

JAVIERA QUINTANA



Production Manager, VICE Canada
Vice-President, VICE Canada branch, CMG

I've worked for over 10 years in factual TV and know well how taxing the long hours and the lack of control and security can be. I now work at VICE Canada, where we joined CMG and negotiated a collective agreement. Since then, I have been able to take parental leave and have seen a drastic improvement in my work life.

KATELYN DI GIULIO



I worked in Factual Television for 7 years on the Design Team for Renovation/Design shows. While my days were spent with amazing crews who became good friends, the hours were long, being woken up by 6 a.m. text messages from contractors and going to sleep at midnight answering urgent emails. Once I got married I realized that the hours and expectations that came along with the job would be difficult to balance with a family. I left the industry to become a teacher. I hope that the factual television industry can be a place where we can be creative, make a good living, but also have balance in our lives, especially for women. If we don't, the business will continue to lose talented people as they burn out.

CANADIAN MEDIA GUILD

The CMG is a 60-year-old union representing workers at places including the Canadian Broadcasting Corporation, TVO, Aboriginal Peoples Television Network and most recently VICE Canada. It is the largest local of CWA Canada, which has nearly 6,000 members who work in media across the country. During the past 5 years, more than 400 people who work in factual and reality TV have signed on to the CMG's campaign to be a voice in our industry. Now it's time to increase that strength.



DENISE O'CONNELL

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Denise worked in factual/reality TV for 20 years before feeling forced to find more sustainable employment elsewhere. She has been leading the 'Fairness in Factual TV' campaign for 5 years.



KAT LAPOINTE

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Kat is an organizer with CWA Canada/CMG who helped a committee of workers at VICE Canada to unionize and win a good collective agreement.

If you haven't joined yet, sign up here:

www.fairnessinfactuality.ca



TIRED OF LONG HOURS?

SO ARE WE.

WORRIED ABOUT THE NEXT CONTRACT?

SO ARE WE.

FEELING THE PINCH OF UNEXPECTED HIATUSES?

SO ARE WE.

CONCERNED ABOUT YOUR SAFETY AT WORK?

SO ARE WE.

LONGING FOR A LIFE OUTSIDE OF WORK?

SO ARE WE.



JOIN US IN
FIGHTING
FOR FAIRNESS
IN FACTUAL

It's time to stop accepting that it's normal to be excluded from the going rates, balanced hours, work security, pay consistency, safe sets and decent treatment just because we happen to work in factual and reality TV. The business is profitable (yes it really is!!) and it's not going away. There's no reason why we should be treated as if we're the passing fad.

WE'VE BEEN LEFT BEHIND

The entertainment industry continues to do well in Toronto. Despite a rash of consolidation deals and a shrinking number of production companies, there remains an insatiable demand for video content both in Canada and around the world. That's true of both the scripted and unscripted genres. Yet only the workers on scripted productions have access to union contracts and set rules. We've been left behind both by the producers and the industry unions. Until now.

A group of factual/reality TV workers is coordinating efforts with the CMG to see if there's enough support to apply for union status at one or more companies. Such a move could only happen if there is a majority who want it. That's why you may be asked to join a committee or talk to others about the campaign.

WHO CAN BE INVOLVED?

Anyone who works in factual/reality production — from story producers to assistant directors, to camera operators and editors to production accountants. All would be most welcome as supporters or committee members.

HOW CAN A UNION HELP ME?

- Sagging rates
- Unrealistic deadlines
- Unsafe shoots
- No ability to express concerns
- One-sided contracts
- Unpaid hiatus periods

These are all issues that can be addressed in a collective bargaining agreement with a company. Solutions are nearly impossible when people are left to deal with them on their own.

THIS IS WHAT WE'VE HEARD FROM YOU ABOUT WHAT NEEDS TO CHANGE:

Health and safety

- Standards that are respected and the ability to say no to unsafe work
- Paid sick days and health benefits

Work / life Balance

- Right to say yes or no to overtime hours
- End to arbitrary unpaid hiatuses

Fairness in pay

- Basic minimums for each job and regular wage increases
- End to wage theft

Consistency of working conditions

- Clear and fair working conditions spelled out in a collective agreement
- No need to renegotiate individual deals every season

Building a sustainable and successful TV industry

- End to the downward pressure on working conditions that pushes people out of the industry
- Create a positive work environment that attracts skilled workers and encourages them to stay for the long term

