

**CMG/CBC Branch Executive Council
Face-to-Face Meeting
Residence Inn Marriott, Toronto
February 12-13, 2011
Minutes Approved March 8, 2011**

1. Call to order/roll call 9:30am

Marc-Philippe Laurin (chair), Carrie Bradshaw, Dian Duthie, Harry Mesh, Dominique Delisle, Robert Ballantyne, Michael Tymchuk, Allan Gofenko, Tony Germin, Andreas Wesley, Azanola Linton, Barbara Saxberg (Skype), Terry Ledrew (Skype), Gaynette Spafford (recording secretary)

Regrets: Bradley Pottle, Chantal Payant

Staff: Dan Oldfield (Sat 10-5:30), Glenn Gray (Sat 12-4), Keith Maskell (Sat 9:30-11), Karen Wirsig (Sat 4-6:15), Bruce May (Sun 9-11)

Guest: Jonathan Spence (Sat 1-4)

2. Swearing in

Germin & Wesley sworn in

3. Welcome and Introductions

MPL asked everyone be familiar with the Bylaws as well as the job descriptions that are listed in the BEC policies manual. MPL advised that Guests and staff would be coming in throughout the day to present reports.

4. Approval of Agenda

Add the Equity Committee Chair discussion

MOTION: to approve agenda as amended

M/S Bradshaw/Delisle

Carried unanimously

5. Approval of Past Minutes

No corrections

MOTION: to approve minutes of January 12, 2011 conference call

M/S Mesh/Gofenko

Carried, 2 abstentions (Germin/Wesley not Present on Jan 12 call)

6. President Remarks

MPL reviewed the Code of Conduct, Conflict of Interest and Staff Rep and Political Leaders documents with everyone. The roll of the BEC was discussed; BEC members were reminded that officers and staff of the Union are expected to work in collaboration to deal with problems. Staff reps are there to assist members and elected officers, and are there to help reinforce the CA.

ACTION: A discussion on roles and responsibilities of all levels of the CMG will be scheduled for a later date.

7. Roberts Rules of Order (Keith Maskell) & How the BEC does its business

All members were given a copy of RRO Newly Revised. MPL explained that we follow RRO and everyone will have input like the consensus model. Mesh stated that if we follow the consensus model we would be in breach in our bylaws. Maskell confirmed that if a body chooses to suspend rules to have a discussion that's fine but if there is a large item you are better off to have a vote for the record. Maskell stated that RRO is a guide, and the process we choose to use should be followed consistently to avoid confusion and to have a common understanding of our practice.

MPL stated that past practice has been that the chair participates in discussion but only votes to break a tie or create a tie. He also explained that the board could move into "in camera" discussions, nothing is recorded, but must move out of "in camera" to hold a vote.

MPL reminded us that RRO is not to be used as a weapon, but rather a tool that works in conjunction with bylaws and policies.

8. Business Arising from Past Minutes

a. ACTION: Vancouver Building -At the next H&S Committee meeting, Knutson will request results of all environmental tests (air quality, etc) that have been conducted in the Vancouver building.

- i.** June 13/10: Knutson reported that the National H&S committee had met earlier in the day. He will check on what was discussed and report back to the BEC.
- ii.** Sept. 13/10: Knutson not on the call.
- iii.** Oct. 29/10: Knutson resigned. MPL will follow up with Durocher and Knutson.
- iv.** Dec. 15/10: Forest and Staff Rep. Rick Warren will seek copies of the environmental tests and report back to the BEC.
- v.** Jan.12/11: Nothing to report
- vi. Feb.12/11:** File has been handed over to the BC Director for follow-up **- CLOSED**

b. ACTION: Radio Resources - MPL, Mesh, and Smyth will discuss and send a note out to location presidents regarding radio resource issues.

- i.** Oct. 29/10: Not done yet. Mesh talked with people in his area and Smyth began gathering information in hers. Several members said there are similar issues in other locations. MPL commits to a conference call the week of November 8th. Payant asked to be included.
- ii.** Dec. 15/10: Not happened yet. MPL suggested this be done regionally to be more efficient and committed to getting it moving early in 2011. Payant and Mesh requested to stay on the committee. Smyth resigned, saying she would find a replacement.
- iii.** Jan.12/11: Rob Barlow to replace Carmel, Payant, Mesh, and MPL are in the process of setting up a call. Regional calls will be established as a next step

- iv. **Feb.12/11:** Barlow, Payant, Mesh & Spafford are developing a set of questions to be sent out to the location presidents, to be followed up by a series of conference calls to compile information **PENDING**
- c. **ACTION: Workload** - MPL will follow up with Payant, Forest and Lareau on setting up a workload committee.
 - i. Dec. 15/10: MPL will launch the committee the first week of January 2011. Payant commented on the good work of the Ottawa local workload committee. She committed to sending a written report to the BEC.
 - ii. Jan 12/11: Email sent out to 28 folks seeking participation in a workload-working group. Waiting for responses.
 - iii. **Feb.12/11:** MPL received responses from about ½ the list. MPL informed the BEC that the NJC has setup a sub-cttee to begin work with the goal of setting up an IO page on workload matters and guidelines on how to deal with workload matters. Glenn Gray and Carrie Bradshaw will be the CMG NJC reps on the sub-cttee. MPL will hand the file he has put together over to Gray and Bradshaw for follow up **CLOSED**
- d. **ACTION: Digital TV** - CMG Communications rep Wirsig will send internet links to articles on the issue of CBC's transition to digital TV and what's happened in other countries to BEC members.
 - i. Dec. 15/10: MPL will forward the links to the BEC when he receives them from Wirsig.
 - ii. Jan 12/11 MPL to follow up with Karen
 - iii. **Feb 12/11:** Links were supplied in pkgs handed out. **CLOSED**
- e. **ACTION: SRC-NJC follow up:** MPL reported that a meeting would be set up in early January to clarify the relationship between management and the Guild. MPL will set up a conference call with the outgoing and incoming SRC Branch Directors to discuss the issues.
 - i. Jan 12/11 Nothing to report
 - ii. **Feb 12/11** In camera discussion – the NJC to report back **CLOSED**
- f. **ACTION: VJs in NNB:** Mesh noted that this issue arose at the May Convention. There are significant workload issues. MPL will find the list of names of those who formed a caucus at the convention.
 - i. Jan 12/11 MPL to get in touch with Russ and Mesh to contact Serge to get a list of VJ's
 - ii. **Feb 12/11** Mesh has a list of names, a call with MPL is required to decide a course of action **PENDING**

- g. **ACTION: BEC Equipment** -According to policy, 4 officers of the BEC has access to cell phones and laptops. Most gear has been returned from the previous officers that did not return to their position of office. Elaine Janes requested to keep her laptop while she continues her work with the grievance committee and temp committee.
 - i. Jan.12/11 MPL will check to see if Andreas requires a laptop and cell phone.
 - ii. **Feb 12/11** All gear has been returned. Wesley & Bradshaw to check with the office to have Blackberry's activated. Wesley to check with Sonya for software license. **CLOSED** Request was made to previous BEC Treasurer (Spence) to supply asset list to Wesley and Spafford **PENDING**

9. Other Business

Bradshaw request for printer/scanner/copier This item was referred to the Branch Management Committee to be handled in accordance with the Finance policy **PENDING**

10. Committees – Repopulate

i. Repopulate Committees

The need to repopulate committees as per the new BEC policy was discussed. Criteria still need to be written and a call for committees needs to be written up. **MOTION:** to strike a sub-committee to write up criteria and prepare a posting to bring back to the BEC for approval **M/S** Spafford/Bradshaw **Carried Unanimously**

Committee Members: Gofenko, Spafford, LeDrew, Bradshaw, Mesh & Staff Rep Oldfield

ii. **Branch Management Committee** – takes care of expenditures under \$5000, the discussions and minutes are brought back to the BEC. Gofenko and Delisle put their names forward, a vote resulted in a tie. **MOTION:** to add both names to the BEC Management Committee **M/S** Bradshaw/Mesh **Carried**

iii. **PMSD Committee** – Mesh request that the present committee (Mesh, Saxberg, Tymchuk & Staff Rep Rick Warren) remain in place until the pilot and rollout has been complete. Several asked if help was needed, Mesh stated at this time it was not feasible due to the amount of work the committee has already done. Saxberg pointed out that the CA states 3 members from each side so CBC will only pay for 3, it would be a huge cost to the BEC if we added members. The committee reminded people that local PMSD committees will be very important once PMSD is rolled out. **MOTION:** that the current PMSD committee remains in place for 1 year to be able to conclude the rollout (Feb 12, 2012) **M/S** Mesh/Gofenko **Carried Unanimously**

iv. **Joint Pay Equity** – Ballantyne request D'Souza remain on the committee as chair until April 30, 2011. **BEC decided by Consensus** that the committee will remain as is until then.

v. **NJC** – MPL suggests that since he is the ex officio on all committees, he will sit on NJC as such thereby freeing up a seat making it available to rotate other BEC members so they may participate in meetings. MPL suggested that for the time being there would be Himself, Bradshaw, Saxberg and 1 rotation seat from the CMG as well as Staff Rep Oldfield. He stated Saxberg has work to finish off on the committee. Several said they would like to see regional representation, Germin thinks the TO location president should sit on the committee. MPL noted that there is a lot of work to do so the NJC has discussed creating sub-committees to do some of the work and report back to the NJC. MPL noted that the NJC looks out for all members so separate representation is not necessary. Spafford suggest that the current committee remain until the Committee Policy sub committee has met. Decision on how to repopulate is deferred until the Committee Policy sub committee has reported back to the BEC. **PENDING**

11. Glenn Gray – APS File

CMG is claiming up to 200 jobs that are filed under the APS contract. This file is currently in mediation at the CIRB. The Guild will analyze the jobs they are claiming by the end of May and report back to the CIRB in the spring to issue a line of jurisdiction.

12. Relationship Project

MPL noted that we get along at the top and both parties are committed to making it happen at the other levels as well. A decision was made at the NJC early in 2010 to develop a training project. The NJCs job is to ensure the relationship stays on track and that CMG maintains a good relationship with Management. MPL noted that management requested Saxberg to write the training project, no one on the NJC disapproved. It was noted that a request to the NEC for funding did not get BEC approval. MPL stated that there has been no cost to the Guild at this point. There has been some concern over conflict of interest; MPL assured the BEC that he and Glenn Gray handle Saxberg's assignment. Oldfield stated that we have gone from having no relationship to having regular meetings and solving problems and being proactive. Germin ask that the process be shared with the BEC as we go along. Pend to Sunday

13. Karen Wirsig – Advocacy Report

CBC has 662 TV Transmitters and is only upgrading 27 of them to digital. Many locations will loose their analog signal on September 1, 2011, others by 2013. The Guild estimates that over 1 Million viewers will no longer get TV over the air by 2013.

Adjourn for the day 6:15PM

Reconvene Sunday 9:00am

14. CBC Survey

Hubert Survey and News Renewal. MPL and Oldfield have a meeting Tuesday Feb.15/11 with management to discuss results and to form an action plan. MPL will report back on the next call **ACTION**

15. NGC Committee Report- Bruce May

There have been no new grievances at reported at the National level, there are no outstanding grievances and only 5 arbitrations. Tymchuk suggested that newsreaders in small locations are not being paid as much as in larger locations. May suggest we canvas locations so see who is doing what. May stated that due to not enough grievances on the National Table the committee needs to move from being Reactive to Proactive, they should be helping locations on issues, helping with contract language and perhaps holding telephone forms on hot issues. May assured the BEC that the NGC will ensure minutes and paperwork are shared on a timely basis. There was discussion on the cancellation of the recent NGC meeting. May explained that he consulted with MPL and they did not feel comfortable spending that kind of money with little on the agenda. CBC has approved payment for the NGC to have a conference call if need be. Mesh suggested perhaps a bylaw change at the next convention to better reflect the job of the NGC.

Workload agreement on self assigned employees – May stated that when the agreement is rolled out there needs to be some education. This agreement is only for self assigned employees, if you are not self assigned you may need to negotiate an overtime buyout. May will come back to the BEC and do a full briefing on the workload for self-assigned employees that will be rolled out in the fall.

CBC.CA – There has been ongoing discussion that members feel they are not properly slotted in the pay scale. There is a conference call lined up to get the process underway to review the jobs. Bruce will be having a meeting to advise members of their rights. A lot of these members are self assigned and should not be. Saxberg suggested a policy grievance if this does not get resolved.

16. Finance/Budget

2010-year end - Wesley would take notes on questions and speak to Spence (Past Treasurer) to try getting answers.

MPL suggested everyone look at the Pivot tables and send questions in. The NJC budget was way over budget, MPL stated this was due to the Port Credit discussions; there was discussion at the NEC that this should fall under bargaining or come out of the defense fund. MPL is in discussions with Management on how to cut costs for future Extended NJC. PMSD is also way over budget, this is due to revamping the process, Mesh said that trying to get CBC to cover some costs as the rollout is going to cost a lot. Wesley suggested that miscellaneous expenses be budgeted differently. A new reporting system will be rolled out in the next couple weeks

17. Presidents Council

Tentative Dates Oct 15 & 16 with a BEC meeting on the 17th. MPL suggested we meet on the Monday after to look at any action items that may come out of council.

18. Next BEC Face to Face

Tentative dates are May 13 & 14 maybe ½ day on the 15th

19. PMSD Committee Update

Mesh reported that the Pilot project started in Winnipeg and seemed to go over well. Delisle has agreed to help with the SRC rollout in Winnipeg. Local committees will be re-struck with the National PMSD overseeing. Saxberg noted that there will be feedback tools throughout training sessions such as an on line survey. There will be a quality audit instead of quantity. There is more training for managers and supervisors. Every CMG member or supervisor will have a minimum 1-hour session. Local committees will have more extensive training

20. Prairie Director

MOTION: to put out a call for Prairies Director M/S Mesh/Duthie

Carried unanimously

MOTION: for the CMG to send flowers to Pam **M/S** Ledrew/Several

Carried unanimously

MOTION: to ask the locations on the Prairies to consider a paper vote due to cost of an electronic vote **M/S** Spafford/Mesh

Carried Unanimously

21. Relationship discussion continued from Saturday

Saxberg walked us through the training process; it is designed like any other CMG course. There were questions on how we will measure the success. Saxberg states there will be a survey after the course and again after some time, results will be reported back to the NJC and then the BEC. The original estimated maximum cost to the CMG was @\$70,000 over 2 years, but, as some locations have already indicated they would opt out, and, locations will be able to opt out if they wish, costs will therefore be less. We will know better once the training is finalized and expressions of interest from locations are received. In order to take advantage of the grant from HRDC this needs to be started before April 1. Saxberg noted that this would not be mandatory for anyone. Saxberg/MPL also recognize that there has been miscommunication on this project and will endeavor to keep the BEC up to date.

MOTION: **M/S** Gofenko/Branshaw: Amended Mesh & Tymchuk:

Be it resolved that the CMG enter into a partnership with the CBC to train local executive and committee members and their CBC management/supervisory counterparts in the methods developed at Port Credit, with a clear understanding that the participation by CMG Location Unites be on an opt in basis. Such a partnership will include a

sharing of costs as agreed to by the parties. Once the CMG side of costing has been established it will be brought back to the BEC for discussion and approval

Bradshaw requested a recorded vote **Carried: 10 in favor, 2 against**

Tymchuk confirmed that the part in regards to bringing costing back to the BEC for discussion and approval did not mean that we would debate the merits of the project all over again

22. President's Salary/Supplement – PENDING From Jan 12. Con call

Jan 12/11: MPL noted that the BEC is required to pass a motion to continue his salary. He is paid by the Branch but remains on CBC's payroll as CBC pays his salary when he meets with CBC. He is also paid a supplement to bring his salary up to the salary set by the BEC when we moved to a full time paid president.

MPL left the call 8:35

Meeting moved in-camera

Meeting moved out of in-camera 8:50

MOTION: BEC to approve continuation of existing compensation for the CBC Branch President to one month past the face to face meeting in Feb. 2011.

Feb 13/11– Bradshaw & Wesley to have a conference call with Raeburn and Edmonds to clarify questions **PEND to March conference call.**

23. National Education committee

Gofenko agreed to be the BEC REP. Barb is still looking for one more.

24. Director Reports

- a) Atlantic – written report on file -main issues are workload and radio resources.
- b) Small Locations – written report on file– there are overtime issues, lack of training and no integration at all in some Northern locations. Union activism is lacking in some locations.
- c) Northern – written report on file– special leave problems, was granted excessively and now they are cracking down. MPL to send out a document on special leave. They are being told to use AL before TOIL; this is on the NJC agenda. Job descriptions are outdated for reporters who can file to all mediums as not everyone can do it so those that are have a heavier workload
- d) SRC West – workload due to weekend news casts. There have been more people hired but due to stretching over the 7-day week they are still short. There is no consistency when hiring
- e) Toronto – they have been successful in getting cold weather clothing. Local Joint meetings are working; local committees seem to be moving forward. Technology is changing left and right. Issues with heavier cameras. JE issues with electrical maintenance. Magid is back to do an evaluation of workflow.
- f) BC Report -written report on file – The region continues to work with Staff Rep Rick Warren on all issues
- g) Ontario - Ottawa recently won a Gemini for the best newscast in a small market, ironically one month later there were cut

backs that resulted in lost jobs. There have been problems with Interns being thrown into jobs and not being trained properly, and now due to job shadowing there is some success. Generally things are pretty good.

Wesley ask that reports be earlier on in the agenda so we have a chance to discuss

MPL noted that written reports are to be submitted in advance in order to give people a chance to read them so they can ask questions.

25. National Grievance committee: (carried over from Oct 29-30, 2010 Face to face meeting) **ACTION:** MPL asked that the role of the National Grievance Committee be put on the agenda of the next BEC conference call.
Feb 13/11: Pend until setup of new NGC

26. Other

Saxberg ask that her Education/Mobilization committee be a priority as there is much work to be done. She has offered to help write up the criteria.

MPL will send out NJC minutes on a regular basis once they are approved

Mesh ask that all committee minutes be shared as per Committee Policy.

Motion to Adjourn: M/S Bradshaw/Several 4:30pm

NEXT Meeting: Conference Call on Tuesday March 8th at 7:30pm ET