

MEMORANDUM OF AGREEMENT

Winnipeg Free Press

And

Unifor and its Local 191

RE: Collective Agreement (Inside Workers): July 1, 2013 to June 30, 2018

1. This proposal only applies to the Winnipeg Free Press Inside Workers (including Canstar) and does not affect the Carrier Agreement or the Agreement with the Brandon Sun.
2. **Nothing in this agreement or the Collective Agreement prevents the parties from reconvening to formally discuss another agreement should there be dramatic changes in the business model.**
3. **Unpaid Leave:** The Company will inform employees that unpaid leaves are available subject to production necessities.
4. The union shall appoint/elect a person of its choosing to sit as a representative on the board of FPLP.
5. The wage increase in the Collective Agreement for July 1, 2017 shall be 0.75%
6. *The following portion shall not apply to any 100% commissioned sales person in Advertising (including Canstar Advertising) or any employee earning \$15 an hour or less. No employee subject to salary reduction shall be reduced below \$15 an hour. The Company agrees that these conditions shall apply to all non-bargaining unit employees and shall provide confirmation of same to the Union upon request. Tier 2 employees are people who were hired on the reduced grid scales in the existing contract.*

For the purposes of the following section, free cash is defined as the amount the Company has left over after it has paid all its bills, including, but not limited to, debt servicing, pension obligations, capital spending and distributions for taxes and administration fees.

- If the company's free cash falls below \$800,000 for a rolling 12-month period, then affected employees, including part-time employees, will receive an 8% reduction in pay. Any Tier 2 staff will be subject to a 4% reduction. Wage reduction will take effect beginning on the first day of the following quarter. Once a wage reduction has occurred there shall be no other reduction until an employee is returned to full wages.

- This would be determined on a quarterly basis, with the first measurement taking place as of December 31st, 2017.
- If free cash is above \$800,000 for a rolling 12-month period then the employees shall return to full pay.
- There will be no distributions other than to pay taxes and administration fees while salaries have been reduced from current levels.

7. *The following portion applies to all bargaining unit employees:*

- No involuntary layoffs for the duration of the Agreement, except if the Winnipeg Free Press drops printing of a daily edition of the Free Press.
- The current Collective Agreement shall be extended to expire June 30, 2019.
- All other provisions of the CBA apply

8. This Agreement is subject to ratification by the Unifor 191 members in the “Inside Workers” Collective Agreement.

Further: The Company and Union will work together on identifying operational improvements by means of a committee with no less than 3 representatives of each side. The committee will meet no less than once each month.

Signed this 8th day of May, 2017, in the City of Winnipeg.

Unifor:

Company:
