

**CMG/CBC Branch Executive Council
Delta Chelsea Toronto October 19 & 20, 2012
Approved November 27, 2012**

- 1. Call to order/roll call Friday October 19, 2012 9:10am**

Marc-Philippe Laurin (chair), Michael Tymchuk, Harry Mesh, Allan Gofenko, Chantal Payant, Andreas Wesley(Saturday), Michael Robert, Dominique Delisle, Sean Laughlin, Brooks Decillia, Wil Fundal, Annick Forest, Barbara Saxberg, Tony Germin(Saturday), Gaynette Spafford (recording secretary)

Guests: (Oct 19- 4:00-4:30) Michael D'Souza, (Oct 19- 4:30-5:00) Karen Wirsig, Jeanne d'Arc Umurungi

Regrets: Carrie Bradshaw, Andreas Wesley(Friday), Tony Germin (Friday)

Vacancies: Small Locations Director
- 2. Agenda**

MOTION: to approve agenda as amended
M/S Mesh/Delisle
Carried unanimously
- 3. Approval of Past Minutes**

MOTION: to approve the minutes of the October 2, 2012 Conference Call as amended
M/S Mesh/Forest
Carried
Abstentions: Gofenko, Saxberg, Fundal, Delisle, Decillia (all not on call)
- 4. Presidents Remarks**
 - Laurin reported that the National Joint Committee is working on a lot of things and may need to have extra meetings to resolve some of them.
 - Hubert has been re-appointed but the terms of the renewal are unknown at this time.
 - Laurin reported that the relationship with IR is good
 - The NJC will be putting together a sub-committee to review the 31 year old maintenance structure. Part of the process will be to look at the exams.
 - A bargaining committee should be elected by spring 2013 in order to start preparing for bargaining
 - The BEC discussed the logistics of getting some new people involved in NJC meetings for succession planning as well as putting a process in place to fill seats on a temporary basis if the regular committee members cannot attend. Laurin will look into it and try co-ordinate conference calls so that the CMG could bring observers. The NJC meet the last Friday of each month, Laurin will check to see if he is able to send out the agenda to the BEC ahead of time so we can plan to have people attend.
 - A lot of directors feel that members are not engaged and there is an appetite to have senior union officials travel out to the regions; it's been a while since anyone other than staff Reps have travelled. Laurin is fully prepared to travel and will try co-ordinate visits. The BEC will also look at holding committee meetings in locations other than Toronto.
 - Laurin reported that with the recent cuts and service extensions the workload committee should be active and he will setup a conference call, as well a presidents call will be setup to discuss workload issues.

5. Old Business

- a) **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, **June 26:**PENDING
Oct. 19, 2012: Laurin reaffirmed that iPhones are not replacing cameras. A president's call will be setup to explain when upgrades are required and what the expectations are of the people assigned to use iPhones. Payant will touch base with Laurin in regards to the iPhone pilot project that was done in Ottawa. In some locations training needs to be done and other locations reported that iPhones have cut workload for some. **CLOSED**
- b) **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. **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 **June 26:** Bradshaw suggest this committee meet face to face prior to the next face to face BEC meeting **Oct.19, 2012:** This committee has not yet met, Mesh has stepped forward to chair this committee **PENDING**
- c) **March 17, 2012** Payant 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, **June 26:** Payant reported that she is waiting for a report from Management on the recent Boards **Oct 19, 2012:** Laurin will put on the agenda for NJC, we can ask Human Resources to attend boards **CLOSED**
- d) **March 17, 2012:** 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 **June 26:** Tymchuk reported that Oldfield will set up a meeting between the Managing Editor, Dan Oldfield and Ron Ouellette **Oct 19, 2012:** Laurin reported that a meeting was held and CBC has assured the Guild that the Collective Agreement will not be violated **CLOSED**
- e) **March 17, 2012: 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 **June 26:** Laughlin will follow up in November **Oct 19, 2012:** Laughlin reported that circumstance have changed and these meetings will not be held **CLOSED**
- f) **March 17, 2012:** National Joint Training: 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 follow-up **June 26:** Saxberg reported that it is a Collective Agreement Requirement that PMSD and national Training go together. Tymchuk will copy Decillia on all PMSD correspondence in regards to the rollout in order to co-ordinate efforts **Oct 19, 2012:** Tymchuk and Decillia have met and discussed issues **CLOSED**
- g) **March 17, 2012** Francophone Members **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 **June 26:** A resolution was passed at the June

- convention but still needs to be written in the policy manual **Oct 19, 2012:** Report under Bylaws and Policies **CLOSED**
- h) **March 17, 2012 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 **June 26:** Bradshaw reported that this was never taken forward to the NEC but a full discussion on this matter will be scheduled at the next BEC face to face meeting **Oct 19, 2012:** Laurin will have this item put on the NEC Agenda **CLOSED**
 - i) **March 17, 2012 Health & Safety 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 **June 26:** Fundal reported that a mini study has been done and CBC will be coming up with a new policy, the National Health and Safety Committee will continue to look into this and Fundal will report back as things progress **Oct 19, 2012:** Report under Health and Safety **CLOSED**
 - j) **March 17, 2012** Bradshaw to see if hearing loss testing on individuals is something the CCSB would cover the cost on **June 26:** Bradshaw has received the laws for each province and will forward to Fundal. Fundal agreed that the National Health and Safety committee will follow **Oct 19, 2012:** Fundal reported that the Health and Safety committee is still working on this **PENDING**
 - k) **EAP Restructure review – June 26**
Spafford discussed the proposed restructuring of the National EAP committee. The restructure would have the CBC/CMG sending 3 members to sit on the National EAP committee instead of the 6 they now send. Spafford will get some input for the existing members and report back to the BEC **Oct 19, 2012:** Spafford to report back when things have been decided at the National EAP Board **CLOSED**
 - l) **June 26 -** Payant stated the need to have a National Joint SRC Meeting due to recent changes taking place in SRC. Bradshaw ask that Payant and Delisle send a list of agenda items to Gabi Durocher and herself and they will get a meeting setup. **Oct 19, 2012:** This meeting has not happened **CLOSED**
 - m) **June 11/12 Quality discussions & Radio Resources Report–**
Oldfield stated that the discussions have not taken place and will be brought back to the table **OCT 19, 2012:** Laurin will pull this report out and look at it again as it relates today. The Committee will meet and report back in November **PENDING**
 - o) **June 11/12** The BEC raised concerns that there was a resolution passed at the 2010 convention that the Small Locations Director is brought in for NJC meetings when there were small location issues and this has not happened yet, Bradshaw will look at the next agenda and see if it is beneficial to bring the Small Locations Director in for it. **Oct 19, 2012:** The Small Locations Director has not been involved in any meetings as of yet. Laurin will share minutes of meetings of the NJC with the BEC **CLOSED**

6. Director reports

- a) Atlantic – Mesh (Written Report on file) Special note: Sackville location will no longer be their own Location Unit and the members should be recognized. Mesh asked that Laurin take the issue of a second meal allowance for the North to the NJC for discussion, it should be paid at the Northern per diem rates and this is not happening.

- b) Ontario – Robert (written report on file) Some members are being asked by their managers for home/private phone numbers. Laurin will bring this issue forward to the NJC
- c) SRC East – Payant (written report on file)
- d) SRC West – Delisle (written report on file)
- e) Prairies – Decillia (written report on file)
- f) BC – Tymchuk (written report on file) BC bureaus cover quite a large area for 1 location unit president to look after. Fundal will investigate to see if there is a desire to split the area into separate Location Units, North and South.
- g) New Members Temp & Youth - Laughlin (written report on file) Band Ones re not being hired properly Laughlin will supply Laurin with a list of Band Ones that were hired improperly. Laughlin will also check with Glenn Seymour about getting an establishment list. Laughlin would like to see an award established to recognize volunteers.
MOTION AS AMENDED: a committee be struck to develop criteria and a budget for an award to be given out by each director of the BEC when people need to be recognized throughout the year. This Award to be called “Order Of The Guild” **M/S** Laughlin/Fundal **Carried unanimously.**
 Committee members: Laughlin, Fundal, Payant, Robert
- h) On Line & Emerging Platforms –Forest (written report on file) Forest will check with Glenn Seymour to see if he can get her establishment lists for this portfolio
- j) Northern – Gofenko - did not get info from some locations but the common factor is there is an increase in managers doing Guild work.
- k) Education Mobilization – Saxberg would like input as to where this committee should focus its efforts... Continue discussion on Saturday
- l) Pay Equity – Michael D’Souza (guest) – (written report on file) we need to keep track of new hires to ensure they are being paid properly. Michael will put together a list of questions to ask new members to ensure they are being paid at the proper scale. As it looks now this committee does not need to meet as often in the future **MOTION:** The Joint Pay Equity Committee meet once in 2013 with this meeting taking place in the Fall and the committee will meet more often if needed
M/S Fundal/Laughlin **Carried, 2 opposed, 1 abstention**

7. New Business

- a) Some Directors feel that decisions made at National Committees should be brought to the BEC for discussion and especially before going out to the membership in communiques. Laurin explained the role of committees and stated that they are charged with making decisions, however efforts will be made to keep the BEC in the loop.
- b) Impact of the LPIF changes- there is no information at this time but Laurin will supply information to the BEC when it becomes available
- c) NHL Labour dispute – at this time it is now known how the labour dispute will affect CBC and if there will be any layoffs

8. Karen Wirsig and Jeanne d’Arc Umurungi

Jeanne d’Arc the new CMG Communications Director was introduced and we are encouraged to work closely with her.

Karen Wirsig talked about organizing in our sector and the importance of growing the Guild, if anyone has contacts that are keen on helping to organize for the Guild please get in touch with Karen.

End for the day 5:45pm

Saturday October 20, 2012 9:10am

9. Finances

A review of the 2012 budget showed that we are on target for the year. Cell phone bills seem to be a bit high and a motion was passed to review

MOTION: the Branch Management committee reviews the costs, plans and usage of cell phones to see if cost savings can be obtained.

M/S Mesh/Saxberg carried, 1 abstention

-The BEC will do whatever it can to save costs by co-coordinating meetings with other committees, having conference calls instead of face to face meetings if it is feasible.

-Saxberg suggests we explore other alternatives for holding conference calls.

-There is concern over the cost of a mediator being used at extended NJC meetings, is this still required. The NJC will also look into having these meetings in cheaper facilities and report back to the BEC.

-Relationship training will be billed back to the CMG similar to the way dues remittances are but to date nothing has been billed. Saxberg reported that the costs of the relationship training will be lower than originally expected. The BEC had a discussion on training for new people and follow-up training but no budget has been set aside. Saxberg will supply the survey results to the BEC for review before further discussion happens on this.

-2013 budget - **MOTION:** the CBC Branch adopt a budget of 526,000 to present to the NEC which includes amounts for presidents council

M/S Robert/Laughlin Carried 2 abstentions

10. Education and Mobilization continued.....

Brainstorm session on how to attain a mobilized, empowered, engaged and involved membership, union awareness, rights awareness.

MOTION: the BEC investigate how the Union can be more present by asking location unit executives to ask their membership questions on how to improve mobilization **M/S Fundal/Tymchuk carried 2 opposed 2 abstentions**

Laurin will talk to Karen Wirsig to see what sort of approach to take to achieve this. Fundal will join the Education Mobilization committee
It was agreed that the committee should continue with the upcoming campaign that is planned.

11. New business continued.....

- d) Communications to members -Concerns were raised over the lack of communication when members were recently laid off and Analog TV was shut down. Laurin asked that Directors let him know if he's missed something or they think communiqués should go out on something.
- e) Outsourcing Transmitters- A request to put this item on the NJC agenda and ask the question as this has been looked at in the past and members are concerned
- f) Pension Formula change- Laurin reported that there will be a special meeting of the CCSB on Pension contributions and he will keep the BEC informed.
- g) Small Locations Director Vacancy – **MOTION:** to put out a call for a Small Locations Director **M/S Saxberg/Fundal carried unanimously.** Laurin to check if we can still tag along with the upcoming National Elections

- h) Presidents Award committee – the committee still stands for the 2013 award.
- i) Presidents council dates – Tentative dates are between May 24-26, the BEC meeting will follow the Presidents meeting. The committee will explore the possibility of having this meeting in a location other than Toronto.
- j) Presidents Council planning committee – Forest (chair), Laughlin, Spafford, Fundal, Laurin
- k) Communications committee – Spafford reported that after two calls to the membership we still only have one application **MOTION:** the BEC Communications Committee formed from a motion in March 2012 along with staff assigned by the CMG office, meet to develop a communications strategy prior to putting out another call for members
M/S Mesh/Germin Carried 1 no 2 abstentions
- l) NJC Replacement – Laurin will reach out and see if there is a need to backfill if current committee members cannot attend meetings

12. PMSD (written report on file) Tymchuk – the current committees mandate ends in Dec 2012 **MOTION:** to extend the current committee members until the end of the term, December 2013 M/S Gofenko/Germin **Carried unanimously**
Tymchuk reported that the PMSD and Training committee are having discussions on how they can work together to meet both needs

13. Bylaws & Policies (written report on file) Mesh **MOTION:** the BEC Forward the Bylaws as amended by the bylaws committee, for approval, translation and posting **M/S Mesh Gofenko carried unanimously** Mesh noted that during translation sometimes the wording gets mixed up **MOTION:** It is moved that the BEC request that the office proceed with a review and revision of the translation of the bylaws as recommended to ensure that the bylaws are consistent in intent and clarity **M/S mesh/Saxberg carried unanimously**

14. Health & Safety (Written report on file) Fundal reported that the on line courses do not have a high level of participation. Laurin will take this to the NJC to ensure people are getting released to do the courses. Fundal reported that there will be a renewal of CBC ID cards

15. Next Face to Face meeting will be Feb 22 & 23

MOTION to Adjourn: M/S Robert/Several **carried unanimously 4:40pm**

