

CMG/CBC Branch Executive Council
September 27 & 28, 2013
Holiday Inn Yorkdale, Toronto
Approved December 11, 2013

Friday September 27, 2013

1. Call to order/roll call Friday September 27, 2013 9:00am

Marc-Philippe Laurin (chair), Michael D'Souza, Andreas Wesley, Harry Mesh, Allan Gofenko, Dominique Delisle, Michael Robert, Wil Fundal, Chantal Payant, Michael Tymchuk, Sean Laughlin, David Croft, Tony Germin, Barb Saxberg, Annick Forest, Gaynette Spafford (recording secretary)

Regrets: Brooks Decillia

2. Agenda

MOTION: to approve agenda as amended

M/S Mesh/Croft **Carried unanimously**

3. MOTION: to approve Minutes, August 20, 2013 Conference call

M/S Gofenko/Mesh **Carried Abstentions:** Forest, Delisle, Saxberg, Germin, Wesley, Payant (were not on the call)

4. President's Remarks

- CBC Just hired a new Vice-president of English Services
- Bargaining is going well; communiques will be shared as information become available.
- Respect in the workplace training will be taking place in the coming months and will be mandatory for those who have not received the training in the past

5. Old business

a) Missed in minutes from Feb. 2013 meeting: MOTION: We move that the BEC request the bargaining committee look at changing the following language in the CA from article 36.2.3, 37.1 & 41.5.1 to better protect new & existing employees (report on file)

M/S Laughlin/Fundal **Carried Unanimously**

b) Policy of using Union vs. Non-Union facilities MOTION as amended: the BEC asks the NEC to review the policy over the use of Union vs. Non-Union products and services, *specifically, the distinction between non-unions vs. anti-union for the purpose of clarity in application.*

M/S Mesh/Laughlin **Carried Unanimously**

c) Wages owing to CBC: Laurin reported that there has been no further discussion on this matter.

d) Location Units under 10: (Committee report on file) **MOTION:** Given that the current National bylaws do not provide a clear process for determining the status of a location unit when its membership falls below 10 members, the BEC recommends that the following approach be adopted until the next convention in 2014 when a bylaw amendment can be proposed and debated.

"If an existing Location Unit membership remains below 10 for an entire 3 year period, its viability may be reviewed by the appropriate BEC. However, before any recommendation for change is made to the NEC, there will be close consultation with the Location Unit, taking into consideration the impact of any proposed change on representation of the membership in the Location"

M/S Saxberg/Croft **Carried** 14 for, 0 opposed, 1 abstention

In addition to the above, Article 6.5 of the CMG Bylaws

MOTION: Refer Article 6.5 of the CMG Bylaws to the NEC Bylaw committee for review.

M/S D'Souza/Croft **Carried** 12 for, 0 opposed, 3 abstentions

e) Hearing loss testing: Fundal to ensure it is on the agenda for the National Health and Safety Meeting and report back - No update

f) Quality & Radio Resources: (June 2013)the BEC discussed the possibility of bringing this forth to Management at the next day's President's council meeting. June 9 update: some discussions arose at Presidents council and Laurin will have further discussions with Senior Management and report back- No update

g) Order of The Guild: (Laughlin report on file) changed to Order of Solidarity **MOTION:** to accept the criteria as set out by the committee

M/S Laughlin/Tymchuk. **Carried 1 opposed**

h) Respect in the Workplace: Saxberg reported that workshops are rolling out starting in Toronto. Although not quite sure how it will be rolled out to all locations, smaller locations may receive an *on-line version*.

i) SRC Fredericton Members: (documents on file) **MOTION:** That the BEC refer to the NEC the request for the 2 Fredericton SRC members to become part of the Northern New Brunswick Location, not with-standing the rights under Workforce Adjustment in the Collective Agreement

M/S Payant/Croft **Carried 7 for, 4 opposed, 2 abstentions**

Mesh, Laurin and Payant will meet with the two members and ensure they understand the implications of their request in regards to workforce adjustment

j) Toronto Location President Funding: (documents on file) The Toronto location unit is requesting that the National fund up to 4 days per week of releases for the Toronto President. The Toronto location contends that the workload for the Toronto President has reached a level of servicing that surpasses what is doable or reasonable. The bylaws require that all requests by location units for additional funding be referred to the national executive after Branch level review.

MOTION: The BEC support the Funding Request from the Toronto Location that the Toronto President Position be released up to 4 days a week by the CMG, such releases to be paid for by the National Office.

M/S Germin/Payant **Carried 8 for 7 opposed 0 abstentions**

The following Motion was brought forth following discussions on the above Motion

*Whereas the local presidents have more and more responsibilities to adequately serve the membership

*Whereas the percentage of the dues collected that is being sent back to the locals is not presently sufficient to allow for the releases needed to do that work

MOTION: Be it moved that the BEC ask the NEC to review the % (presently 3.5%) of the dues that go back to the locals in order that locals be sufficiently funded so that the locals be able to do the work that needs to be done to appropriately serve our members.

M/S Forest/Fundal **Carried Unanimously**

k) Presidents Council Survey: (survey on file) Overall results were positive

l) Bargaining Dates: talks are scheduled for week of Nov. 4, Nov. 18 & Dec 9

Mesh noted that there needs to be clearer guidelines for the Bargaining Selection process.

m) Relationship Reports: (June 2013)Saxberg to report back on sharing the reports with the BEC that are sent to the NJC – pending.

6. Director reports

a) Prairies: Decillia(written report on file) – no update

MOTION: Upon the departure of Decillia on Nov. 8, 2013 that Delisle will cover off Manitoba, Tymchuk will cover off Alberta and Gofenko will cover off Saskatchewan until the end of the term

M/S Mesh/Spafford **Carried 3 abstentions** (Gofenko, Delisle, Tymchuk)

MOTION: The Branch Executive council thanks Decillia for his work on the Branch and with the members

M/S D'Souza/Fundal **Carried unanimously**

MOTION: To appoint Robert as the chair of the National Joint training committee upon Decillia's departure

M/S Payant/Laughlin **Carried 1 abstention**(Robert)

b) BC: Tymchuk (written report on file)

c) New Members Temp & Youth: Laughlin (written report on file)

d) Small Locations: Croft (written report on file)

e) Northern:Gofenko (written report on file)

f) **Atlantic: Mesh** (written report on file)

7. Committee Reports

a) **PMSD: Tymchuk** (written report on file) The members of the Branch Executive Council thank the PMSD Committee for all the hard work put into the committee

b) **Pay Equity: D'Souza** (written report on file)

c) **National Joint Committee: Laurin** (written report on file)

8. New Business

a) **National Awards and Draws:** The discussion at the Branch was about finding a way to make all awards and prizes available to all members across the country in all locations.

MOTION: Whereas the CMG is a National Union with members spread across the country; be it resolved that all Locations should have access to any National Union Draws or Awards

M/S Mesh/Saxberg Carried 13 for, 2 abstentions

b) **Western Rep update:** Laurin reported that hiring boards are almost complete with hope to have someone in place by October

c) **Branch Council email address: MOTION:** the Branch Council set up a Gmail account to receive committee applications and use for other Branch matters

M/S Spafford/ Mesh Carried, 2 abstentions

End for the day 5:00pm

Saturday September 28, 2013 9:00am

10. Finances

a) **2013:** Wesley reported we are on target for spending this year. There appear to be expenditures allocated to wrong lines, Wesley to discuss with Mark Raeburn.

b) **2014:** The finance meeting to approve our proposed budget is October 18, 2013 Wesley prepared a preliminary budget and the Council reviewed and discussed

MOTION: to adopt the proposed budget of 357.5K to present to the Budget committee

M/S Forest/Payant Carried Unanimously

11. Role of the Rep

The document "Staff and Political Roles" was adopted in 2012 and is now posted on the CMG website. Laurin went over the document with the Branch council

12. **Elections: MOTION:** until the Elections are over, the video and any links to the video "Why I got Involved with the Guild" should be removed from the website.

M/S Spafford/ Mesh Carried Unanimously

13. **Bargaining Survey:** Laurin shared the results of the Survey with the Branch

14. Committee Reports cont....

a) **National Grievance Committee: Laurin reported** - Met in September 2013, resolved 3 grievances and referred one to arbitration. There is still one more meeting this year

b) **CCSB:** Nothing on file that is urgent. Reminder that all meeting minutes are posted on the CMG website.

c) **National Joint Training:** No report. The Survey has gone out.

d) **National Joint Employment:** no cases on file

e) **Health & Safety:** no updates

15. New business cont.....

a) **Job Application Process:** TALEO is an online portal for internal and external candidates to apply for jobs at CBC/Radio-Canada. Up until recently, new applicants were not required to fill in a section that self identifies applicants as minorities, or from another equity seeking group. Now, applicants will not be able to apply for a job unless they fill out the form. This practice is discriminatory and is unacceptable.

WHEREAS the CBC Branch Executive Council of the Canadian Media Guild is committed to Human Rights and Equity, **AND WHEREAS** the CBC requires job applicants to self-identify if they are members of minorities, or members of another equity seeking group on the online portal 'TALEO,' **AND WHEREAS** this is a discriminatory practice,

MOTION: BE IT RESOLVED that the BEC ask the CBC to immediately stop this practice.

M/S Fundal/D'Souza Carried 1opposed, 1 abstention

16. Director Reports cont.....

- a) **SRC West: Delisle** (written report on file) Concern that there is now no Human Resources on site west on Ontario
- b) **On Line & Emerging Platforms: Forest** – working on getting an accurate list of members.
- c) **SRC East: Payant** –
- d) **Toronto: Germin** – Main issues are overtime is not being paid to some, confusion between self-assigned and weekly assigned.
- e) **Education & Mobilization: Saxberg** – no campaigns due to bargaining and elections. Office support is necessary to make campaigns work.
- f) **Ontario: Robert** – there will be a Regional Joint SRC meeting in October, Hubert will be visiting Sudbury in October.
- g) **Diversity & Human Rights: Fundal** – nothing to report

17. New business cont.....

- a) **Last Face to Face meeting for this term:** Laurin thanked everyone for their hard work and contributions. Saxberg announced she would not be re-applying for union work due in the new term

MOTION: I move that the BEC recognize the hard work that Barb Saxberg has performed as a union activist. And I further move that we show that recognition by presenting her with an Order of Solidarity pin

M/S Fundal/Gofenko Carried, 1 abstention(Saxberg)

Adjourn 5:00pm Saxberg/Several