



# IMPACT

## Laid off for the Holidays

*A grassroots initiative to help those with no severance*

As last year came to a close, there were 26 members who had been laid off by Canwest and then cut off from their severance by the CCAA process.

Two members from Vancouver decided to do something about that dreadful situation.

Trevor Henderson is a camera operator. Mark Grady works in graphics.

They approached the Media One Executive for help. Together we set up a bank account specifically for the donations and agreed that the Local would handle any administrative costs.

The following is a message from Trevor and Mark.



“A huge thank you to all who donated to the campaign for our laid off co-workers who had their severance cut off.

The total raised was \$9,880, which is very impressive considering the short notice. The members who received the money were very appreciative

of your thoughtfulness and the money came in handy, especially at this time of year.

The money was distributed equally amongst all laid off employees.”

## Claim Hearings Delayed

Generally speaking, the Monitor is treating all of the "individual" claims (for severance, vacation pay, and other unpaid wages) as "Known Creditors".

There is no dispute for approximately 14 of the claims for unpaid wages, vacation pay, severance, etc. There are 21 other such claims which are technically listed as "disputed". However, we suspect we will be able to resolve a number of those, as some of the differences appear to be clerical errors or similar oversights.

The "grievance"-type claims are a different story. All are disputed and the prospect of resolving these is much lower so we expect we will have to adjudicate every one of them.

The Union has filed 13 "CMI Notices of Dispute of Revision or Disallowance". The next step will be adjudication before the Claims Officer.

At this time, we have very little information about what the adjudication process before the Claims Officer will look like, as it will be defined by further court order.

The next court date is January 14, 2010.

*CCAA Court documents website:*

<http://cfcanada.fticonsulting.com/cmi/>

## New Scope Application, Notice to Bargain & Possible Sale

As CCAA deadlines loom, CIRB hearings were scheduled to wrap up issues of scope in BC, Alberta and the East in January. Canwest asked for a postponement in the fall and refused to appear at the January hearings. Now while the Company poses legal questions about whether scope can proceed during CCAA, the CIRB clearly believes they can continue regardless and the Union is requesting the Board for dates as quickly as possible so we can resolve all outstanding bargaining unit issues.

In December, as a response to the sale of Victoria and the layoffs in Kelowna, CEP applied for a consolidation of the BC and Alberta Canwest bargaining units. The Company responded with a Notice to Bargain in the East alone, as they continue to pursue the same old strategy.

Now RBC Dominion Securities, commissioned by the bondholders to prepare a sale of the Global broadcast entities, has indentified Corus, Shaw, Fairfax and Pattison as four possible buyers of the television assets.



## Looking Forward. Looking Back.

One year ago, we were thirteen separate locals getting ready for scope hearings scheduled by the Canadian Industrial Relations Board (CIRB) for January, February and April. The Company was supposedly profitable and our "Viewer Discretion Advised" campaign was wrapping up.

Now, we are all together as one Local. CEP Media One is one thousand members from coast to coast. At the moment we have five bargaining units (Channel Zero, New CHEK, Global East, Global Alberta and Global BC) and contracts are up in Hamilton and Victoria at the end of August.

Now, the Global units remain mired in CCAA, the importance of local news is very much on the public agenda, we are getting ready for licence hearings in April in front of the CRTC and we continue to participate in the scope hearing process.

While the merger last year was significant and historic, it was also timely. All of our resources were needed to work through the traumatic days of August for members in Victoria as they struggled to save their station and their jobs. Earlier in the summer, our members in Hamilton faced a similar trial.

Two days after we concluded the inaugural Media One Board meeting, the Company descended into CCAA. CEP Media One was ready, along with the National, to take up the cause of our members owed money by the Company. In court, in Ontario, in front of Justice Sarah Pepall, lawyers from Caley Wray, working closely with lawyers from BC and the firm Rogers, Bobert & Burton, defended members' claims.

Meanwhile, the court has ruled in favour of Canwest over Goldman Sachs regarding the dissolution of a numbered company that controlled the specialty channels. And early in January, the Company put the newspapers into CCAA as well, but in the case of publishing as opposed to broadcast, the move appears to set up a sale of the newspapers.

While the CCAA process has been the focus of your Executive these past months, there are other priorities we have been working on.

The application to modify the bargaining units in the West, the innovative and unprecedented EI top up program, as well as the pension, have all been at the forefront of our plans. We must both protect those members in a plan with Canwest and try to provide a plan for others who have lost their pensions.

We will continue to work on improving our communications, both internally at the Board level and with the members at large across the country.

There is no doubt the coming year will be challenging, tumultuous and full of change. Any success we find will be a result of all of us working together toward a common goal. Our mandate is to serve the members. Our purpose is to build the local so we can effectively advocate and bargain for us all. Our overriding philosophy is that an injury to one is an injury to all. Solidarity must be more than just union jargon; it must be translated into tangible actions that will benefit us all.

Please feel free to contact us, either directly or through your Media One Board delegate. We look forward to working both with you and for you in 2010.

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