Heritage Review of Canadian Media and Culture

November 24, 2016

Submission by the Canadian Media Guild
Subject: Canadian Heritage Minister Review of Canadian Media and Cultural Policies

The Canadian Media Guild (CMG) represents thousands of media workers working across the country at CBC/Radio-Canada, The Canadian Press, Thomson Reuters, APTN, MBS Radio, Shaw Media, Agence France Presse, Vice Media, Shaw/Corus Media, TVO and TFO, ZoomerMedia, and as media freelancers. Our members create original programming and content that’s available on radio, television, as well as online, and that informs, enlightens and entertains Canadians.

CMG has actively engaged in these consultations on Canadian media and cultural policies from filling out the online survey launched in April 2016 to sharing our views and proposals in the Public Policy Forum (PPF) study of journalism in Canada (appendix 1), sharing research and analysis with Canadian Heritage (appendix 2), and contributing as much as possible in the social media events organized as part of the consultation.

We are pleased to contribute further by sharing our ideas and recommendations on expanded funding and regulatory supports for a strong CBC/Radio-Canada as a major cultural institution and largest newsroom in the country; increased supports for the production of original Canadian content on any platform Canadians use; and the existence of a vibrant media and cultural industry in Canada.

We appreciate the ambition you have expressed for our cultural products beyond our borders. Our view is that, as has been the case in the past, policies that lay a solid foundation for the production of high-quality, original Canadian content here at home will help support that goal where appropriate.

We believe the following principles will help establish that foundation:
1. Many elements that underlie the current media and cultural policies in Canada remain relevant and important, and must be maintained. They include a healthy, diverse mix of public, private and community media.

2. Given the ongoing technology evolution in the media and cultural industry, this review is an opportunity to make adjustments that help level the playing field and make our policies more technology inclusive. Let us ensure that new and greatly profitable players in the industry also contribute their fair share to support original Canadian content production.

3. Guarantee independent governance for the national public broadcaster.

4. The role of journalism in our democracy is vital. It is critical that we strengthen the supports that are currently in place while developing innovative tools ways to ensure we continue to have a healthy, independent free press in Canada.

1. Many elements of the Broadcasting Act remain relevant and critical

The CMG believes that the following elements in the current media and cultural policies are essential, remain relevant and must be maintained in any new policies:

**Support for Canadian content**

The current policies emphasize supporting and promoting the creation of Canadian content. The spirit of the A Broadcasting Act is in ensuring that content that helps build and support a Canadian identity and reflects Canadian attitudes, opinions, ideas and values is available to all Canadians.

Indeed, since its original inception in 1936 the Act has protected the ability of Canada to tell its own stories (and to build an industry from it).

The CMG believes that this principle embedded within the Broadcasting Act is still important and relevant in the current climate which is characterized by content creation and access across multiple platforms.

We also believe any new policies must continue to acknowledge the geographic proximity to the U.S. and competition from programming and content originating there – not to mention increased access to content from around the world via online platforms. Canada’s media and cultural policies...
must resist the periodic push for the privatization or weakening of the country’s cultural institutions. Instead, we should aim to strengthen public assets such as CBC/Radio-Canada, and to support the production of Canadian content through a balanced mix of public, private and community media, on all platforms.

**Continue to recognize the important role of CBC/Radio-Canada**

The Broadcasting Act identifies the CBC/Radio-Canada as the national public broadcaster and highlights its role as a public service to Canadians that delivers content to inform, enlighten and entertain Canadians across the country [Section 3(l)].

The Act also highlights CBC/Radio-Canada’s role in protecting Canadian culture and identity and reflecting the views, attitudes, values and interests of Canadians [Section 3(m)].

Several studies and thinkers have indicated that public broadcasting has a number of benefits for a population, including:

- Educational benefits
- Social networking benefits (e.g., sharing a common experience; generating discussion and discourse among individuals in the community)
- Building citizenship and a shared cultural identity (including identities defined by diversity)\(^1\)

According to a Nanos study, the vast majority of Canadians believe that a strong CBC is important for Canada (89% of respondents agree) and that it plays an important role in shaping Canadian culture and identity (91% of respondents agree).\(^2\)

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The same study shows Canadians trust the CBC the most to protect Canadian culture and identity on television. The CBC is most trusted by respondents (72% of study respondents indicate they had high trust and confidence).\(^3\)

As a news organization and major cultural institution, CBC/Radio-Canada is an invaluable public asset that provides a vital service to Canadians regardless of where they live and how they access it. Strengthening that asset remains important.

Here is a definition of public broadcasting:

“Public broadcasting is defined as a meeting place where all citizens are welcome and considered equals. It is an information and education tool, accessible to all and meant for all, whatever their social or economic status. Its mandate is not restricted to information and cultural development — public broadcasting must also appeal to the imagination, and entertain. But it does so with a concern for quality that distinguishes it from commercial broadcasting.

Because it is not subject to the dictates of profitability, public broadcasting must be daring, innovative, and take risks. And when it succeeds in developing outstanding genres or ideas, it can impose its high standards and set the tone for other broadcasters. For some, such as British author Anthony Smith, writing about the British Broadcasting Corporation — seen by many as the cradle of public broadcasting — it is so important that it has “probably been the greatest of the instruments of social democracy of the century.”

(UNESCO partner WRTVC)

It is not surprising therefore that advanced democracies continue to ensure they have a national public broadcaster that meets the needs of their citizens both as an independent news organization, but also as a cultural institution.

This review offers a chance to renew that commitment in the public interest.

**Guarantee CBC/Radio-Canada’s independence**

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Current policies clearly protect the independence of the CBC in pursuing its creative and programming objectives. They also explicitly protect the journalistic independence and freedom of the public broadcaster [Section 35(2); Section 46(5); Section 52(1,2)].

Journalistic independence is critical to ensure that the public broadcaster can adequately fulfil its mandate of providing information to the public. Protecting that independence is core to the spirit of public broadcasting.

The CMG believes that this is a core function of the Act that remains highly important and relevant.

**Maintain special provisions in support of indigenous and community media**

The public service role of public broadcasting is not limited to the national public broadcaster

Local, regional and community-specific public broadcasters play a critical role in ensuring a diversity of voices in our system (e.g., by providing diverse perspectives), building civic engagement and community identity as well as informing, educating and creating discourse around issues that are of specific interest and importance to particular communities (e.g., APTN, TFO, TVO, Knowledge. Télé-Québec) The spirit of the Act ensures that these values are upheld in the broadcasting system [Section 3(d)(iii)].

The CMG believes that given the value of diverse public service media, provisions to support them should remain a guaranteed feature of our policies.

**The value and relevance of local news as a vital public service**

Thinkers have long considered that high-quality local news in the public interest is an important service that leads to more engaged, educated and informed citizens which can result in better political discourse and generate greater accountability among governments.  

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4 University College London & University of Essex, *Public service broadcasting in the digital world*
It is also believed by some that high-quality local news supports citizens to be more involved at the community level as well.\(^5\)

According to Nanos, 92% of Canadians surveyed either agree or somewhat agree that local TV news is valuable to them. In addition, 85% of respondents either somewhat disagreed or disagreed with the statement that they would not care if they no longer had access to local news broadcasts on TV.\(^5\)

Public service media are an important source of high-quality, locally-relevant news, and they should be supported.

2. **Implement specific adjustments to guarantee independent governance and adequate funding for the national public broadcaster**

   **Ensure board and leadership appointments for CBC/Radio-Canada are more transparent, arm’s-length and de-politicized**

   While the Broadcasting Act protects the independence of the CBC/Radio-Canada, the appointment of board members and CBC’s president are made by the Governor in Council [Section 36(2)].

   As a result, the governance of the national public broadcaster is at risk of falling subject to political manipulation and bias.

   The CMG believes that in order to strengthen the independence of CBC/Radio-Canada, these appointments should be done at arm’s-length from the government in order to ensure that they are non-partisan.

   The CMG also believes that the appointment of board members and of the president (and the decision leading to the appointment) should be more transparent to align with the principle of independence for the public broadcaster.

   We have proposed that a non-partisan, independent committee be formed that would undertake a public process of selecting a broad, diverse range of serious and interested candidates with knowledge and interest in public

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\(^5\) University College London & University of Essex, [Public service broadcasting in the digital world](http://publicservicebroadcastinginthe.digitalworld)

broadcasting. The nomination process would be public and the proposed list of candidates would be presented to the Governor in Council who would make the final appointments.

We also believe that a well-functioning board for the public broadcaster should include representatives of CBC/Radio-Canada employees at the table.

Additionally, CMG has requested the repeal of measures that allow government interference in day-to-day operations at CBC/Radio-Canada. These were introduced in Division 17 of Omnibus budget bill 2013.

**Increase funding for CBC/Radio-Canada**

With increasing media fragmentation, now more than ever, Canada needs a strengthened national CBC/Radio-Canada, that’s appropriately funded, with an expanded mandate to continue serving citizens on the platforms they use.

CBC/Radio-Canada has one of the lowest funded public broadcaster in developed democracies – Where, on average, funding for public broadcasters in advanced democracies is $87 per capita, Canada invests $29 per capita for CBC/Radio-Canada for local and national programming and news (radio, television and online) in English and French and eight Indigenous languages across six time zones.

CMG has proposed the funding be increased gradually, starting at $43.50 per capita – half what other advanced democracies invest in their public broadcasters. Others have proposed funding start at $50 per capita to begin closing the gaps from decades of cuts and underfunding.

3. **Adopt evidence-based, technology-inclusive policies that are responsive to an evolving multiplatform environment**

   Current internal and external environmental changes in the system – such as the ongoing evolution of how and where Canadians are accessing programming and content – require thoughtful policies that do not over-react to or over-simplify an evolving media environment.

**Recognize that Canadian TV viewership remains strong while expanding on multiple platforms**
Traditional broadcast TV has persisted as a primary source of programming and content for Canadians, even as viewership on non-regulated platforms (e.g., online, through subscription streaming services, etc.) is growing:

- The vast majority of Canadians are still watching conventional television (94% of Canadians were watching conventional TV in 2014).\(^7\)
- At the same time, Canadians are also viewing audio-visual programming and content on other platforms. For example, 46% of Canadians were watching at least some internet TV in 2014.\(^8\)
- Total Canadian BDU subscribership has seen a very slight decline since 2011, decreasing by -0.2% CAGR between 2011 and 2014.\(^9\) The total number of Canadian households with a BDU subscription decreased from 84.2% in 2012 to 82% in 2014.\(^10\)

In other words, TV is still the primary way that Canadians are accessing audio-visual content, even as they also access it on other platforms and devices.

**Level the playing field in our multi-platform content dissemination ecosystem**

As programming and content are accessed outside of the regulatory system (i.e. OTT), new policies must aim to include all alternative platforms rather than considering them as something outside of the media and cultural ecosystem.

Online content is currently exempt or excluded from regulation as a result of the New Media exemption order introduced by the CRTC in 1999.

A growing amount of programming and content is therefore being disseminated and consumed outside of the regulatory system (or “over the top”).

CMG believes that new policies must be technology inclusive to adjust for a system where some are operating and profiting outside of the regulated

\(^7\) CRCT, Communications Monitoring Report (2015)  
\(^8\) CRCT, Communications Monitoring Report (2015)  
system and do not contribute their fair share toward the production of original Canadian programming and content.

Furthermore, in recognition of the crucial role public service media, technology inclusive policies would require mandatory carriage of CBC/Radio-Canada – as well as all other public service media such as APTN, TVO, TFO, and other local and regional news providers – on all content dissemination platforms in order to give Canadians access to them on whatever platform they choose to access programming and content.

**Reinforce supports for production of high-quality Canadian programming and content**

Any new policies must support production of high-quality Canadian programming and content with improved funding.

CMG believes that new policies should include a provision that all content disseminators (e.g., ISPs, BDUs, and OTT subscription services such as Netflix, etc.) be required to contribute their fair share support production of Canadian programming and content. We propose beginning with the inclusion of the larger Internet service providers (ISPs) and of fair taxation of all media companies that draw profits from Canada.

According to a Nanos study and a more recent Léger/Tout Le Mode En Parle survey, most Canadians across the country support this position which they view as fair.¹¹

Establishing the conditions and supports necessary to produce quality, compelling programming and content here at home, on all platforms is, in our view, the surest path to success for Canadian content on the international cultural marketplace.

**Support the development and dissemination of locally-produced factual TV**

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The CMG believes that in the spirit of supporting locally created Canadian content, new policies should strengthen supports geared at developing (and disseminating) locally-produced factual TV.

4. Employment requirements should be specified and strengthened to render them meaningful

Currently, the employment requirements of the Canadian broadcasting system remain too vague. To result in any meaningful impact, we believe that new policies should be specific in supporting and promoting quality employment in the media and cultural sector.

5. Recommendations for funding supports

Increase funding for CBC/Radio-Canada

As indicated above, CBC/Radio-Canada has one of the lowest funded public broadcasters in the developed world.

CMG has proposed an increase to CBC/Radio-Canada funding, starting at $43.50 per capita

Set up the CMG-proposed Public Service Media Fund (PSMF)

The Fund would serve to support local news on any platform and would be accessible – based on clearly defined criteria – to public and education broadcasters, broadcasters representing unique voices such as APTN, and other independent local news services on any platform. The Fund could be administered by the Canadian Media Fund or another arm’s-length mechanism, and reassessed every five years.

The PSMF would be funded from a small percentage of BDU revenue (1.5%); and because it would fund local content on any platform, large Internet Service Providers (ISPs) would also contribute a levy in the form of a small percentage of their healthy profits, which continue to grow as Canadians watch more video on multiple devices.

Re-invest half the proceeds for the sale of spectrum into cultural institutions

The federal government should set aside half the proceeds from any sale of valuable spectrum ($5.3 billion in 2015) back into major cultural institutions including CBC/Radio-Canada, given the fact that these are public airwaves.
Scheduled sale of more spectrum (2500 MHZ in 2016) will bring in new revenue to government coffers – similar sales in the U.S. yielded $10 billion.

Minister, as one Youtuber/creator wrote for the Canadian Media Guild’s website, “The present may be about “how we watch” but the future, much like the past, will be about “what we watch.”

With this significant review, continuing our common heritage and Canada’s cultural legacy is in your hands, and we are ready to contribute as much as we can.

Sincerely,
Carmel Smyth
National President, Canadian Media Guild (CMG)

*This document was developed with research support provided by Nordicity*
November 21, 2016

Mr Edward Greenspon
President and CEO
Public Policy Forum of Canada
1400-130 Albert Street
Ottawa, Ont.
K1P 5G4

Dear Mr. Greenspon:

Thank you for the opportunity to answer the questions posed by the Public Policy Forum (PPF) as part of the review of the crisis facing journalism in Canada.

The Canadian Media Guild (CMG) represents thousands of media workers including journalists working across the country at CBC/Radio-Canada, Canadian Press, Thomson Reuters, APTN, MBS Radio, Shaw Media, Agence France Presse, Vice Canada, Shaw/Corus Media, TVO and TFO, ZoomerMedia, as well as media freelancers. Much of what the Canadian public sees and hears on television, radio or on news sites online comes to them thanks to the hard work of dedicated CMG members.

A few of our members working on the ground as journalists have been able to share their experience and their perspectives at some of the Roundtables held by PPF in different Canadian cities as part of this review.

CMG is pleased to contribute further to this consultation by sharing our views in response to the main questions posed by PPF during the consultations.

Q: Does the decline of traditional media pose a risk to the civic function of journalism, therefore the health of democracy?

A. CMG has been outspoken about the disinvestment from journalism and the consequences of that development.

In reviewing published announcements of media industry job cuts, CMG found that between 2008 and 2016, at least 16,500 jobs (see attached documentation) were cut in the media business in Canada.

There is no question that these cuts have an impact on the work done at these media organizations, including journalism. In addition there is no evidence that this important
work of informing the public and holding powerful interests to account is now being done elsewhere.

Here are a few examples of how CMG members have described the situation:

“What happens, and we’ve started seeing a lot of it, is a lot of important local stories don’t get covered.
If someone locally is being taken advantage of, or is not being treated right by their government, there may be no one who will tell that story because you just don't get as much coverage... Is your politician representing your interests or his own? That's as important to know in our communities as it is on Parliament Hill.”
(CMG member, 2014)

“It’s very clear to us that there has to be money put back into the regions (or centers as they are now called). To say they've been cut to the bone would be kind.”
(CMG member, 2016)

“Original documentary programming, independent and in-house, is at its lowest point in over 20 years on the CBC. The issue should be increasing in-depth journalism, not cutting it even further.”
(CMG, 2014)

“MBS has not had local newsgathering resources in Saint John for approximately four years. All of the regular “local” news and information programming aired on MBS stations is produced in a small newsroom in Halifax. There are no local reporters to cover local or provincial government, or the issues and events taking place in Saint John.”
(CMG, 2012)

“TFO, an Ontario provincial public service education broadcaster, has introduced information content that incorporates promoting the sponsoring entity within the story, unbeknownst to the viewer.”
(CMG, 2015)

At the same time, a Pew Research study published in 2015 indicated that in the U.S. some local entities outside of journalism, particularly within government, are using their websites in part to serve as “news” providers to citizens.

If non-independent sources are investing resources in communications while organizations that provide independent news are struggling to do proper newsgathering, the result is an environment in which citizens who require accurate, reliable information lose out.
CMG’s answer is, therefore, that the decline of independent media services, and the lack of reliable alternatives, does pose a risk to the accountability that journalism must provide in a healthy democracy.

Our view is that the fundamentals of journalism – such as maintaining newsgathering capacity across the country, feet-on-the ground in local communities, robust journalistic standards, a range of views and the ability for newsroom staff to get paid to do their work – remain critical.

In general, CMG believes stable, professional jobs in the news business allow journalists to do their work without fear of reprisals. Therefore, the trend toward precarious work in the media presents a threat to independent journalism. The interest in unionizing at newer media companies such as VICE (organized by CMG earlier this year) reflects these concerns at newer media organizations. Like their colleagues, journalists in newer media organizations are interested in improving their ability to do quality work, including editorial independence, and fairness.

CMG hopes the review will examine the issue of media concentration in Canada. According to some estimates, Canada has one of the most highly concentrated media landscapes in the world. We believe this has adverse impacts on journalism, especially diversity of voices.

B. A word on CBC/Radio-Canada:

Continuous cuts to CBC/Radio-Canada have threatened Canada’s national public broadcaster’s function as the largest newsroom in the country and a watchdog accountable to citizens no matter where they live in our vast country.

The debilitating cuts to CBC/Radio-Canada moved Canadians in communities across the country to speak up in the 2015 federal election demanding that funding to CBC/Radio-Canada be restored.

At the time, CBC/Radio-Canada’s funding had been reduced to $29 a year per Canadian, compared to an average of $87 a year per capita in other developed countries. With promised new funds, this amount will rise to $33 per Canadian. CMG has argued that funding should increase to at least $43.50 per Canadian – half the average in other Western democracies – to slowly start moving the national public broadcaster in the right direction.

Overall, more than 90% of Canadians say they support courageous reporting from CBC/Radio-Canada but they are worried that the broadcaster’s challenges including funding cuts may push it away from this type of programming.

Here is a definition of public broadcasting:
“Public broadcasting is defined as a meeting place where all citizens are welcome and considered equals. It is an information and education tool, accessible to all and meant for all, whatever their social or economic status. Its mandate is not restricted to information and cultural development — public broadcasting must also appeal to the imagination, and entertain. But it does so with a concern for quality that distinguishes it from commercial broadcasting.

Because it is not subject to the dictates of profitability, public broadcasting must be daring, innovative, and take risks. And when it succeeds in developing outstanding genres or ideas, it can impose its high standards and set the tone for other broadcasters. For some, such as British author Anthony Smith, writing about the British Broadcasting Corporation — seen by many as the cradle of public broadcasting — it is so important that it has “probably been the greatest of the instruments of social democracy of the century.”

(UNESCO partner WRTVC)

CMG’s view is that CBC/Radio-Canada funding and mandate must be restored, then expanded so it can play its unique role as Canada’s national public broadcaster.

Recommendations:

- With increasing fragmentation, now more than ever, Canada needs a strengthened national CBC/Radio-Canada, that’s appropriately funded, with an expanded mandate to continue serving citizens on the various platforms they use – start at $43.50 per Canadian (half what other advanced democracies invest in their public broadcasters

- Guarantee CBC/Radio-Canada’s independence by implementing a non-partisan selection process for its President and Board, and by repealing measures that allow government interference in day-to-day operations at CBC/Radio-Canada introduced in Division 17 of Omnibus budget bill 2013. In addition, CMG proposes that CBC/Radio-Canada’s Board include CBC employees.

- Ensure adequate funding for Provincial education public broadcasters (TFO, TVO, Télé-Québec, Knowledge). They are equally vital elements of Canada’s media landscape that must remain vibrant and continue to provide a diversity of voices

- Leverage and mark The Canadian Press’s 100-year anniversary in 2017 by incorporating this outstanding achievement in Canada’s 150 events to celebrate excellence in journalism in Canada

- We hope this review will include a serious analysis of the consequences of the casualization of reporters’ work on journalism
• **Examine and address the impact of increased media concentration on Canadian journalism**

• **Support demands for legislation that protects freedom of the press, including protection of sources**

**Q: If so, are new digital media and new digital forms of communications filling that gap, or likely to fill that gap in the near-term**

Here’s CRTC Chair Jean-Pierre Blais’ comment, speaking in February of this year at the end of his public consultations and hearing on local news:

“**YouTube, Facebook and Twitter have been in business barely ten years. Can we as a society afford to entrust something as fundamental to our democracy as news reporting to services like these that are still in their infancies? Newspapers have honed their journalistic practices over centuries; television and radio stations over decades.**”

Blais continued:

“**I look forward to the moment when we can say with certainty that [VICE] and their peers have fully arrived as genuine, trustworthy and accountable news media outlets. I hope that many more news innovators hasten to arrive. Their help is needed. By and large, though, the strength of digital technologies today lies in giving citizens the opportunity to connect with and be present in their communication system. It does not lie in news analysis. The investigation functions these channels present today are simply not developed enough to be considered robust and effective. My fear is that incumbent media, for whom these technologies are extremely disruptive, will be tempted to over-rely on these services in order to improve their bottom lines. And that they will lose sight of the importance of the public service they provide as a result.**”

Anecdotally, we know the newest media/communications do not fill the gap left by the accelerating cuts to journalism. For example, BuzzFeed Canada closed its Parliament Hill Bureau citing this disconcerting rationale:

“**With the 2015 Canadian federal election behind us, we are wrapping up our Canadian political coverage**”
Scott Lamb, BuzzFeed’s Vice-President of international editorial, in a memo to staff provided to The Globe and Mail by BuzzFeed

Furthermore the rise of Facebook and Google as media giants that the public is now relying on for news is a development that must be examined. CMG believes it’s urgent to study their role and impact on journalism in Canada and to develop and set appropriate standards.

**Recommendations:**
- Establish and promote solid journalistic standards for newer media platforms
- Thoroughly examine the growing role and impact of foreign giants such as Facebook and Google in the news business in Canada, establish their responsibilities and set robust standards.

3Q: If not, is there room / need for public policy and what would that does look like in as un-intrusive way as possible?

Because the fundamental role of journalism in our democracy remains vital, CMG recommends that the supports currently in place for journalism should be maintained (e.g., funding for public broadcasting) and develop new sources of revenue to support journalism (e.g. invest proceeds from spectrum sales back into public broadcasting, establish CMG-proposed Public Service Media Fund; introduce tax incentives to encourage advertising in Canadian media)

**Recommendations:**
- **CMG’s proposed Public Service Media Fund (PSMF) would be set up as follows:**
  The Fund would serve to support local news and would be accessible – based on clearly defined criteria – to public and education broadcasters, broadcasters representing unique voices such as APTN, and any independent local news broadcasters on any platform. The Fund could be administered by the Canadian Media Fund or another arm’s-length mechanism

  The PSMF would be funded from a small percentage of BDU revenue (1.5) % And because it would fund local content on diverse platforms, large Internet Service Providers (ISPs) would also contribute a levy in the form of a small percentage of their profits

- **The federal government should set aside half the proceeds from any sale of valuable spectrum ($5.3 billion in 2015) back into major cultural institutions including CBC/Radio-Canada, given the fact that these are public airwaves. Scheduled sale of more spectrum (AWS3 in 2015 and 2500 MHZ in 2016) will bring in new revenue to government coffers – similar sales in the U.S. yielded $10 billion**
**Additional notes:**

*Maintain investment in local television news:*
According to the CRTC, TV news is as relevant to and valued by Canadians as at any point in its history (81% of Canadians prefer TV news), And Pew Research indicates US News watchers overwhelmingly prefer television (80%), while readers prefer the Web

*Expand on Ryerson news poverty research project*
Examine the preliminary results of this project and encourage more studies.

*More information*
CBC needs more funding and true independence - CMG

State of the News Media 2016 – Pew Research

Sincerely,
Carmel Smyth
President, Canadian Media Guild

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Media Cuts in Canada, November 2008 – September 2016

Data compiled from Canadian newspapers in French and English (including La Presse, Le Devoir, Canadian Newsstand- Major Dailies and Canadian Newsstand – Torstar databases); industry publications (Masthead), Twitter (@CanadianMediaLayoffs), media blogs (Fagstein media blog, Canadian Magazines blog, J-Source and Projet-J).

There may be other cuts that were not reported or were not covered in the sources that I was able to access, but this should give an overview of the trends in the industry from November 2008 – November 2015.

2016

Print

September

• Faced with declining revenue and circulation, the 140-year old Presbyterian Record announces that it will cease publication with its December 2016 issue. While an exact number is not given, the announcement names 9 people (editors, writers, circulation manager, art director, designer and website manager).¹

• Rogers Media announces an overhaul of its magazine business in response to a decline in print advertising revenue and subscriptions. 4 publications (Canadian Business, MoneySense, Flare and Sportsnet) will go digital-only, Maclean’s will become a monthly rather than a weekly publication, and Today’s Parent and Chatelaine will only publish bi-monthly. Rogers is also hoping to sell all of its business magazines and its French publications. No job loss numbers were provided, though a Rogers representative said the cuts would “not be significant”.²

• Postmedia announces the closure of the Vancouver 24 Hours newsroom. The free daily will continue to be printed, but will be filled with content from the Postmedia-owned Province-Sun newsroom. National content will come

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from Toronto. 8 people, including 3 reporters, lost their jobs. One of them, Eric McKenzie, learned the news of his layoff on Twitter.3

- The Globe and Mail offers voluntary buyouts to 40 of its approximately 650 staff. According to publisher and chief executive Philip Crawley, the paper expects to know how many people will take the offer by early October. Crawley said the move was a bid to “right-size the business as it adjusts to market forces”.4

August

- Torstar announces 52 layoffs, including 19 permanent unionized newsroom staff at the Toronto Star and 26 contract temporary staff, mostly from Star Touch. Amongst those laid off from the newsroom are 10 reporters and 5 editors. There were 4 non-newsroom positions cut rom Metro Toronto, one non-editorial position from the Kit, and 2 from digital operations outside of the Toronto Star newsroom.5

July

- French humour magazine Safarir announces that it will be ceasing publication. Their publisher’s bankruptcy, the cost of printing and the sharp decline in advertising revenue were cited as reasons. The number of people who would be losing their jobs was not provided.6

June

- The Halifax Typographical Union, which represents unionized Chronicle Herald employees, announces that 8 layoff notices have been issued to columnists and reporters who have been on strike since January. The first round of 18 notices, sent in January, included some reoffers and were suspended the next day but these are said to be permanent and do not include reoffers.7

- The London Free Press will outsource printing to Hamilton, resulting in the loss of 135 jobs (61 full-time and 74 part-time). Unifor local 87-M president Paul Morse notes that more than half of the unionized workforce at the London Free Press is being put out of work.8

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• Outlook: Canada’s Progressive Jewish magazine shuts down after more than 50 years. 2 employees lose their jobs.9

May
• Transcontinental announces that it has sold all 13 of its local Saskatchewan papers and laid off 35 people from all levels of the company in Quebec and Atlantic Canada. 30 more full-time jobs were cut from its Saskatoon printing facility, which is shutting down. Another page-building facility in St. John’s, Newfoundland will soon shut down, resulting in the loss of 9 more positions. Among the jobs lost were 2 reporters and 1 photographer from the Guardian.10 The St. John’s Telegram cut 13 jobs (11 unionized staff and 2 managers). The entire layout department of 8 people has been cut, as well as 2 reporters.11

April
• 2 prominent journalists (Andrew McIntosh and Michel Morin) from Agence QMI are let go, as were at least 5 others. Those cuts are thought to include full-time journalists, a desk chief, and a part-time journalist.12

March
• Metroland West announces a voluntary buyout program as they experience “rapid revenue declines”. The program, which is designed to eliminate 25 positions, is open to all regular full-time and part-time staff excluding sales reps, pressroom staff and mailroom staff.13

• According to J-Source, 7 of Metro Toronto’s unionized editorial staff were laid off. These included 5 copy editors, 1 photo editor and a web editor. An additional IT technician was also laid off. It is estimated that the layoffs account for about 20 to 25% of the unionized staff at Metro Toronto.14

February
• Rogers Media announces cuts in their Publishing and Radio divisions, but will not divulge how many positions were to be lost. Globe and Mail reporter James Bradshaw wrote on Twitter that these were among the

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14 J-Source, http://www.j-source.ca/article/seven-metro-toronto%E2%80%99s-unionized-editorial-staff-were-laid-march
previously-announced 200 layoffs, and that Maclean’s magazine in particular was experiencing cuts.\(^\text{15}\)

- 12 buyouts are confirmed at the *Ottawa Citizen*. Among those who have confirmed that they are leaving are a senior editor, a top national affairs reporter and the homes editor.\(^\text{16}\)

### January

- The *Halifax Chronicle Herald* issues 18 layoff notices. Employees are on strike and are told that the layoffs will be suspended until they return to work. Notices were given to 4 photographers, 12 editors and 2 page technicians. The company had said it wishes to contract out some of the paper’s functions such as copy editing and page layout.\(^\text{17}\)

- The *Guelph Mercury* daily newspaper announces that it will stop publishing its print editions, impacting 23 full-time jobs and 3 part-time jobs.\(^\text{18}\) Eight jobs were from the editorial department.\(^\text{19}\)

- The *Nanaimo Daily News*, which publishes five times a week, announces that it will close on Jan 29 after nearly 141 years in business. According to J-Source, the website lists 10 staff members on the news team, including 3 reporters and a photographer.\(^\text{20}\)

- Postmedia announces about 90 job cuts as it merges newsrooms in four cities to help the company save $80 million in expenses by mid-2017.\(^\text{22}\) Losses include 35 people in Edmonton, 25 in Calgary and 12 in Ottawa. Among those let go were Stephanie Coombs and Margo Goodhand, who were the managing editor and editor-in-chief of the *Edmonton Journal*. They were joined by *National Post* sports reporters David Alter and Eric Koreen, as well as the sports department’s web producer Kaitlyn McGrath.\(^\text{23}\)

- Torstar announces that it is laying off 313 production and editorial employees.\(^\text{24}\) These include 13 editorial employees (10 from the tablet team and 3 from digital). 12 were on short-term contracts and one was a union member.\(^\text{25}\) At the same time, 220 full-time and 65 part-time staff at
the printing plant will be let go as the plant shuts down. Finally, 15 circulation staff will be let go, and the paper is offering voluntary buyouts to remaining newsroom staff.26

**Broadcasting**

**September**

- Shomi, the video streaming service offered jointly by Rogers Communications Inc. and Shaw Communications Inc., will end on November 30, 2016. According to the *Globe and Mail*, “The decision to close down Shomi will affect 74 full-time and 33 part-time or contract staff, though a Rogers spokesperson said the company is looking to see whether some could be moved to related departments at Rogers”.27

**June**

- The Beat 92.5 (owned by Cogeco Media) in Montreal cuts 3 staff as it implements a corporate reorganization and budget cuts. The most high-profile of the people let go is Sarah Bartok, co-host of the breakfast show since 2010. She is joined by Kim Sullivan, who co-hosted the afternoon drive show, as well as program director Sam Zniber.28

- Rogers announces that it will be cutting costs and staff from its hockey broadcasts. According to the *Globe and Mail*, 8 broadcasters (including George Stroumboulopoulos) lost their jobs. “Seven were dismissed outright, with the biggest surprise being Glenn Healy, who was the between-the-benches analyst on *Hockey Night’s* No.1 crew. Damien Cox was removed as a *Hockey Night* panelist but was given a radio job as Bob McCown’s co-host on Toronto station Sportsnet The Fan 590’s *Prime Time Sports*…P.J, Stock, Billy Jaffe, Chantal Desjardins, Corey Hirsch and Leah Hextall were the other on-air staff to be released. The 5 p.m. NHL Saturday pre-game show on Sportsnet 360 was cancelled. And Sportsnet president Scott Moore said 5 producers were laid off as well as other behind-the-scenes workers, bringing the total job losses over the last three months to ‘less than 14’. However, given the number of job classifications on the hockey broadcasts, from full-time Rogers staff to

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27 *Why Shomi called it quits*


employees on loan from the CBC to freelancers and contract workers, it is
difficult to confirm exactly how many people were affected.  

April

• Argent, the only French-language business specialty channel in Canada,
will be shut down at the end of this month according to Groupe TVA. La
Presse states that its 9 permanent employees will stay with TVA, but that
the shift will likely affect temporary jobs elsewhere. No concrete numbers
on job losses available.  

February

• 5 employees of CHOI Radio X are laid off. One host, 2 co-hosts, a
journalist and a researcher were all let go.  

January

• Rogers Media announces that 200 jobs (or 4 % of their workforce) are to
be cut. The cuts were to be across all divisions, including television, radio,
publishing and administration (only the Toronto Blue Jays division was
spared). Rogers Media operates 24 TV stations, 52 radio stations, 57
publications and 93 websites. 

Other

July

• Toronto-based animation studio Arc Productions Ltd, makers of such
programs as the children’s series Thomas & Friends, abruptly closes its
doors due to a “liquidity crisis”. According to the Globe and Mail, the
company listed 598 people on its LinkedIn employee count in June. The
Star refers to “more than 500 people” being affected.  

• Buzzfeed Canada cuts its Parliament Hill office just one year after
establishing it. Its 2 employees, politics editor Paul McLeod and political

stroumboulos-on-hnic/article30628596/
30 La Presse, http://affaires.lapresse.ca/economie/medias-et-telecoms/201604/19/01-4972762-fermeture-du-canal-argent-
et-depart-de-deux-journalistes-vedettes-chez-qmi.php
31 Journal de Quebec, http://www.journaldequebec.com/2016/02/05/mises-a-pied-a-choi-radio-x
amid-liquidity-crisis/article31232815/
34 Toronto Star, https://www.thestar.com/business/2016/08/02/torontos-arc-productions-locks-out-staff-after-filing-for-
bankruptcy.html
reporter Emma Loop, are being offered a choice to be re-assigned to jobs in Washington, D.C. or let go with severance.\textsuperscript{35}

2015

Print

September

- \textit{La Presse} announces that it will cease publishing its weekday print edition. 158 layoffs are announced. This will consist of 102 permanent and 56 temporary positions. 43 of the affected positions are in the newsroom. According to the \textit{Huffington Post}, “The job cuts include unionized, non-unionized and management positions. \textit{La Presse} says the departure of unionized positions will be determined in accordance with collective agreements, including seniority.”\textsuperscript{36}

- Glacier Media Inc. announces that it will close 3 community papers in BC. These are: \textit{Burnaby NewsLeader}, \textit{New Westminster NewsLeader} and \textit{Tri-Cities Now}. The final edition will be published Oct.1.\textsuperscript{37} Number of layoffs not provided.

August

- \textit{Masthead} reports that \textit{Chatelaine} magazine has laid off 6 staff members.\textsuperscript{38} \textit{Canadian Magazine} blog states that 3 people were in editorial and 3 were in the art department.\textsuperscript{39}

June

- Postmedia announces a round of buyouts at the \textit{Vancouver Province} and the \textit{Vancouver Sun}. No numbers available.\textsuperscript{40}

\textsuperscript{35} Globe and Mail, \url{http://www.theglobeandmail.com/report-on-business/buzzfeed-canada-to-close-parliament-hill-bureau/article30643487/}
\textsuperscript{36} Huffington Post, \url{http://www.huffingtonpost.ca/2015/09/24/la-presse-laying-off-158-workers-as-it-ends-weekday-printed-edition_n_8190016.html?ncid=fcbklnkcahpmg00000001}
\textsuperscript{37} The Globe and Mail, \url{http://www.theglobeandmail.com/report-on-business/glacier-media-to-close-three-more-bc-community-newspapers/article26319979/}
\textsuperscript{38} Masthead, \url{http://www.mastheadonline.com/news/chatelaine_lets_go_six_members_of_its_editorial_staff/}
\textsuperscript{39} Canadian Magazines blog, \url{http://canadianmags.blogspot.ca/search?q= layoffs}
\textsuperscript{40} The Globe and Mail, \url{http://www.theglobeandmail.com/report-on-business/more-job-cuts-could-be-coming-for-postmedia-network/article25066108/}
• TVA Group announces layoffs at the magazines that it recently acquired from Transcontinental. At Canadian Living, the following 7 positions will be cut: executive editor, senior web editor, senior features editor, assistant art director, associate art director, senior marketing director communications and events, and senior marketing specialist. 2 people from the digital team, as well as the digital product director, digital project manager, and the product manager of Hockey News were also dismissed. Coup de Puce lost 3 staff, though their exact functions were not provided. The total number of layoffs is estimated to be 25. 41

• Néomédia, owner of L'Écho de la Rive-Nord, announces an end to its local coverage for an indeterminate period. This will result in the elimination of 2 journalist positions. 42

March

• According to the Fagstein blog, 5 reporters and 1 administrative assistant leave the Montreal Gazette “as part of the latest wave of buyouts meant to reduce operating costs at the newspaper, which means they won’t be replaced. Instead, other staff’s responsibilities will be shifted to cover their work.” 43 Another columnist left a couple of weeks later. 44

• Black Press closes two Vancouver Island newspapers (The Oceanside Star and Courier-Islander), resulting in the layoff of “nearly 20 people” 45. Mailer and printing press staff were also to be laid off at the Nanaimo Daily News (no number given). 46

• Brunswick Media Inc. cuts photography staff at two papers. 2 staff photographers were laid off from the Telegraph-Journal in Saint John, while one desk chief and 2 staff photographers were let go at the Times & Transcript in Moncton. 47

• 8 full-time editorial staff lose their jobs when Calgary’s alt-weekly, FFWD Weekly, shuts down. 48

February

42 La fédération professionnelle des journalistes du Québec, http://www.fpjq.org/lecho-de-la-rive-nord-ne-compte-plus-de-journalistes/
43 Fagstein blog, http://blog.fagstein.com/2015/03/03/gazette-buyouts-foglia/
44 Ibid.
46 Ibid.
• Postmedia lays off several national reporters from its news network and announces a voluntary buyout program at three newspapers (The Windsor Star, the Montreal Gazette, and the Ottawa Citizen). J-Source confirms that at least 5 jobs have been eliminated: a national film critic, a National Post online editor, a science writer, a consumer trends reporter, and a television columnist. 49

January

• Pink Triangle Press announces that it will end the print editions of LGBT weekly Xtra in February, moving the paper to a digital-only format. 12 staff in publishing and administrative jobs will be laid off. 50

Broadcast

December

• On Dec. 11, all 129 full-time and 38-part-time employees of Channel 11 LP were terminated, with 58 full-time and 23 part-time workers later being offered new jobs with a privately held numbered company. 51

November

• Bell Media announces that it will cut 380 positions in Toronto and Montreal. Toronto, 270 jobs will cut: 220 in production and editorial, 45 in sales and marketing and 5 in administration. In Montreal, 110 jobs will be cut: 70 in production and editorial, 45 in sales and marketing and 5 in administration. 52

September

• Météo Média in Montreal cuts 20 full-time positions (15 of the remainder will be moved to Ontario). The Weather Network, also owned by parent company Pelmorex, will cut 10. By next January, production will be consolidated in Oakville, ON, though a few of the francophone hosts will stay in Montreal to cover mornings, evenings and weather alerts. 53

June

- TVA announces that it will cut 12 positions in its regional centres through attrition and layoffs. 4 positions will be eliminated in Quebec, 4 in Sherbrooke, 2 in Saguenay, 1 in Trois-Rivières and 1 in Rimouski. None of these are journalist positions, but 2 of them are web-journalists. The rest are described by La Presse as “behind the camera”. 54

May

- Rogers Media Inc. cuts 110 jobs from its broadcast TV division. As part of the cuts, Edmonton’s Breakfast Television show (City TV) was eliminated, as were two arts shows about South Asian culture. The daily newscasts of the multicultural OMNI stations will be transformed into a current affairs show that will spend more air time on each story but not include original reporting. In addition, OMNI and City will merge their technical operations, including editors and videographers. 55

April

- Toronto Star reports on April 16 that 241 CBC positions have been eliminated. 56 These include 144 from English Services and 97 from French Services.

- Shaw Media estimates that “fewer than 30” people would be laid off as Global News consolidated production in various local markets. Morning, late-night and weekend newscasts in cities east of Alberta (as well as Kelowna) would be shifted to Toronto, where a single-anchor team would produce a local newscast for each market. 57

March

- 7 employees of Bell Media’s francophone radio stations lose their jobs. Included were the director of the 6 Montreal-area stations; the director for the Montérégie region; and a journalist. 58

57 Global News, http://marker.to/NJ4zRs
February

- SUN News Network goes off the air, resulting in the loss of 150 full-time jobs.  

Other

November

- Telus announces that it will cut 1,500 jobs, many of which are early retirements and voluntary buyouts. Half of the cuts will be management roles, and the other half will be unionized jobs. Telus is planning to offer buyouts to the latter.  

June

- Postmedia announces that it is shutting down QMI Agency, the news wire service the company recently acquired from Quebecor Inc. The closure eliminates 9 full-time and 2 part-time positions. Postmedia says they are trying to place those affected elsewhere in the company to “mitigate or avoid job losses”.  

February

- Yahoo Canada lays off editorial staff in Montreal and Toronto. It appears that 10 positions were eliminated, though Yahoo declined to confirm this.  

2014

Print

December

- After announcing in October that it would be laying off 20 people, the Halifax Chronicle Herald reaches an agreement with the Halifax Typographical Union and the number is reduced to 2. 13 union members

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and 2 non-union members took buyouts or early retirement packages, and 2 more union members took voluntary layoffs. "In exchange for capping the layoff number at 2, the union agreed to a week of unpaid leave, a lower mileage rate and a higher contribution to the company's pension plan". Despite the reduction in layoffs, the newsroom has been reduced by roughly 20%. The two people who were laid off are said to be staff reporter Michael Lightstone and graphic designer Matt Dempsey. After the layoffs were announced, union members at the paper staged a walkout and a byline strike.

**November**

- Transcontinental announces that it has struck a $55.5 million deal to sell 15 magazines, including *Canadian Living, Hockey News* and *Elle Canada*, to Quebecor’s TVA Group. Under the terms of the deal, Transcontinental will continue to print the magazines for 7 years. Transcontinental said that 310 jobs would be “affected”, but did not specify if there would be layoffs. The Association des journalistes indépendants du Québec is concerned about the sale because it had already agreed to a freelance model with Transcontinental but not Quebecor, which it says uses the “most abusive” freelance contract terms in the industry.

- *Le Soleil* announces that it will abolish 16.5 permanent positions by early January. The decision is blamed on the cost of paper and decreasing ad revenue. This will affect 8 journalists from the newsroom—more than a quarter—as well as 8 other permanent positions and 1 part-time position. The union representing the journalists (Fédération nationale des communications) says that nearly 20 freelancers will also be losing their jobs, bringing the total number of people affected to about 35.

- The Canadian Press reports that Torstar Corp. is closing digital operations of its Metro brand in the seven cities where it no longer provides free daily newspapers; these are Hamilton, Windsor, Kitchener, London, Regina, Saskatoon and Victoria. Two reporters and one editor were laid off as part of the decision. In a separate decision, Torstar is also cutting six jobs in...
Toronto. Two copy editors, two developers, a marketing specialist and a production graphic designer are all having their positions eliminated.\(^{71}\)

October

- Transcontinental Inc. announces that it will close two of its printing plants at the end of December, resulting in 120 layoffs. One plant is in Concord, ON and the other is in Edmonton.\(^{72}\)

- Postmedia President and CEO Paul Godfrey announces that Postmedia will purchase Sun Media’s English-language newspapers for $316 million. Godfrey says that, while there are no job guarantees, nor are there immediate plans to conduct layoffs.\(^{73}\)

September

- The Canadian Press reports that *Le Devoir* is considering a voluntary retirement program to trim some of its 120 employees. If that doesn’t work, part-time staff may be laid off. No further details are available at this time.\(^{74,75}\)

- Transcontinental shuts down 20 small regional papers, laying off 80 staff. Titles include *L’Abitibi Express – Val-d’Or, Édition Beauce Nord*, and *La Voix Gaspésienne*.\(^{76}\)

August

- The voluntary departure program initiated by *La Presse Canadienne* ends. Five employees will leave voluntarily, one will be laid off, and 3 positions that were left vacant will not be filled. All of the positions affected are in Quebec.

August

\(^{75}\) *Le Devoir*, http://www.ledevoir.com/societe/medias/417615/plan-de-redressement-budgetaire-au-devoir
• Rogers announces that it will lay off more people as part of its ‘Rogers 3.0’ restructuring plan, though it is not clear at this time how many people will be affected, nor which departments they will come from.\footnote{The Toronto Star, \url{http://www.thestar.com/business/2014/08/07/rogers_confirms_layoffs_says_customer_service_unaffected.html#}}

July

• \textit{The Grid}, an award-winning free Toronto weekly owned by the Star Media Group, abruptly ceases publication. 22 jobs are lost, including journalists, designers, production and sales staff.\footnote{The Toronto Star, \url{http://www.thestar.com/business/2014/07/02/the_grid_weekly_magazine_is_closing.html}}

• Rogers Publishing announces that three top editors are being laid off in an effort to streamline its editorial structure. The editor-at-large position, held by Dianne de Fenoyl, will be eliminated and de Fenoyl will leave the company. Beth Thompson, editor-in-chief of \textit{Canadian Health Lifestyle} magazine, will also be let go as that brand was absorbed into \textit{Chatelaine}. Two of the company’s cosmetics trade magazines, \textit{Cosmetics} and \textit{Made for Men}, will be aligned under the \textit{FLARE} brand with the editor of those titles, Kristen Vinakmens, also leaving the company.\footnote{Layoffs and consolidation at Rogers Publishing titles; ‘More Agile’ Greenwood, John. National Post [Don Mills, Ont] 22 July 2014: FP.3.} Antonia Whytt, Features editor at \textit{Chatelaine} since 2010, is also being laid off.\footnote{Canadian Magazines blog, \url{http://www.canadianmags.blogspot.ca/2014_07_01_archive.html}}

• Star Media Group announces that three of Canada’s free \textit{Metro} daily newspapers would cease publication, and that 25 employees will be laid off as a result of a management decision to focus on larger markets. The \textit{Metro} papers in Regina, Saskatoon and London were the ones selected to close.\footnote{Metro to shutter free print newspapers in Regina, Saskatoon, London. Friend, David The Canadian Press [Toronto] 10 July 2014.} The 25 positions to be lost include editorial, sales and management, and they represented about 9\% of the \textit{Metro} workforce.\footnote{Financial Post, \url{http://business.financialpost.com/2014/07/10/torstar-corp-to-shutter-free-metro-newspapers-in-regina-saskatoon-london/?__lsa=75de-4b34}}

• Transcontinental announces that it is ending the 61-year run of \textit{TV Guide Canada}, but says it will continue to digitally publish weekly television listings. The change has resulted in the loss of one full-time editorial position. Aside from special editions, the print version was cancelled in 2006 when \textit{TV Guide Canada} became available online only.\footnote{The Gazette, \url{http://www.montrealgazette.com/business/Transcontinental+ends+61year+Guide+Canada+listings+continue/9998129/story.html}}
• *Retail News*, owned by the Canadian Gift Association, ceases publication. There will be no digital version. No indication of how many jobs will be lost.\(^{84}\)

**June**

• *Canadian Family* (owned by St. Joseph Communications) announces plans to go all-digital. Seven staff members lose their jobs as the print publication dies. Among them were editor-in-chief Brandie Weikle and art director Colleen Nicholson. The majority of the layoffs were in the editorial department, though no further details are available.\(^{85,86}\)

• At *La Presse*, 5 “surnumeraires” (in this context, this likely refers to casual workers rather than surplus workers) are let go. This includes 3 graphics people and 2 videographers. This is explained with reference to the “small adjustments” that must occur as *La Presse*+ finds its rhythm.\(^{87}\)

**May**

• Despite performing well (readership increased 9% between 2012 and 2013), Quebecor’s *24 Heures* announces that it is cutting 4 positions in May. These were 2 people from graphic design and 2 from management. There is no longer to be a newsroom at Tour de la Bourse (I presume this is where the paper is headquarterered)—instead, journalists will have desks at the *Journal de Montreal* and QMI.\(^{88}\)

• *Canadian Business* loses 3: managing editor Conan Tobias, senior writer Matt McClearn and online editor Trevor Melanson.\(^{89,90}\)

• Postmedia announces plans to outsource printing of *The Gazette* to TC Transcontinental Printing as of August 2014. Postmedia said 54 full-time employees and 60 casual workers would be laid off.\(^{91}\)

• *To.Night* magazine, launched as a daily commuter paper in 2009, closes down. After being sold to Annex Business Media in January 2013, the

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\(^{86}\) CanadianMags blog, [http://canadianmags.blogspot.ca/2014/06/canadian-family-discontinuing-print.html](http://canadianmags.blogspot.ca/2014/06/canadian-family-discontinuing-print.html)

\(^{87}\) Projet-J, [http://projetj.ca/article/la-presse-procede-des-%C2%ABajustements%C2%BB](http://projetj.ca/article/la-presse-procede-des-%C2%ABajustements%C2%BB)

\(^{88}\) Projet-J, [http://projetj.ca/article/grosse-restructuration-24-heures](http://projetj.ca/article/grosse-restructuration-24-heures)

\(^{89}\) CanadianMags blog, [http://canadianmags.blogspot.ca/2014/05/major-shakeup-at-rogers-publishing.html](http://canadianmags.blogspot.ca/2014/05/major-shakeup-at-rogers-publishing.html)


\(^{91}\) J-Source, [http://j-source.ca/article/postmedia-outsources-print-production-montreal%E2%80%99s-gazette](http://j-source.ca/article/postmedia-outsources-print-production-montreal%E2%80%99s-gazette)
editor-in-chief was fired and the paper began publishing only twice a week.  

April

**[Not a cut per se, but worth noting]**

- *The Toronto Star* announces that it will hire 8 new digital journalists who will be paid a lower rate than the other newsroom journalists (approx. $200/week less).

- *The Toronto Star* also announced that they were laying off 11 full-time page editors. This decision would affect editors in several departments and on the multimedia desk.

March

- Quebec-based Gesca Ltd. announces a buyout plan for employees of at least 3 regional papers (*Le Quotidien*, *Le Droit*, and *Le Nouvelliste*). These regional papers are expected to lose between 8 and 15 positions. *Le Quotidien* must retire between 2 and 4 “employes de l’info et des bureaux’, who belong to the same union. *Le Droit* will eliminate one or two journalists and one or two office employees. At *Le Nouvelliste*, it is expected that 2 or 3 people will be lost from “chacun des deux groupes de travail”(presumably this refers to both office staff and newsroom staff).

- 3 editorial staff will be laid off with the closure of Glacier Media’s *North Shore Outlook*. The B.C. newspaper, which serves West Vancouver and North Vancouver, will publish its last issue on March 27. The breakdown is expected to be as follows: 1 editor and 2 reporters.

- 5 staff will take buyouts at *The Montreal Gazette*. These include 2 reporters, one editor writer, associate managing editor, and desk clerk.

- 7 staff at the *Ottawa Citizen* take buyouts. These include 1 sports reporter, 1 sports columnist, 1 reporter, 1 videographer, 1 night-desker, 1 columnist, and 1 photographer. The departures are to start immediately and continue throughout the summer. *J-Source* has heard from several sources that the number is actually higher than 7, but was unable to confirm.

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• 1 senior website editor is laid off from the *Ottawa Citizen*.98

**February**

• Postmedia announces a new voluntary buyout offering, open to everybody in the newsroom99. Additionally, the company announces that it is closing its parliamentary bureau, resulting in the layoffs of 5 bureau staff (3 political reporters, 1 planning and production editor, and 1 librarian). The remaining four reporters along with manager Christina Spencer, will go to the *Ottawa Citizen*100.

• The *Guelph Mercury* announces that it will cease in-house print production and mailroom operations after 145 years. The newspaper will henceforth centralize its print production at the *Hamilton Spectator* (also owned by parent company Torstar Corp.), and will lay off 36 staff members. A small number of positions will be retained and the company will “attempt to distribute staff at other Torstar printing facilities”.101

**January**

• Radio-Canada reports that 24 positions are to be cut through buyouts from Gesca Ltd.-owned *Le Soleil*, including 10 in the newsroom, 10 support staff, and 4 others. Management hopes to encourage voluntary retirement by offering packages to employees who are willing to leave.102, 103

• 7 employees are laid off from the *National Post* newsroom (one of them was social media editor Jeremy Barker, and another was sports editor Jim Bray).104, 105

• Postmedia Network announces that it will outsource its classified call centre in Calgary to the U.S.-based Media Sales Plus. This is expected to result in the loss of 48 call centre jobs.106 The call centre is due to close in the spring or summer.107

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104 Toronto Star, http://www.thestar.com/business/2014/01/13/national_post_globe_and_mail_announce_layoffs.html
That same day, *The Globe and Mail* announces that it will be cutting 18 positions, with the breakdown as follows: 9 editorial positions (including 3 copy editors), 3 photographers, 1 assistant photo editor, and 1 head editorial clerk. The other positions were to be eliminated from advertising and circulation.  

The *Kamloops Daily News* (owned by Glacier Media) closes after more than 80 years. Although the newspaper would not say how many jobs were being lost, a spokesman from the Media Union of B.C. said that 34 full-time staff and 12 contracted delivery drivers would be affected.  

[Note: J-Source later reported that 3 of the laid-off journalists from this paper joined their former rival, *Kamloops This Week*.]

**Broadcasting**

**December**

- CTV Montreal cuts 12 jobs (these were forecast last summer, but are just now happening). Sports reporter/anchor André Corbeil was one of those affected. Among the jobs are eliminated are the late weeknight lineup editor, one researcher position, the news archivist, an editor position and several other technical jobs. Says Steve Faguy, “In all, it’s a net loss of 12 jobs, with 12 people leaving voluntarily. Other cuts are being offset by the creation of new positions, usually with combined responsibilities. Susan Lea, the head of the union local, says a total of 15 positions have been eliminated.”

**November**

- Bell Media announces that it will be cutting 80 full-time positions in the following areas: local radio and TV; sales; research and revenue management; marketing and communications; network operations and news. Jacqueline Milczarek, anchor on CTV News Channel since 2007, is one of the public faces affected. Other on-air talent includes CHUM-FM host Amanda Logan and BNN anchor/correspondent Chitra Nawbatt. These jobs are not part of the 120 announced last summer (though those...

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are still occurring, with etalk host Tanya Kim and the Movie Network personality Teri Hart both losing their jobs as part of the first round).\textsuperscript{112}

October

- CBC announces that 392 positions will be cut by March 2015.\textsuperscript{113} These are presumably the first wave of the 657 jobs slated to disappear over the next two years (announced in April of 2015\textsuperscript{114}).

September

- In the wake of Groupe V’s acquisition of MusiquePlus, it is announced that 20 positions will be cut. These positions are administrative and communications-related, not in the production areas. After these layoffs, there are said to now be only 120 employees at both MusiquePlus and MusiMax (which was also purchased by Groupe V).\textsuperscript{115}

August

- Bell Media lays off 3 staff at NewsTalk 1010: morning anchor Evelyn Macko, Queen’s Park reporter Katie Franzios and reporter Amber Gero. According to J-Source, “These editorial layoffs are part of a larger staffing reorganization that also resulted in seven other layoffs at Bell Media’s music stations in Toronto, Winnipeg and Kitchener, Ont”.\textsuperscript{116} [These are presumably part of the 120 layoffs announced in June]

- CTV announces that it will cut 7 contract positions from its W5 program, while also trimming the upcoming season by up to 40%. The show will lose three of six producers as well as a film crew and editor.\textsuperscript{117} [These cuts are presumably part of the 120 announced earlier this summer by Bell Media].

- Three people in editorial positions are laid off at Newstalk 1010. According to J-Source, they are: morning anchor Evelyn Macko, Queen’s Park reporter Katie Franzios and reporter Amber Gero. Bell Media says that these “staff reductions are based on synergies across our Toronto

\textsuperscript{112} “Bell Media cuts 80 more jobs”, Canadian Press, Financial Post, Friday, November 21, 2014, p. FP4

\textsuperscript{113} 24 Hrs Vancouver, http://vancouver.24hrs.ca/2014/10/30/cbc-laying-off-another-392-employees


\textsuperscript{116} J-Source, http://j-source.ca/article/updated-3-laid-newsstalk-1010

\textsuperscript{117} The Globe and Mail, http://www.theglobeandmail.com/arts/television/ctv-slashes-staff-episodes-from-w5-news.magazine-show/article20075243/
newsgathering operations". These 3 are likely part of the 120 jobs that Bell Media said it would cut in June.

July

- *The Montreal Gazette* reports that CTV Montreal plans to reduce its workforce by 10% over the coming months (this would amount to 10 – 12 job cuts from the staff of about 100). Those who want to leave voluntarily have been asked to apply by mid-August, 2014. No indication was given as to the type of positions being eliminated. In an apparently unrelated cut, the Manager of Human Resources was let go at the end of July.119

- *The Globe and Mail* reports that Bell Media will shut down their Viewer’s Choice movie and live event service on September 30th. (Bell and Rogers, the co-owners of the service, both have their own pay-per-view services). One full-time employee will be laid off.120

June

- Bell Media announces that it will cut “up to” 120 jobs this summer due to financial pressure in its advertising and subscription TV services. Bell Media workers are represented by Unifor Local 723M.121 In early July, it became apparent that MuchMusic and MTV would take the brunt, with 91 jobs from the in-house production force being cut (72 were union jobs, 19 were not). Among the positions lost are a director, a floor director, three camera operators, a dozen associate producers and one technical director. At least 32 positions affiliated with MuchMusic were lost. M3, Space, MTV, and CTV were also affected.122 Shows cancelled on MuchMusic include: *The Wedge*, *Today’s Top 10s*, and *Video on Trial*. MTV was to cancel *1 Girl 5 Gays*, *After Degrassi*, *Losing It*, and *MTV News*.123

- CBC announces that it will cut between 1,000 and 1,500 jobs in the next 5 years. This is in addition to the cuts announced in April.124

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April

- CBC announces that it will cut 657 jobs.\textsuperscript{125}

- Shaw Communications announces that it will lay off 400 people in management and non-customer facing roles across the company.\textsuperscript{126} Shortly afterwards, Global News announced that it would be offering buyouts. In addition, six staff positions were cut as online and broadcast graphic production units were consolidated.\textsuperscript{127}

March

- Six weeks after Corus Entertainment acquired Ottawa’s 106.9 The Bear from Bell as part of Bell’s Astral Media takeover, The Bear is no more. It is assumed that the station would be implementing a new format (likely adult contemporary, which Corus is using in Edmonton, Winnipeg, London and Hamilton). The change in format has resulted in the layoffs of 3 broadcasters said to be incompatible with the new format.\textsuperscript{128}

Other

July

- The Score, a Toronto-based company that offers sports news and data via mobile app, announced that it will cut 6 positions. The company says that this is the result of a strategic change rather than financial hardship. Feature news editor Dustin Parkes and multimedia producer Ryan Eligh, as well as writers Scott Lewis, Drew Fairservice, Richard Whitall and Sean Tomlinson, were laid off.\textsuperscript{129}

May

- La Presse Canadienne announces that a voluntary retirement program will be implemented at the Montreal and Quebec City bureaus.\textsuperscript{130} A subsequent article on Projet J states that 10 people accepted the offer (layoffs were looming if less than 10 people left voluntarily). Projet J states that all of the jobs lost were in content production.\textsuperscript{131}

\textsuperscript{126} Shaw Communications, http://newsroom.shaw.ca/materialDetail.aspx?MaterialID=6442451502
\textsuperscript{127} CMG, http://www.cmg.ca/en/2014/04/14/layoffs-announced-at-profitable-shaw/
\textsuperscript{128} Fagstein Blog, http://blog.fagstein.com/2014/03/06/corus-kills-the-bear/#more-15068
\textsuperscript{129} J-Source, http://j-source.ca/article/thescore-lays-six-features-staff
\textsuperscript{130} TVA, http://tvanouvelles.ca/lcn/economie/archives/2014/05/20140522-204218.html
\textsuperscript{131} Projet J, http://projetj.ca/article/10-departs-volontaires-souhaites-la-presse-canadienne
February

• Canadian University Press announces that it will lay off 12 part-time staff effective March 1. The newswire is a non-profit co-operative of Canadian campus newspapers. Among those let go were 6 bureau chiefs, 3 editors and 2 support staff.\(^{132}\)

January

• Benjamin News, a major distributor of magazines and books in Quebec, has announced it will cease operations after nearly 97 years. The decision will lead to 225 layoffs as of April 4.\(^{133}\)

2013

Print

December

• Quebecor-owned Sun Media announces that it is cutting 200 jobs, 50 of them in editorial operations outside Quebec.\(^{134}\) Some of the other 150 positions are in that province. In Ontario, 18 positions were to be cut from the Toronto Sun, the London Free Press, the Belleville Intelligencer, Chatham Daily News, Sarnia Observer, Stratford Beacon-Herald, Brantford Expositor, Owen Sound Sun-Times, St. Catharines Standard, and Niagara Falls Review. The Sudbury Star will lay off 2 editorial positions and 1 in advertising. In Manitoba, 2 jobs were to be affected at the Winnipeg Sun.

• TC Media acquires Sun Media’s portfolio of 74 community weeklies. No layoffs are announced yet, although shortly after this occurs Quebecor kills Le Sac Plus, the bag that delivered Quebecor Media community papers and promotional materials in Quebec. About 30 positions are eliminated, in addition to an unknown number of delivery people. Quebecor Media VP of Public Affairs Martin Tremblay claims that this has nothing to do with TC’s acquisition of 74 of Quebecor’s weeklies.\(^{135}\), \(^{136}\)

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\(^{133}\) CTV Montreal, http://montreal.ctvnews.ca/benjamin-news-to-close-after-97-years-1.1634275


• Black Press Media announces that it is shutting down the *Abbotsford/Mission Times* a little more than a month after purchasing it from Glacier Media. Most of the *Times* staff took the severance package offered by Glacier Media on November 29, leaving only 4 managers from the original staff of 13. “Black Press will discuss future options for the remaining staff within the company”. 137, 138

• After renegotiating their collective agreement, 12 employees of the *Journal de Quebec* will accept buyout packages. No breakdown available. 139

**November**

• Rogers Media Inc. lays off 94 Media Division employees across the country (this constitutes 2% of the division’s employees). The division includes magazines, the City and Omni television stations, 55 radio stations, and specialty channels like FX Canada and Sportsnet. 140 Layoffs occurred in publishing, radio and television, but the sports entertainment division was spared. 141 No additional breakdown of the cuts was given. NB: This item is included in the ‘print’ document as I suspect that that’s where most of the cuts occurred.

• *The Toronto Star* announces a series of restructuring plans, which include outsourcing the paper’s advertising sales to Metro English Canada. Layoffs were also due to occur in the editorial and finance and administration departments. Between 75 and 100 people, including union, non-union and management staff, will lose their jobs. In a conversation with Marketing Magazine, Star spokesperson Bob Hepburn stated that the changes would impact 72 unionized staff (however, in a press release, Unifor said it was 80) 142. Pre-press, layout, and other sales support work would also be outsourced, along with switchboard and messenger

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136 La Presse, http://affaires.lapresse.ca/economie/medias-et-telecoms/201312/19/01-4722584-quebecor-se-retire-de-la-livraison-de-circulaires-a-domicile.php
positions. A handful of accounting jobs were due to disappear, and in the newsroom 5 editorial assistants would be let go.\textsuperscript{143, 144}

- After 37 years, \textit{Home Workshop} magazine (owned by Cottage Life Media, parent company Blue Ant Media) announces that it will cease publication with its Winter 2014 issue. According to parent company Blue Ant Media, most of the staff would transition to new roles within the company, though 2 full-time employees were let go.\textsuperscript{145}

- Postmedia Network announces that it has entered into two separate printing outsourcing agreements: one with TC Transcontinental Printing for the production of the \textit{Vancouver Sun}, and the other with Black Press for the production of \textit{The Province}. As a result, Postmedia is selling its Kennedy Heights printing plant in 2015, which will result in the loss of 200 jobs. These changes are part of a three-year program to reduce operational costs by 15 to 20 percent. According to Unifor, the union that represents plant employees, only one quarter of the current Kennedy Heights members would be asked to work at the new facility.\textsuperscript{146} It was also noted that while the Transcontinental plant is unionized, the one that will be printing \textit{The Province} is not.\textsuperscript{147}

- The \textit{Waterloo Region Record} announces that it will centralize editorial page production in early 2014 at the \textit{Hamilton Spectator}. 14 copy-editing jobs will be lost at the daily Waterloo, ON paper, which covers Kitchener, Waterloo and Cambridge. The newspaper is published by Metroland Media Group, a subsidiary of Torstar. Meanwhile, the \textit{Spectator} announced that it will hire 4 copy editors and 4 paginators, though it is unclear if the new hires will come from the laid off Record employees.\textsuperscript{148}

\textbf{September}

- Postmedia announces that it is putting its \textit{Calgary Herald} building and Surrey, B.C printing facility for the \textit{Vancouver Sun} and \textit{The Province} up for sale. It also entered into a print outsourcing agreement with TC Transcontinental Printing for the production of the \textit{Calgary Herald} as of

\textsuperscript{147} CWA Local 30403 website, http://cwa30403.ca/category/postmedia/
November 2013. The sales will mean the loss of 200 jobs in B.C. and another 60 in Calgary.\textsuperscript{149}

- Torstar Corp. is shutting down its Torstar Digital division and shuffling its assets into different parts of its operations in order to cut costs. The company laid off about 10 senior managers at the digital operations as part of the plan. The digital wing includes websites like Workopolis and WagJag, and will be divided into two parts—WagJag will move to Torstar’s Metroland operations, while media operations, like the advertising sales company Olive Media, will shift to the Star Media Group.\textsuperscript{150}

August

- Five veteran employees of the \textit{Montreal Gazette} take buyouts.\textsuperscript{151}

- 9 people, including the city editor and assistant news editor, have taken buyouts at the \textit{Waterloo Region Record}. Publisher Paul McCuaig told J-Source that the “voluntary departure program was part of a departmental restructuring and cost-cutting plan”. The newspaper is published by Metroland Media Group, a subsidiary of Torstar.\textsuperscript{152}

- Torstar kills paywalled Mississauga and Hamilton business websites (\textit{YourMississaugaBiz} and \textit{YourHamiltonBiz}), 15 jobs lost.\textsuperscript{153}

July

- Sun Media Corp cut 360 jobs in operations across the country. Also cuts 8 papers and 3 free dailies (\textit{24 Hours} in Calgary, Edmonton and Ottawa). Among the high-profile layoffs at Sun Media were Stephen Ripley, longtime editor-in-chief of the Winnipeg Sun.\textsuperscript{154} Papers to close are: \textit{L’Action Régionale} in Montérégie, \textit{The Lindsay Daily Post}, \textit{The Midland Free Press}, \textit{The Meadow Lake Progress}, \textit{The Lac du Bonnet Leader}, \textit{The Beausejour Review}, \textit{Le Magazine Saint-Lambert} and \textit{Le Progrès de Bellechasse}.\textsuperscript{155}

June

\textsuperscript{149} J-Source: http://j-source.ca/article/postmedia-puts-bc-printing-facility-and-calgary-herald-building-sale
\textsuperscript{150} Huffington Post: http://www.huffingtonpost.ca/2013/09/06/torstar-digital-layoffs_n_3881093.html
\textsuperscript{151} J-Source: http://j-source.ca/article/five-take-buyouts-montreal%E2%80%99s-gazette-executive-editor-raymond-brassard-retires
\textsuperscript{152} J-Source: http://j-source.ca/article/nine-staff-take-waterloo-region-record-buyouts
\textsuperscript{153} Huffington Post: http://www.huffingtonpost.ca/2013/08/13/toronto-star-paywall_n_3745938.html
\textsuperscript{154} The Toronto Star: http://www.thestar.com/business/2013/07/16/sun_media_closing_11_papers_cutting_360_jobs.html
• TVA group (a subsidiary of Quebecor, which owns French-language channels and publishes French celebrity and general interest magazines) announces that it will cut 90 positions. 156

May

• Postmedia cuts 3 publishers as it moves to centralize operations. “Three publishers will leave Postmedia: Marty Klyne, publisher of the Leader-Post and StarPhoenix, Guy Huntingford, publisher of the Calgary Herald, and John Connolly, publisher of the Edmonton Journal.” 157

April

• Canadian Jewish News announces that it will cease publication in June. About 50 people were laid off, though some were rehired when the paper re-launched itself as an online-only publication in August 2013. 158

March

• “The Toronto Star is slashing 55 jobs, about 9 per cent of its workforce, with about half the cuts coming out of the editorial department. The paper plans to outsource copy editing and page design to Pagemasters North America, which offers those services at a steep discount to what the papers typically pay in-house… The top union rate for an editor at Pagemasters is $48,000, while the same job at the Star comes with an annual salary closer to $85,000. Pagemasters North America is owned by the Canadian Press, which in turn is owned by Torstar Inc. Torstar also announced that a dozen jobs were to be cut from the Metro chain of commuter papers.” 159 “Thirty-two of the layoffs will be in the editorial department, including 21 page editors, three library staff, four design staff and four editorial assistants. Management will open discussions with the union about a voluntary separation program before issuing layoff notices. The union has 90 days to offer alternatives to the outsourcing plans”…12 were cut from Metro. 160

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156 TVA Group cuts 90 jobs in TV, print in response to advertising slump

157 Postmedia cuts publisher positions

158 Canadian Jewish News stops press: Paper hopes to continue online after June 20

159 Star cuts jobs, citing declines in ad revenue

160 Toronto Star to outsource production of pages
Kane, Laura. Toronto Star [Toronto, Ont] 05 Mar 2013: S.16.
• *The Globe and Mail* asks employees to take unpaid summer furlough for the second year in a row (though it is not mandatory this year). All employees seem to be eligible.\(^{161}\)

• Pink Triangle Press shuts down *FAB*, terminates 9 Toronto jobs.\(^{162}\)

**January**

• 3 jobs lost at *Tonight*, Toronto’s free evening daily, as it is sold and becomes a weekly paper: “Three jobs at the newspaper are being cut: its editor, a sales representative and one of the founders.”\(^{163}\)

• *What’s Up* magazine sinks; 7 employees gone.\(^{164}\)

**Broadcasting**

**August**

• In the wake of BCE Inc.’s $3.4 billion acquisition of Astral Media, “as many as 100” people are slated to lose their jobs in Toronto and Montreal. Details not yet available, though CEP Local 723M president Kelly Dobbs says that so far the cuts have not affected unionized employees and are all in management.\(^{165}\)

**June**

• Groupe TVA, a subsidiary of Quebecor, announces that it is cutting 90 jobs (or 4.5% of the division’s staff). The company also said that it would eliminate unfilled positions and phase out other jobs through attrition; it is unclear whether this is part of, or in addition to, the 90 jobs that are on the line (Radio Canada seems to indicate the former\(^{166}\), while the Globe and Mail seems to indicate the latter\(^{167}\)).

**May**

\(^{161}\) J-Source: [http://j-source.ca/article/globe-and-mail-asks-staff-take-summer-furlough-again](http://j-source.ca/article/globe-and-mail-asks-staff-take-summer-furlough-again)


\(^{163}\) T.O.’s free evening paper sold, becomes a weekly: Three jobs lost at Tonight, including co-founder, editor


\(^{165}\) Bell Media cutting dozens of jobs after Astral buy: Management first to be axed in Toronto, Montreal offices, unionized workers not hit yet

\(^{166}\) Radio-Canada: [http://www.radio-canada.ca/nouvelles/Economie/2013/06/05/003-groupe-tva-suppression-emplois.shtml](http://www.radio-canada.ca/nouvelles/Economie/2013/06/05/003-groupe-tva-suppression-emplois.shtml)

• Rogers Communications announces that it is shutting down its CityNews channel and cutting production in some areas of its OMNI Television operations. This “impacts” 23 full-time positions at CityNews Channel and 39 full-time positions at OMNI Television. 168

Other

November

• Montreal-based Yellow Media Ltd., publishers of the Yellow Pages, announces plans to cut 10% of its workforce (300 jobs), “mainly in roles related to its legacy print operations as well as some support positions”. 169

October

• Disney closes Pixar Canada in Vancouver, eliminating “about 100 jobs”. The studio had produced a number of shorts since 2010. 170

2012

Print

December

• Sun Media-owned Leamington Post shuts down: “The paper had a circulation of about 18,000 and employed six people, including two reporters, an office manager and sales staff.” Windsor This Week also shut down, though no numbers are given. 171

• 4 other Sun Media papers also shut down—Dunnville Chronicle, Guelph Review, K-W Review, West Niagara News.” Job loss numbers not available. 172

November

171 Leamington Post, city weekly shut down
• Sun Media Corp cuts 500 jobs, closes production facilities in Ottawa and Kingston. "Quebecor's news media division employed 5,680 people as of Dec. 31, 2011, of which 1,700 were unionized". ¹⁷³

• Transcontinental kills *More* and *Vita* mags; 2 employees gone, according to their spokesperson. ¹⁷⁴

**June**

• *Montreal Mirror* killed by Sun Media, 7 employees laid off and 2 relocated. Montreal now no longer has any free English-language weeklies. ¹⁷⁵

**May**

• Postmedia moves to use CP for breaking news, resulting in the loss of about 24 newsroom staff. ¹⁷⁶

• Postmedia-owned *Ottawa Citizen* cuts 20 from its newsroom. "Downsizing has always been done through voluntary buyouts or people retiring," said Debbie Cole, president of the Ottawa Newspaper Guild. "This is very disappointing, especially that they are replacing good union jobs with non-union jobs." ¹⁷⁷

• Postmedia-owned Montreal Gazette cuts 20 from its newsroom. ¹⁷⁸

• At *The Globe and Mail*, 80 employees are asked to volunteer for 3-month temporary layoffs. ¹⁷⁹

• Montreal’s *The Hour* killed by Voir Communications. Around 6 employees laid off. ¹⁸⁰

**March**

¹⁷³ Quebecor cuts 500 jobs
¹⁷⁴Transcontinental Press Release: http://tctranscontinental.com/about/topics;jsessionid=BypOy1Q4Io1sqCMu5BpLQFVG
¹⁷⁶ Postmedia to ‘accelerate change,’ consolidate print duties
¹⁷⁷ Citizen to cut Sunday paper, jobs to reduce costs; Local reporting will be stronger in digitally focused newsroom
¹⁷⁹ Globe to start charging readers for online content: Seeks savings through temporary layoffs
http://blog.fagstein.com/2012/05/03/the-end-of-hour-for-realz/
• Transcontinental lays off 500 people at 30+ printing plants; 2 plants in Dartmouth and Montreal to close.\textsuperscript{181}

February

• At the \textit{Montreal Gazette}, 7 mailroom employees take buyouts, 3 are forced out with severance packages after a lockout dating back to August 2011.\textsuperscript{182}

• Yes \textit{Mag} and \textit{KNOW}, science magazines for children published in Victoria by Mad Science-owned Peter Piper Publishing, both die. 6 employees, support staff and freelancers go.\textsuperscript{183}

• \textit{The Health Journal} is no longer being published—no word on how many staff lost.\textsuperscript{184}

January

• Reader’s Digest Association cuts staff from \textit{Selection}, its French-language magazine: “\textit{Masthead} was told by a spokesperson that the positions of senior staff editor, senior editor and copy desk editor were abolished at its French-language magazine, \textit{Selection}, and that the duties of translation and line editing have been outsourced.”\textsuperscript{185}

Broadcasting

December

• Radio-Canada announces a reduction of 47 jobs described as ‘excess’ in the current production climate. The reduction will affect production, post-production, and information production (infographic design and sound recording).\textsuperscript{186}

November

\textsuperscript{181} Financial Post: http://business.financialpost.com/2012/03/20/transcontinental-to-cut-500-jobs-as-it-closes-two-plants/?__lsa=7f59-6067
\textsuperscript{182} Gazette, locked-out mailroom workers reach agreement
\textsuperscript{183} Jill Bryant blog: http://jillbryant.ca/2012/02/bye-bye-know-and-yes-mag/
\textsuperscript{184}Masthead: http://www.mastheadonline.com/news/2012/20120227942.shtml
\textsuperscript{185}Masthead: http://www.mastheadonline.com/news/2012/20120126634.shtml
• Faced with budget cuts from the provincial government, TVOntario cuts 35-40 jobs. TVO does not specify if the job cuts would be through layoffs or attrition. In a push to save $2 million (or 5% of its budget), TVO says it will focus more on “digital innovation in children’s educational media and current affairs”.^187

April

• CBC announces that it expects to lay off 650 people over the next 3 years after the federal government cuts funding by 10%.^188 475 jobs will be eliminated this fiscal year, with the first round (by June 21^185) amounting to 215 (88 from news and the rest from operations, programming, and administration).^189 As some jobs were kept vacant in anticipation of the cuts, some people receiving layoff notices will be able to move into these.

2011

Print

November

• Sun Media is cutting 400 jobs. Half of these are through buyouts, 100 are layoffs, 100 are through attrition.^190

• Torstar offers buyout packages to roughly 570 staff members at the Toronto Star; the company says it has no official target for the number of positions it would like to eliminate. According to a union rep, the buyouts have been offered to editorial, layout, and advertising staff. No word on how many people plan to take the packages. ^191

August

• L’Acadie Nouvelle, the only French newspaper in New Brunswick, announces that 5 people will lose their jobs at the newspaper, and 2 vacant journalist positions will remain unfilled for the time being.^192

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^192 L’éditeur de l’Acadie Nouvelle veut rassurer: la situation n’est pas desastreuse: L'éditeur de l'Acadie Nouvelle se veut rassurant
May

• Postmedia pulls 5 senior newsroom employees from the Edmonton Journal.\(^{193}\)

February

• After a 2 year lockout, Quebecor-owned Le Journal de Montreal lays off 165 people.\(^{194}\)

2010

Print

December

• *Reader’s Digest* cuts full-time copyediting and fact-checking jobs (all 7 of them).\(^{195}\)

November

• *Reader’s Digest* reorganizes sales division and cuts 3 jobs.\(^{196}\)

September

• At Postmedia, “A source with knowledge of the layoffs said Friday that 20 positions, including some part-time jobs, were cut at the Edmonton Journal and there were rumours that 30 more cuts were to come. The source, who spoke on condition of anonymity, said that this Wednesday 31 positions were cut at the Calgary Herald and buyouts were announced at Pacific Newspaper Group.”\(^{197}\)\(^{198}\)

• Postmedia offers buyout packages to its employees at the *National Post*, the Ottawa Citizen, the Montreal Gazette, the Victoria Times Colonist, the Vancouver Sun, the Edmonton Journal, and the Calgary Herald. No

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\(^{197}\)Postmedia confirms job cuts at some of its newspapers


numbers are available. 199

July

• Black Press shuts down the Nelson Daily News (putting 50 people out of work200) and the Prince Rupert Daily News (putting 24 people out of work201).

• In the midst of the lock out at the Journal de Montreal, 9 people (8 journalists and 2 photographers) are fired for their conduct during the recent conflict.202

May

• Brunico Communications shuts down Boards magazine and the print version of Playback. 18 jobs lost.203

March

• 6 people laid off at Rogers-owned Chatelaine.204

February

• Staff at Le Reveil in Saguenay (owned by Quebecor) accept a final offer from their parent company stipulating that 20 of the paper’s 25 employees will be laid off. This offer comes at the end of a long lockout, and after Quebecor’s threat to close the paper entirely if the offer was not accepted. Ultimately, the remaining 3 journalists also choose to leave the paper in solidarity with their coworkers.205

• The unionized staff at Le Plein Jour in Baie-Comeau accept a new collective agreement whereby 10 of the 12 employees will leave. The parent company, Quebecor, plans to move layout and administration away from Baie-Comeau to Montreal and Quebec.206

January

199 Le National Post offre des indemnités de départ volontaire à tous ses employés Freeman, Par Sunny. La Presse Canadienne [Montréal] 14 Sep 2010.
200 Castlegar Source: http://castlegarsource.com/node/6349/#.UgxJzzbKkyE
205 Radio-Canada.ca: http://www.radio-canada.ca/regions/saguenay-lac/2010/02/12/001-plein_jour_contra...depart.shtml
206 Radio-Canada.ca: http://www.radio-canada.ca/regions/est-quebec/2010/02/12/001-plein_jour_contra...depart.shtml
• *Capital Xtra* shifts its base to Toronto, resulting in job losses for about 3 people.¹⁰⁷

• *Toronto Star* cuts about 86 jobs (down from the 121 they had initially proposed—see entry for November 2009)²⁰⁸.

• Rogers cuts 2 people from *Flare* magazine.²⁰⁹

**Broadcasting**

**January**

• Rogers Communications-owned CityTV announces that it will no longer produce local newscasts in Calgary, Vancouver and Edmonton, while Toronto’s team will be greatly reduced in a bid to restructure operations. 60 jobs (29 in Toronto) are to be eliminated. Many of the employees are represented by the Communications, Energy and Paperworkers union.²¹⁰

**2009**

**Print**

**December**

• *Toronto Star* announces that 166 will take buyouts.²¹¹

**November**

• Layoffs at Torstar: “Earlier this week, management at the *Toronto Star* newspaper filed formal notice with its union, saying that it planned to contract out newsroom production work and cut 121 jobs in editorial and pre-publishing operations to save more than $4 million a year.”²¹²

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¹⁰⁷ Gay voice of Ottawa shutting city office; Capital Xtra to cover community issues from Toronto base
²⁰⁸ CTV: http://toronto.ctvnews.ca/toronto-star-reaches-deal-with-union-to-save-jobs-1.474969
²¹¹ CTV: http://toronto.ctvnews.ca/toronto-star-says-166-employees-take-buyouts-1.462687
²¹² Torstar CEO says company must cut costs
January 2010, about 43 jobs were cut from editorial, and 44 from pre-production.213

October
• Torstar/Metroland announces plans to outsource 20 designer jobs from Hamilton Spectator and Waterloo Region Record to Asia.214

September
• 10 let go from Rogers Publishing.215
• 6 let go from Transcontinental in the wake of restructuring.216
• 2 let go from Rogers-owned Hello! Magazine.217

August
• Six are let go from Rogers-owned Canadian Business magazine, while the founding editor-in-chief of MoneySense is fired.218

July
• Toronto Star lets 27 people from the classified department go, and outsources that function to Buffalo.219

June
• Transcontinental cuts 20 people from newly-merged Business and Consumer Solutions Group.220 Earlier that month, company announces that it will cut 250 jobs.221
• Gesca, the company that owns La Presse, Cyberpresse, and Le Soleil, tells its employees that it is seeking volunteers who want to take early retirement with a buyout. No numbers are provided for La Presse or Cyberpresse, but Le Soleil is rumoured to be looking to eliminate 20-35 positions.222

April

213 CTV: http://toronto.ctvnews.ca/toronto-star-reaches-deal-with-union-to-save-jobs-1.474969
221 Publishing Executive: http://www.pubexec.com/article/transcontinental-printing-layoffs-job-cuts-restructuring-rationalization-408320/1#
• 9 permanent employees and 15-20 freelancers laid off after Quebecor kills *Ici*, Montreal’s French-language weekly.\(^{223}\)

• Rogers Publishing Ltd. lays off 40 people.\(^{224}\)

• Sun Media-owned *Kingston Whig-Standard* lays off 9 in production department.\(^{225}\)

• Sun-Media owned *Sault Star* shuts down its pre-press operations and lays off 3.\(^{226}\)

**March**

• The editor/publisher of the *Devon Dispatch* and *Beaumont News*, who was also the president of the Alberta Weekly Newspapers Association, is laid off by Sun Media.\(^{227}\)

• Two Alberta weeklies (*Jasper Booster* and the *Morinville-Redwater Town and Country Examiner*) are shut down by Sun Media. Number of jobs lost unavailable.\(^{228}\)

• *Reader’s Digest* lays off 15 as part of larger restructuring effort.\(^{229}\)

• Torstar announces that it will lay off 60 people at its printing plant in Vaughan.\(^{230}\)

**February**

• Layoffs at the *Halifax Chronicle-Herald*: “Nova Scotia’s largest daily newspaper, the *Chronicle-Herald*, gave layoff notices to 24 editorial employees Tuesday afternoon. The cuts represent almost a quarter of the 100 reporters, editors and photographers on staff at the paper. Two weeks ago the company announced it needed to cut editorial costs by as much as $1.5 million. The notices are effective in 45 days. The newspaper union

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says management will have to offer buyouts and early retirement packages."\(^\text{231}\)

- 3 editorial staff laid off at the Sun Media-owned *Brantford Expositor*.\(^\text{232}\) (these are likely from the 600 announced in December).

- Torstar announces plans to lay off 60 unionized staff and managers, many in advertising. The previous week, the company announced its plans to lay off 64 people at three Metroland dailies (*Hamilton Spectator*, *Guelph Mercury*, and *Waterloo Region Record*).\(^\text{233}\)

- Printing company Transcontinental announces that it is cutting 1500 jobs across Canada, the US, and Mexico (600 of these are in Canada\(^\text{234}\)). The company, based in Montreal, has also implemented a hiring freeze and is bringing in such measures as unpaid leave and reduced work weeks.\(^\text{235}\)

- Quebecor World, Canada’s largest printer, lays off 160.\(^\text{236}\)

- *Globe and Mail* lays off 30, while 60 more take buyouts.\(^\text{237}\)

**January**

- St. Joseph Media eliminates 7 positions, though 3 are redeployed elsewhere in the company.\(^\text{238}\)

**Broadcasting**

**November**

- Rogers Communications lays off 900 people, mainly in cable and wireless divisions. No detailed breakdown by department available.\(^\text{239}\)

- 10 staff members laid off at CHUM Radio in Ottawa (5 show hosts, 1 program director, 1 engineer, 2 copywriters, and an announcer). Other employees are told that they will see shift reductions.\(^\text{240}\)

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\(^{231}\) Business journal


\(^{232}\) Toronto Sun Family blog: http://torontosunfamily.blogspot.ca/2009_03_01_archive.html

\(^{233}\) Hamilton Spectator: http://www.thespec.com/sports-story/2276258-torstar-laying-off-60-more-staff-


\(^{237}\) J-Source: http://j-source.ca/article/globe-lays-30


- CHUM 1410 in Vancouver lays off 23 people as it shifts to an all-sports format. 19 of the positions will not be replaced, and 3 of the laid-off people were offered new positions.241

October

- Hubert Lacroix announces an end to cuts at CBC/Radio Canada (so far there have been 800 since March of this year).242

August

- Canwest local television stations CHEK-TV in Victoria and CHCA Red Deer fade to black. A Canwest representative says that 80 jobs are “affected” (e.g. lost).243

- Restructuring at Montreal’s English-language talk radio station CJAD (owned by Astral Media) results in job losses for 8 on-air personalities and one off-air employee.244

May

- The first round of cuts at CBC include: 73 voluntary retirements, 158 layoffs of permanent employees, 19 vacant jobs that will not be filled and about 100 contracts that will not be renewed (total 350). It is noted that the cuts announced in last month will target 393 jobs at CBC, 336 at Radio-Canada, and 70 corporate positions.245

March

- CTV Montreal cancels its early news broadcast, resulting in the loss of 4 positions (one of which was vacant). The program will be replaced by the first half of Canada AM.246

- CTV cuts 118 jobs in newsrooms of A Channel stations. Licenses will not be renewed for stations in Windsor and Wingham, eliminating 28 jobs.247

February

- CHUM radio in Toronto (a division of CTV Ltd) confirms that 40 positions will be affected (17 terminations and 23 vacancies that will be eliminated). The staff reductions will affect stations in Victoria, Vancouver, Edmonton,

Winnipeg, London, Toronto, Peterborough/Lindsay, Ottawa and Montreal, and are effective immediately.248

• Corus Quebec cuts 12 jobs at Info 690 and 20 more at administrative offices.249

• Global TV in Toronto announces that it is eliminating its noon-hour newscast, with a loss of close to 40 jobs.250

January

• Astral Media announces a reorganization of some of its English-language radio operations, resulting in the "departure of 23 employees at all levels of the organization. For the most part, these positions will not be replaced".251

Other

April

• The Canadian Press cuts 25 jobs (or 8% of its workforce) as it restructures to trim costs. The wire agency also gets federal permission to suspend its pension contributions from 2009 – 2011 to alleviate financial pressure. CP’s revenues have been impacted by CanWest and Quebecor’s recent decisions to pull out of the co-op. Staff will be offered buyouts, followed by layoffs if necessary.252

2008

Print

December

• 600 positions eliminated at Sun Media.253

• Canwest announced plans to cut 560 positions through buyouts, attrition and staff cuts. 210 of these are in broadcasting, 350 in publishing.254

252 Friends of Canadian Broadcasting blog: http://www.friends.ca/news-item/8089
253 Sun Media chops 10%of workforce
Maclean’s lays off 6 people.  

Rogers Publishing Ltd. Lays off 40 people.

November

Metroland lays off 17.

Broadcasting

December

Rogers cuts 100 jobs from media division, including CityTV. Detailed breakdown not available.

CTV’s cancellation of Canadian Idol means that nearly 650 people across Canada will not be able to find short-term work with the reality show as they did last year (jobs included production assistants, electricians, drivers, editors, writers and cameramen).

November

CTVglobemedia: 105 jobs cut (mainly at MuchMusic, MuchMoreMusic and MTV). 24 jobs cut at Canada AM.

Canwest Global announces that it will cut 5% of its workforce, or about 560 jobs. This includes 210 jobs from Global and its other television operations, and 350 in publishing; jobs will disappear through “voluntary buyouts, attrition and layoffs” (no information given on numbers for each). Broadcasting headquarters in Toronto, which houses specialty channels and some network TV operations, is taking the brunt of the cuts in broadcasting. The Global Ontario morning news (broadcast from

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254 Canwest set to axe five per cent of media company’s workforce; Elimination of 560 jobs expected to save $61 million annually


258 The Toronto Star: http://www.thestar.com/business/2008/12/02/rogers_announces layoffs_in_med_ia_division.html

259 Friends of Canadian Broadcasting: http://www.friends.ca/news-item/7567


262 Canwest cuts jobs, morning show; Loss of 560 newspaper and broadcast employees will save beleaguered company $61 million
Toronto) is slated to be replaced by a network show from Hamilton. Cuts are also to be made in Vancouver, Edmonton and Calgary.\textsuperscript{263}