

**CMG/CBC Branch Executive Council
Face to Face Meeting
Delta Chelsea Toronto March 17 & 18 2012
Approved May 8, 2012**

1. Call to order/roll call 9:10AM

Carrie Bradshaw (chair), Michael Robert, Dominique Delisle, Michael Tymchuk, Tony Germin, Harry Mesh, Allan Gofenko, Brooks Decillia, Chantal Payant, Wil Fundal, Jennifer Bork, Sean Laughlin, Annick Forest, Gaynette Spafford (recording secretary)

Regrets: Andreas Wesley, Marc-Philippe Laurin, Barb Saxberg

2. Agenda

MOTION: to approve agenda as amended

M/S Mesh/Delisle

Carried unanimously

3. Swearing in of New Officer:

Germin – Oath signed and sworn in

4. Approval of Past Minutes

MOTION: to approve minutes of January 17, 2012 conference call – no corrections

M/S Mesh/Fundal

Carried

Abstentions: Forest (was not on the call)

5. Vice-President Remarks

a) Bradshaw reported that there will likely be another Port Credit Session later in the year to continue discussions around producer and executive producer job descriptions.

b) The NEC has a committee looking at the NEC Structure as well as the makeup of delegates for conventions, this will likely be presented at the convention in June 2012.

c) Reminder to all about the Local Reporters getting National Reporter upgrades, a communiqué went out a few months ago.

6. Old Business

a) Jan.17, 2012: Gofenko would like to see a discussion setup to discuss northern Benefits as the CBC does not follow what the treasury board offers. Laurin suggest a small group be setup to discuss with Rick Warren

March 17: Gofenko & Mesh will touch base with Rick Warren

(ACTION)

- b) **Jan. 17, 2012:** Delisle added that there is a concern over the usage of iPhones and reporters being asked to do the work of others, Laurin to setup a call to discuss expectations as CBC is not consulting with the Unions. Tymchuk reported that BC is piloting this and he will make some inquiries **March 17:Bradshaw to discuss with Laurin**
PENDING
- c) **President Council communication (Oct 17 & 18, 2011):** Concerns were raised that not everyone was copied on all email correspondence. Spafford will keep current email lists and Directors will notify her of any changes in their areas. Oldfield will also have someone at the office contact each president to ensure there is an accurate list of email accounts and the website is updated **Jan 17, 2012:** Spafford is working on this **March 17: Spafford still working on this and will send out lists when complete (ACTION)**
- d) **Communications Committee** - a committee of MPL, Spafford, Payant, and Ballantyne to come up with a strategy and report back to the BEC.**Jan 17, 2011** – a new committee has been struck and will report back: Spafford, Laurin, Fundal, Payant, Bork, Laughlin
March 17: Communication Strategy Review (written Report on file). The Committee recommended that a Communications Committee be populated. To start, the focus will be on a website and reaching out to members, members of the committee will be responsible for maintaining the website. The Committee will need to check with the CMG office to see how this can be done and to see if there is a conflict with work that is being done by the office staff. **MOTION:** That the BEC repopulate a Communications Committee based on the recommendation of the review committee
M/S Spafford/Payant
Carried unanimously
CLOSED
- e) **Policy Committee:** Saxberg and Bradshaw requested that there be a review of the policy on committees. The BEC agreed by consensus that the matter be put on the agenda for the October in Person meeting of the BEC for review. **ACTION October 18, 2011 MOTION as Amended:** The BEC to strike an internal Committee to review this policy and report back to the BEC. **Jan. 17, 2012:**This committee has not met yet **March 17: This committee has not yet met PENDING**

7. Director Reports:

- a) **Atlantic (Mesh)** – written report on file
- b) **Small Locations (Bork)** – written report on file. Bork presented the need for a small locations caucus meeting at the June convention
MOTION: to approve a caucus of small locations pre-convention in June 2012 up to \$500 above the per-diem allowed per delegate
M/S Bork/Mesh
Carried unanimously

- c) Ontario (Robert) – written report on file. Payant added that the Ottawa local is also looking at creating a local website for its members
- d) **SRC East (Payant)** – written report on file. Payant also added that she is in discussions with Management in regards to the recent practice of holding boards without HR present. Bradshaw ask that she forward her findings to the NJC for follow up **(ACTION)**
- e) **SRC West (Delisle)** – written report on file. Delisle reported that the #1 issue is workload
- f) **Prairies (Decillia)** – written report on file. Decillia also reported that Calgary and Regina have all new Location executives since the relationship training. The BEC request an update on the relationship training on the next call **(ACTION)** Bradshaw to check with Saxberg on a feedback report from the training **(ACTION)**.
 Questions arose as to whether the Vacation Purchase Plan will be extended to 2 weeks as previously discussed; Bradshaw will refer to NJC **(ACTION)**
- g) **BC (Tymchuk)** – written report on file. Tymchuk also suggest that there may be issues around having a private station moving into the Bureau or vice versa, Bradshaw suggest referring the matter to the NJC for a thorough discussion **(ACTION)**. Tymchuk also reported that the CHEK contract has been renewed but there is no transparency on the deal, where does the revenue go, how does CHEK Operate
MOTION: that the CHEK relationship with CBC be investigated and a clear understanding be sought as to the exact agreement between the 2 parties and any potential impact on our members
M/S Mesh/Forest
Carried unanimously
- h) **North (Gofenko)** – written report on file
- i) **New Members Temp & Youth (Laughlin)** – written reports on file
 Laughlin is working on a National Standard new members kit so the same message is given to all new members across the country. There is no budget right now for new member's kits but Laughlin to check with the office to see if they still have some books. Laughlin also seeks contacts across the country **MOTION:** the BEC put a call out for a New Members Committee **(ACTION)**
M/S Laughlin/Fundal
Carried unanimously.
 Laughlin would like to do a New Members Lunch meeting in Toronto and Edmonton, as he would be in Edmonton on other business anyway so the cost would be minimized. The BEC had a lengthy discussion as to how this would work, what the meetings would cover and who would pay for it. **MOTION:** The New Members Temp & Youth Director to approach the Edmonton and Toronto Locations to pay for New Members Meetings, including the cost of lunches, wage replacement and per diem for the Director **(ACTION)**
M/S Laughlin/Germin
Carried: 13 yes 1 no
- j) **On Line & Emerging Platforms (Forest)** – written report on file.
 Forest will rely on contacts throughout the CBC membership for

direction and help; she is working on setting up a website or perhaps a Facebook page so members under this portfolio can communicate.

- k) **Pay Equity (Fundal)** – written report on file. Fundal reported that the next meeting is in Sept.
- l) **Employment Equity (Fundal)** - written report on file. There has not been an Employment Equity meeting yet this year but hoping to meet soon. There is some confusion over where the Calgary Lift Grievance has ended up.
- m) **Toronto (Germin)** – written report on file. Germin added that the relationship seems to be working on the English side but the French seems to have a different style.

8. **Branch Structure Review:**

Mesh presented the Branch Structure Review Report (written report on file) Mesh discussed the reasons for the review emphasizing that it was nothing personal. If approved on the convention floor changes would take place at the end of the 2013 term. A discussion about all of the Director roles took place. **MOTION:** BEC accept the Branch Structure Review Report as a basis for bylaw changes

M/S Mesh/Payant yes- 9, 4-no, 1- abstention

A revised motion was presented to have the Branch Officers selected as per committee policy instead of elected by members at large, the revised motion failed

9. **Committee Reports:**

- a) **National Joint Training & Development (Decillia)**-written report on file. The first meeting was held by Video conference on March 15. Tymchuk suggest that this committee may be able to co-ordinate it's efforts with the PMSD committee. Bradshaw to take to the NJC for followup **(ACTION)**
- b) **PMSD** – Tymchuk reported that the BC pilot will be rolled out in March/April. The pilot will be rolled out in Toronto next week. Emails have gone out to locations to encourage them to set up their local joint committees. Tymchuk reported that up to the end of this year the CBC has been paying for the cost of the rollout, he is not sure what will happen next year. Bradshaw to take to the NJC for discussion **(ACTION)**

Break for the day 5:00PM

Sunday March 18, 2012 9:06AM

- 10. **CWA Canada Mentorship Program:** The CWA is introducing a mentorship program to introduce interns into a Union Environment. Delisle will be doing this in Winnipeg and reported that it is a great opportunity for people to see what it's is like to work in a Union Environment. If anyone didn't get the email and are interested in the program please let Bradshaw know.

11. **Bylaw changes:** Mesh presented the bylaw changes that would be required if the new BEC Structure is approved at the Convention.
MOTION: BEC recommend the passing of the bylaw amendments as proposed
M/S Mesh/Delisle
Carried unanimously
12. **Francophone Members:** Payant stated that there are more than 100 Francophone members that neither fall under SRC or English and someone needs to take care of their affairs **MOTION:** that the Policy committee look at the duties of the BEC SRC Director for ways to include in the responsibilities Francophone affairs subject to the approval of the bylaw amendments (**ACTION**)
M/S Payant/Forest
Carried unanimously
13. **NGC Vacancy:** There is currently no Atlantic Rep on the NGC. A discussion was had around the committee policy and looking at applications currently on file. Laughlin had previously applied and withdrew his name. **MOTION as Amended:** A call be put out to the membership at large and in the call it will specify that consideration will be given to Atlantic Canada Applications (**ACTION**)
M/S Mesh/Forest
Carried unanimously
14. **Transmission Health & Safety Committee: (Mesh)** – written report on file. Discussion around workplace hazards took place and Mesh will forward the policy on hanta virus to the BEC (**ACTION**) Mesh reported that this committee has a 2 year term and it is time to repopulate this committee **MOTION:** the BEC put a callout for 4 candidates to repopulate the Transmission-Workplace Health & Safety Committee (**ACTION**)
M/S Mesh/Fundal
Carried unanimously
15. **Budget 2011/2012:**
Meeting moved into in camera 10:08am
Meeting moved out of in-camera 10:52am
MOTION: the BEC does not accept the budgets 2011 or 2012 as presented today and will wait to discuss until a more detailed budget is presented on a special conference call to be held ASAP (**ACTION**)
M/S Fundal/Several
Carried unanimously
Several BEC members request that breakdowns of line items and expenditures be reported on a regular basis.
A discussion was had over the use of Port Credit for extended NJC Meetings and the costs involved.
It was agreed that any discretionary spending would be out on hold until the BEC has had a chance to review the 2012 budget
The BEC discussed the expensive real estate the CMG office currently occupies **MOTION:** The BEC expressed concerns over the costs of the

CMG office space and ask the BEC Reps on the NEC to take it to the next NEC meeting for discussion **(ACTION)**

M/S Germin/Fundal

Carried unanimously

16. Committee Reports continued:

c) Health & Safety Fundal (written report on file) Next meeting is in Montreal March 19, 2012. He reported that sound exposure is raising concerns due to the hearing loss of some members. The BEC had a discussion as to how to raise this as awareness and how to test sound levels and levels of hearing loss amongst members. **MOTION**

as Amended: The BEC ask the National Health & Safety Committee to ask the CBC to do a comprehensive study about exposure to sound in all workplaces excluding transmitter sites **(ACTION)**

M/S Payant/Several

Carried unanimously.

Bradshaw to see if hearing loss testing on individuals is something the CCSB would cover the cost on **(ACTION)**

Decillia left 2:00pm

d) EAP –Spafford (written report on file) MOTION: That the convention planning committee explore the possibility of inviting Patrick Gagne as a guest speaker to the CBC Day of the 2012 Convention to speak to delegates about the EAP and how it can help in our daily lives as well as to be able to ask questions as to the value of the money the Guild spends to support the EAP **(ACTION)**

M/S Spafford/Mesh

Carried 13-yes 1-abstention

Details will be brought back to the BEC once the convention planning committee has met **(ACTION)**

e) NGC Report (Forest) – Forest reported that the Calgary Lift Grievance is not at the National Level but it is being dealt with directly with management. There are 5 grievances on the table, the last meeting the NGC met by conference call, they are looking at ways to balance the cost of grievance meetings either through Video conference or Face to Face. The NGC is trying to setup a direct communication line with the LGCs. Forest reminded the BEC that grievances need to be sent up through the NGC reps in their areas. Forest reported that the number of Discipline cases has risen and she will go back to the NGC to ensure they keep track of the discipline cases **(ACTION)** The next meeting is scheduled for May

f) National Joint Employment Planning Committee – Mesh reported that there was 1 referral in the fall. There is nothing currently on the table but could get busy later on. **MOTION:** a conference call be setup with the LJEPC and or presidents to discuss the Articles and process

M/S Spafford/Gofenko

Carried unanimously

- g) **Bylaws/Policy** – Mesh reported that there will be work to be done in the coming months due to the June 2012 convention
- h) **CCSB** – Bradshaw (written report on file) Bradshaw also presented the Plexo proposal
Meeting moved into in-camera 2:53
Meeting moved out of in-camera 3:17pm
- i) **Management/Finance Committee:** there have been no requests of this committee

17. New business

- a) **Member Recognition:** Spafford was asked by the NEC President to see if anyone was interested in helping with a Member recognition initiative for the convention 2012. Payant will see if she knows anyone
(ACTION)
- b) **MPL: MOTION** The BEC purchase a Gift Card in the amount of \$200 to present to Laurin and Kellie during this difficult time
M/S Fundal/Laughlin
Carried unanimously

Robert left 3:30pm

- c) **Quality Discussion Review Report:** Spafford raised concern over members asking where we are at with Quality Discussions and the Radio Resources Report. **(ACTION)**
- d) **Delegate Status:** Fundal raised concern over the voting system and delegate status at convention. If you are a BEC or NEC Member you are an automatic delegate and if you happen to also be a location president you are also an automatic delegate and you cannot send an alternate to represent your location. Fundal has a concern over locations or portfolios losing a vote. **MOTION:** The BEC Support the examination of the NEC Bylaw so that no location will be penalized in their representation at the National CMG Convention if one of their delegates also holds another voting position at the convention
M/S Fundal/Germin
Carried 11-yes 1 – abstention- Mesh due to a potential conflict because he sits on the convention review committee
Fundal will commit to wording the Bylaw change and report back to the BEC **(ACTION)**

Motion to Adjourn Forest/Several 3:55pm