

The Company submits the following proposal as a full and final settlement to all outstanding issues between the CEP and the Company related to the Eastern bargaining unit (Global Saskatoon, Global Winnipeg, CHCH Hamilton, Global Ontario, and Global Maritimes), subject to the following:

The Union is required to inform the Company by Friday January 9, 2009 whether they will allow the employees to vote to ratify the agreement. Union ratification of the agreement will be completed by January 16, 2009. Union ratification may be extended by mutual agreement. If the Union has not informed the Company by January 9, 2009 that the employees will be allowed to vote to ratify the agreement, this proposal expires and will be null and void in its entirety.

1. The new collective agreement covering the Eastern Bargaining unit will consist of this Settlement Proposal and seven "Station Addendums". Each Station Addendum will consist of the former collective agreement previously in effect at that location. Where there is a conflict between the provision of this Settlement Proposal and any provision of a Station Addendum, the provision of this Memorandum will apply. The seven Station Addendums are as follows:
  - Global Saskatoon
  - Global Winnipeg
  - CHCH Hamilton
  - Global Ontario
  - Global Maritimes – Dartmouth News
  - Global Maritimes – Dartmouth Operations
  - Global Maritimes – St. John New Brunswick

## 2. **Lump sum payment**

All regular full time employees who are actively employed on the effective date of ratification shall be entitled to a lump sum payment. This payment will be prorated for employees working less than full time. Proration will be based upon the percentage of full time hours worked in the preceding twelve months.

The lump sum payment will be calculated based upon \$100 per month of continuous full time employment, prorated for partial months, from the later of the employee's most recent date of hire or the expiry of the applicable collective agreement, to January 31, 2009.

The table below outlines the lump sum calculation (statutory deductions will apply) for an actively employed full time employee who has been on staff from the date of expiry of the collective agreement:

<b>Station</b>	<b>Expiry of the Collective agreement</b>	<b>Number of months since expiry</b>	<b>Maximum Lump Sum payment</b>
Global Ontario	September 30, 2006	28	\$2800
Global Maritimes	October 31, 2006	27	\$2700
Global Winnipeg	June 14, 2007	19.5	\$1950
Global Saskatoon	December 31, 2007	13	\$1300
CHCH Hamilton	March 31, 2008	10	\$1000

### **3. Wages**

Effective April 1, 2009: 1.0 % wage increase to existing salary scales

Effective April 1, 2010: 1.5 % wage increase to existing salary scales

### **4. Benefits:**

The following changes will commence on the first day of the month following the date of ratification and be limited to services rendered on and after that date:

- a) The benefit plans applicable to employees of Global Ontario will be enhanced to equal the benefit plans applicable to the non union non management staff of Global Ontario. This includes the same level of benefits, eligibility criteria and cost sharing. Specifically this includes the Drug, Paramedical, Vision Care and Dental Plans.
- b) The employees of Global Saskatoon and Global Winnipeg will receive a new Vision Care plan comparable to the plan being introduced for Global Ontario employees and their Dental Plan will be enhanced to be comparable to the Dental Plan provisions applicable to Global Ontario staff.

These changes are intended to establish greater equity among the benefit plans in the various stations and as a result, no changes are being made to the benefit plans applicable to the employees at CHCH Hamilton and Global Maritimes.

## **5. Enhanced Severance**

Employees who are laid off under the general layoff provisions of the applicable Station Addendum will receive the enhanced severance as provided in 6 (e) below instead of the severance as provided under the layoff article in the respective Station Addendum. Further, any employee who receives layoff notice from December 18, 2008 to the date of ratification will also be entitled to the enhanced severance as outlined in 6 (e).

An employee accepting the enhanced severance will waive his/her bumping rights, recall rights and will be terminating his/her employment with the Company.

## **6. Senior Employee Voluntary Severance Option & Layoff Process**

A more senior employee may offer to be laid off in the place of a more junior employee. If the offer is accepted by the Company the more senior employee will waive his/her bumping rights and recall rights and will be terminating his/her employment with the Company.

The following terms and process will apply:

- a) A notice of layoff shall be given to the employee(s) to be laid-off having regard to the applicable provisions of the current respective Station Addendum.
- b) An employee who has been given notice of lay-off and who has a right to do so under the Collective Agreement may exercise his/her seniority (bumping) rights, in writing, within five (5) calendar days after having been given notice of layoff.
- c) A employee offering to accept a voluntary lay-off, thus avoiding the layoff of an employee, must advise the Company, in writing, within a period of five (5) calendar days after notice has been given pursuant to (a) above.
- d) An employee who is permitted to exercise the voluntary severance option shall be paid severance based on his/her length of employment, and not on the basis of the length of employment of the employee who was initially given notice of layoff.
- e) The severance payment will be calculated based upon three (3) weeks for each completed year of service, prorated for partial years, to a maximum of seventy-eight (78) weeks, based upon the employee's rate of pay and service as of the date of layoff notification in (a). Severance for employees working less than full time hours will be prorated by using the average number of hours worked per month over the last 12 months preceding the layoff notice date as identified in (a).

7. The existing bargaining unit inclusions/exclusions will remain status quo.

- 8. All outstanding applications before the CIRB related to the Eastern bargaining unit will be withdrawn and the files closed.
- 9. All grievances respecting issues addressed by this Settlement Proposal such as severance, layoff and benefits will be withdrawn.

**10. Duration**

Except as identified specifically, this new collective agreement and the provisions of the Station Addendums will be effective on the date of ratification and shall remain in force until March 31, 2011 and shall be renewed automatically from year to year thereafter unless either party notifies the other party by registered mail not more than four months and not less than one month immediately prior to the date of expiry of its intention to modify this agreement. In the event such notice is given, the agreement shall continue in full force until a new agreement is concluded or until the requirements of the Canada Labour Code relating to strike or lockout have been met whichever occurs first.

On behalf of the Company:

On behalf of the Union:

\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_