

COLLECTIVE AGREEMENT

BETWEEN: COMMUNITY RECREATION REBROADCASTING SERVICE ASSOCIATION, Labrador City, Newfoundland, a non-profit Association, whose objects include, inter alia, the supply of broadcasting and rebroadcasting services to Labrador City and Wabush, Newfoundland, and to contribute excess funds towards the support of recreational, educational, sports and other cultural activities in the said Labrador City and Wabush,

hereinafter referred to as "**the Association**"

OF THE ONE PART

AND: UNITED STEELWORKERS OF AMERICA, LOCAL 6480

herein after referred to as "**the Union**"

OF THE OTHER PART

WITNESSETH THAT

The Parties to this Agreement mutually agree as follows:

ARTICLE 1 - PURPOSE OF AGREEMENT

1.01 The purpose of this Agreement is to set wages and working conditions between the Association and its employees, as set out by this agreement.

ARTICLE 2 - UNION RECOGNITION

2.01 The Association recognizes the Union as the sole and exclusive bargaining agent for all the employees in the bargaining unit designated by the Canada Labour Relations Board Certification Order dated September 4, 1992.

2.02 The words "employee" or "employees" wherever used in this Agreement shall mean respectively any employee or employees included in the unit of employees specified in the decision of the Canada Labour Relations Board dated the 4th day of September, 1992.

2.03 The Union recognizes that the Association requires considerable flexibility to carry out its objects and mandates that nothing in this Agreement is to be construed to prevent work by volunteers or members of the Board of Directors or other people not in the bargaining unit.

ARTICLE 3 - NO DISCRIMINATION

3.01 The Association and the Union both agree that there shall be no discrimination by either party against any employee because of race, colour, creed, age, sex, nationality, religious, political or union membership.

ARTICLE 4 - STRIKES AND LOCKOUTS

4.01 There shall be no strikes, walkouts, stoppages of work, slowdowns, boycotts, picketing or any other interference with the normal operations of the Association by the employees and/or the Union and the Association agrees that there will be no lockouts during the terms of this Agreement.

ARTICLE 5 - MANAGEMENT RIGHTS

5.01 The Union agrees that subject only to the provisions of this Agreement, it is the exclusive right of the Association to:

- (a) Manage the enterprise in which the Association is engaged;
- (b) Determine the products and services, including the introduction of new methods and facilities;
- (c) Direct the workforce including to hire, transfer, promote, layoff employees, discipline, suspend and discharge employees for just and sufficient cause;
- (d) Make and enforce reasonable rules and regulations;

5.02 The Association agrees to give the Union fifteen (15) days notice of any change in rules and regulations and will meet with the union ten (10) days prior to any implementation. It is clearly understood that the Union's rights under this Agreement are to discuss proposed changes only, and that the Union shall have no right to veto any changes proposed by the Association. Such rules and regulations shall be subject to this collective agreement.

5.03 The Union agrees that any of the rights, powers or authority the Association had prior to the signing of this agreement and other recognised functions of management are retained by the Association except those specifically abridged, granted or modified by this Agreement. Such rights shall be subject to the grievance procedure if they become an alleged violation of any article of this agreement.

5.04 Members of the bargaining unit will work under the direct supervision of the Manager or such other person as is directed from time to time by the Manager or the Board of Directors.

ARTICLE 6 - UNION SECURITY

- 6.01 The Association shall deduct from the earnings of each employee, in each month, union dues and fees in the amount certified by the Union to the Association to be currently in effect under the Union's Constitution. Such deductions shall be made from the pay periods of each employee and shall be remitted to the officer designated by the Union within fifteen days from the last pay period in each month. The monthly remittances shall be accompanied by a list of the payroll employees for the pay periods in which the deductions are made, together with the names of any employees since the last remittance.

The employee's T-4 form each year shall reflect the aggregate amount of deductions made pursuant to this paragraph.

- 6.02 The Association shall allow a United Steelworkers of America identification card or sticker to be posted in a conspicuous place at the entrance to the office covered by this Agreement. The card or sticker shall be posted and in a place directed by the Manager, and shall be of such a size as meets the approval of the Manager.
- 6.03 Union duties and activities will not be carried on during hours of employment, except that the authorized union representative may, after obtaining the manager's permission, enter the office during business hours to observe the performance of this agreement.

ARTICLE 7 - GRIEVANCE PROCEDURE

- 7.01 For the purposes of this Agreement, a grievance is defined as a claim by an employee that the Collective Agreement has been violated.
- 7.02 A grievance must be initiated by the aggrieved employee as soon as possible, but not later than five (5) working days after the incident giving rise to the grievance occurred, and it shall be dealt with in the following manner:

A written formal grievance, stating the article (s) allegedly violated shall be presented to the Manager who shall give his or her written decision to the grievor within five (5) work days.

- 7.03 The presentation and processing of any grievance herein must strictly follow the grievance procedure and all steps thereof and within the applicable time limits set out, failing which the grievance shall be considered to be settled and at an end. If the Association fails to comply with the applicable steps and time limits set out above, the grievor shall be at liberty to proceed according to the required time limits to the next succeeding step of the grievance procedure. Any of the said time limits in this Article may be extended by mutual agreement in writing between the parties to the grievance.

- 7.04 An allegation by the Association or the Union that the other party has violated or misinterpreted this Agreement may be lodged in writing with the other within ten (10) working days of the occurrence of the circumstances giving rise to the grievance. In the case of a union grievance, this grievance shall commence with the sending of the grievance to the Manager or his or her appointee, and in the case of an Association grievance, such grievance shall commence with the sending of the grievance to the Union. Failing satisfactory settlement of either of said grievances within a further period of ten (10) working days, either of the parties may submit the grievance to arbitration.
- 7.05 Time limits as set out in this article shall be working days, and shall not include Saturdays, Sundays and holidays.
- 7.06 Decisions agreed to in writing between the Manager or his or her designate, the employee and the Union in the adjustment of an employee grievance shall be final and binding upon the Association, the Union and the employee or employees concerned.

ARTICLE 8 - ARBITRATION

- 8.01 No matter may be submitted to arbitration under this Article unless settlement thereof has been attempted through all of the applicable steps of the grievance procedure provided in Article 7 hereof.
- 8.02 If no settlement is reached under Article 7:02 above, or where there is an unresolved question as to whether or not a matter is arbitrable, either of the parties may notify the other party in writing within ten (10) work days of its intention to submit the grievance or question to arbitration.
- 8.03 Within ten (10) workdays from the time of the notice of either party of its intention to submit the grievance or question to arbitration, the parties shall select an Arbitrator from a list of mutually agreed to Arbitrators. Should the parties fail to agree upon an Arbitrator, then the party initiating the grievance shall request the Federal Minister of Labour to appoint one. Should the Arbitrator selected not be able to hear the arbitration case within (30) days from the time he was notified, then the parties shall meet to select another person. It is agreed that these time limits may be extended by mutual agreement of the parties.
- 8.04 The decision of the arbitrator shall be binding on both parties. The arbitrator shall have no authority or discretion to alter, amend, modify, add to or delete any provisions of this agreement, but may decide differences arising out of the interpretation, application, administration or the alleged violation of the agreement. However, in cases involving discipline, the Arbitrator will have the right to modify the discipline imposed.

- 8.05 In any case where the Arbitrator finds that the Association has violated any of the provisions of the Agreement and such violation has resulted in a loss of earnings, the Arbitrator shall have the right and authority to order the Association to pay such lost earnings to the employee or employees involved either in full or in part as the Arbitrator may deem just in the circumstances and reinstate the employee to his or her job without loss of seniority.
- 8.06 The expenses of the Arbitrator shall be paid equally by the Union and the Association.
- 8.07 If it is necessary for the presentation of a grievance for an employee to be absent during working hours from his work, he must first obtain permission from the Manager; such permission shall not be denied arbitrarily.

ARTICLE 9 - DISCHARGE AND DISCIPLINARY PROCEDURE

- 9.01 The Association favours "corrective discipline" over "punitive discipline".
- 9.02 A written warning, or other discipline, for a similar or related offence shall not be considered in a subsequent disciplinary action if a period of twelve (12) months or more has expired without a violation or infraction being committed that warrants a written warning or stronger disciplinary action.
- 9.03 There shall be only one Employee Discipline file, and the employees shall have access to review his or her file, provided reasonable notice is given, and management is present. This right will not be exercised more often than once every three (3) months.

ARTICLE 10 - PROBATION PERIOD

- 10.01 Full-time employees shall be considered as probationary employees for their first forty-five (45) days worked. Upon completion of this probationary period, the employee's name shall be added to the full-time seniority lists effective as the most recent date of hire. Management shall have the right to dismiss without notice and without pay in lieu of notice during the probationary period.
- Part-time employees shall be considered as probationary employees for the first 315 hours worked. Upon completion of this probationary period, the employee's name shall be added to the part-time seniority lists, effective as the most recent date of hire.
- 10.02 Employees who have already completed a probationary period without a break in service will not be required to complete another.

- 10.03 A new employee would be hired as a Level 1 personnel in the appropriate job classification. This employee would remain at this level for a 12-month period. On the employee anniversary date, he/she would be moved to Level 2.

Once at level 2, the employee would remain at this level for another 12-month period.

On the employee's anniversary date, he/she would be moved to level 3.

Once an employee commences their third year of employment in the classification, they would be paid at the Level 3 scale. (See Appendix "A" for a further breakdown)

- 10.03 (a) Any current employee of CRRS who moves to a new classification would start at level 1. However, the Manager may approach the Board of Directors at either Month 3, 6, or 9 and recommend that the employee be moved to Level 2. If this request is not presented to the Board, then the employee will follow the same scenario as shown above

ARTICLE 11 - SENIORITY

- 11.01 Seniority shall commence on the employee's most recent date of hire, and shall be based on the length of service with the Association. Seniority lists will be revised and posted every six (6) months and the Union shall be provided with two (2) copies.
- 11.02 The parties recognise that job opportunity and job security shall increase in proportion to length of service in the bargaining unit. It is therefore agreed that in all cases of vacancy, promotions within the bargaining unit, vacations, lay-off and recall from lay-off senior employees shall be entitled to preference provided the requirements of the job are met. Notwithstanding any other provisions of this Agreement, there shall be no transfer or bumping rights between technical employees and clerical employees and vice versa.
- 11.03 Seniority shall be maintained and accumulated only during absence due to lay-off, sickness or accident, or authorized leave of absence and maternity leave as specifically outlined in this Agreement.
- 11.04 An employee shall not be transferred or promoted to a position outside the bargaining unit without his consent.
- 11.05 (a) Should a vacancy or a new job be created, it shall be posted on all bulletin boards for five (5) workdays. The posting shall state the nature of the job, the wage scale, the qualifications, which shall be reasonable, the closing date of the posting and to whom written applications must be submitted.
- (b) All employees in the bargaining unit shall have the right to apply. Preference will

be given to the senior applicant who has met the job requirements.

- (c) No new employee will be hired when there is a qualified employee on lay-off who is available, or a qualified part-time employee who is working less than the full-time work week, to do the required job in a satisfactory manner.
 - (d) The Association shall post the name of the successful candidate as soon as possible, but in no event later than the time the successful applicant is scheduled in the new job.
- 11.06 (a) In the event of a lay-off of full-time employees, who have completed their probationary period, each employee affected shall be given either two (2) weeks notice in advance or two (2) weeks of that employee's regular schedule pay in lieu of notice at his appropriate rate of pay, unless a greater period of notice is required by legislation, in which case such greater period of notice, or pay in lieu thereof, shall be given. Such notice or pay in lieu thereof shall be waived where failure to give notice is beyond the control of management. In the event of a lay-off of part-time or probationary period employees, no notice or pay in lieu of notice shall be required.
- (b) Employees may use their seniority to displace other employees in equal or lower classifications with less bargaining unit seniority, provided that there shall be no bumping between the technical staff and the clerical staff or vice versa. Such displacement must take place within five (5) working days.
- 11.07 Recall following lay-off will be by bargaining unit seniority in each classification.
- 11.08 The person recalled will be paid the appropriate rate for the job, in line with his seniority.
- 11.09 An employee shall be considered terminated with loss of all seniority rights if either of the following applies:
- (a) Quitting his job, in writing;
 - (b) Discharge for just and sufficient cause and is not reinstated by grievance procedure;
 - (c) Lay off in excess of twenty-four months;
 - (d) Failure to contact the Manager within five (5) work days, of his intention of returning to the job on being recalled by registered mail sent to his last known address; **an** extension of time may be considered at the discretion of the Manager;
 - (e) Failure to report for work within ten (10) working days of being recalled by

registered mail sent to his last known address. An extension of time may be considered at the discretion of the Manager;

- (f) Absence from work without approved leave or without producing evidence of a valid reason, satisfactory to the Association, for a period of three (3) consecutive shifts;
 - (g) Overstaying a leave or an extension to a leave granted by the Association without a valid reason that is satisfactory to the Association.
- 11.10 **An** employee shall lose his seniority and have his name removed from the seniority list if the employee is transferred or promoted to a position outside the bargaining unit for a period in excess of six months.

ARTICLE 12 - LEAVES OF ABSENCE

- 12.01 All requests for personal leave of absence of three (3) working days or less without pay, shall be made verbally to the Manager. If granted, permission will be given in writing to the employee concerned by the Manager.
- 12.02 **All** requests for personal leave of absence of more than three (3) working days without pay shall be made to the Manager in writing by the employee concerned and the letter shall indicate in full the reason for the requested leave of absence. If granted, permission will be given in writing to the employee concerned as soon as possible by the Manager or his appointee, taking into account any time constraints indicated by the employee making the request. The Association shall have the right to grant or not grant requests for personal leaves of absence; requests for a personal leave of absence shall not be denied arbitrarily if a suitable replacement is available, if required.
- 12.03 If an employee is elected a delegate of the Union to a Union Convention and such attendance at such convention requires leave of absence, a leave of absence, without pay, may be requested by the Union. Except in cases of emergency beyond the control of the Union, the Union agrees to notify the Association in writing at least fifteen (15) days in advance that such a leave of absence is requested. The Association shall have the right to grant or not grant requests for personal leaves of absence; requests for a personal leave of absence shall not be denied arbitrarily if a suitable replacement is available, if required.
- 12.04 An employee granted leave of absence as outlined in Articles 12.03 or 12.06 of this Article shall be restored without loss of seniority to his/her former position.

- 12:05 (a) Leave of absence in accordance with this Agreement, without pay shall be given for a pregnancy to a female employee who has seniority with the Association or an employee who becomes a natural mother or father of a child or adopts a child under the laws of Newfoundland, and who has completed his/her probationary period with the Association, is entitled to parental leave, without pay. Length of leave will be as per the Canadian Labour Standards Regulations, (subject to review).
- (b) Upon return, the employee shall be reinstated to her former position at the same wage rate she was receiving on commencement of the leave, plus any general increase which may have been granted in the interim.

ARTICLE 13 - WAGES AND WORK CLASSIFICATIONS

- 13.01 Attached hereto and forming part of this agreement as Appendix "A" are the wage rates and the work classifications for employees in the bargaining unit.

ARTICLE 14 - HOURS OF WORK

- 14.01 The normal work week for all full-time employees shall be thirty-five (35) hours as directed from time to time by the Association, with the exception of the Cable TV technician who will be paid five (5) extra hours per week for a total of forty (40) hours to cover head end callouts.
- 14.02 The arrangement of the work schedule is to be directed by the Association in all instances in accordance with the proper operation of the business; work schedules may differ for different classifications at the discretion of the Association.
- 14.03 In a week in which a paid holiday as listed in Article 16 hereof is observed, an employee's work week will be reduced by seven (7) hours for each such holiday.
- 14.04 Where work allows, there will be a rest period permitting an employee to be absent from his post of duty for fifteen (15) minutes during the first half of his daily work shift, and for fifteen (15) minutes during the second half of his daily work shift. A half shift is three and one half (3 1/2) hours or more. Where it is not feasible for an employee to take his work break as normally scheduled, he shall take the 15 minute break at the first feasible time thereafter.
- 14.05 Employees shall receive one (1) unpaid hour off for lunch. However, by mutual agreement between any employee and the Association, such employees may be scheduled for one-half hour unpaid lunch period.
- 14.06 An employee reporting for his scheduled work and no work is available in his classification shall be assigned other productive work if such work is available, or sent home. If the employee refuses alternate work, then he shall be sent home without pay. If the employee accepts alternate work as designated by the Association, he shall be guaranteed at least four (4) hours' work at his appropriate rate. This shall not apply if the employee has been notified at least two (2) hours in advance that he was not to report for work as scheduled.
- 14.07 **An** employee who is unable to report for work as scheduled shall give at least two (2) hours advance notice to the Manager, unless the employee can demonstrate to the satisfaction of the Manager that the two hours advance notice was not possible.

ARTICLE 15 - OVERTIME

- 15.01 (a) All time worked by an employee in excess of seven (7) hours in a day or thirty-five hours in a week will be paid for at the rate of one and one-half (1 1/2) times his/her regular straight time rate of pay unless otherwise specified in this Agreement.
- (b) Overtime shall be at the discretion of the Association based on job requirements and where possible equally distributed.
- 15.02 Paid holidays, as set out in Article 16 for which an employee is paid shall be considered as time worked for the purpose of calculating weekly overtime in such holiday week.
- 15.03 (a) All time worked on Sundays shall be paid for at the rate of two (2) times the regular straight time rate of the employee.
- (b) All hours worked on holidays as listed in Article 16 hereof, shall be paid for at the rate of one and one half (1 1/2) times the regular straight time hourly rate of the employee in addition to the seven (7) hours holiday pay.
- 15.04 The Association agrees to give as much notice as possible to employees involved when overtime work is required.
- 15.05 No employee will be forced to take time off in lieu of overtime worked.

ARTICLE 16 - PAID HOLIDAYS

- 16.01 (a) The parties recognize that there shall be the following paid holidays:
 - 1. New Year's Day
 - 2. St. Patrick's Day
 - 3. Good Friday
 - 4. Victoria Day
 - 5. Discovery Day
 - 6. Canada Day
 - 7. St. George's Day
 - 8. Regatta Day
 - 9. Labour Day
 - 10. Thanksgiving Day
 - 11. Remembrance Day
 - 12. Christmas Day
 - 13. Boxing Day
- (b) Full-time employees shall receive seven hours at their regular hourly rate of pay for each of the above noted days.

- (c) Part-time employees will be paid for the above noted holidays on a pro-rated basis of hours worked in the last four (4) weeks worked as per the following formula:

Total hours worked in four weeks preceding holiday divided by four, divided by five and multiplied by their regular hourly rate.

- 16.02 If one of the aforesaid holidays is observed during a full-time employee’s paid vacation period, a full-time employee shall receive an additional day of vacation for each paid holiday that occurs during his vacation period.

ARTICLE 17 - INTERPRETATION

- 17.01 In this Agreement, unless otherwise indicated by the context, the plural shall include the singular and the masculine, the feminine, and vice versa.

ARTICLE 18 - VACATIONS

- 18.01 Vacation time shall be allotted at the discretion of the Manager based on the need to keep work scheduled in a most efficient way; all reasonable requests of an employee will be considered by the Manager, where feasible.

- 18.02 All employees who have completed one year’s service with the Association shall be entitled to vacation on the following basis:

Years of Service	Vacation with Pay Entitlement
1st year vacation	2 weeks
2nd year vacation	2 weeks
3rd year vacation	3 weeks
4th year vacation	3 weeks
5th year to 9th year vacation	4 weeks
10th year vacation & above	5 weeks

The vacation schedule will be circulated by the Manager starting the first week in January, returned to the Manager three (3) weeks prior to the final posting date of February 15th. Preference for vacations will be granted on the basis of length of continuous service with the Association. **All** final scheduling shall be in the discretion of the Manager, with the clear intention that a technician be kept available at all times.

- 18.03 If an employee wishes to split his/her vacation, such request shall be made to the Manager who shall decide if such request is feasible.

- 18.04 Vacation pay for part-time employees shall be paid at the rate of six percent (6%) of Earnings after five (5) years of employment and shall be paid on each pay period.

ARTICLE 19 - BEREAVEMENT LEAVE

- 19.01 An employee required to be absent from work to attend the funeral of his/her father, mother, spouse, child, brother, sister, father-in-law, mother-in-law, brother-in-law, sister-in-law, grandparents, grandchildren, son-in-law or daughter-in-law, shall be granted a funeral leave for the time necessary for that purpose. For a minimum of three (3) days and a maximum of five (5) days of such leave, an employee shall be paid for seven (7) hours at his/her straight hourly rate. The maximum of five (5) days is applicable in the case where an employee must attend a funeral (as defined above) outside Labrador City or its immediate area. The minimum of three (3) days is applicable in the case where an employee attends a funeral (as described above) in Labrador City or its immediate area.

The above shall apply if the employee obtains leave of absence because of sickness in his/her immediate family and death occurs during such leave. These provisions will also apply if an employee is required to take leave of absence to care for his/her children in Labrador City or its immediate area while his/her spouse attends the funeral of one of the relatives specified. Before such bereavement allowance is paid, the employee shall, if the Association so requests, provide evidence of attendance at the funeral.

ARTICLE 20 - NEGOTIATING COMMITTEE

- 20.01 The Negotiating Committee of the Union shall be comprised of two (2) employees of the Association from the Bargaining Unit.
- 20.02 Members of the Negotiating Committee who are employees of the Association shall suffer no loss in pay for the time spent attending negotiating meetings with the Association during their normal working hours up to but not including conciliation or any other subsequent negotiations.

ARTICLE 21 - GROUP INSURANCE

- 21.01 The current GROUP INSURANCE 'benefits' will be maintained for the life of this agreement, unless due to increase in cost or other reasons the association is forced to change insurance company. In this case every effort will be made to maintain through other sources the same 'benefits' as in the current plan.
- 21.02 (a) Effective September 4, 1999 employees will receive Northern Allowance in the amount of one hundred seventy dollars (\$175.00) per month.
- (b) Part-time employees will receive Northern Allowance on a pro-rata basis.

- 21.03 Effective September 4, 1999 employees will be entitled to an Air Transportation subsidy in the amount of \$200.00 each contractual year. This subsidy can only be taken at time of vacation. For split vacation the employee must notify CRRS on what portion of their vacation they would prefer payment.
- 21.04 Effective September 4, 1999 CRRS will contribute for each employee who takes part in a managed Group Registered Pension Plan a sum equal to two percent (2%) of each of those employees gross salary. The details of such plan is to be mutually agreed to by both CRRS-TV and Local 6480.

ARTICLE 22 - PAY DAY

- 22.01 Wages owed pursuant to this Agreement shall be paid on Friday of each week.

ARTICLE 23 - SICK LEAVE

- 23.01 **An** employee who is unable to report for work as scheduled due to illness will not lose his/her normal rate of pay for the shift he/she is absent, up to a maximum of ten (10) shifts per year.
- 23.02 An employee claiming pay for a shift not worked due to illness may at the discretion of the association be required to provide a written note from a qualified medical doctor stating the reason the employee was absent from his/her scheduled shift.
- 23.03 The Association agrees that any unused portion of the ten (10) sick days will be paid to the employee at his/her regular rate of pay on or before December 15th of each contractual year.

ARTICLE 24 - POLYGRAPH TEST

- 24.01 No member of the Bargaining Unit will be forced to submit to a polygraph test by the Association.

ARTICLE 25 - JURY DUTY OR SUBPOENAED CROWN WITNESS

- 25.01 When an employee is called upon to serve on a jury or as a subpoenaed crown witness, the Association shall pay the difference between the fee received from the Crown and the employee's regular weekly wage rate, provided:
- (a) He furnishes proof of service by a statement of earnings supplied by the Crown;
 - (b) He provides the Association with at least 48 hours notice of when he is to report or immediately on notification;
 - (c) He returns to work if he is called and not kept; however, he shall not be required

to report to work if less than two (2) hours of his normal shift remains to be worked;

- (d) Such duty falls on a regularly scheduled workday the employee would have worked.

25.02 An employee who is required to report for jury duty will not have his day off changed to coincide with the day he is to report for jury duty.

25.03 Any employee required to appear in court as a witness on behalf of the Association shall suffer no loss in pay.

25.04 Where the employee called for jury duty is a probationary employee, the probationary period may, at management's discretion, be extended by an amount of time not exceeding the days absent on jury duty.

ARTICLE 26 - COMPENSATION FOR ACCIDENTS AT WORK

26.01 In the case of an accident at work as a result of which the employee is disabled, the employee shall not suffer any loss of earnings for the balance of that shift.

ARTICLE 27 - SAFETY AND HEALTH

27.01 (a) The Association agrees to continue to maintain reasonable provisions for the safety and health of its employee's. The Association also agrees to abide by the provisions of the Newfoundland Occupational Health and Safety Act.

(b) It is the responsibility of the employee to observe and to wear and use safety equipment according to instructions.

(c) Failure to use safety equipment provided by the Association is a serious offense subject to disciplinary action.

ARTICLE 28 - NOTICE AND ADDRESS

28.01 To the Union United Steelworkers of America
 Local 6480
 105 Hudson Drive
 Labrador City, Nfld.
 A2V 1L4

To the Association Community Recreation Rebroadcasting Service Association
 208 Humber Avenue
 Labrador City, Nfld
 A2V 2Y5

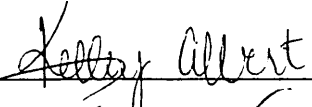
or such other address(es) as may be designated by either party from time to time in writing.

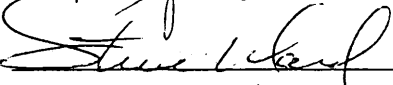
ARTICLE 29 - DURATION OF COLLECTIVE AGREEMENT

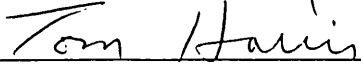
29.01 This Agreement shall be effective on the date of signing by the parties and shall remain in full force for a period of three (3) years from the 4th of September, 1999, and shall continue in full force and effect thereafter from year to year except that either party may, within sixty (60) days before the expiry date, give notice in writing to the other party of its intention to revise this Agreement.

SIGNED THIS 24TH DAY OF NOVEMBER 1999.

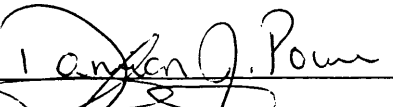
ON BEHALF OF THE UNION

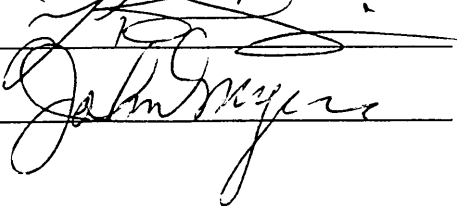






ON BEHALF OF THE ASSOCIATION





APPENDIX 'A'

JOB CLASSIFICATIONS

CLASSIFICATION 1: CABLE TV TECHNICIAN (2)

CLASSIFICATION 2: Technical/Customer and Office Support Technician(1)

CLASSIFICATION 3: Office Administrator (1)

CLASSIFICATION 4: Office Assistant (1)

WAGES

		Sep-99 Base	Sep-99 Sep-00	Sep-00 Sep-01	Sep-01 Sep-02
			2.50%	2.50%	2.50%
Cable Technician (Class 1)	Level 1	\$15.30	\$15.68	\$16.07	\$16.48
	Level 2	\$17.57	\$18.01	\$18.46	\$18.92
	Level 3	\$20.65	\$21.17	\$21.70	\$22.24
Office Assistant (Class 4)	Level 1	\$7.70	\$7.89	\$8.09	\$8.29
	Level 2	\$8.85	\$9.07	\$9.30	\$9.53
	Level 3	\$10.40	\$10.66	\$10.93	\$11.20
Office Administrator (Class 3)	Level 1	\$10.56	\$10.82	\$11.09	\$11.37
	Level 2	\$12.13	\$12.43	\$12.74	\$13.06
	Level 3	\$14.25	\$14.61	\$14.97	\$15.35
Technical/Customer and Office Support (Class 2)	Level 1	\$12.62	\$12.94	\$13.26	\$13.59
	Level 2	\$14.51	\$14.87	\$15.24	\$15.63
	Level 3	\$17.04	\$17.47	\$17.90	\$18.35

APPENDIX ' B '

EDUCATION COURSES

The Association agrees to fund education courses of its employees subject to the following criteria:

- A. Courses be approved by the Board of Directors prior to enrolment.
- B. Courses to be beneficial to CRRS TV's operations and goals.

In addition, the Association agrees that when and if new equipment is obtained, that training on such equipment, as determined by the Association, will be provided to the employee (s) on an "as required" basis and at the discretion of the Association.

APPENDIX C**SAFETY AND PROTECTIVE CLOTHING**

The Association agrees to pay 100% of the cost of the following safety clothing for technical staff:

Rain Jacket and Pants	1/year total value \$50/yr
Winter Jacket & Pants/ skidoo suit	1/year total value \$300/yr
Safety Boots	1/year total value \$110/yr
Gloves (Winter)	2/year total value \$40/yr
Gloves (Summer)	2/year total value \$10/yr

The total of the above will be payable by cheque in its entirety at the beginning of each contractual year.

APPENDIX D

VALID DRIVER'S LICENCE

It shall be a requirement for the Cable TV Technician and the Assistant Cable TV Technician to hold a valid drivers licence. In the event that an employee, in either of these positions, who has completed his/her probationary period, loses his/her driving privileges, he/she shall be treated as being laid off and recalled when his/her driving privileges are reinstated.

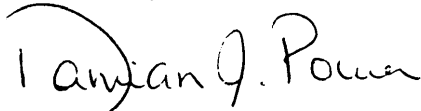
Community Recreation
Broadcasting Service Association
208 Humber Avenue
Labrador City, Nfld
A2V 2Y5

United Steelworkers of America
Local 6480
105 Hudson Drive
Labrador City, Nfld.
A2V 1L4

Dear Sir/Madame:

The Association agrees that if a bargaining unit member is replacing another bargaining unit member in a higher classification for five (5) consecutive days or more, that member will be paid an additional ten dollars (\$10.00) for each day.

Yours Truly;



Damian Power
President CRRS

CONFIRMED Tom Harris
Tom Harris

DATE Nov 24, 99

JOB DESCRIPTION

CABLE TV TECHNICIAN

THE CABLE TV TECHNICIAN WILL REPORT TO THE MANAGER CRRS. IN ADDITION TO OTHER JOB RESPONSIBILITIES OF THE INCUMBENT, FROM TIME TO TIME THE INCUMBENT WILL BE REQUIRED TO DIRECT, GUIDE AND TRAIN AS REQUIRED ANY ASSISTANT ASSIGNED TO THIS POSITION.

OTHER RESPONSIBILITIES OF THE INCUMBENT ARE TO MAINTAIN QUALITY SERVICE OF THE TV CHANNELS AND INTERNET SERVICE PROVIDED BY CRRS TO ITS CUSTOMERS, SO AS TO PROVIDE MINIMAL INTERRUPTIONS TO THESE CUSTOMERS. THE INCUMBENT MUST PROVIDE FOR ALL CABLE INSTALLATIONS, DISCONNECTIONS AND RELOCATIONS OF CABLE HOOK-UPS AND TO INSURE ALL SERVICE CALLS AS REQUIRED BY CRRS ARE HANDLED IN A TIMELY AND POLITE MANNER. THE INCUMBENT WILL BE RESPONSIBLE FOR THE INSTALLATION AND MAINTENANCE OF ALL EQUIPMENT FOR THE TRANSMISSION OF ALL CHANNELS AND INTERNET SERVICE PROVIDED BY CRRS, THIS IS TO INCLUDE EQUIPMENT USED BY AND BELONGING TO THE COMMUNITY CHANNEL. THIS WOULD INCLUDE THE REQUEST FOR PARTS, ETC., AND THE RECOMMENDATION OF CHANGES TO EQUIPMENT TO MAINTAIN OR IMPROVE SERVICE TO THE CUSTOMERS OF CRRS.

THE INCUMBENT WILL ALSO HAVE THE RESPONSIBILITY FOR ENSURING THAT ALL CRRS VEHICLES ARE SERVICED AND MAINTAINED IN PROPER WORKING ORDER.

TO ENSURE THAT THE SERVICE OF THE TV CHANNELS ARE MAINTAINED THE INCUMBENT WILL BE REQUIRED TO BE ON 24-HOUR CALL OUT FOR HEAD-END EQUIPMENT. THE INCUMBENT WILL BE RESPONSIBLE FOR KEEPING HIS WORK AREAS CLEAN AND TIDY AND PERFORMING OTHER DUTIES AS REQUIRED.

JOB DESCRIPTION

TECHNICAL/CUSTOMER AND OFFICE SUPPORT TECHNICIAN

The Technical/Customer and Office Support Technician will report to the Manager CRRS, but on occasion will work under the direction of the Cable TV Technician(s) or the Office Administrator.

The job responsibilities will include Internet Support as relates to Customer Support and Internet equipment service, installation and maintenance. Other responsibilities include the support of all office equipment and the Computer Network and general office assistance.

Duties will include but is not limited to responding to customer inquires either by telephone or in person. Other duties include assisting with the daily office operation which includes answering the telephone, serving customers at the counter etc.

From time to time duties will include assisting the Cable TV Technician(s) in the performance of duties required to ensure effective operation and maintenance of both the Cable Television and Internet Service. The incumbent will on occasion be required to assist with or perform installation, disconnection and relocation of Cable and Internet hook-ups and respond to service calls as required.

The incumbent will be responsible for ensuring safe work practices and daily housekeeping standards are met. Other duties as required.

JOB DESCRIPTION

OFFICE ADMINISTRATOR

The Office Administrator will report to the Manager CRRS.

The job responsibilities will include general office administration and accounts receivables.

Duties will include but is not limited to responsibility for all Accounts Receivables, Collections of accounts, Monthly Debit system (PAC), Issuing Purchase Orders, Dealing with Accountants office, Monthly Reports, System closings and Back-ups, Customer Complaints, Typing, Filing, Answering Phone, Code-a-phone and Community Channel Messages, Counter, Mail and **Bank** Deposits, Take Service Calls, Setting up Appointments for cable Installation and other duties as required.

JOB DESCRIPTION

OFFICE ASSISTANT

The office assistant will report to the Manager CRRS, but from time to time will work under the direction of the Office Administrator.

The job responsibilities will include but is not limited to Customer Service Representation and assisting the Office Administrator.

Duties include Counter Service, Answering telephone, Code-a-phone and Community Channel Messages, Typing, Filing, Mail and Bank Deposits, Daily Cash, Taking Service Calls, Setting up appointments for cable installations, Entering and Deleting customers in the system and perform other duties as required.

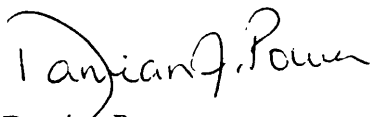
Community Recreation
Broadcasting Service Association
208 Humber Avenue
Labrador City, Nfld
A2V 2Y5

United Steelworkers of America
Local 6480
105 Hudson Drive
Labrador City, Nfld.
A2V 1L4

Dear Sir/Madame:

If a bargaining unit member must attend a medical appointment during their lunch period they will be given an extra one half (1/2) hour with pay for said appointment. CRRS must be notified in advance of any such appointment and if requested the employee must present proof of the medical appointment.

Yours truly;



Damian Power
President CRRS

CONFIRMED Tom Harris
Tom Harris

DATE Nov 24, 99

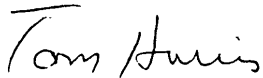
Mr. Damian Power, President
Community Recreation
Broadcasting Service Association
208 Humber Avenue
Labrador City, Nfld
A2V 2Y5

Dear Sir/Madame:

This is to confirm our understanding during our meeting on November 18, 1999 concerning Article 14:01 of the Collective Agreement between CRRS and U.S.W.A. Local 6480.

As of today's date, there are two employees in the classification of cable TV Technician. However, Jerome Gover will be the only employee entitled to be paid the five extra hours per week to cover head end call-outs.

Yours Truly;



Tom Harris
Representative
U.S.W.A., Labrador

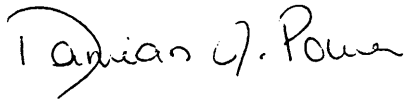
Community Recreation
Broadcasting Service Association
208 Humber Avenue
Labrador City, Nfld
A2V 2Y5

United Steelworkers of America
Local 6480
105 Hudson Drive
Labrador City, Nfld.
A2V 1L4

Dear Sir/Madame:

The Association agrees that the Technical/Customer and Office Support Technician will be provided a voucher to the value of \$110 not more then once every two (2) years for the purchase of safety boots. This voucher will not have a cash value.

Yours Truly;



Damian Power
President CRRS

CONFIRMED Tom Harris
Tom Harris

DATE Nov 24, 99