COLLECTIVE AGREEMENT

Between

Rogers Media Inc.

And

Unifor Local 830-M

Effective: March 1, 2025 – February 29, 2028

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ARTICLE 1 – PARTIES & INTENT

1.01 PARTIES

This Agreement made and entered into this 29th day of August 2025, between: Rogers Media Inc., through authorized representatives, sometimes hereinafter referred to as the Employer, Party of the First Part, and Unifor Local 830M sometimes hereinafter referred to as the Union, Party of the Second Part.

1.02 INTENT

It is the purpose of this Agreement, in recognizing a common interest between the Company and the Union, in promoting the utmost co-operation and friendly spirit between the Company and its employees, to set forth conditions covering rates of pay, hours of work and conditions of employment to be observed between the parties and to provide a procedure for prompt and equitable adjustment of grievances. To this end this Agreement is signed in good faith by the two (2) parties.

ARTICLE 2 – UNION RECOGNITION

2.01

The Company recognizes the Union as the exclusive bargaining agent for all persons employed in the Unit defined by the Canada Industrial Relations Board in its decision of October 25, 2023, Order No. 11869-U. and as amended from time to time or as altered by agreement between the Parties. The bargaining unit shall consist of:

“all employees of Rogers Media Inc. working in Western Canada Radio Brand Creative and Radio Traffic in the provinces of British Columbia, Alberta, Saskatchewan and Manitoba, including but not limited to persons employed as Creative Writers, Commercial Producers and Traffic Coordinators, excluding the Regional Creative Director, the Regional Traffic Manager, persons above the rank of Regional Creative Director and Regional Traffic Manager, Imaging Producers and

persons covered by an existing certification order.”

2.02

The Parties will bargain collectively, as required by the certification, in respect to rates of pay, wages, hours and conditions of work for all employees as set out in 2.01.

2.03

All bargaining unit work shall be performed by bargaining unit members in good standing with the exception of emergency circumstances which could not be reasonably foreseen by the Employer.

ARTICLE 3 – MANAGEMENT RIGHTS

3.01

It is recognized that the management of the Company, its operations, the direction of its work forces, the control of its properties and the maintenance of order on its premises is solely the responsibility of Management. Therefore it is the exclusive

function of the Company to make, change and enforce, from time to time, rules and regulations, practices and policies to be observed by its employees. Before implementing new rules and regulations directly affecting the general working conditions, the Company will advise and explain such proposed rules and regulations to the Union.

3.02

It is further recognized that the responsibility of the management of the Company for the selection, direction, and determination of the size of work forces, including the right to hire, classify or reclassify, suspend or discharge for proper cause, or transfer, or promote, demote, assign to shifts, assign to overtime, lay-off, approve vacations, reorganize, or relieve employees from duty.

3.03

The functions of Management as herein set out shall be exercised at the sole

discretion of the Company from time to time but always in a manner which shall not violate the terms of the Collective Agreement.

3.04

It is recognized that it is the sole responsibility of the Company to determine the location of operations, their transfer, expansion or curtailment, the direction of working forces, the schedules of operations, the number of shifts, job content, quality and quantity standards, the establishmentof work or job assignments; determine the qualifications of an employee to perform in a particular job; the nature of tools, equipment and machinery used and to use new or improved methods, machinery and equipment, change or discontinue existing tools, equipment, machinery, methods or processes, and decide on the number of employees needed by the Employer at any time.

ARTICLE 4 – EMPLOYEE DEFINITION

4.01

The term 'Employee" as used in this Agreement shall mean any person included within the bargaining unit referred to in Article 2.1.

4.02

Whenever in the wording of this Agreement gender is used, it shall be understood to include all genders.

4.03

"Employee" shall include any person employed in any job classification created in the future which the parties by mutual consent decide to include within the bargaining unit. Where mutual consent is not reached on whether the position should be in the bargaining unit, such failure to agree on the inclusion of the position shall not become a subject for grievance under this Agreement but may be referred by either party to the Canada Labour Relations Board.

4.04

The Company will give the Union, in writing, the proposed job description and proposed salary level where:

(a) the Company wishes to create a new job classification within the bargaining unit; or

(b) the Canada Labour Relations Board determines that a new job classification, referred to it in accordance with Section 4.3, and included within the bargaining unit.

Failing agreement on the appropriateness of the new classification or on the salary level, either Party may refer the matter to an Arbitrator. The Arbitrator shall have the authority of an interest Arbitrator and shall make a final determination of the matter, notwithstanding any provision of this Agreement that otherwise would limit the Arbitrator's authority.

ARTICLE 5 – EMPLOYEE CATEGORIES

5.01 Full-Time Employees

All employees covered by this Agreement shall be considered full-time employees of the Company.

5.02 Temporary Employees

A temporary employee is defined as one hired for a particular project; one who covers vacation, maternity/childcare leave, sick leave or leave of absence for another employee.

All articles of this Agreement shall apply to temporary employees, except hereinafter provided:

(a) Article 23 - General Holidays. In lieu thereof, temporary employees shall be paid one and one-half (1½) times their basic rate for all hours worked on such holidays.

(b) Article 28 - Hours of Work - Part-time employees are not eligible for overtime until after eight (8) hours in

a tour and when hours worked are in excess of the scheduled tour of duty.

(c) Articles relating to seniority, lay-off, recall, sick leave, health and welfare plan, annual vacation, technological change and compensatory leave shall not apply.

5.03

Temporary employees will not be used to displace full-time employees, or to avoid the recall from layoff of a bargaining unit employee or to avoid hiring full-time employees.

5.04

Where a full-time employee is capable and available to supplement the Company's requirements for a particular show or occasion, a temporary employee will not be used. The foregoing shall not apply where such circumstances would result in the full-time employee being required to work more than five (5) days in any work week.

5.05

Temporary employees hired to perform bargaining unit functions will pay Union dues pursuant to Article 8 of this Agreement.

5.06

Where a temporary position is required for a period exceeding twenty-four (24) months, a full-time position will be posted.

ARTICLE 6 – NON-DISCRIMINATION

6.01

The Company will not interfere with, restrain, or coerce the employees covered by this Agreement because of membership in or lawful activity on behalf of the Union. The Company will not discriminate in respect to hiring, tenure of employment or any term of employment against any employee covered by this Agreement because of membership in or lawful activity on behalf of the Union, nor will it discourage membership in the Union, or

attempt to encourage membership in another union.

6.02

The Union agrees that it will not discriminate against, coerce or restrain any employee covered by this Agreement or attempt to do any of the foregoing because of membership or non-membership, activity or lack of activity in any labour organization.

ARTICLE 7 – UNION DUES

7.01

The Company recognizes the Union as the exclusive bargaining agent for all employees as defined by the Canada Industrial Relations Board. Employees will be members in good standing of the Union as a condition of employment.

7.02

During the term of this Agreement, the Company agrees to deduct monthly an amount equal to the periodic dues,

assessments and initiation fees as levied by the Union. The amount of such deductions will be determined from time to time by the Union, and the Company will be notified by registered mail or email.

7.02.1

The Company agrees to remit the monies so deducted to the Union, with a copy to the Local Union, by the fifteenth (15^{th}) of the month following the month for which the dues are deducted.

ARTICLE 8 – NOTIFICATIONS

8.01

The Company shall, within five (5) working days, mail or email to the Local President and to the Local Secretary, one (1) copy of each of the following: dismissal, suspension or any written disciplinary action affecting any employee within the bargaining unit, and any formal written notice pertaining to the application or agreed interpretation of this Agreement.

8.01.1

The Company shall report monthly, with the submission of dues, the following: Notice of hiring, promotion, transfer, resignation, leaves without pay (provided that the resignation or request for leave without pay is provided to the Company in writing), a list of overtime hours and a list of the hours worked by all employees.

8.02

Any notification to an employee required under the provisions of the Collective Agreement is understood to mean that the Company will notify the employee directly.

8.02.1

When an employee is not notified directly, they shall confirm receipt of such notification to the Company as soon as possible. When this confirmation is made, the Company's obligations under Article 8.02 are considered fulfilled. The time of notification will be considered to be the

time of receipt of the notification by the employee.

8.03

The Company shall, when notifying a person of acceptance as an employee, provide in writing, the starting rate of pay, the category, and the classification to which they are assigned. A copy of this notice shall be sent to the Union in accordance with Article 8.01 of this Agreement.

8.04

The Union agrees to notify the local Department Manager and Human Resources Representative in writing within five (5) working days of any changes in local elected Union representatives. In addition, the Union will forward a complete list of Union representatives to the Head of Labour Relations on a semi-annual basis, commencing January 15th of each year.

ARTICLE 9 – UNION LEAVE & ACTIVITIES

9.01 UNION LEAVE

Upon request by the Union, the Company shall release without loss of pay or other earned benefits up to a maximum of two (2) employees named by the Union to attend grievance meetings and/or negotiations meetings and a maximum of two (2) employees to attend health and safety committee meetings with the Company upon reasonable notice being given. The obligation of the Company to provide leave without loss of pay shall not apply to arbitration proceedings.

9.02

Leave without pay will be granted to no more than two (2) employees duly authorized by the Union to represent the members in order to conduct legitimate Union business (e.g. conventions, councils, labour-related courses and activities). A request for such leave shall be submitted

at least fifteen (15) calendar days in advance.

9.03

No more than two (2) employees will be granted leave for Union business at any one time, and no leave shall extend for longer than seven (7) days including travel time, except with the prior written approval of the Company. Such written approval will not be unreasonably withheld.

9.04 BULLETIN BOARDS

The Company agrees to the posting by the Union on Union bulletin boards of announcements regarding elections, meetings, negotiation developments and internal affairs of the Union. The Company agrees to furnish one (1) Notice Board in the Vancouver and Calgary locations exclusively for the posting of Union notices; such bulletin boards to be located in a space easily accessible by employees.

9.05 Union Access to Premises

Where an accredited Union official wishes access to the Company's premises, or any of its operations, they shall submit a request to do so in writing or email to the Department Manager and Human Resources representative not later than twenty-four (24) hours in advance. The notification shall indicate the reason for which access is requested. Where permission is granted, it shall only be given to carry out Union business at reasonable times and in such a way as not to interfere with the normal operations of the Company.

9.05.1

Authorizations requested pursuant to this Article shall not be unreasonably withheld.

9.06 Union Activities

The Union and/or its Representatives and agents will not engage in Union activities, including conducting discussions regarding grievances, during working hours without

prior Company permission. Company permission will not be unreasonably withheld. Nothing in this section precludes casual conversation which does not interfere with an employee's work.

9.07 New Employee Orientation

Upon commencement of employment and during the initial orientation period, the Company will allow a representative from the Local Union Executive up to 30 minutes of meeting time with new employees for the purpose of Union orientation. This time will be granted according to operational requirements and must be approved before taking place.

ARTICLE 10– STRIKES OR LOCKOUTS

10.01

The Union will not cause, nor permit its members to cause, nor will any member of the bargaining unit take part in a slow down or a strike, either a sit-down or stay-in, or any other kind of strike, or any other kind of interference or any work stoppage

whatsoever, either total or partial, of any of the Company's operations during the term of this Agreement. The Company will not cause, nor permit its employees to cause, engage in or permit, a lock-out of any of its employees within the bargaining unit during the term of this Agreement.

10.02 Picket Lines and Struck Work

The Company will not require any employee to cross a lawfully established picket line. This shall not apply to a picket line established at the Company premises or facilities during the term of this Agreement.

10.03

The Company will not require any employee to perform the duty of other staff members engaged in a lawful strike.

ARTICLE 11 –SENIORITY

11.01

Company seniority shall be deemed to have commenced on the date of hiring by

the Company and shall be equal to the continuous length of service within the bargaining unit, except where the Collective Agreement provides otherwise.

11.01.1

Where an employee accepts a position outside the bargaining unit their seniority shall be considered unbroken if they return to the status of a bargaining unit employee within one (1) year, after which, Company seniority as it applies to this Agreement, shall be lost.

11.02

Company seniority shall relate only to the order of lay-offs, promotions, severance pay, and the choice of vacation periods, as provided for in the applicable Articles.

11.03 INTERRUPTION OF SERVICE

Seniority shall cease to exist if the employee resigns, is discharged, or refused recall as referred to in Article 16.

11.04

On March 1st each year the Company shall post a seniority list covering all employees in the bargaining unit by name, classification and seniority date. A copy shall be provided to the Union. Over the next thirty (30) days employees shall have the opportunity to request corrections, if any, in writing which shall also be copied to the Union. After the initial thirty (30) days the Company and the Union shall meet to discuss and address requested corrections to the seniority list if any. The Parties agree that requested revisions must be supported by factual information which can be confirmed by the records of either Party. A corrected seniority list shall be posted no later than May 31st which shall be in effect until the review period of the next year.

11.05

After the end of the next month following the month of layoff, an employee's seniority does not accumulate but is

retained until the end of the specified recall period.

ARTICLE 12 – PROBATION

12.01

Full-time employees will be on probation for three (3) months from their date of hire.

12.01.1

The Company may extend the applicable probationary period up to three (3) additional months and will provide notice to the employee and the Union no later than seven (7) calendar days prior to the expiry of the initial probationary period. Such notice shall give the reasons for the extension.

12.02

The Company may terminate the employment of a probationary employee if the Company deems, after a bona fide trial, that the employee is unsuitable for continued employment.

12.03

Where an employee is hired in a capacity other than full-time and where they are subsequently moved to a full-time position within the job classification to which they have been assigned, their probation period shall be reduced by the amount of time already spent in such classification but in no event shall it be reduced below a period of twenty (20) working days. Time spent in such classification shall be calculated as hours worked.

ARTICLE 13 – LAYOFFS & RECALL

13.01

When layoffs are to be made, such layoffs shall proceed within the job classification affected in inverse order of seniority. The Company may offer a senior employee within an affected classification a voluntary separation package as part of a work force reduction program consistent with Article 13.02.1. The Company agrees to consider an application from a senior employee, in

an affected classification, who may wish to volunteer to be laid off (consistent with Article 13.02.1) if it would prevent the layoff of a junior employee.

13.01.1

The Company agrees that it shall not consistently schedule overtime in order to bring about or to extend layoffs.

13.02 NOTICE

The Company shall provide notice to a laid off employee and the Union in advance, or in lieu of such notice shall pay the laid off employee as follows:

Length of Service	Notice Required
After completion of probation and less than 12 months' service	2 weeks
After 12 months' service and less than 60 months' service	3 weeks
After 60 months' service	4 weeks

13.02.1

A laid-off employee with twelve (12) months or more continuous service may, at their discretion, opt to receive severance pay based on three (3) weeks' pay per year of continuous service. A portion of a year shall be calculated on a pro-rata basis.

The minimum payment shall be six (6) weeks at basic salary and the maximum payment shall be fifty-eight (58) weeks at basic salary. Severance payments provided herein shall be deemed to be inclusive of any severance payment required pursuant to law.

Where an employee accepts such severance pay, they shall be deemed to be terminated and shall forfeit all seniority and other rights under this Agreement.

13.02.3

The severance shall be paid as a lump sum payment and shall be deemed to

include any severance payment pursuant to any statute.

13.02.4

Where an employee has been re-engaged and has been paid severance, the employee's seniority for the purpose of severance shall be considered to be that of a new employee.

13.03

The Company shall extend to a laid off employee with twelve (12) months or more of continuous service, basic medical and dental group benefits coverage during their period of layoff to a maximum period as follows:

(a) three (3) months in the case of an employee with up to five (5) years of continuous service;

(b) six (6) months in the case of an employee with more than five (5) years of continuous service.

During the applicable period the Company shall pay the group benefits premium on behalf of the laid off employee. The Company shall be released from such obligation if the employee becomes eligible for said benefits at a new place of employment or they are recalled within the three (3) or six (6) month period as the case may be.

13.04

An employee who is laid off or displaced from their classification may displace a less senior employee in any classification or category within any salary group at the same or lower level by notifying the Company within forty-eight (48) hours of receiving a displacement or lay-off notice of their intention to displace and further provided that:

(a) they have worked in the classification before and have successfully completed the probation period for such classification; or

(b) To obtain proficiency in their new classification the employee shall be given sixty (60) working days after the date of re-engagement, which period may be extendable to one hundred and twenty (120) working days upon mutual agreement between the Company and the Union. The employee shall receive reasonable and adequate training during normal working hours and employees shall be paid at least the start rate within the classification.

13.04.1

If the Company demonstrates that the employee has failed to show sufficient ability in the new position, the employment of the employee may be terminated or return to laid-off status if the employee still has re-call rights.

13.04.2

An employee who has reverted to a lower salary group and whose salary is higher

than the maximum of the new group shall have their salary reduced to the maximum of the new group effective six (6) months after the date they have started working in the lower salary group.

13.04.3

An employee who has displaced a less senior employee in the same salary group shall continue at their current pay level and shall continue to receive scheduled wage increases under Article 35.02.

13.04.4

An employee who reverts to a lower salary classification in accordance with Article 13.04 shall retain first recall rights to their previous classification should a vacancy occur therein.

13.05

An employee who is laid off (reduced from their classification) and elects not to displace a less senior employee (Article 13.04) and elects not to receive severance

pay (Articles 13.02), shall retain recall rights as follows:

(a) Employees with more than eighteen (18) months seniority at the time of lay off shall retain recall rights for twelve (12) months.

(b) Employees with less than eighteen (18) months seniority at the time of lay off shall retain recall rights for six (6) months or length of seniority, whichever is lesser.

(c) The Company agrees to give consideration to the re-engagement of laid off employees who had at least one (1) year of Company seniority and who have been laid off for a period exceeding twelve (12) months.

13.05.1

Employees on lay off will keep the Company informed of their current address and telephone number for recall. Should an employee change their address or

telephone number during the period of lay off, they will inform the Company of such change by registered mail or email.

13.05.2

Notice of recall will be sent by registered special delivery mail to the last known address of all employees on the recall list who are eligible for recall. Such employees will have five (5) working days from the date the letter is registered in which to respond and report to work or the employee will be deemed to be terminated. The notice of recall will clearly state this requirement.

13.06

A laid-off employee with recall rights as set out in Article 13.05 shall be recalled to the first available job in accordance with seniority, providing that:

(a) they have worked in the classification before and have successfully completed the

probation period for such classification; or

(b) they have the qualifications, as well as the ability, to perform the normal requirements of the job within sixty (60) working days familiarization period; and

(c) the recall is to the same or lesser classification or category from which they were laid off.

13.06.1

Where a laid off employee has been recalled in accordance with Article 13.06, the provisions of Articles 16.01 and 16.02 - Vacancies & Promotions, shall not apply.

13.06.2

Notwithstanding the provisions of Article 13.05, if recall results in the employee being recalled to other than their former position and the Company later decides to fill that position, the employee is entitled to such position, provided they have the qualifications, as well as the ability to do

the normal requirements of the position within a sixty (60) working days familiarization period and applies for the position within the normal posting period.

ARTICLE 14 – TECHNOLOGICAL CHANGE

14.01

Before any technological change is to be implemented, the Company shall give the Union not less than one hundred twenty (120) working days' written notice and shall advise the Union of the effects of such changes on the employees. Upon the request of either Party, the Company and the Union shall meet to discuss such changes with a view to avoiding or minimizing its adverse effects.

14.02

Where the introduction of new technology such as but not limited to AI or automation causes a layoff, Article 13 - Layoff and Recall provisions shall apply.

14.03

Wherever possible, the Company shall make every effort to retrain employees affected by technological change.

ARTICLE 15 – TRANSFER OF WORK

15.01

Where the Company transfers bargaining unit work and where this results in the direct or indirect displacement of bargaining unit employees, said employees shall retain bumping rights in accordance with Article 13. In addition to the foregoing, the following provisions shall apply:

Where there is mutual agreement between the Company and the employee option (a) or (b) may be exercised:

(a) Where the Company offers alternative employment, the employee may accept a transfer to another job classification and shall receive appropriate and adequate training. It is agreed that no other

bargaining unit persons will be displaced as a result of exercising this option.

(b) The Company may offer the opportunity to relocate to a different province Where this option is exercised reasonable relocation expenses, not to exceed $1500, shall be paid. In order to receive any relocation expenses reimbursement, the employee will be required to provide receipts.

Where mutual agreement with respect to options (a) or (b) cannot be achieved, the employee affected shall receive the following severance package:

(1) three (3) months' notice or three (3) months' pay in lieu of notice.

(2) a severance payment of three (3) weeks per year of service and pro-rated for partial year of service to a maximum of fifty-eight (58) weeks.

Employees choosing to accept the severance package must notify the Company within two (2) weeks.

The individual shall have three (3) months to demonstrate proficiency to an acceptable level.

The training period and the demonstration of proficiency shall occur prior to but not exceed the three (3) months notice period as described in (1) above. If additional training time is required the employee may utilize additional time drawn from the three (3) month payment in lieu of notice period.

ARTICLE 16 – VACANCIES & PROMOTIONS

16.01

Any vacancy shall be posted for a minimum of five (5) working days on the Company's internal recruiting system. The Company will provide a link to the posting of each bargaining unit posted job to the Local Union. In the event of an emergency, the time period required by this Article may be shortened provided the Union is

advised and the employees have an opportunity to know of the vacancy.

16.02

Promotions and transfers to jobs within the bargaining unit shall be based on qualifications established by the Company. These qualifications may include: creativity, knowledge, experience, skill, ability, attitude, training and/or education, as well as other relevant factors. Company seniority will be considered when evaluating applicants. When two (2) or more employee’s qualifications are relatively equal, company seniority shall apply.

16.03

After being awarded the job, an employee will be given reasonable assistance and up to forty (40) working days' probation in the new position. During this period, the Company may, if the employee is unsuitable to be retained in the new classification after the probationary period,

return them to their former classification. During the probationary period, the employee may elect to return to their former classification. On returning to their former classification, the time spent out of the classification shall be deemed to be time spent in the classification. At the conclusion of a successful probationary period, the employee will be advised in writing that their promotion has been made permanent.

If during the probationary period the former classification has been filled and the successful candidate has started work, neither the Company nor the employee may elect to return the employee to the former classification.

16.04

At any time during the first twenty (20) working days that an employee has been promoted to a position outside the bargaining unit, the Company may return the employee to their former job, or the employee may elect to return to their

former job and, upon their return, the time spent out of the classification shall be deemed to be time spent in the classification.

If during the twenty (20) working days the former classification has been filled and the successful candidate has started work, neither the Company nor the employee may elect to return the employee to the former classification.

16.05

When an employee is promoted into a higher-rated job classification, they shall immediately move into the higher salary group and receive a salary increase which is at least the equivalent of one (1) full increment in their former group rounded up to the next highest step in the new group, and they shall automatically progress upward on the annual anniversary date of their promotion to the new group.

16.05.1

An employee who is "over-scale" or at the top of scale with regard to wages, and who is subsequently promoted shall, in lieu of the increment provided for in Article 35.02, receive an amount equal to the average increase in their former group (i.e. the total difference between the start and top rates divided by the number of steps = average), plus any amount necessary to place the employee on a step in the new scale.

16.06

The Company may make work assignments within and outside an employee's classification for valid business reasons, subject to the following:

(a) Temporary assignments outside an employee's classification shall be for specified periods.

(b) A work assignment shall not be made for disciplinary reasons.

(c) A claim by an employee that an assignment is discriminatory, in bad

faith, unreasonable, or otherwise contrary to the Collective Agreement, may be made the subject of a grievance.

(d) Employees performing in a job classification different from their regular classification will not be penalized for errors, except where the same is caused by carelessness, or by a deliberate or malicious act.

16.07

Without their consent, no employee shall be transferred or assigned to a position outside the bargaining unit. The employee will not be penalized for such refusal.

16.08

The Union agrees to allow the use of students on practicum to perform bargaining unit functions when such students are assigned to work under the supervision of a bargaining unit member. Students shall not be used in order to

replace a bargaining unit employee on leave or vacation or to avoid the payment of penalties or premiums to regular or full-time employees. Payment to students shall be at the discretion of the Company.

ARTICLE 17 – FLEXIBLE WORK

17.01

Mutually agreeable flexible work arrangements may be made. Where such an arrangement exists, and where one (1) of the parties wishes to alter the arrangement, then notification of three (3) months shall be given of the intent to change the flexible work arrangement. The parties will meet upon notification being given with the good faith intent of the meetings to minimize the disruption of the changes or to find an alternative to the proposed changes.

ARTICLE 18 – TRAINING & DEVELOPMENT

18.01

The Parties recognize the need to encourage employees to upgrade and enhance their basic skills in order to meet the challenges presented by changes in the industry.

18.01.1

Having regard for the foregoing, the Company agrees it shall make a reasonable effort to assign full-time employees to fill temporary vacancies as such occasions arise, subject to the following:

1. Where it is known at least five (5) working days in advance that a temporary vacancy will be filled, the Company shall notify all interested employees as far in advance as possible of such vacancy.
2. To be eligible for transfer to a temporary position, an employee must:

(a) Notify the Company in advance, in writing, of their desire to work in another job or jobs on a temporary basis, such notice will expire after six (6) months;

(b) Meet the educational requirements for the job in question;

(c) Be capable of performing the work in question after being given reasonable assistance.

18.01.2

It is agreed that the Parties will encourage employees to initiate additional job training during non-working hours, to enrol in off-the-job programs that may be available and to discuss their career goals with their Department Managers. The Company agrees to provide reasonable financial assistance to employees who obtain prior approval, for the cost of course fees and/or materials

18.01.3

The Union agrees to consider, on an individual basis, the provision of waivers, regarding hours of work and scheduling provisions of the Collective Agreement, where such waivers will encourage on-the-job training and further provided that the individual affected is in agreement.

18.02

The Company shall, subject to Management approval, reimburse an employee for fees paid by an employee, as tuition, for any industry related courses including WorkSafeBC and Industrial First Aid certificate courses. Payment is to be made after successful completion of such courses.

18.03

When an employee is advised by the Company to attend seminars, educational courses, etc. pertaining to the industry, they shall receive seven and a half (7.5) hours basic pay for each day or part

thereof in attendance and travel. It is understood that all penalty clauses except turn-around shall be waived when an employee is attending an education course or seminar.

ARTICLE 19 – JOINT LABOUR MANAGEMENT COMMITTEE

19.01

The Company and the Union shall establish a Joint Labour Management Committee for the purpose of reviewing and discussing matters arising out of the Collective Agreement or matters of mutual concern between the Company and the Union.

19.02

The Joint Labour Management Committee meetings shall be held annually, or more frequently, at the call of either Party at a mutually agreed upon location.

19.03

The Joint Labour Management Committee shall not be empowered to alter or abridge any of the terms and conditions of the Collective Agreement, but it may make joint recommendations to the Company and the Union.

ARTICLE 20 – DISCIPLINE

20.01

No full-time or part-time employee who has completed their probationary period shall be disciplined or discharged except for just and reasonable cause.

20.02

An employee shall be notified in writing of any written expression of dissatisfaction concerning their work within ten (10) working days of cause for dissatisfaction becoming known to their Supervisor. This may include notification that Management is investigating a particular issue, circumstance, or situation to determine

whether further action is required before a decision on corrective action can be made. Such notification shall be provided to the Union and further action must take place within the next five (5) days. Extension to these timelines may be granted through mutual agreement, which shall not be unreasonably withheld.

A copy of such written expression of dissatisfaction shall be provided to the Local Union President or their designate within twenty-four (24) hours of issuance to the employee.

20.02.1

The term "written expression of dissatisfaction" shall mean any discipline which is reduced to writing, including written warnings, suspensions, disciplinary demotions and discharge. Oral discussions and e-mails which are communication by way of feedback or coaching and are not clearly identified as "written expressions of dissatisfaction" shall not form part of the employee's disciplinary record. However,

evidence of such communications may be introduced in arbitration or other proceeding for the purpose of responding to, or rebutting, an allegation by a grievor or the Union that an employee has been treated in a discriminatory fashion by the application of discipline, or where the evidence is tendered to establish the standard or expectation of the Company regarding the performance of the employee or employees generally.

20.02.2

In exceptional circumstances it is agreed that the Company may hold an employee out of service without pay for up to five (5) days pending the outcome of an investigation:

(a) When the investigation pertains to an alleged violation of the Criminal Code of Canada;

(b) Based on the prior record of the employee, provided that the Company has followed a regime of

progressive discipline that has not been successfully overturned through the grievance procedure or referred to arbitration as per Step 4 of the grievance procedure outlined in Article 22; or,

(c) Where the presence of the employee in the workplace threatens the safety of other employees.

In such cases an employee held out of service for longer than five (5) days will be paid at their regular salary until the investigation is concluded and a decision is rendered. Where there is found to be no cause of dissatisfaction, and/or where the decision is found to be unjustified, the affected employee will be compensated for the loss of all regular wages.

20.03

The employee's reply to such written expression of dissatisfaction, if received within ten (10) days after they have been

given the notice referred to in Article 20.2 above, shall become part of their record. If such reply is not so received, it will not become part of their record for use by them at any time.

20.04

An employee shall be furnished, within ten (10) days of receipt, with any other complaint or accusation concerning them which may be detrimental to their advancement or standing within the Company. The employee's reply to such complaint or accusation, if received within ten (10) days after they have been given the complaint or accusation, shall become part of their record.

20.05

An employee shall have access to their personnel file in the presence of their Department Manager or designate during office hours at a mutually agreeable time, but in no event later than ten (10) calendar days after the initial request.

20.06

At least twenty-four (24) hours prior to the issuing of a discharge or suspension the Company shall notify the Union when the Company is to meet with an employee. If representation can be arranged in under twenty-four (24) hours, and the parties agree to proceed, the above is considered to be met.

ARTICLE 21 – GRIEVANCE & ARBITRATION

21.01

Should a dispute arise between the Company and any employee regarding the application, operation, interpretation or alleged violation of this Agreement, an earnest effort shall be made to settle the dispute in the following manner:

A dispute by an employee shall first be discussed to the employee's immediate Supervisor by the employee and their Union Representative as soon as possible, but not later than ten (10) working days

after the alleged dispute has occurred. The Supervisor shall have five (5) working days to reply.

STEP 1:

When a dispute has not been settled through discussion, the employee and/or their Union Representative shall present the grievance to the immediate Supervisor and Human Resources within five (5) working days after the reply to the discussion with the employee’s immediate Supervisor has been received. The grievance shall be submitted in writing via email and shall include:

(a) Grievor's name and occupation;

(b) Supervisor's name;

(c) date of the event giving rise to the grievance;

(d) nature of the grievance;

(e) the remedy sought from the Company;

(f) identification of the Article(s) allegedly violated.

A grievance shall not be deemed to be invalid by reason only of the fact that the grievance form was not properly completed with respect to the information stipulated in this Article. A failure to include this information shall be corrected within five (5) working days, unless there are extenuating circumstances.

The Employer shall have seven (7) calendar days to reply to the grievance.

STEP 2:

When a grievance has not been settled at Step 1, the Union Representative may present the grievance to the Human Resources Director and the Departmental Manager or their designate within fourteen (14) calendar days of the expiration of Step 2.

The Company's Human Resources Director and Departmental Manager or

their designate shall have fourteen (14) calendar days to reply to the grievance.

STEP 3:

When a grievance has not been settled at Step 2, either Party may refer the grievance to arbitration within thirty (30) calendar days from the expiration of Step 2.

21.02

If any alleged violation of this Agreement affects more than one (1) employee or affects the interests of the Union as a Party to the Agreement, the Union may sign and file the grievance on behalf of the employee(s) specifying the alleged violation of the Agreement. Such grievance shall be processed at Step 1 within fourteen (14) calendar days of the alleged violation having occurred or when it should reasonably have been known to the Union.

21.03

The Company may file a grievance in like manner as the Union may in 21.2 herein.

21.04

If it is alleged that an employee has been discharged or suspended without just cause, the grievance shall start at Step 2 within seven (7) calendar days.

21.05

If a grievance is not pursued within the time limits as set out in this Article, the grievance shall be considered abandoned.

21.06

If either Party withdraws a grievance, it shall immediately notify the other Party in writing.

21.07 ARBITRATION PROCEDURE

When either Party invokes arbitration, it shall give notice in writing, via email to the other Party within the thirty (30) day time limit of the final decision rendered at Step 3 of the grievance procedure.

Within the next fourteen (14) calendar days of the said notice, the Parties, by way of their Representatives, shall agree on the

selection of a sole Arbitrator. If the Parties are unable to agree on the selection of an Arbitrator within the fourteen (14) calendar days, either Party may apply to the Minister of Labour for Canada to appoint an Arbitrator.

21.07.1

The Arbitrator shall hear and determine the difference and shall render their decision within a maximum of sixty (60) calendar days following a hearing.

21.07.2

An Arbitrator shall be governed by the provisions of this Agreement and shall not have the right to change, or make any decision contrary to those provisions. The decision of the Arbitrator shall be binding on both sides.

21.07.3

The expenses of the Arbitrator shall be borne equally by the Parties. The expenses of representatives or witnesses

shall be the responsibility of the Party they represent.

ARTICLE 22 – ANNUAL VACATIONS

22.01

Except as modified by a subsequent clause in this Article, employees who have completed their probationary period shall be entitled to an annual vacation with pay or separation pay in lieu thereof, in accordance with the following table. The vacation year shall be January 1st to December 31st of each year. Vacation shall be taken during the year in which an employee's vacation entitlement is earned. Employees may be allowed to carry over up to five (5) vacation days to March 31st of the following year. Such requests shall not be unreasonably denied.

Years of Service	# of Weeks of Vacation
Prior to one (1) year	One (1) day per month to a maximum of ten (10) days
One (1) year	Two (2) weeks
Two (2) to five (5) years	Three (3) weeks
Six (6) years	Three (3) weeks plus one (1) day
Seven (7) years	Three (3) weeks plus two (2) days
Eight (8) years	Three (3) weeks plus three (3) days
Nine (9) years	Three (3) weeks plus four (4) days
Ten (10) years	Four (4) weeks
Eleven (11) years	Four (4) weeks plus one (1) day
Twelve (12) years	Four (4) weeks plus two (2) days
Thirteen (13) years	Four (4) weeks plus three (3) days

Fourteen (14) years	Four (4) weeks plus four (4) days
Fifteen (15) to twenty (20) years	Five (5) weeks
Twenty-one (21) years	Five (5) weeks plus one (1) day
Twenty-two (22) years	Five (5) weeks plus two (2) days
Twenty-three (23) years	Five (5) weeks plus three (3) days
Twenty-four (24) years	Five (5) weeks plus four (4) days
Twenty-five (25) or more years	Six (6) weeks

22.02

Vacation pay shall be calculated on the basis of the employee's current rate of pay for their normal working hours.

22.03

Every employee shall be entitled to have at least two (2) weeks (80 hours) of their vacation period consecutively scheduled

unless otherwise agreed upon by the employee and the Company.

22.04

Applications for vacations shall be submitted at least thirty (30) calendar days prior to the date requested. The Company shall confirm or deny the vacation request within fifteen (15) calendar days of the submission, or sooner, where possible. Such requests shall not be unreasonably denied.

Provided that an employee's application for vacation for an upcoming year is submitted in writing by the last working day in December, they shall receive preference in scheduling their vacation on the basis of their Company seniority within the Job function to which they are assigned in accordance with Article 35.01 of this Agreement.

ARTICLE 23 – GENERAL HOLIDAYS

23.01

The following shall be treated as general holidays for the purpose of this Article.

Employees located in British Columbia shall be entitled to the following general holidays:

New Year's Day	Labour Day
Family Day*	National Day for Truth & Reconciliation
Good Friday	Thanksgiving Day
Victoria Day	Remembrance Day
Canada Day	Christmas Day
BC Day*	Boxing Day

*Designated Floater Holiday

Employees located in Alberta shall be entitled to the following general holidays:

New Year's Day	Labour Day
Family Day*	National Day for Truth & Reconciliation
Good Friday	Thanksgiving Day
Victoria Day	Remembrance Day
Canada Day	Christmas Day
Heritage Day*	Boxing Day

*Designated Floater Holiday

23.02

If a holiday falls on a scheduled work day and the employee is not required to work, they shall receive their normal basic pay for such day at the basic rate.

23.03

If a holiday falls on a scheduled work day and the employee is required to work, they shall receive one and one-half (1½) times their basic rate, in addition to the basic rate, with a minimum credit of eight (8) hours. All hours worked and/or credited in excess of eight (8) hours shall be paid at an additional one-half (½) times the basic rate. All hours worked and/or credited in

excess of twelve (12) hours shall be paid at an additional one-half (½) times the basic rate.

Recap:

0 - 8 hours	8 hr. minimum	1½ x basic rate plus basic rate
8 -12 hours		2 x basic rate
12 hours plus		2½ x basic rate

The additional hours may be banked at the rate at which they are earned.

23.04

In the event a general holiday falls on a scheduled day off, the employee shall receive one (1) day off with pay at a mutually agreeable time.

23.05

If the holiday falls on a scheduled day off and an employee is required to work, they shall receive three (3) times their basic rate with a minimum credit of eight (8) hours,

except that all hours worked and/or credited in excess of eight (8) hours per day will be paid at an additional one-half (½) times the basic rate. Further, all hours beyond twelve (12) in the day shall be paid at a further additional one-half (½) times the basic rate of the employee. The additional hours may be banked at the rate at which they are earned.

23.06

Before September 1st of each year, the Company will ascertain the wishes of the employees regarding scheduling of Christmas and New Year's holidays. An employee shall be scheduled off either on Christmas Day or on New Year's Day based on seniority and the employee shall not be scheduled to work past 19:30 hours on the eve of the holiday which they receive off. In the case of an emergency, an employee may be required to perform work on both holidays.

23.06.1

The Christmas and New Year's holiday schedule shall be posted not later than the 30th day of November.

ARTICLE 24 – LEAVES OF ABSENCE

24.01 Bereavement Leave

When an employee is required to be absent from work due to death in their immediate family, i.e., legal guardian, grandparents, spouse, parent, child, grandchild, brother, sister, mother-in-law, father-in-law, they will be granted leave of absence for up to ten (10) working days of which the first three (3) days are paid. When traveling time is necessary, up to two (2) additional working days without pay shall be granted.

24.02 Personal Days

24.02.1

All employees shall be entitled to five (5) personal days in each calendar year. For employees who have completed their

probationary period, up to three (3) days will be paid at one hundred percent (100%) of an employee's regular wages.

24.02.2

Personal days shall constitute any absence from work due to:

(a) carrying out responsibilities related to the health or care of any of their family members;

(b) carrying out responsibilities related to the education of any of their family members who are under eighteen (18) years of age;

(c) addressing any urgent matter concerning themselves or their family members;

(d) attending their citizenship ceremony under the *Citizenship Act*; and

(e) any other reason prescribed by regulation.

24.02.3

The Employer may, in writing and no later than fifteen (15) days after an employee's return to work, request that the employee provide documentation to support the reasons for the leave. The employee shall provide that documentation only if it is reasonably practicable for them to obtain and provide it.

24.03 OTHER LEAVE

The Company at its discretion will continue the past practice of granting time off with no penalty to employees for medical, dental, and eye appointments where reasonable notice is given.

The employee will make all reasonable effort to schedule such appointments outside their scheduled working hours.

24.04

If an employee desires a leave of absence for reasons other than those referred to herein, the employee must obtain written permission from the Company. All requests

for such leave of absence must be submitted in writing no later than two (2) weeks in advance.

24.04.1

During authorized leaves of absence of one (1) month or less, an employee shall accumulate seniority.

24.05 Maternity/Parental/Adoption Leave

Eligible employees will be provided with the maternity, parental and adoption leave benefits provided by the Company to other employees of Rogers Communications Partnership as set out in HR Policy 1.5. Such benefits shall be at least as generous as those provided pursuant to the Canada Labour Code.

24.06 Jury Duty

An employee called to serve on a jury shall suffer no loss of pay for the period they are required to attend in court, provided that:

(a) the employee pays to the Company all fees received for such service; and

(b) they return to work if relieved prior to the expiration of one-half (½) of their tour of duty for that day.

24.06.1

Before making payment, the Company may require the employee to furnish evidence of the employee's attendance in court.

24.07 Witness Leave

An employee subpoenaed to give evidence in a judicial proceeding shall suffer no loss of pay for the period they are required to give evidence in such proceeding.

24.07.1

Before making payment, the Company may require the employee to furnish evidence of the employee's attendance in court, as well as evidence of the time spent by the employee giving their testimony.

24.8 Other Leaves

The parties recognize there are protected leaves of absence provided by the Canada Labour Code. Employees will be entitled to such leaves per any eligibility criteria set out in the Canada Labour Code. Such leaves are subject to change or amendment.

ARTICLE 25 – SICK LEAVE

25.01

An employee who is absent because of injury, illness, or incapacity shall receive a maximum of ten (10) working days of sick days subject to the following:

(a) The ten (10) sick days will be pro-rated as follows:

(i) Employees receive five (5) paid sick days on January 1st or after thirty (30) days of continuous service and will accrue one (1) day per month up to the yearly maximum

entitlement of ten (10) days per calendar year.

(b) In instances where it appears that a pattern of absence is developing, the Company may request from an employee, satisfactory proof of illness for absences of five (5) days or less from a qualified medical practitioner. The Company undertakes to verbally inform the employee of any perceived sick leave abuse prior to requesting written certification.

(c) If requested to do so by the Company, the employee shall offer satisfactory proof, e.g. medical examinations, at the expense of the Company, for illnesses that exceed five (5) consecutive work days.

25.01.1

The first five (5) working days of disability shall be paid at one hundred percent (100%) of salary provided the employee

has enough available sick days. If any of the first five (5) working days of disability exceed the employee's annual entitlement of paid sick days, the remaining days will be unpaid.

25.01.2

Following five (5) consecutive working days of disability and with approval of the Short Term Disability Plan, the employee shall be paid at one hundred percent (100%) of salary for the next ten (10) working days. Subsequently, the employee shall be paid an amount equivalent to seventy percent (70%) of the net basic salary the employee was receiving at the time they first became eligible for sick leave, up to one hundred and eighty two (182) calendar days following the first day absent.

25.01.3

Eligibility would commence upon successful completion of probation.

25.01.4

The Insurance Company would have full responsibility to adjudicate and administer claims.

25.01.5

If an employee, having received sick pay under Article 25, subsequently receives a settlement or judgment for lost wages they shall reimburse the Company for any amount received. The employee is required to reimburse the Company only for the amount received in a settlement or judgment which may not necessarily be equivalent to the sick pay received from the Company. The amount of reimbursement to the Company shall in no event exceed the amount of sick leave pay received from the Company.

25.02

In the event that an employee is unable to report for work as scheduled for any reason, the employee shall notify their Department Manager or Immediate

Supervisor as early as is reasonably possible to do so, but no later than two (2) hours prior to the start of their scheduled shift. Where it is not reasonably possible to provide notification prior to the start of the shift, the employee shall notify their Department Manager or Immediate Supervisor at the earliest possible time.

25.03

Absence because of illness or incapacity shall not interrupt an employee's vacation credits or health and welfare benefits as in this Agreement. Absence because of illness or incapacity shall not reduce an employee’s vacation credits unless the employee is absent in excess of fifty-two (52) consecutive weeks at which time no further vacation credits accrue (i.e. years of service will not continue to accrue for vacation purposes).

25.04

Should an employee fall sick while on authorized leave of absence, sick leave will

not be paid until the expiration of that leave.

ARTICLE 26 – BENEFITS

26.01 FULL-TIME

The Company will maintain life insurance, sick-leave, health and dental, short-term and long-term disability group plans for regular full-time employees at no less than the level of those benefits provided in the Rogers Communications Canada Inc. (RCI) standard benefit plans. The Company agrees that no change will be made to terms and conditions of this plan as it applies to the members of the bargaining unit without prior discussion with the Local Union.

26.02 PENSION PLAN

All employees are eligible for the Rogers Defined Contribution Plan (DC Pension Plan). Employees enrolled in the Pension Plan shall receive annually a statement of their status in the Plan. Enrolment in the Plan is voluntary. Details, including

eligibility for enrolment are in accordance with the DC Plan text as amended from time to time. The Company agrees to notify the Union and employees of any amendments to the DC Plan.

26.03

The Company will provide the following optional benefits offered to all regular full-time employees at no less than the level of those provided in the Rogers Communications Plans (RCI Plans).

1. Employee Share Accumulation Plan;
2. Educational Assistance Program;
3. Global RRSP Savings Plan;
4. Rogers Group Tax-Free Savings Account;
5. Other employee discount programs that may be offered

ARTICLE 27 – SAFETY

27.01

The Employer agrees to give proper attention to the health and safety of its employees.

27.02

The Company agrees to adhere to all the provisions of the "Canada Labour Code" and all rules and regulations thereto and any other statute provincially or federally dealing with the safety and health of the Company's employees.

27.03

When dangerous or hazardous work is involved, all reasonable safety and precautionary measures shall be taken by the Company. No employee shall be disciplined or discharged for refusal to work on a job or in any work place or to operate any equipment where there is reasonable grounds to believe that it would be unsafe or injurious to their health to do so or where it would be contrary to

applicable Federal, Provincial or Municipal regulations or legislation. Problems involving safety and health are to be discussed between the Safety Committee members prior to calling in inspectors from either the Federal Department of Labour or the Workers' Compensation Board. Where precautionary measures, as agreed by the Safety Committee, have not been taken, an employee's refusal to undertake such work will in no way be held against the employee or prejudice their employment with the Company. The representatives of the Safety Committee will advise employees immediately if, in their opinion, they consider any matter referred to them to be safe or unsafe, healthful or unhealthful.

27.04

An employee may, before performing potentially hazardous duties, request the assistance of another employee. The Company will not deny any reasonable request.

27.05

The Company shall appoint delegates to act as one-half (½) of the Safety Committee which, in conjunction with two (2) members of the bargaining unit, A Joint Occupational Health & Safety Committee (JOHSC) will meet monthly or as otherwise agreed. The JOHSC shall be comprised of an equal number of worker and Employer representatives and shall make recommendations to the Company relating to the safety and health of the members of the bargaining unit. Where agreement cannot be reached by this Safety Committee either or both parties may apply to Labour Canada to supply a Safety Officer to determine what recommendations or procedures should be carried out.

ARTICLE 28 – HOURS OF WORK

28.01 DEFINITIONS

For the purpose of this Article:

"Hours Worked" are calculated to the end of the quarter hour of which work is performed and exclude the first period in a tour but include all rest periods and any meal period after the first meal period;

"Overtime" means any hours worked which are authorized or approved, and which are:

(a) In excess of the scheduled tour of duty; or

(b) over 35 hours in a work week for Group 1 Traffic and 37.5 hours in a work week for Group 2 Creative Services; or

(c) on a scheduled day off.

"Tour" means authorized or approved hours worked during a calendar day which (except for the first meal period) are continuous; provided that if the tour extends beyond midnight it shall be considered as falling wholly within the calendar day on which it starts.

"Turnaround" means the period between the end of one tour and the start of the next

tour. In the case of a call back, "turnaround" means the period between the end of the call back and the start of the next tour.

"Working day" wherever in this Agreement the term "working day" appears, it shall mean days of the week other than Saturday, Sunday and general holidays.

ARTICLE 29 – WORK WEEK & DAYS OFF

29.01

"The Standard Work Week" shall commence at 12:01am Sunday and shall include thirty-five (35) hours for Group 1 Traffic, and 37.5 hours for Group 2 Creative Services worked or paid.

29.02 DEFINITIONS

(a) "Days off" shall mean a period, not part of an employee's regular work week, consisting of at least twenty-four (24) hours plus a turn-around. A certain number of "days off" means that number of twenty-four (24)-hour

periods plus one (1) turn-around: e.g. "two (2) days off" equals at least sixty (60) hours.

(b) "Weekend" shall mean Saturday and Sunday.

(c) “Weekend off" shall include two (2) days off.

29.03

Each employee is entitled to two (2) days off during a work week, which shall be consecutive. However, days off may be separated by a holiday if no work is performed on the holiday.

29.04

No weekend work shall be regularly scheduled. All weekend work shall be considered overtime and there shall be a minimum four (4) hours paid for any weekend work.

29.04.1

Where it is mutually agreed that a weekend shift will replace a weekday shift in the

week immediately preceding or following the weekend shift, article 29.04 will not apply.

ARTICLE 30 – SCHEDULING

30.01 POSTING OF SCHEDULES

In order to ensure that each employee is advised of their work schedule at the earliest possible time, each employee's weekly schedule shall be posted as early as possible, but in no event later than ten (10) days prior to the first day covered by the new schedule.

30.02

In the event that an employee's schedule is not posted in accordance the above, the previous weekly schedule shall carry over until a new schedule is posted, subject to all of the provisions of this Agreement.

ARTICLE 31 – MEAL PERIODS

31.01

Employees are entitled to an unpaid break of at least thirty (30) minutes during every period of five (5) consecutive hours of work.

31.02

The Company may postpone or cancel this break if it is necessary due to a situation that the Employer could not reasonably anticipate. If the Company requires the employee to remain at their disposal during this break then the employee will receive compensation for that period at their normal basic rate.

ARTICLE 32 – OVERTIME

32.01

An employee may refuse to work overtime. However, if all employees in a classification refuse to work, the Company may require the most junior qualified employee in the classification to do the

work, and in the case of work or an assignment of a continuing nature, the employee who had been assigned to the work or assignment may be required to perform the overtime.

32.02

Overtime after seven (7) hours for Group 1 Traffic or seven and one-half (7.5) hours for Group 2 Creative Services in a tour shall be paid at one and one-half (1½) times the rate for the first four (4) hours and two (2) times rate for all hours thereafter.

32.03

Overtime on a scheduled day off shall be compensated as follows:

32.03.1

If work is performed or credited on one (1) day off in a week, an employee who elects to work overtime shall receive time and one-half (1½) computed separately from the work week for all hours worked with a minimum credit of four (4) hours.

32.03.2

If the hours worked or credited on a day off exceed seven (7) hours for Group 1 Traffic or seven and one-half (7.5) hours for Group 2 Creative Services, all hours worked or credited in excess of seven (7) hours for Group 1 Traffic or seven and one-half (7.5) hours for Group 2 Creative Services or less than twelve (12) hours will be paid at an additional one-half (½) times the basic rate over and above the rates contained in 34.04.1; and

32.03.3

If the hours worked or credited on the day off exceed twelve (12) hours, all time worked or credited in excess of twelve (12) hours will be paid at an additional one (1) times the basic rate over and above the rate contained in 34.04.1.

32.04

At the mutual agreement of Management and the employee, an employee may opt to accumulate banked time for work

performed beyond seven (7) hours for Group 1 Traffic or seven and one-half (7.5) hours for Group 2 Creative Services hours on a regular day, or for work performed on a scheduled day off, or a General Holiday, or any additional hours credited beyond a regular tour of duty shift.

32.05

Banked time shall be credited to the employee at the applicable rate in effect for the time worked.

32.06

The maximum allowable accumulation of banked time shall not exceed one (1) standard week. If an employee chooses payment of banked time, it will be based on time sheets submitted as of December 31st and paid out on the first pay period of the new year.

32.07

Banked time credits may be added to the employee's annual vacation or may be taken at other mutually agreeable times.

Such agreement shall not be unreasonably refused.

ARTICLE 33 – CALL BACK

33.01

"Call-back" shall be defined as work assigned to an employee after they have completed their tour of duty, provided such work assignment is not continuous with the employee's tour.

33.02

An employee required to work a call back shall be paid in accordance with the unscheduled overtime provisions of Article 33.5, with a minimum credit of one (1) hour, or two (2) hours if the employee is required to return to a company facility.

33.03

Calculation of turnaround shall be made from the end of the last hour worked in the callback, regardless of the minimum credit.

33.04

An employee may refuse to work a call back. However, if all employees in a classification refuse to work, the Company may require the most junior qualified employee in the classification to do the work.

ARTICLE 34 – TURNAROUND

34.01

There shall be a turn-around between tours. All turn-around periods shall be at least eight (8) hours or twelve (12) if the employee is required to return to a Company Facility.

34.02

All time scheduled and/or worked and any meal period during any of the turn-around periods shall be compensated for, in addition to the regular basic rate, at one-half (½) times such basic rate or the portion of such assignments which encroaches on the turnaround period.

Compensation shall be one and one-half (1½) times the basic rate, in addition to the basic rate, for the portion of such assignment which encroaches on the four (4) hour period immediately following the end of the employee's original schedule or any extension thereof, and shall be one (1) times the basic rate, in addition to the basic rate, for the portion of such assignment which encroaches on the fifth, sixth, seventh, or eighth hours immediately following the end of an employee's original schedule or any extension thereof.

Recap:

Hours between stop and start time	Compensation
0- 4 hours	+1½ x basic
4- 8 hours	+1 x basic
8-12 hours	+½ x basic

34.03

Notwithstanding the provisions of Article 35.02 above, a premium shall not be paid when an encroachment on a turn-around

period occurs in the following circumstances:

34.03.1

An employee is on a regular rotating shift pattern which is preceded or followed by a day off.

34.03.2

Matters pertaining to negotiations or the processing of grievances.

ARTICLE 35 – CLASSIFICATIONS & RATES OF PAY

35.01

Classifications covered by this Agreement are as follows:

Group 1: Traffic Coordinator

Group 2: Creative Writer/Commercial Producer

35.02 Annual Rates of Pay

Group 1

Start	$50,000.00
Year 1	$52,000.00
Year 2	$54,000.00
Year 3	$56,000.00
Year 4	$58,000.00
Year 5	$60,000.00
Year 6	$62,000.00

Group 2

Start	$52,000.00
Year 1	$54,000.00
Year 2	$56,000.00
Year 3	$58,000.00
Year 4	$60,000.00
Year 5	$62,000.00
Year 6	$64,000.00

Progression up the salary scale will take place annually on March 1st.

ARTICLE 36 – GENERAL SALARY PROVISIONS

36.01

All overtime must be approved by the Department Manager or their designate. Payment for overtime work, premiums and penalties shall be made not later than the end of the month following the month that such overtime etc. is worked, where the employee's timesheet has been submitted to their Department Manager or their designate in a timely manner. Timesheets shall be submitted within seven (7) calendar days following the completion of each two (2) week work period.

ARTICLE 37 – PREMIUMS

37.01 SHIFT PREMIUM

An employee who is required to temporarily work in a higher-rated job classification or to work outside the

bargaining unit for four (4) hours or more, shall be paid an additional two dollars ($2.00) per hour worked.

37.02 Training Premium

An employee who is required to train or supervise a trainee for a minimum of one (1) hour, shall be paid an additional two dollars ($2.00) per hour for all time spent training.

ARTICLE 38 – GENERAL MATTERS

38.01 Savings Clause

The provisions of this Agreement conform to all applicable legislation. Should any of the provisions of this Agreement be deemed to violate any subsequently amended legislation, the Parties agree to renegotiate such provision while the balance of the provisions of the Agreement continue to remain in full force and effect.

38.02 Existing Benefits

The Parties recognize that on or before the commencement of this Agreement

employees in the bargaining unit may have enjoyed certain benefits and privileges not referred to herein.

Where such a benefit or privilege exists the parties agree to meet discuss, and resolve any differences.

Failing agreement either Party may refer the matter to an Arbitrator. The Arbitrator shall have the authority of an interest Arbitrator and shall make a final determination of the matter, notwithstanding any provision of this Agreement that otherwise would limit the Arbitrator's authority.

ARTICLE 39 – DURATION OF AGREEMENT

This Agreement shall commence on March 1, 2025 and shall remain in force until the February 29, 2028 and from year to year thereafter, unless either Party notifies the other Party by email or registered mail, not less than thirty (30) calendar days or more than one hundred twenty (120) calendar days prior to the date of expiry, or

anniversary of such date, of its intent to modify the Agreement. If such notice is given as specified above, a meeting shall be held within twenty (20) calendar days for the purpose of negotiations and further meetings shall be held as frequently as possible until settlement has been reached or until requirements of Part 1 of the Canada Labour Code have been met.

APPENDIX "A" – HARASSMENT POLICY

The Parties agree to insert the current policy at the time of ratification, the below is the policy as of July 11, 2023.

This Policy may be updated from time-to-time and can be found on the Company's internal intranet websites.

Workplace Harassment and Violence Prevention

Policy No: HR 2.4

Effective Date: August 6, 2021

Category: Human Resources

Contact: HR Business Partner

Applicable to: All Subsidiaries and

Divisions of the Company

Last Review Date: August 6, 2021

Supersedes: September 17, 2020

Issuing Department: Safety and Well-being

Policy Statement

Rogers Communications Inc. and its subsidiaries (the "Company") is committed to making every reasonable effort to ensure that our employees, business associates, vendors, contractors, customers, volunteers, and the public-at-large experience a healthy and safe workplace that is free of harassment and violence, in accordance with the applicable legislation. Our people are our most valuable resource and we are committed to providing a respectful workplace that is diverse, equitable and inclusive. We all have a right to work in an environment free of discrimination, prejudice, and workplace harassment and violence.

The Company promotes and creates a healthy and safe work environment by defining unacceptable behaviour, including workplace harassment and violence, and providing a process for investigating, recording, reporting, and responding to such occurrences. The Company will

ensure that retaliatory action or threats of reprisal are not taken against employees who initiate complaints or participate in investigations. The Company will address factors that may contribute to workplace harassment and violence in order to prevent and protect against it and educate employees on these factors.

The Canadian Human Rights Act includes provisions that apply to the rights of any person seeking compensation under the legislation in relation to a prohibited ground.

Employees who are covered by a union or association will be subject to the terms and provisions of the applicable collective agreement, where legislation permits.

Principal Party and Responding Party Rights

The Principal Party has the right to:

- file a complaint in good faith without fear of retaliation by the Company; ensure that no complaint they have

made is recorded in their personal employee file;

- access the Employee and Family Assistance Program (EFAP);
- have an investigation conducted into an occurrence of workplace harassment and violence, if requested;
- receive information relating to the status of any investigation of the complaint and the findings of the investigation, subject to the applicable legislation regarding the protection of personal information;
- end the resolution process at any time by informing the HRBP that they choose not to continue with the process; and
- be treated fairly.

The Responding Party has the right to:

- be notified that an investigation will be carried out;

- be provided with a summary of the allegations and have an opportunity to respond to the allegations;
- access the EFAP;
- receive information relating to the status of the investigation of the complaint and the conclusions of the investigation, subject to the applicable legislation regarding the protection of personal information; and
- be treated fairly.

DO: Employees

1. Treat fellow employees with respect and dignity and ensure that your behaviour is free of workplace harassment and violence.
2. Be aware of, understand, comply, and enforce the terms and conditions of this Policy.
3. Complete all mandatory training, as required by the Company.

4. Make your disapproval known to any employee demonstrating workplace harassment and violence if you perceive that you have been subject to such behaviour or if you have observed it happening to another employee.

5. If a situation occurs where you experience or witness workplace harassment or violence, document pertinent facts of the incident: Who was involved? Where and when did the incident take place? Were there any witnesses?

6. Assist in the implementation and enforcement of this Policy by promptly, and in good faith, reporting violations to your immediate manager, second-level manager, HR Business Partner (HRBP), or the Rogers STAR Hotline;

7. Make every reasonable effort to resolve an occurrence of workplace harassment and violence.

8. Provide your full cooperation during investigations relating to workplace harassment and violence.

9. Refrain from retaliatory behavior against a Principal Party, Responding Party, Witness, or any other individual involved in the resolution process for an occurrence.

10. Respect the confidentiality of information shared throughout the resolution process of an occurrence.

Managers

1. Provide employees, to the best of your ability, a Workplace that is free of Workplace Harassment and Violence.

2. Be aware of, understand, comply, and enforce the terms and conditions of this Policy.

3. Complete all mandatory training, as required by the Company.

4. Demonstrate a willingness to discuss and address concerns with any employee regarding workplace harassment and violence. Ensure that retaliatory action or threats of reprisal are not taken against employees who initiate complaints or participate in investigations.

5. Immediately contact security staff or the police (if on-site security is not available) in the event of a perceived or actual threat, assault, injury, or damage to any person or property.

Workplace Harassment and Violence Prevention Steering Committee

1. Carry out, monitor and, when necessary, update the Workplace assessment, including the identification of risk factors and the development and implementation of preventative measures in order to mitigate the risk of workplace harassment and violence.

2. Review and update this Policy at a minimum, every three (3) years, or as otherwise required.

3. Develop, review and, when necessary, update emergency procedures in order to respond to occurrences, or the threat of occurrences, that pose immediate danger to the health and safety of employees.

4. Develop, review and, when necessary, update training to be provided to employees and the HRBP. Identify a list of persons who may investigate occurrences of workplace harassment and violence.

6. Provide a copy of the investigator's report to the Principal Party, Responding Party, Workplace Health and Safety Committee or Health and Safety Representative, and if applicable, the HRBP.

7. Determine which recommendations are to be implemented at the conclusion of any investigation.
8. Appropriately implement recommendations, as may be determined periodically.
9. Ensure the resolution process is completed within one (1) year after the day on which notice of the occurrence is provided, unless otherwise required under applicable legislation.
10. Maintain appropriate records, as required.

HR Business Partner (HRBP)

1. Make every reasonable effort to resolve occurrences of workplace harassment and violence.
2. Complete all mandatory training, as required by the Company. Conduct an initial review of every notice of occurrence of workplace harassment and violence.

4. Contact the Principal Party, Witness, and Responding Party, as may be required under this Policy and the applicable legislation.

5. Select, from the list of investigators developed jointly by the Company and the Policy Health and Safety Committee, a person to act as the investigator when an investigation is requested by the Principal Party.

6. Provide investigators with all relevant information related to the investigation.

Policy Health and Safety Committee

1. Review and provide consultation on the risk factors identified and the plans for preventative measures in order to mitigate the risk of workplace harassment and violence.

2. Review and provide feedback to the Workplace Harassment and Violence Prevention Steering Committee with regard to this Policy

at a minimum, every three (3) years, or as otherwise required.

3. Review and provide feedback to the Workplace Harassment and Violence Prevention Steering Committee with regard to training provided to employees and the HRBP. Review a list of persons to investigate occurrences of workplace harassment and violence.

Workplace Health and Safety Committee/Health and Safety Representative

1. Review and support recommendations related to eliminating or minimizing the risk of an occurrence at the conclusion of any investigation into an occurrence.

2. Maintain confidentiality of the reports at all times.

DON'T: Employees

1. DO NOT confront an employee who you believe to be demonstrating workplace harassment and violence towards you or another employee if you think this would put you in danger. Immediately inform your direct manager, second-level manager, HRBP, or the Rogers STAR Hotline of the occurrence.
2. DO NOT hesitate to report a violation of this Policy out of concern for reprimand or retaliation. All complaints will be treated with sensitivity, discretion, and confidentiality (to the extent possible).

Workplace Harassment and Violence Prevention

1. The Company clearly and unequivocally prohibits workplace harassment and violence as defined in this Policy by any person(s),

including, but not limited to, employees, visitors, volunteers, customers, vendors, and contractors.

2. This Policy and emergency notice procedures are available to all employees to summon assistance where immediate assistance is required in response to workplace harassment and violence. Employees are encouraged to speak to their manager to obtain a copy of this information, if required.

3. This Policy is not meant to forbid relationships based on mutual consent or normal social contact between employees in the workplace.

4. In the event that you are either directly affected by or witness workplace harassment and violence, it is important that the incident is reported immediately. Report any workplace harassment and violence,

or potentially violent situation, immediately to your Immediate Manager, Second-Level Manager, HRBP, or the Rogers STAR Hotline.

5. The Company will take such disciplinary measures as it deems appropriate, up to and including termination of employment, at its discretion, against any employee who subjects any other employee, visitor, volunteer, customer, vendor or contractor to workplace harassment and violence.

Identification and Description of Risk Factors

6. Corporate Investigations, Safety and Well-being, and Human Resources have collectively identified risk factors, both internal and external to the workplace, that may contribute to workplace harassment and violence. These factors can be divided into three (3) general categories: characteristics of the

workforce, job factors, and work environment.

(i) Characteristics of the workforce

(ii) Discriminatory attitudes

(iii) Lack of awareness about rights/responsibilities related to workplace harassment and violence

(iv) Lack of inclusion/diversity

(v) Temperament

(b) Job factors:

(i) Handling high-valued items

(ii) Workload and/or stress

(iii) Working with/exposure to the public (c) work environment

(iv) Hierarchical relationships

(v) Low employee morale

(vi) Poor communication

(vii) Stress

7. Human Resources, Safety and Well-being, and the business will collectively develop and implement plans for preventative measures to mitigate the risk of workplace harassment and violence.

Training

8 The Workplace Harassment and Violence Prevention Steering Committee together with the Policy Health and Safety Committee will develop training in respect of workplace harassment and violence. Training will be provided to all employees and will include:

(i) The key elements of this Policy;

(ii) A description of the relationship between workplace harassment and violence and the prohibited grounds of discrimination set

out under the Canadian Human Rights Act; and

(iii) Instruction on how to recognize, minimize, prevent, and respond to workplace harassment and violence. The training program will be reviewed and updated if necessary and, at a minimum, every three (3) years.

(iv) Employees will be provided training within three (3) months after start of employment and, at a minimum, every three (3) years.

Confidentiality

11. Information concerning allegations of workplace harassment and violence and any subsequent investigation, including the name of the Principal Party and the

circumstances related to the complaint, will not be disclosed except where disclosure is necessary for the purposes of:

(i) investigating the complaint;

(ii) taking disciplinary action in relation to the complaint;

(iii) protecting other employees or other individuals;

(iv) defending legal actions; and/or

(v) law enforcement.

12. All employees involved (including Supervisors and Managers) in a complaint are reminded to keep all information confidential, except in the above circumstances. Without an individual's consent, the investigation report provided to the Policy Health and Safety Committee, Workplace Health and Safety Committee, or Health and Safety Representative will not

contain information that is likely to reveal the identity of a person who was involved in an occurrence of workplace harassment and violence.

Emergency Procedures

13. If a workplace harassment and violence occurrence poses an immediate danger to the health and safety of any person, or if there is a threat of such an occurrence, call 911 for emergency services (police, fire and ambulance) and follow building emergency procedures.

14. The Workplace Harassment and Violence Prevention Steering Committee will ensure that all employees are trained in emergency procedures, and will review and update emergency procedures as necessary.

Domestic Violence

15. If you believe that domestic violence may occur in the workplace and

would likely expose you or another employee to physical, sexual, and emotional or psychological abuse, report the matter to your HRBP. The Company recognizes and respects the sensitivity and confidential nature of this information. The Company is committed to reducing the risk of domestic violence in the workplace and needs the help of all employees. Employees who believe they are at risk of domestic violence are supported by their HRBP and will be provided with appropriate and confidential outside support as deemed appropriate.

16. The Account Executive, and/or a senior member of the clinical leadership team of the Family Assistance Plan Provider, has the responsibility to immediately notify the Company through the Rogers National Emergency Management Centre (416-935-7535) in the event that an employee is considered an

imminent threat to the safety of other employees, contractors, volunteers, visitors, customers, vendors, and/or the general public, or where it is understood that an employee reveals to an Employee and Family Assistance Plan (EFAP) counsellor that:

(i) they are the target of domestic violence; and

(ii) they have reason to believe that they, or other employees, contractors, volunteers, visitors, customers, vendors, and/or the general public, are at risk of becoming a target in the Workplace as a result of a hostile domestic or personal relationship.

Notice of an Occurrence

17. The HRBP has been designated by the Company to receive notice of

occurrences of workplace harassment and violence. In the event there is an occurrence, the Principal Party or witness will report it to the HRBP, either in writing or orally. Occurrences are to be reported immediately for the protection of all employees.

The Rogers STAR Hotline can be used to channel concerns to the HRBP and can be reached at www.rogersstarhotline.com. It is available 24 hours a day, 7 days a week.

The Rogers STAR Hotline is NOT meant to be a substitute for direct and meaningful communication between employees and their Manager or HRBP, if and when appropriate.

18. Notice of an occurrence must contain:

(i) The name of the Principal Party and the Responding Party, if known;

(ii) The date of the occurrence; and

(iii) A detailed description of the occurrence.

19. The HRBP and/or Corporate Investigations will respond to every notice of an occurrence of workplace harassment and violence by conducting an initial review.

Following the initial review, an occurrence will be deemed to be resolved if the notice does not contain the name of the Principal Party or otherwise allow their identity to be determined.

20. Within seven (7) days of providing the notice of occurrence, the HRBP will contact the Principal Party or the witness that provided the notice of

occurrence with information regarding the resolution process.

21. Managers must immediately report all occurrences to the HRBP or the Rogers STAR Hotline.

Resolution Process

22. There are three (3) independent resolution processes to resolve an occurrence:

    (i) Negotiated resolution;

    (ii) Mediation; and

    (iii) Investigation.

Negotiated Resolution

23. Negotiated resolution is a form of informal resolution where the Principal Party meets with the HRBP to discuss the occurrence, clarify what was submitted, and attempt to reach resolution.

24. The HRBP, the Principal Party and, if contacted, the Responding Party,

must make every reasonable effort to resolve an occurrence.

Efforts must begin no later than 45 days after the day on which notice of an occurrence was received by the HRBP.

25. As part of this resolution process, a review by the Principal Party and the HRBP will be conducted to determine whether the notice of occurrence describes an action, conduct, or comment that constitutes workplace harassment and violence. If both the HRBP and the Principal Party agree that the occurrence does not meet the definition, then the occurrence will be deemed resolved.

Mediation

26. Mediation is a process whereby a neutral third party facilitates a discussion between the Principal

Party and Responding Party in an effort to resolve the occurrence.

27. The Principal Party and the Responding Party may agree to resolve an occurrence by mediation so long as both parties agree to mediation, and agree on who will act as the facilitator, otherwise a resolution cannot be reached under this section.

Investigation

28. If an occurrence is not resolved by negotiated resolution or mediation, an investigation will be carried out if the Principal Party requests it. If the Principal Party does not request an investigation, the Company may still be required to perform one, depending on the type of allegation.

29. If an occurrence is resolved by negotiated resolution or mediation before the investigator has provided

their report, the investigation will be discontinued.

30. Corporate Investigations must provide the Principal Party and Responding Party with notice that an investigation is to be carried out.

31. An investigator will be selected by the Director of Corporate Investigations from a list that the Company and the Policy Health and Safety Committee have jointly developed.

32. Following the investigation, the investigator will provide the HRBP with a report that will include a general description of the occurrence, their conclusions, and their recommendations to eliminate or minimize the risk of a similar occurrence. Copies of the investigator's report will be provided by the HRBP to the Principal Party, the Responding Party, and the Workplace Health and Safety

Committee or Health and Safety Representative.

33. If necessary, the Business VP, Human Resources will communicate any corrective actions to be taken to the Chief HR Officer, who will decide what information, if any, needs to be communicated and to whom, in order to properly implement the corrective action (e.g., the necessary information to be provided to Security, IT, Facilities, etc.).

34. The findings in an investigator's report cannot be used for any of the following purposes:

    (i) Granting or extending a leave of absence, whether paid or unpaid; or

    (ii) Monetary remuneration for damages.

35. Employees who are not satisfied with the investigation or the

resolution process may bring the matter to the attention of the Business VP, Human Resources, who will make a determination on any additional measures that may be required.

36. If disciplinary action is taken, record of the disciplinary action is to be maintained on the Responding Party's employee file for an indefinite period of time and taken into consideration should further violation of this Policy occur. All other documentation of the full investigation is to be maintained in a separate investigation file, which must be kept, managed, and made accessible in accordance with SEC 6 - Privacy Employee Personal Information, LEG 1 - Retention of Records, and as dictated by applicable legislation.

Completion of the Resolution Process

37. The resolution process for an occurrence is completed when:

    (i) The occurrence is resolved by negotiated resolution or mediation, or because the Principal Party cannot be identified; or

    (ii) If an investigator has provided a report, once the Company implements the recommendations that have been jointly determined by the Company and the Workplace Health & Safety Committee or Health & Safety Representative, as applicable.

38. If the occurrence is not resolved and the Principal Party ends the resolution process, or if the Responding Party is not an employee of the Company, then the

resolution process is considered completed once any required workplace assessment reviews and subsequent updates are carried out.

39. The Company must ensure that the resolution process is completed within one (1) year after the day on which notice of the occurrence was provided. The HRBP must provide monthly updates regarding the status of the resolution process to the Principal Party and the Responding Party beginning the first month after the month in which the notice is provided.

Support Measures

40. The Employee and Family Assistance Program (EFAP) provides employees and their dependent family with immediate and confidential help for any work, health or life concern 24 hours a day, seven (7) days a week, by phone, web or mobile app. The

Employee and Family Assistance Program (EFAP) can be reached at 1-844-880-9142 or via web at www.workhealthlife.com.

41. Employees can access a wide range of medical, psychological or other support services by visiting the “Thrive Well-being Resources” page on Rogers Zone.

Fraudulent/Malicious Complaints

42. Unfounded/frivolous allegations of workplace harassment and violence result in significant harm and damage to the well-being and reputation of the Responding Party, co-workers, and the Company. Making a false complaint or providing false information about a complaint is a violation of the Policy and will not be tolerated.

    If it is determined that any employee has knowingly made a false, vexatious, or bad faith complaint

regarding an incident of workplace harassment or violence, immediate disciplinary action, up to and including termination of employment for just cause, will be taken.

Complaints

43. If an employee believes that there has been a contravention of the Canada Labour Code as it relates to workplace harassment and violence, the employee may make a complaint to their Manager, HRBP, or the Rogers STAR Hotline.

Monitoring

It is the responsibility of the Chief HR Officer (or delegate) to interpret this Policy, as required, ensure the policy is reviewed annually, support its implementation throughout the Company, and approve any exceptions.

Definitions

(a) Health and Safety Representative

A person who is appointed as a Health and Safety Representative under s. 136 of the Canada Labour Code in respect of any workplace with fewer than twenty (20) employees.

(b) HR Business Partner (HRBP)

Human Resource Professionals that support each business unit and are designated by the Company to receive notice of an occurrence of workplace harassment and violence.

(c) Policy Health and Safety Committee

A Policy Health and Safety Committee established under s. 134.1 of the Canada Labour Code for the purpose of addressing health and safety matters that apply to the Company at which 300 or more employees are normally employed.

(d) Principal Party

An employee or Employer who is the object of an occurrence of workplace harassment and violence.

(e) Prohibited Ground

Under the Federal Canadian Human Rights Act, prohibited grounds of discrimination include race, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, genetic characteristics, disability, and conviction for an offence for which a pardon has been granted or in respect of which a record suspension has been ordered.

(f) Responding Party

A person alleged to have been responsible for an occurrence of workplace harassment and violence.

(g) Witness

A person who witnessed an occurrence or is informed of an occurrence by the Principal Party or Responding Party.

(h) Workplace

All places where the Company's employees provide services.

Workplace harassment and violence is not limited to incidents that occur within a traditional workplace. Work-related violence can occur at off-site business related functions (conferences, trade shows), in a remote workplace, at social events related to work, in a customer's home, or away from work but resulting from work (e.g., a threatening telephone call to an employee's home from a co-worker).

(i) Workplace Harassment and Violence Prevention Steering Committee

A governing body of experts who make directional decisions and provides support, guidance, and strategic oversight regarding the implementation of measures to prevent workplace harassment and violence from occurring and procedures to respond to occurrences of Workplace Harassment and Violence. Committee Members include

(i) Corporate Investigations,

(ii) HRBP,

(iii) HR Regulatory & Governance, and

(iv) Safety and Well-being.

(j) Workplace Harassment and Violence

Any action, conduct or comment, including of a sexual nature, that can reasonably be expected to cause offence, humiliation or other physical or psychological injury or illness to an employee. Examples include, but are not limited to, words, gestures, actions, intimidation, bullying, or other inappropriate activities such as racial or sexual slurs, name calling, racist or sexist jokes, negative stereotyping, threats, physical assault, or demeaning pictures, posters or graffiti.

Harassment must not be confused with the normal exercise of the Employer's management rights; in particular, the manager's right to assign tasks and their right to counsel, reprimand or impose disciplinary sanctions. Insofar as a

manager does not exercise these rights in an abusive or discriminatory manner, their actions do not constitute harassment.

Accordingly, the following are examples of conduct excluded from the definition of harassment:

(i) appropriate disciplinary or administrative measures imposed by Management;

(ii) actions including verbal and written counselling relating to absenteeism, performance issues, or behaviour;

(iii) reasonable use of the right of Management to ensure supervision, performance evaluation, work organization, and compliance with current Company policies; and

(iv) expressing disagreement of reasonable, but contrary, opinions.

(k) Workplace Health and Safety Committee

A Workplace Health and Safety Committee established under s.135 of the Canada Labour Code for the purposes of addressing health and safety maters that apply to individual workplaces at which twenty (20) or more employees are normally employed.

LETTER OF UNDERSTANDING #1 – WORKING MANAGERS

Notwithstanding Article 2.03, the parties recognize that at the time of certification, working managers existed and performed work done by members of the bargaining unit.

In recognition of this, the parties agree that there are four (4) positions that are managers of employees in the bargaining unit that may perform the work done by bargaining unit members. The four (4) positions are made up of two (2) in the Creative Services department and two (2) in the Traffic Services department. At the time of this Agreement, the incumbents of these positions are Lisa McLean and Jesse Simon in the Creative Services Department and Lori Volk and Denise Wanvig in the Traffic services department. These four (4) positions are excluded from the bargaining unit and it is agreed that the performance of

bargaining unit work by these four (4) positions is not a violation of the Collective Agreement. The exclusion of these four (4) positions will continue beyond the departure of their current incumbents. Any additional bargaining unit work assigned to these positions shall not directly result in the layoff of bargaining unit employees; nor prevent the recall of bargaining unit employees; nor preclude, prevent, nor avoid the hiring of bargaining unit employees.

Additionally, the parties agree that Doug Hass is a Manager of employees in the bargaining unit and may perform the work done by bargaining unit members. Upon Doug's departure from their current position as a manager of employees in the bargaining unit, the work will revert to the bargaining unit.

LETTER OF UNDERSTANDING #2 – AI RIGHTS

Generative artificial intelligence (GenAI) refers to a subset of artificial intelligence systems that utilize machine learning models to generate new text, audio, music, images, or video content requested by a user based on patterns learned from existing data.

The Company will not use GenAI to generate the physical voice or physical image of the bargaining unit member, without obtaining the bargaining unit member's written consent. The bargaining unit member will not be penalized for refusing consent.

If a dispute arises regarding an allegation of use of GenAI for generating the physical voice or image a bargaining unit member without consent, the parties agree that a reasonable effort will be made to resolve the dispute. It cannot be held against the Company if the refusal of a

third party to provide supporting documentation inhibits the ability to disprove the allegation.

This letter will expire upon the expiration of the Collective Agreement.

SIGNATURES

On behalf of the Company:	On behalf of the Union:
Rogers Sports Media Inc.	Unifor Local 830M
Karen Prest	Max Sussman
Sr. Manager Radio Traffic	Bargaining Committee
Steve Scarrow	Sabeen Habib
Regional Creative	Bargaining Committee
Ryan Finucan	Tanya Luciani
Human Resources Manager	President

Alex Carroll Sr. Human Resources Manager	Mark Cameron Unifor National Representative

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