13	1,048.81	1,124.32	1,230.58	1,353.52	1,495.92	1,673.11

4. Electronic Ad Processor, Production Designer

	<u>BAND 20</u>	Min.	6 mo.	12 mo.	18 mo.	24 mo.	30 mo.
Dec. 1/10		1,277.84	1,357.40	1,436.97	1,516.52	1,596.07	1,616.76
Dec 1/13		1,290.62	1,370.97	1,451.34	1,531.69	1,612.03	1,632.93

5. Research Assistant

	<u>BAND 12</u>	1st yr.	2nd yr.	3rd yr.
Dec. 1/10		1,049.10	1,200.51	1,350.78
Dec 1/13		1,059.59	1,211.93	1,364.29

6. Photo Ad Co-ordinator

	<u>BAND 7</u>	Min.	6 mo.	12 mo.	18 mo.	24 mo.
Dec. 1/10		1,070.45	1,096.72	1,123.03	1,149.30	1,175.58
Dec 1/13		1,081.15	1,107.69	1,134.26	1,160.79	1,187.34

7. Production Clerk

	<u>BAND 4</u>	Min.	6 mo.	12 mo.	18 mo.
Dec. 1/10		1,001.16	1,024.25	1,047.36	1,070.45
Dec 1/13		1,011.17	1,034.49	1,057.83	1,081.15