

## **Appendix C: Ethical Clauses In Canadian Newspaper Collective Agreements, By Province**

### **BRITISH COLUMBIA**

**1. Communication Energy and Paperworkers Union of Canada Local 2000 Vancouver Newspaper Guild and Pacific Press (A Division of Southam Inc). December 1, 1998 to November 30, 2001.**

- 23. Miscellaneous
  - (a) Bylines and photo credits: An employee's byline or photo credit shall not be used over that employee's protest.
  - (b) An employee must be consulted prior to the time of publication if the Company has decided to alter the factual content of any story written by that employee or any photograph shot by that employee. The employee may at that time protest the use of his/her byline, or his/her photo credit.

**2. Times Colonist and Victoria-Vancouver Island Newspaper Guild. January 1, 1998 to January 1, 2002.**

- Article 18. Employee Integrity.
  1. An employee's byline or credit line shall not be used over his/her protest. Whenever possible, factual changes in material submitted and rewrites of material submitted shall be brought to the employee's attention before publication. If an employee cannot be contacted prior to publication, his/her byline or credit line shall be removed.
  2. Editorial Employees shall not be required to write or produce commercially oriented or advertising support copy.

**3. Communication Energy and Paperworkers Union of Canada Local 2000 & Prince Rupert Daily News, effective May 1, 1998 to April 30, 2002.**

- Nothing regarding Professional Activities or Editorial Integrity.

**4. Communication Energy and Paperworkers Union of Canada Local 2000 & Nanaimo Daily News & Harbour City Star, a Division of Southam Inc. June 6, 1998 to June 5, 2002.**

- Article 14. By-lines.
  - 14.01. By-lines and photo credit lines will only be used where there is mutual consent of both the employee and the Employer.
  - 14.02. Whenever possible, factual changes in a story written by an employee shall be brought to their attention prior to publication. If the employee cannot be contacted, no by-line will be used.

- Article 15. Corrections.  
15.01 The employer will not publish a correction, apology, or letter referring to an employee's work until every reasonable effort has been made to discuss the matter with the employee. Editing errors will be identified as such.

**5. The Kamloops Daily News, A Division of Hollinger Canadian Newspapers L.P., Communication Energy and Paperworkers Union of Canada Local 2000. January 1, 1999, to December 31, 2001.**

- Bylines.  
15/08A/ An employee's byline will not be used over his/her protest. Whenever possible, factual changes in a story written by a reporter shall be brought to the reporter's attention before publication. If a reporter cannot be contacted prior to publication, his/her byline shall be removed.
- Letter of Understanding No. 4A.  
Employees covered by the Editorial appendix who perform advertorial work in the Advertising department will continue to be members of the Editorial department for collective bargaining, and such advertorial work will remain a function of the Editorial Department.

**6. The Surrey Leader (Appendix to Master Collective Agreement) Trinity (N.A.) Holdings Inc. and Communication Energy and Paperworkers Union of Canada Locals 115M and 226. April 1, 1995, to March 31, 2002.**

- ARTICLE XVI - EMPLOYEE INTEGRITY
  1. The right of an employee to express to his/her department manager concern over matters which he/she may feel to be a compromise of an acceptable or ethical practice is confirmed.
  2. Substantive changes in material submitted will be brought to the employee's attention before publication, whenever possible.
  3. An employee will not be required to write, process or prepare anything for publication in a way that distorts any facts or creates an impression that the employee knows to be false.
  4. If a question arises as to the accuracy of printed material, no correction or retraction shall be printed until all efforts to contact and consult the employee have been exhausted. In the event contact has not been made by the deadline (required by libel laws to mitigate potential damages) by which time a retraction must be printed, then the publisher reserves the right to print such a retraction.
  5. An employee whose work or person is mentioned in a letter to the editor will be informed of such letter as soon as possible.
  6. Any advertising copy designed to resemble editorial copy will be clearly identified as advertising material.
  7. An employee has the right to protest the use of his/her byline or

credit line and the byline or credit line will not be run when the editor, or in the absence of the editor, his/her immediate supervisor is satisfied one of the following issues is involved:

- There is a risk of physical danger to the reporter or photographer;
- the material has been substantially changed; or
- when the reporter or photographer does not wish to associate him/herself with the subject covered.

**7. Langley Times Co. Ltd. Appendix to Master Collective Agreement between Trinity (N.A.) Holdings Inc. and Communication Energy and Paperworkers Union of Canada Locals 115M and 226. April 1, 1995, to March 31, 2002.**

- Article XVI Employee Integrity
  1. The right of an employee to express to his/her department manager concern over matters which he/she may feel to be a compromise of an acceptable or ethical practice is confirmed.
  2. Substantive changes in material submitted will be brought to the employee's attention before publication, whenever possible.
  3. An employee will not be required to write, process or prepare anything for publication in a way that distorts any facts or creates an impression that the employee knows to be false.
  4. If a question arises as to the accuracy of printed material, no correction or retraction shall be printed until all efforts to contact and consult the employee have been exhausted. In the event contact has not been made by the deadline (required by libel laws to mitigate potential damages) by which time a retraction must be printed, then the publisher reserves the right to print such a retraction.
  5. An employee whose work or person is mentioned in a letter to the editor will be informed of such letter as soon as possible.
  6. Any advertising copy designed to resemble editorial copy will be clearly identified as advertising material.
  7. An employee has the right to protest the use of his/her byline or credit line and the byline or credit line will not be run when the editor, or in the absence of the editor, his/her immediate supervisor is satisfied one of the following issues is involved:
    - There is a risk of physical danger to the reporter or photographer;
    - the material has been substantially changed; or
    - when the reporter or photographer does not wish to associate him/herself with the subject covered.

**8. Mission City Record. Appendix to Master Collective Agreement between Trinity (N.A.) Holdings Inc. and Communication Energy and Paperworkers Union of Canada Locals 115M and 226. April 1, 1995, to March 31, 2002.**

- Article XVI. Employee Integrity
  1. An Employee shall have the right to express to his/her department manager, concern over matters he/she feels to be a compromise of an acceptable or ethical practice.
  2. An employee shall have the right to protest against the use of his/her by-line and the by-line will not be used where the editor is satisfied that there is a risk of physical danger to the reporter or that the reporter does not wish to associate himself/herself with the views or activities of the subject of the story.
  3. Whenever possible, significant changes in material submitted shall be brought to the reporter's attention before publication. If a reporter cannot be contacted before publication, his/her by-line shall be removed.
  4. Reporters shall as soon as possible be shown letters-to-the-editor criticizing the particular reporter's work. If the letter concerned is to be published, and if there is material in the letter which could call the reporter's integrity into question, the editor will investigate and may, if he is satisfied that the criticism is justified, add an editor's note in support of the reporter's work.
  6. Advertorial copy shall be labelled. (sic)

**9. Richmond Review. Appendix to Master Collective Agreement between Trinity (N.A.) Holdings Inc. and Communication Energy and Paperworkers Union of Canada Locals 115M and 226. April 1, 1995, to March 31, 2002.**

- Article XVI. Employee Integrity
  1. The right of an employee to express to his/her department manager or personnel manager concern over matters which he/she may feel to be a compromise of an acceptable or ethical practice is hereby confirmed.
  2. An employee's byline shall not be used over his/her protest.
  3. Whenever possible, factual changes in material submitted shall be brought to the reporter's attention before publication. If a reporter cannot be contacted prior to publication, his/her byline shall be removed.
  4. If a question arises as to the accuracy of printed material, no correction or retraction of that material shall be printed without prior notification to the reporter concerned.
  5. All portions of a letter to the editor deemed to be libellous (sic) to the person, character or professional stature of the employee shall,

after consultation with the editor, be deleted prior to publication.  
6. Any advertising support copy published shall carry an overline reading "Advertising Feature".

**10. Local 226. Submaster Agreement between Communication Energy and Paperworkers Union of Canada Locals 115M and 226 and Trinity (N.A.) Holdings Inc. April 1, 1995, to March 31, 2002.**

- Article 23. Editorial Employee Integrity.
  - 23.01 The right to express to his/her department manager or personnel manager concern over matters which he/she may feel to be a compromise of an acceptable or ethical practice.
  - 23.02 A byline shall not be used over his/her protest.
  - 23.03 Whenever possible, factual changes in material submitted shall be brought to the reporter's attention before publication. If a reporter cannot be contacted prior to publication, his/her byline shall be removed.
  - 23.04 If a question arises as to the accuracy of printed material, the editor, and or publisher, will give due consideration to all available information before determining whether or not to publish a correction or retraction.
  - 23.05 Letters to the editor which criticize or challenge the published stories of a reporter will, whenever possible, be discussed with the reporter prior to the publishing of the said letters to the editor.
  - 23.06 All portions of a letter to the editor deemed by the editor and/or publisher to be libelous to the person, character or professional stature of the employee shall, after consultation with the editor, be deleted prior to publication.

**11. Communication Energy and Paperworkers Union of Canada, Local 2000 and Changs Communications Inc. (The Korea Times)**

- Article 15. Editorial Integrity
  - 1) An employee's byline shall not be used over his/her protest. A byline that does not accurately reflect the primary authorship of an Article will not be used.
  - 2) Factual changes which substantially alter the meaning of material submitted shall be brought to the reporter's attention before publication. If a reporter cannot be contacted prior to publication, his/her byline shall be removed.
  - 3) If a question arises as to the accuracy of printed material, no correction or retraction of that material shall be printed without notification to the reporter concerned.
  - 4) Employees have the right to express to the Publisher and/or supervisor concern over matters that he/she may feel to be a

compromise of an acceptable or ethical practice without fear of discipline or reprisal.

**12. CEP Local 2000 & The Penticton Herald, a division of the Okanagan Valley Newspaper Group, wholly owned by Horizon Operations (Canada) Ltd. and Communication Energy and Paperworkers Union of Canada Local 2000. June 6, 1998 to June 5, 2003.**

- Article 13. By-lines  
13.01 By-lines and photo credit lines will only be used where there is mutual consent of both the employee and the Employer.
- Article 14. Corrections  
14.01 The employer will not publish a correction, apology or letter referring to an employee's work until every reasonable effort has been made to discuss the matter with the employee. Editing errors will be identified as such.

**13. Communication Energy and Paperworkers Union of Canada Local 226 and NOW Newspapers Ltd., effective January 1, 1997 to December 31, 2000.**

- 27. Use of by-line and syndicate compensation.
  - (a) An employee's byline shall not be used in other newspapers or electronic media without his/her authorization.
  - (b) The right to express to his/her department manager or personnel manager concern over matters which he/she may feel to be a compromise of an acceptable or ethical practice.
  - (c) A byline (sic) shall not be used over his or her protest.
  - (d) Whenever possible, factual changes in material submitted shall be brought to the reporter's attention before publication. If a reporter cannot be contacted prior to publication, his/her byline shall be removed.
  - (e) If a question arises as to the accuracy of printed material, the editor, and or (sic) publisher, will give due consideration to all available information before determining whether or not to publish a correction or retraction.
  - (f) Letters to the editor which criticize or challenge the published stories of a reporter will, whenever possible, be discussed with the reporter prior to the publishing of the said letters to the editor.
  - (g) All portions of a letter to the editor deemed by the editor and/or to be libelous to the person character or professional stature of the employee shall, after consultation with the editor, be deleted prior to publication.

**14. Communication Energy and Paperworkers Union of Canada Local 226 and South Fraser Publishing Ltd., effective January 1, 1997 to December 31, 2000.**

- 27. Use of By-Line and Syndicate Compensation
  - b) The right to express to his/her department manager or personnel manager concern over matters which he/she may feel to be a compromise of an acceptable or ethical practice.
  - c) A byline (sic) shall not be used over his/her protest.
  - d) Whenever possible, factual changes in material submitted shall be brought to the reporter's attention before publication. If a reporter cannot be contacted prior to publication, his/her byline shall be removed.
  - e) If a question arises as to the accuracy of printed material, the editor, and or (sic) publisher, will give due consideration to all available information before determining whether or not to publish a correction or retraction.
  - f) Letters to the editor which criticize or challenge the published stories of a reporter will, whenever possible, be discussed with the reporter prior to the publishing of the said letters to the editor.
  - g) All portions of a letter to the editor deemed by the editor and/or publisher to be libelous to the person, character or professional nature of the employee shall, after consideration with the editor, be deleted prior to publication.

**15. Nelson Daily News (Non-mechanical) between Communication Energy and Paperworkers Union of Canada Local 2000 and the News Publishing Co. Ltd. Kootenay Press Limited. May 1, 1998 to April 30, 2002.**

- Nothing on Editorial or Employee Integrity.

**16. The Daily Courier a division of the Okanagan Valley Newspaper Group, wholly owned by The Horizon Operations (Canada) Ltd., and Communication Energy and Paperworkers Union of Canada Local 2000. June 6, 1998 to June 5, 2003.**

- Article 12. By-lines
  - 12.01 Bylines and photo credits will only be used where there is mutual consent of both the employee and the Employer.
  - 12.02 Whenever possible, factual changes in the story written by an employee shall be brought to their attention prior to publication. If the employee cannot be contacted, no by-line will be used.
- Article 13. Corrections
  - 13.01 The Employer will not publish a correction, apology, or letter referring to an employee's work until every reasonable effort has been

made to discuss the matter with the employee. Editing errors will be identified as such.

**17. The Trail Times (Non-Mechanical) between Communication Energy and Paperworkers Union of Canada Local 2000 and The Trail Times Limited. May 1, 1998 to April 30, 2002.**

- Nothing on Editorial or Employee Integrity.

**18. The Citizen (Prince George) and Local 30223/The Newspaper Guild 223 of the Communications Workers of America (the Guild) March 1, 1998 to February 28, 2001.**

- Article 17. Employee Integrity
  - 1) An employee's byline or credit line shall not be used over his protest.
  - 2) Whenever possible, substantive changes in material shall be brought to an employee's attention before publication. If the employee cannot be contacted before publication, his byline shall be removed.

**19. Kamloops This Week, a division of Cariboo Press (1969) Ltd. and Communication Energy and Paperworkers Union of Canada Local 2000. March 1, 1998 to March 31, 2002.**

- Section 32. Use of By-Line and Syndicate Compensation.
  - a) An Employee's by-line shall not be used over his/her protest. Whenever possible, factual changes in material submitted shall be brought to the reporter's attention before publication. If a reporter cannot be contracted prior to publication his/her byline shall be removed.
  - b) If a question arises as to the accuracy of printed material, no correction or retraction of that material shall be printed without prior notification to the reporter concerned provided the reporter is available. A reasonable effort will be made to contact the employee.

**20. The Campbell River Courier-Islander, a division of Southam Inc. and Communication Energy and Paperworkers Union of Canada Local 2000 April 1, 1998 to March 31, 2002.**

- 19. By-lines
  - (a) An employee's by-line will not be used over his/her protest. Factual changes in a story written by a writer shall be brought to the attention of the writer before publication. If a writer cannot be contacted prior to publication, his/her by-line shall be removed.

**21. Communication Energy and Paperworkers Union of Canada Local 2000 and Cowichan News Leader and Pictorial ( A Division of Island Publishers Ltd.) Non-Mechanical. January 1, 2000 to December 31, 2002.**

- Section 26. Use of By-Line and Syndicate Compensation

An employee's byline shall not be used over his/her protest. Whenever possible, factual changes in material submitted shall be brought to the reporter's attention before publication. If a reporter cannot be contacted prior to publication, his/her byline shall be removed.

If a question arises as to the accuracy of printed material, no correction or retraction shall be printed without prior notification to the reporter concerned.

**22. Collective Agreement at the Cranbrook Daily Townsman between Communication Energy and Paperworkers Union of Canada Local 2000 and East Kootenay Newspapers Ltd. May 1, 1998 to April, 2002.**

- Editorial Integrity  
Section 28. An employee's by-line shall not be used over his/her protest.

**23. Collective Agreement at the The Daily Courier a division of the Okanagan Valley Newspaper Group wholly owned by Horizon Operations (Cda) Ltd. and Communication Energy and Paperworkers Union of Canada Local 2000. June 6, 1998 to June 5, 2003.**

- Article 12. By-lines  
12.01 By-lines and photo credit lines will only be used where there is mutual consent of both the employee and the Employer.  
12.02 Whenever possible, factual changes in the story written by an employee shall be brought to their attention prior to publication. If the employee cannot be contacted, no by-line will be used.
- Article 13. Corrections  
13.01 The Employer will not publish a correction, apology, or letter referring to an employee's work until every reasonable effort has been made to discuss the matter with the employee. Editing errors will be identified as such.

**24. Cariboo Press (1969) Ltd, publishers of the Salmon Arm Observer, in the jurisdiction of the Communication Energy and Paperworkers Union of Canada CEP 226. June 1, 1997 to May 31, 2001**

- Nothing on Editorial or Employee Integrity.

## **ALBERTA**

### **25. Media and Communications Workers of Alberta, Local 14,000 of the Communications Workers of America and The Red Deer Advocate Limited. March 1, 1998 to Feb. 28, 2002.**

#### Appendix B

- By-Lines Retractions

An employee's by-line or photograph shall not be used over his/her protest. Whenever substantive changes are made in a reporter's story, every reasonable effort will be made to discuss the changes before publication of the story. Failing that, the byline shall not be used.

In the event that a retraction or correction of a story is to be published, such shall not be done until a reasonable effort is made to consult with the employee concerned prior to such retraction.

- Advertising Features

No reporter shall be required to write copy related to advertising features. i.e. where the content of such feature would be in control of the source.

### **26. Medicine Hat News and Media and Communications Workers of Alberta, Local 14,000, Communications Workers of America. March 21, 2001 to March 20, 2005.**

- Nothing on Editorial or Employee Integrity.

## **SASKATCHEWAN**

### **27. Saskatchewan Media Guild/ The Newspaper Guild Canada/CWA and the Leader Post Ltd., Southam Publications, a Division of CanWest/Global Communications. November 2, 1999 to November 2, 2001**

- 28. Editorial Integrity

01. Employees covered by the Agreement who work as reporters shall not be required to:

(b) write copy which is designated or slugged as "Advertisement"

02. Employees covered by the Agreement who work as reporters shall have the right to:

(a) withhold their byline;

(b) wherever possible be consulted about major changes to their copy;

(c) wherever possible be consulted on the corrections.

## MANITOBA

### **28. Winnipeg Free Press, a division of F.P. Newspapers Division of Thompson Canada Limited and Media Union of Manitoba Local 191. October 1, 1999 to September 30, 2002.**

- 52. Corrections/Retractions.

The Employer will not publish a correction or apology with respect to an employee's work until every effort is made to discuss the matter with the employee.

- Bylines.

An employee's byline or credit shall not be used over his/her protest. Whenever substantive changes are made in a reporter's story, an effort will be made to discuss the changes before publication of the story, failing which the byline shall not be used.

- Letters to the Editor.

The Employer will provide to the employee concerned with a copy of any letter to the editor that refers to his/her work prior to publication. If there is a disagreement between the employer and the employee over the decision to publish a letter the employee may then address the matter with the Editor or his/her designate. The letter will not be published until the employee has had a chance to discuss their concerns with the Editor. The decision of the Editor to publish the letter is final.

### **29. Media Union of Manitoba Local 191 & the Brandon Sun, effective May 28, 1997 to December 31, 2000.**

- Miscellaneous.

(b) An employee's byline or photo credit shall not be used over his protest, but shall not be unreasonably withheld. Whenever substantive changes are made in a reporter's story or a photographer's photo, an effort will be made to discuss the changes before publication or the byline or credit line will be removed.

(c) The Employer will not publish a correction, apology, or letter referring to an employee's work until every reasonable effort has been made to discuss the matter with the employee.

### **30. Media Union of Manitoba Local 191 and the Winnipeg Sun, a division of Sanford Evans Communications Ltd. (Editorial Agreement), effective January 1, 1997 to December 31, 2001.**

- Article 46. Corrections/Retractions

The Employer will not publish a correction or apology with respect to an employee's work until every reasonable effort has been made to discuss the matter with the employee.

- Article 47. Bylines

47.1 An employee's byline or credit line shall not be used over his protest

47.2 Whenever substantive changes are made in a reporter's story, unless a reasonable effort is made to discuss the changes before publication of the story, the byline shall not be used.

- Article 49. Letters to the Editor

The Employer shall make every reasonable effort to show the employee concerned any letter which refers directly to him or his work, prior to publication of the letter.

## ONTARIO

### **31. Communications, Energy and Paperworkers Union of Canada Local 87-M Southern Ontario Newspaper Guild and the Globe and Mail Division of Thompson Canada Limited. July 1, 1996 to June 30, 2002.**

- Article 16. Miscellaneous

(1601) An employee's byline shall not be used over his protest.

(1605) All copy paid for by advertisers shall be distinct from editorial copy, with no reference to The Globe and Mail's editors or reporters. The writing and editing of such copy shall not be considered part of the duties of an employee in the editorial department covered by this agreement and shall not be paid for as such.

(16.06) Before publishing letters to the Editor concerning the work of an employee, the Employer shall endeavor to show the letter to the employee.

### **32. CEP Local 87-M, Southern Ontario Newspaper Guild and Toronto Star Newspapers Ltd., Torstar. January 1, 1998 to December 31, 2001.**

- Article 23. Editorial issues

(2301) An employee's by-line or credit line shall not be used over his or her protest. Whenever substantial changes are made in a Reporter's story, an effort will be made to discuss the changes before publication of the story, fail which the by-line shall not be used.

(2302) Except where libel or legal action has been threatened or appears probable, the Employer will not publish a correction or apology in respect of an employee's work until a reasonable effort has been made to discuss the matter with the employee. To do this, the Employer shall attempt to contact the employee by telephone at home and at work, and if not reached in this way, by a note sent to the employee at his or her place of work prior to publication of such correction or apology.

(2303) Except where liable or other legal action has been threatened or appears probable, no Letter-to-the Editor criticizing an employee's work shall be published without such criticism being reviewed with the employee prior to publication if it is practical to do so.

Both parties agree that protection of the identity of news sources can be a matter of considerable importance and that every reasonable effort shall be made to protect the identity of a news source when a Reporter has accepted a story on the understanding of non-attribution where it can be shown that revelation of the identity of such news source would either place the individual concerned in serious jeopardy or where information of significant social importance would otherwise be withheld from the newspaper and there be made unavailable to its readers.

**33. Maclean's Magazine and Communications Energy and Paperworkers Union of Canada Local 87-M Southern Ontario Newspaper Guild. January 1, 2001 to December 31, 2003.**

- Article 18. Miscellaneous

18.05. An editor will determine whether or not a story is to carry a byline, signature or any other form of credit. An employee may withdraw such byline, signature or any form of credit. Maclean's shall attempt to consult with the employee about quotes attributed to the employee prior to publication.

18.06 When changes are made that affect the substance of a credited story a reasonable effort will be made to discuss the changes with the employee who wrote the story before publication.

18.07. If a question arises as to the accuracy of printed material, no correction or retraction of that material shall be printed until every reasonable effort is made, before publication, to consult the employee concerned.

An employee whose work or person is mentioned in a letter to the Editor shall be informed of such letter and every reasonable effort shall be made, before publication, to consult the employee prior to the publication of the letter.

**34. Ottawa Citizen (a division of Southam Inc.) and Ottawa Newspaper Guild Local 30205 of The Newspaper Guild-CWA (CLC, AFL-CIO) July 21, 2000 to July 20, 2003.**

- Article 19. Professional Activities

19.1.1 Bylines or credit lines shall be used at the Publisher's discretion provided that an employee's byline or credit line shall not be used over his/her protest.

19.1.2 The Publisher shall endeavor to consult with an employee before substantive changes are made in material submitted by the employee. If consultation is not possible and publication cannot be delayed, the byline or credit line of the employee involved shall be removed. Upon request, employees shall be give reasons for substantive changes to their material.

19.2.3. Except where libel has been alleged, no retraction of an employee's work shall be published without every effort first being made to consult with the criticized employee.

19.4. The Publisher shall endeavor to inform any employee whose personal integrity or professional ethics are attacked in a letter to the editor of the letter before it is published. The employee may request the right to respond to the letter on the page where it is published. Permission for this will not be unreasonably withheld.

**35. The London Free Press, A Division of Sun Media Corporation and Communications Energy and Paperworkers Union of Canada, Local 87-M Southern Ontario Newspaper Guild. January 1, 2001 to December 31, 2003.**

- Article 26. Professional Activities

(26.01) With the exception of columnists and critics, the Employer will not use bylines, credit lines, or other forms of personal identification over and employee's protest.

(26.02) The Employer will make a reasonable attempt, prior to publication, to consult with an employee before approving substantive changes and/or cuts in articles, photographs or graphics that would significantly change the meaning of the material. If the employee cannot be contacted, the byline, credit line or other form of personal identification will be removed.

(26.03) The Employer will not publish a clarification, correction or retraction without first making a reasonable attempt to contact the employee concerned.

(26.04) The Employer will not publish letters to the editor or any other material critical of the employee without first making a reasonable attempt to contact the employee concerned.

(26.06) The Employer will not require employees to write or edit copy paid for by advertisers as part of their work. If anyone performs such work voluntarily, remuneration will be on a freelance basis.

**36. The Spectator (Hamilton) and Communications Energy and Paperworkers Union of Canada Local 87-M, Southern Ontario Newspaper Guild. January 1, 1998 to December 31, 2000.**

- Section 17. General Provisions

17(b) An employee's byline shall not be used in news and feature stories over their protests.

Substantive changes to news and feature copy shall be brought to the attention of the employer's representative who shall make reasonable effort to ensure the employee is notified prior to publication. If the employee cannot be contacted, the substantive change(s) may be made and the employee's byline removed.

An employee's byline shall be used by the employer on pieces of analysis, opinion or columns. Editing changes may be made with reasonable concern for the employee's style, however, where extensive changes are made, the employer will make reasonable effort to contact the employee prior to publication to explain the need for such changes. Where the employee has been contacted and disputes such changes, a byline shall not be used over their protest.

(17l) No criticism or retraction of an employee's work shall be published without a reasonable effort to consult the employee.

(17m) The right of an employee to express in writing a private letter to the Publisher any matter they believe may violate acceptable or ethical newspaper practice is hereby confirmed.

**37. St. Catharines Standard Group Inc. A Division of CanWest Global Communications Corp. Editorial Department and Communications, Energy and Paperworkers Union of Canada Local 87-M, Southern Ontario Newspaper Guild. March 8, 2001 to December 31, 2002.**

- Article 25. Professional Activities
  - (a) Except for columns and opinion pieces, the Employer shall not use bylines, credit lines, pictures, caricatures or other forms of personal identification over an employee's protest.
  - (b) The right of an employee to express to the Employer Concern over matters he/she feels may violate acceptable or ethical newspaper practice is hereby confirmed.
  - (c) The Employer shall continue the practice of printing retractions or corrections when inaccuracies in printed material are brought to its attention. No correction or retraction shall be printed until a reasonable effort has been made to consult with the employee concerned.
  - (h) Substantive changes in material which would alter the meaning of the material shall be brought to the employee's attention prior to publication, whenever reasonably possible. If the employee cannot be reached, after a reasonable effort has been made, the byline or credit line shall be removed. In opinion columns and opinion articles which must include a byline, no substantive changes shall be made without prior consultation with and consent of the employee.

**38. Communications Energy and Paperworkers Union of Canada Local 87-M Southern Ontario Newspaper Guild & Hollinger Canadian Newspapers L.P. C.O.B. The Free Press (Midland). March 1, 2001 to February 28, 2003.**

- Article 17. Miscellaneous.
  - 17.01. An employee's by-line or credit shall not be used over the employee's protest. Withholding of a by-line shall not be used in concerted action.

17.02. Whenever substantive changes are made in a reporter's story, an effort will be made to discuss the changes before the publication of the story, failing which the byline shall not be used.

**39. Niagara Falls Review Published by Niagara Newspaper Group Inc. A Division of Southam Publications, A CanWest Company and Communications Energy and Paperworkers Union of Canada Local 87-M Southern Ontario Newspaper Guild effective January 1, 2001 to December 31, 2003.**

- Article 18. Miscellaneous
  - (d) Whenever substantive changes are made to material submitted by an employee for publication, the changes will be discussed with the employee before publication, failing which no identification of the employee who submitted the material shall be published.
  - (f) Except for columns and opinion pieces, the Company shall not use bylines over the employee's protest.

**40. Communications Energy and Paperworkers Union of Canada Local 87-M Southern Ontario Newspaper Guild and The Cambridge Reporter, Torstar Newspaper Group Inc., effective August 13, 1998 to August 12, 2001.**

- Article 13. Editorial Integrity
  - 13.01. An employee's byline or credit shall not be used over the employee's protest.
  - 13.02. Whenever substantive changes are made to material submitted by an employee for publication, the changes shall be discussed with the employee before publication, failing which no identification of the employee who submitted the material shall be published.

**41. The Sun Times, Owen Sound (Editorial Department) and Communications Energy and Paperworkers Union of Canada Local 87-M Southern Ontario Newspaper Guild . September 7, 1998 to September 6, 2001.**

- Article 25. Professional Activities.
  - (a) Except for opinion pieces, the Employer shall not use bylines, credit lines, pictures, caricatures or other forms of personal identification over and employee's protest.
  - (b) The right of an employee to express to the Employer concern over matters he/she feels may violate acceptable or ethical newspaper practice is hereby confirmed.
  - (c) The Employer will not publish a correction or apology in respect of an employee's work until a reasonable effort has been made to discuss the

matter with the employee. Where the employee establishes the falsehood of any material, such material will not be published.

- (d) Published corrections shall indicate when mistakes are due to: reporting, editing or typographical errors, or when incorrect information is supplied to The Sun Times
- (i) Whenever substantial changes are made to a story, photograph, column or opinion piece a reasonable effort will be made to discuss the changes before publication of the story, failing which a byline or credit line will not be used.

**42. Communications Energy and Paperworkers Union of Canada Local 87-M, Southern Ontario Newspaper Guild Collective Agreement with The Kitchener-Waterloo Record, A Division of TDNG Inc., Editorial/Advertising. January 1, 1999 to December 31, 2003.**

- Article 27. Professional Activities
  - (a) Except for columns and opinion pieces, the Employer shall not use bylines, credit lines, pictures, caricatures or other forms of personal identification over an employee's (sic) protest.
  - (b) The right of an employee to express to the Employer concern over matters he/she feels may violate acceptable newspaper practice is hereby confirmed.
  - (c) The Employer will not publish a correction or apology in respect of an employee's work until a reasonable effort has been made to discuss the matter with the employee.
  - (d) Published corrections shall indicate when mistakes are due to editing or typographical errors.
  - (j) Whenever substantial changes are made to a story, column or opinion piece a reasonable effort will be made to discuss the changes before publication of the story, failing which the byline or credit line shall not be used.

**43. The Expositor, a division of Southam Inc. and Communication Energy and Paperworkers Union of Canada Local 87-M, Southern Ontario Newspaper Guild. December 1, 1997 to November 30, 2000 – Editorial**

- Article XVI . Miscellaneous
  - 16.02. An employee's byline or credit line shall not be used over the employee's protest. Substantive changes in material submitted shall be brought to the employee's attention before publication. If a question arises as to the accuracy of printed material, no correction or retraction of that material shall be printed until the Employer has made every reasonable effort to contact the employee concerned.

An employee whose work or person is mentioned in a letter to the editor shall be informed of such letter prior to the publication of the letter.

Employees will not be requested to write or edit copy paid for by advertisers as a part of their work. Any such work will be performed on a voluntary basis and paid for at freelance rates.

The editor will consider and respond to concerns raised on behalf of editorial employees by Union representatives relating to professional matters, such as content related to advertising or of a promotional nature.

**44. Communication Energy and Paperworkers Union of Canada Local 87-M, Southern Ontario Newspaper Guild & The Chatham Daily News, a division of Southam Inc., effective May 1, 2000 to April 30, 2003.**

- Article 16. Editorial Integrity
  - (a) Except for columns and opinion pieces, the Employer shall not use bylines over the employee's protest.
  - (b) Whenever substantive changes are made to a reporter's story, an effort will be made to discuss the changes before publication of the story, failing which the by-line shall not be used.
  - (d) The Employer will not publish letters to the editor or other material critical of employees without first making a reasonable attempt to contact the employee concerned.

**45. Communication Energy and Paperworkers Union of Canada Local 87-M, Southern Ontario Newspaper Guild & NOW Communications Inc., effective January 31, 1997 to December 1999.**

- Employee Integrity
  - (a) An employee's byline or credit line shall not be used over the employee's protest.
  - (b) NOW will make a reasonable effort to contact the writer before publishing any editorial copy in which substantive changes have been made.
  - (c) If a question arises as to the accuracy of printed material, no correction or retraction of that material shall be printed without prior consultation with the employee concerned.
  - (d) An employee whose work or person is mentioned in a letter to the editor will be shown the letter before publication. Where the employee has an objection to the letter, he or she may bring the matter to the weekly Editorial Committee meeting. Where false material concerning an employee is to be published in the letters section, NOW will also publish a brief reply if submitted by the employee.

**46. Communication Energy and Paperworkers Union of Canada Local 87-M, Southern Ontario Newspaper Guild & The Guelph Mercury, Sterling Newspapers, a division of Hollinger Inc., effective March 24, 1996 to May 23, 1999.**

- Article 13. Editorial Integrity
  - 13.01. Except for columns and opinion pieces, the Employers shall not use bylines over an employee's protest.
  - 13.02. Whenever substantive changes are made to material submitted by an employee for publication, the changes shall be discussed with the employee before publication, failing which no identification of the employee who submitted the material shall be published.

**47. Communication Energy and Paperworkers Union of Canada Local 87-M, Southern Ontario Newspaper Guild & The Belleville Intelligencer, a division of Hollinger Canadian Publishing Inc., effective March 1, 2000 to February 28, 2003.**

- Article 14. Miscellaneous
  - (b) Except for columns and opinion pieces, the Employer shall not use bylines over an employee's protest.
  - (c) Whenever substantive changes are made in a reporter's story, an effort will be made to discuss the changes before publication of the story, failing which the byline shall not be used.

**48. The Northern Ontario Newspaper Guild (Local 232 of the Newspaper Guild; Local 30232, Communication Workers of America) and The Sudbury Star. May 1, 1999 to April 30, 2002.**

- Article 14. Expenses, Professional and Safety Standards.
  - a) An employee's byline or credit line shall not be used over his/her protest.
  - b) Whenever possible, substantive changes in material submitted shall be brought to an employee's attention before publication.

**49. The Peterborough Typographical Union Local 248 of The Newspaper Guild Canada and The Peterborough Examiner Full-Time Employees. November 4, 1998 to August 15, 2001.**

- Section 34. Bylines – Editorial Department
  - An employee's byline or credit line shall not be used over his or her protest. Whenever substantive changes are made in a reporter's story, an effort will be made to discuss the changes before publication of the story, failing which the byline shall not be used.

**50. The Nugget, a Division of Southam Inc., and the North Bay Newspaper Guild Local 30241, the Newspaper Guild Canada/ CWA (CLC, AFL-CIO, IFJ). January 1, 1998 to December 31, 2000.**

- Article 21 – Employee Integrity
  - 21.1 (a) With the exception of columns and opinion pieces, an employee’s byline or photo credit line shall not be used over the employee’s protest;
  - (b) Substantive changes in material which would alter the meaning of the material shall be brought to the employee’s attention, whenever reasonably possible. If the employee cannot be reached, after a reasonable effort has been made, the byline or credit line shall be removed;
  - (c) If a question arises as to the accuracy of printed material, no correction or retraction of that material shall be printed without prior consultation with the employee concerned wherever reasonably possible; and
  - (d) An employee whose work or person is mentioned in a letter to the editor shall be informed of such letter wherever reasonable possible before publication.

**51. The Beacon Herald and the Stratford Sector, and the Newspaper Guild/Communication Workers of America Local. No. 30139. August 13, 2001.**

- Nothing on Editorial or Employee Integrity

**52. The Sault Star, A Division of Southam Inc. and The Newspaper Guild/CWA Canada, Local 746. September 1, 1997 to August 31, 2000.**

- Section 20. By-Lines
  - 20.01 By-lines will not be used if the employee concerned objects to the use of the by-line.
- Section 21. Employee Integrity
  - 20.01. Substantive changes in material shall be brought to the employee’s attention before publication wherever possible. Where it is not possible to bring such changes to the employee’s attention before publication, the employee’s byline will be deleted. If a question arises as to the accuracy of material printed, corrections or retractions of that material shall be brought to the employee’s attention wherever possible before publication.

**53. The Kingston Whig-Standard and Local 30204 of The Newspaper Guild, the Kingston Typographical Union. February, 16, 1999 to January 18, 2003.**

- Section 45. Bylines

An employee's byline or credit shall not be used when the employee requests it not be used.

Editors will make reasonable efforts to bring substantive editing changes to an employee's attention before publication. A substantive change is recognized to embrace any rewriting, deletion or structural rearrangement of a story or editorial which noticeably alters its impact, meaning or emphasis.

If a question arises as to the accuracy of printed material, no correction or retraction of that material shall be printed until the management representative has made every reasonable effort to contact the employee concerned.

**54. The London Free Press, a Division of Sun Media Corporation and Communication Energy and Paperworkers Union of Canada Local 87-M Southern Ontario Newspaper Guild. January 1, 2001 to December 31, 2003.**

- Article 26. Professional Activities.

26.01 With the exception of columnists and critics, the Employer will not use bylines, credit lines, or other forms of personal identification over an employee's protest.

26.02. The Employer will make a reasonable attempt, prior to publication, to consult with an employee before approving substantive changes and/or cuts in articles, photographs or graphics that would significantly change the meaning of the material. If the employee cannot be contacted, the byline, credit or other form of personal identification will be removed.

26.03. The Employer will not publish a clarification, correction or retraction without first making a reasonable attempt to contact the employee concerned.

26.04 The Employer will not publish letters to the editor or other material critical of employees without first making a reasonable attempt to contact the employee concerned.

**55. CEP Local 191 & the Chronicle – Journal (Thunder Bay), a division of Thomson Canada Limited, effective October 16, 1998 to December 31, 2001.**

- Article 7. Letters to the Editor.

The Employer will provide the employee concerned with a copy of any letter to the editor that refers to his work by name prior to publication.

- Article 8. Bylines.  
Whenever substantive changes are made in a reporter's story, an effort will be made to discuss the changes before publication of the story, failing which the byline shall not be used.

**56. Communication Energy and Paperworkers Union of Canada Local 87-M, Southern Ontario Newspaper Guild & Metroland Printing, Publishing and Distributing Ltd. Editorial Employees. December 3, 2000 to December 2, 2003.**

14.08. An employee's request to have his/her byline or photo credit published with his/her work shall not be unreasonably denied.

An employee's byline or photo credit shall not be used if so requested by the employee. Whenever substantive changes are made in a reporter's story, an effort will be made to discuss the changes before publication of the story, failing which the byline shall not be used.

Except where libel or legal action has been threatened or appears probable, the Employer will not publish a correction or apology in respect of an employee's work until a reasonable effort has been made to discuss the matter with the employee. To do this the Employer shall attempt to contact the employee at work or by telephone.

Except where libel or other legal action has been threatened or appears probable, no letter-to-the-Editor criticizing an employee's work shall be published without such criticism being reviewed with the employee prior to publication if it is practical to do so.

Both parties to this Agreement agree that readers have a right to be informed as to sources of information published in the newspaper.

Both parties agree that protection of the identity of news sources can be a matter of considerable importance and that every reasonable effort shall be made to protect the identity of a news source when a reporter has accepted a story on the understanding of non-attribution where it can be shown that the revelation of the identity of such news source would either place the individual concerned in serious jeopardy or where information of significant social importance would otherwise be withheld from the newspaper and therefore be made unavailable to its readers.

**57. Communication Energy and Paperworkers Union of Canada Local 87-M, Southern Ontario Newspaper Guild and The Fairway Group, a division of Southam Inc. Editorial. January 1, 1998 to December 31, 2000.**

- Article 13. Employee Integrity
  - 13.01. An Employee's byline or photo credit shall not be used if so requested by the employee.
  - 13.02. Whenever substantial changes are made to a reporter's story, an effort will be made to discuss the changes before publication of the story, failing which the byline shall not be used.
  - 13.03. Except where libel or other legal action has been threatened or appears probable, the Employer will not publish a correction or apology in respect of any employee's work until a reasonable effort has been made to discuss the matter with the employee. To do this the employer shall attempt to contact the employee at work or by telephone.
  - 13.04. Except where libel or other legal action has been threatened or appears probable, no letter-to-the-Editor criticizing an employee's work shall be published without such criticism being reviewed with the employee prior to publication if it is practical to do so.

**58. Communication Energy and Paperworkers Union of Canada Local 87-M and Brabant Newspapers, a division of Southam Inc. Editorial, Sales & Clerical and Production. November 3, 1998 to November 2, 2001.**

- Article 19. Employee Integrity
  - 19.01. The Employer will not publish a correction or apology in respect of an employee's work until a reasonable effort has been made to discuss the matter with the employee. To do this the Employer shall attempt to contact the employee at work or by telephone.
  - 19.02 (a) No letter-to-the-Editor criticizing an employee's work shall be published without such criticism being reviewed by the employee prior to publication if it is practical to do so.
    - (b) Every reasonable effort will be made to review with the affected employee written criticism from the public relating to that employee's work. Every reasonable effort will be made to review with that employee any written response by the Employer to such criticism.
  - 19.04 Whenever substantial changes are made to a reporter's story, an effort will be made to discuss the changes before publication of the story, failing which the byline shall not be used.
  - 19.05 An employee's byline or photo credit shall not be used if so requested by the employee.

**59. Northumberland Publishers, a division of Southam Inc. and the Peterborough Typographical Union, Local 248. September 12, 1999 to June 30, 2002.**

- Section 31. By-lines.  
An employee's byline or credit line shall not be used over his protest. Whenever substantive changes are made in a reporter's story an effort will be made to discuss the changes before publication of the story, failing which the by-line will not be used.

**QUEBEC**

**60. The Gazette, a division of Southam Inc. and Montreal Newspaper Guild Local 111 The Newspaper Guild (Editorial, Inside Newspaper Sales and Janitorial Units), effective January 26, 1998, to January 25, 2001.**

- Employee Integrity  
Article 19 (a) An employee's byline or credit shall not be used over his/her protest.  
Article 19 (b) The Employer shall make no changes and/or cuts in articles or photographs submitted that would change the meaning of the material without prior consultation with the employee. If the Employer determines that changes or cuts be made and if the author or photographer disagrees or is not available for consultation after all reasonable efforts have been made to contact him/her, the byline or credit line must be removed before publication of the material.  
In the case of analysis, columns or opinions which must include the byline, no changes and/or cuts that would alter the meaning of the material shall be made without prior consultation with and the consent of the employee.  
Upon request, any substantive changes in material shall be explained to the employee.  
Article 19 (c) If a question arises as to the accuracy the printed material, no correction or retraction of that material shall be printed, except where made necessary by an allegation of libel, before the employee(s) involved have had the opportunity to promptly supply the Employer with such explanations or information as he/she considers relevant and appropriate.  
If, after every reasonable effort has been made, the employee cannot be contacted, the Employer shall advise the Guild before making any correction or retraction  
Article 19 (d) The Employer shall not publish letters of criticism of employees which are factually incorrect.  
All letters intended for publication which attack directly an employee or his/her work or which can challenge the facts present in an article shall be brought to the attention of the employee concerned

before being published. The employee is entitled to request the right to respond to a letter of criticism. Permission for this shall not be unreasonably withheld.

If the employee can not be contacted and it is considered urgent to publish the letter, the Employer shall first advise the Guild.

## **NEW BRUNSWICK**

### **61. Moncton Publishing Division of Summit Publishing Limited and Moncton Typographical Union No. 636 July 1, 1997 to June 30, 2003.**

- Section 11. Rights and Relations
  - 11.12 An employee's byline or photo credit may not be used over his or her reasonable protest. Whenever substantive changes are made to a story or photograph, an effort will be made to discuss the changes prior to the publication of such. Failure to make contact will not constitute reason for the byline or photo credit not to be used.

### **62. Daily Gleaner, University Press of New Brunswick, A Division of Brunswick News Inc. and Fredericton Typographical Union No. 664. November 1, 1998 to October 31, 2004.**

- Article 21. General
  - 21.02. News or feature stories in which an editor has added or subtracted one or more sentences for reasons other than to correct inaccuracies shall not be bylined with the reporters name without the reporters (sic) approval. When in doubt, the byline will be left out.

### **63. New Brunswick Publishing Company and Saint John Typographical Union No. 85. May 1, 1998 to April 30, 2002.**

- Section 23. Byline and Photo Credit
  - 23.01 An Employee's by-line or photo credit will not be used over his or her reasonable protest. Whenever substantial changes are made to a story or photograph, an effort will be made to discuss the changes prior to the publication of such. Failure to make contact with the affected Employee will not constitute reason for the by-line or photo credit not to be used.

## NOVA SCOTIA

### **64. First Collective agreement between the Halifax Typographical Union Local 30130 of the Newspaper Guild-CWA (CLC, AFL-CIO) & The Halifax Herald Limited (Editorial Unit) November 21, 1999 to November 20, 2003.**

- Article 17. Employee Integrity
  - 1) An employee's byline or credit line shall not be used over his/her protest. Whenever possible, factual or substantive changes in material submitted and rewrites material submitted shall be brought to the employee's attention before publication. If an employee cannot be contacted prior to publication, his/her byline or credit line shall be removed.
  - 2) If a question arises as to the accuracy of printed material, whenever possible and if time permits, no correction or retraction of that material shall be printed without prior consultation with the employee concerned. No such retraction shall be printed if the material in question is found to be accurate and factually correct.
  - 3) The company shall inform and employee whose personal integrity or professional ethics are called into question in a "letter to the Editor" or "Opinion piece". These letters or opinions shall not be printed without full consultation with the employee involved. However, if the printed material in question is found to be accurate and factually correct, such letters to the Editor or the Opinion piece is printed the employee involved has the right to respond on the same page where it is published.
  - 5) No employee shall write, take photographs, or edit/layout advertising products.

### **65. Communications Energy and Paperworkers Union of Canada Local 30460 & The Cape Breton Post, effective February 1, 1998 to January 31, 2001.**

- Nothing regarding Professional Activities or Editorial Integrity.