A Proposal for Structuring TNG Canada

Principles for Structuring

1. TNG Canada would be an autonomous body within TNG having constitutional jurisdiction within Canada over its constituent locals and an affiliation agreement with CWA/TNG.

2. Locals in Canada would remit per capitas to TNG at a rate to be negotiated. TNG would remit a portion of the per capitas to TNG Canada.

3. Locals of TNG Canada would have access to the international's defense fund and certain other services in the realm of information, organizing, etc.

4. Locals in Canada would have a guaranteed right to leave TNG, CWA/TNG and/or TNG Canada that can be exercised at any time without penalty.

a) Whereas TNG is pursuing merger with the CWA, and

Whereas several Canadian locals have expressed concerns about merging with a large international union, and have shown a preference for joining a national (Canadian) union,

Be it resolved that should any Canadian local decide by a membership referendum, conducted using the international's voting rules, to join a Canadian union, that the international shall facilitate this process by the following means:

a) allowing locals to retain current assets

b) refrain from raiding charges, trusteeship or other legal challenges, etc.

5. After the existing TNG locals have made a decision about how to structure TNG Canada, a merger with the existing locals of the CWA in Canada should be encouraged.

Proposed Structure

6. TNG Canada would be governed by a Representative Council, elected every two years, made up of one delegate from each local with the exception of the Canadian Media Guild, which would have two. In addition, the Representative Council would include any member of TNG Canada elected to the International Executive Board.

7. Each affiliated local shall elect its delegates by executive or representative assembly or by membership secret ballot. Election of such delegates shall be certified by the Secretary of each local to the Secretary of the Council.

8. The Canadian Director will be elected by the membership and will serve as the chairperson of the Representative Council. The Canadian Director will take direction from the Representative Council. The Representative Council will select other officers from its members. The Representative Council, through the Canadian Director, will direct the activities of TNG Canada staff. The Representative Council will decide if any officers will be paid.

Governance

9. The Representative Council would endeavor to make decisions on a consensus basis. When a vote is called, decisions would require the support of a majority of the locals, comprising the majority of TNG Canada members in good standing.

10. The Representative Council will decide on the allocation of TNG per capitas remitted to TNG Canada. Any such decision would be made by consensus, or if a vote is called, a decision would be made by a majority of locals comprising a majority of TNG Canada members in good standing.

Memorandum of Understanding Regarding CWA Operations in Canada

The Communications Workers of America is an international union seeking to unite workers it represents to improve their working conditions and stardards by building alliances and pan-world organizations to combat the power of large multi-national corporations and the evils of "globalization." As a progressive, large and important union the CWA is at the forefront of this fight: we belong to, and in many cases, lead many international union associations and industry groups.

The underlying principle of building a truly international union must be a solid partnership between the Canadian and American sides of the CWA. The border may separate the rules under which labor operates but it should not stop all areas of co-operation and help between us. Our joint focus must be serving our members and taking on the multi-national companies that are well established in both countries. We have differing experiences, approaches and best practices that can be shared for the common good.

Toward that end we must move to a new CWA structure that builds that partnership. The CWA in Canada should operate within a structural framework which recognizes its own national context instead of the situation now where its membership is divided between two districts dominated by US members. Why? For starters there are different legal and political frameworks in both countries. One example: Canadian members are under the labor jurisdiction of 11 different governments (the federal and 10 provincial ones) none of which have anything to do with the U.S. Department of Labor. The rules for organizing, dispute resolution, and work stoppages are widely different and more favorable to labor in Canada than in the U.S.

The Canadian side of the CWA is small in numbers now but has good potential for growth. Through organizing during the past few years it has grown at a much faster pace than other areas within the CWA. Belonging to a truly international union with more Canadian members and presence will make CWA in Canada even more attractive to potential new members. We have more than doubled in size over the past ten years and expect our growth to continue.

Building a strong truly international union will take time, goodwill, experiment and care. But to get to a union whose traditions, culture and symbols fairly represent our members in our two neighboring but different countries is a goal worth aiming for.

1. In order to accomplish this task within the existing governance structure of the CWA guided by the Constitution, the Communications Workers of America shall approve the authority for TNG-CWA Canada to act with full autonomy to make all governance, policy and operational decisions affecting Canadian members in accordance with the Constitution of the CWA through a Canadian Region. TNG-CWA Canada will continue as an autonomous entity within The Newspaper Guild and the CWA.

2. The President with the concurrence of the Vice Presidents of District 1 and District 7 and The Newspaper Guild shall assign to the elected national Director of TNG-CWA Canada all

administrative and constitutional obligations. The Director shall act in the best interests of the Union in accordance with the CWA Constitution.

3. The Canadian Region will be financially self-sufficient. Per capitas from Canadian members will remain in Canada, where they will be administered by TNG-CWA Canada to fund its programs and operations. TNG-CWA Canada and its locals will continue to participate in the Member Relief Fund. TNG-CWA Canada and its locals will continue to participate in the CWA Defense Fund. The CWA Executive Board shall continue to approve all expenditures from the Defense Fund consistent with Fund rules.

4. Arrangements for TNG-CWA Canada's expenses for its membership in TNG are to be agreed upon by the two groups as will decisions concerning the position of TNG-CWA Canada within the Sector, including any shared costs and any Canadian contributions to CWA beyond the MRF and Defense Fund. TNG-CWA Canada will participate in the appropriate strategic industry funds once they are established by the CWA.

5. All financial and other records pertaining to the Locals of TNG-CWA Canada will be maintained and administrated by TNG-CWA Canada's head office. TNG-CWA Canada will finance and run its own legal program for its Locals as is done now through the CWA legal program. TNG-CWA Canada will provide an annual audit to the CWA Secretary-Treasurer. TNG-CWA Canada will work with CWA Secretary-Treasure to verify voting strengths in international elections.

6. TNG-CWA Canada members will continue to have all rights of membership in the CWA and participate in all appropriate CWA elections, including those for the TNG-CWA Executive Council, IUE-CWA Executive Board and CWA international officers. TNG-CWA Canada members will be eligible to sit on any of the various committees set up by CWA.

7. Any formal disputes between members and their Locals will be heard by the Director of TNG-CWA Canada and, if not resolved, will be forwarded to the CWA President under the same appeal process available to any CWA member.

8. The CWA Executive Board shall, as it does now, approve all strikes on the effective recommendation of the Director of TNG-CWA Canada.

9. This Agreement shall require ratification by the Canadian membership.

10. An appropriate transition period shall be established to ensure the effective operation of TNG-CWA Canada under this new system

Signed, Larry Cohen President

Secretary/Treasure

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Jeffrey Rechenbach Executive Vice President

Chris Shelton

Vice President District 1

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Annie Hill Vice President District 7

reat Guy Linda Foley

Vice President The Newspaper Guild

Amold Amber Director TNG-CWA Canada

Treasurer TNG-CWA Canada

Lois Kirkup

Secretary TNG-CWA Canada

Martin O'Hanlon Deputy Director TNG-CWA Canada

Memorandum of Understanding (2006) Regarding TNG-CWA Canada

FINANCIALS

TNG-CWA Canadian locals will pay the same TNG per capita as other TNG locals, currently \$20.51 (CD) per month. Those payments will be sent to the Canadian Regional Office in Ottawa.

Out of the \$20.51 (CD) monthly per capita paid by locals, the Canadian Region will send the following monthly per member payments to the international union:

MRF CWA Defense Fund TNG Mobilization & Defense Fund

And the monthly per member payments below, which will be credited as income to the TNG sector:

\$1 (CD) from Jan. 1, 2007, through June 30, 2007 \$2 from July 1, 2007, through June 30, 2008 \$3 as of July 1, 2008.

Any subsequent financial discussions should properly be undertaken between TNG Canada and CWA.