

**MEMORANDUM OF AGREEMENT**

**BETWEEN:**

**ABORIGINAL PEOPLES TELEVISION NETWORK**

(the "Employer")

- and -

**CANADIAN MEDIA GUILD**

(the "Union")

(News and Current Affairs Unit)

February 24, 2007

1. The term of the collective agreement shall be from April 25, 2006 to April 24, 2011.
2. All items previously agreed shall be incorporated into the collective agreement.
3. All other language items shall be as per the Employer's Proposal dated November 16, 2006 except that the list of Arbitrators contained in Article 21.02 shall be as follows:
  1. Blair Graham;
  2. Michael Werier;
  3. Arne Peltz;
  4. Diane Jones;
  5. Robert Adkins;
  6. Lee Ann Martin;
  7. Patrick Riley;
  8. Colin Robinson;
  9. Robert Simpson;
  10. Gavin Wood.
4. The Employer's Monetary Proposal shall be amended to the following:
  - a. There shall be a 2% across the board increase to the salary scales retroactive to April 25, 2006 and applicable to all employees of the News and Current Affairs Unit employed as of the date of ratification.
  - b. There shall be a 2% across the board increase to the salary scales effective April 25, 2007.
  - c. There shall be a 2% across the board increase to the salary scales effective April 25, 2008.
  - d. There shall be a 2% across the board increase to the salary scales effective April 25, 2009.

- e. There shall be a 2% across the board increase to the salary scales effective April 25, 2010.
  - f. In addition, the Employer will pay in cash a Retention Incentive in the amount of \$500.00 as soon as possible after ratification to all employees on the active payroll as at the date of ratification. This amount will be paid as a separate deposit with deductions for tax only pursuant to the lump sum payment rules.
5. The parties agree to the attached Letter of Understanding – “Workplace Relationships”.
6. The parties agree to issue a joint communiqué at the signing of this offer to demonstrate that the agreement was achieved in a spirit of mutual respect, understanding and with the intent to ensure a continued spirit of goodwill and cooperation within the entire APTN network organization. Both parties will participate in drafting and will sign this communiqué agreed to this 22<sup>nd</sup> day of February, 2007.

Agreed to this 24<sup>nd</sup> day of February, 2007.

**ABORIGINAL PEOPLES  
TELEVISION NETWORK**

**CANADIAN MEDIA GUILD**

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**February 24, 2007**

**LETTER OF UNDERSTANDING – WORKPLACE RELATIONSHIPS**

The parties acknowledge a need to improve relationships between Management and members of the Union. The parties agree that a positive working relationship will encourage the highest standards of respect, creativity and productivity. The parties further agree that sincere efforts will be made to create solutions and approaches that are tangible and measurable.

To that end the parties agree to meet within ninety (90) days of ratification of this collective agreement in a setting that is mutually acceptable to create a plan of action that will be implemented during the life of this Collective Agreement.

Such plan of action will include, but not be limited to, such issues as:

- \* Mutual Respect – to encourage the creation of a culture that encourages constructive and open dialogue between Management and all Employees that will result in fewer misunderstandings, more openness and honesty.
- \* Workload – to allow employees the opportunity to achieve the highest levels of productivity while at the same time ensuring reasonable hours of work and maintaining consistently high journalistic standards while allowing the network to meet its needs and demands in news programming content in order to fulfil its mandate and conditions of licence.
- \* Training and Professional Development – in order to encourage creative approaches aimed at ensuring employees have and maintain the core skills as well as develop new skills that permit them to adapt to new work practices, distribution platforms and technological change.
- \* Performance Management – the implementation of a positive feedback process that will allow employees to know what is expected of them and to permit employees the opportunity to communicate their needs and goals to the employer.

Understanding their mutual desire for the success of the organization the parties further agree to meet in a forum involving all employees to be determined which would contribute to the understanding and improvement of a positive and productive long term relationship.

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Dan Oldfield  
For the Guild

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Jean LaRose  
For the Employer