

**Minutes - May 26, 27 BEC meeting
Toronto, Ontario.**

Attendees:

Marc-Philippe Laurin	Annick Forest
Wendy Martin	Allan Gofenko
Dominique Delisle	Michael Robert
John O'Connor	Naomi Robinson
Gaynette Spafford	Jo-Ann Roberts
Sean Laughlin	Chantal Payant
Harry Mesh	David Croft
Michael D'Souza	Will Fundal
Alice Hopton	

May 26, 2014

Meeting called to order 9:48am

MOTION: to adopt agenda
M/S D'Souza/Fundal CARRIED

Under new business, Payant requests that we revisit the workload issue and get a report from convention caucuses.

MOTION: to approve the minutes from the call on May 13, 2014.

M/S D'Souza/Gofenko CARRIED

Abstentions: Payant, Roberts, Laughlin, Mesh, O'Connor

Fundal asks that the minutes reflect that CBC management has been told there is no money for travel for the JEEC. Forest asks that the minutes reflect that our discussions of offering advice or guidance for potential retirees include those with 30+ years of service.

OLD BUSINESS:

We had a discussion about the CMG providing advice/information to people who will soon be in a position to retire. MPL notes that the CBC no longer provides retirement seminars. Employees may not be aware that they can access retirement/financial planning services through EAP. Spafford will flag this to EAP to possibly promote on their website. There are suggestions that local EAP committees and/or CMG locals could arrange/cost share local financial planning seminars. MPL will pursue these ideas with CBC management. Spafford will contact EAP.

CONVENTION REVIEW:

Members of the quality review committee reported on their group discussions at the convention. O'Connor notes there was a lot of good feedback and many solid ideas on why quality seems to be eroding at the CBC. He notes many participants wished more time had been set aside for

the discussions. The committee will prepare a report with recommendations that will go to the NJC, then be distributed to the membership and posted on the website.

We had a general discussion about the convention. There were numerous suggestions for improvements. These include: more orientation for new delegates, allowing sufficient time for debate, limiting the number of guest speakers, circulating documents to attendees ahead of the convention. There was also discussion about how to ensure that delegates remain in the room for important debate/votes. We talked about the possibility of a "clicker" voting system to be distributed to each delegate. This would make counting votes easier, and might also make delegates more accountable.

Payant says we need to follow up on the issue of workload. She notes the workload article in the contract is very good, but it is not being applied. Managers cannot expect employees to be the ones to raise concerns about workload, especially new or temporary employees. MPL says he will take this issue forward. He says the onus is on management to set expectations and make sure that people are not being overworked. He notes where management is actively participating in workload discussions, it is working well.

CONVENTION - CAUCUS REPORTS

Payant notes it would have been better to receive reports from the various caucuses during convention.

Mesh reported back from the Atlantic caucus. He says staff rep Gerry Whelan, who will retire in December, will be missed.

MOTION: that the BEC formally recognize Gerry Whelan's service to the CMG, especially in Atlantic Canada.

M/S Mesh/Martin CARRIED

Mesh requests that this be delivered to Gerry in the form of a letter.

There was also discussion about a letter from management in Atlantic Canada about limiting employee participation in outside activities. D'Souza notes this is a violation of the collective agreement. MPL will get guidance from staff reps on the best course of action. This may require a policy grievance, and a posting on the website, advising members to ignore the letter from management.

This led to a general discussion about Guild members' rights to speak out in support of the CBC. MPL notes that members should be careful to criticize the government about budget cuts, rather than the CBC. He notes that union reps have a little more leeway in speaking publicly. D'Souza notes that we are protected by the Charter of Rights, the collective agreement, and labour laws, to speak publicly in fulfilling our duties to the members.

Fundal reported back from the LGBT and Equity caucuses. It is generally felt that the CMG is open and inviting. The issue of In vitro fertilization came up at the equity caucus. It is felt that it is not an elective procedure, and should be covered by special leave. There is also concern that female members are being denied special leave for requests that had previously been allowed,

i.e. child care. The member who raised this has been asked to gather specific details.

Payant reported from the women's caucus. She raised two issues, both from Ottawa. She notes there are 3 cases where women going through In vitro fertilization are having trouble getting time off. MPL will raise this with the CCSB. Payant says clarity is also needed around the purchase of pension benefits during maternity/child care leave. She says the benefits cannot be bought back later. D'Souza wonders whether child care leave is considered continuous service, as that would affect people's continuous service dates, and severance.

Delisle reported from the Francophone caucus. He says a CBC manager has warned that 2015-16 will bring more cuts, and they are looking to merge English/French services across the country where possible. He says there are many "pilot projects" that are being adopted, and notes this is misleading as it appears they have already been put in place permanently. Delisle says there will be a Facebook page created to keep Francophone members up to date. Forest says she is concerned about employees who have to communicate with managers in their second language. MPL will raise this at the NJC, to clarify the language policy.

Laughlin reported from the New Members caucus. He says there was a lot of debate about young members versus old, and says there appears to be resentment of the older ranks. He says many young members won't stand up for themselves, and the Guild needs to be more proactive in backing them up. D'Souza notes that many new members are not necessarily young. He says the average age of people getting redundancy notices is 42.

There was a general discussion about providing feedback on the convention.

MOTION: That the NEC be asked to do a feedback survey on the convention.

M/S Spafford/D'Souza CARRIED

MOTION: That the BEC support the will of the convention floor in 2014, that union business be completed at the convention before guest speakers are invited to speak. CARRIED (4 nays, 1 abstention)

The BEC had a discussion about forming a sub-committee to look at cross-jurisdictional work that affects APS, confidential and supervisory employees. MPL says the sub-committee should have a mandate to survey locations on the issue to find out where work is being transferred out of the Guild.

MOTION: that the BEC form a sub-committee to look at cross-jurisdictional work, and report back to the BEC. CARRIED

The regional directors will discuss the composition of the committee.

The BEC had a discussion of the plan to provide more funding for the Toronto, Ottawa and Vancouver locations. The convention adopted a motion that directs the BEC and NEC to work together on a plan. D'Souza will prepare a report on this for the next meeting of the BEC. The NEC reps will take this issue up with the rest of the NEC to move the file forward.

The BEC welcomes president Carmel Smyth. The meeting moves in camera.

Tuesday, May 27.

Meeting resumes 9:08am.

Directors Reports

Roberts notes that in BC, freelancers have been laid off because of an increase in the freelance rates. She notes that in Victoria, freelancers are taking the summer off. She wonders whether this is happening elsewhere? D'Souza notes that in Toronto, the number of positions affected by workforce adjustment is now 209. Payant says the number of positions affected in Ottawa went from 23 to 29, and more are expected in sales and marketing.

Treasurer's Report

Spafford says some SRC charges were improperly sent to the BEC and will be removed.

Mobilization

We had a lengthy discussion with Karen Wirsig about ideas for a mobilization campaign. She suggests we need a workload campaign, because people are worried about workload in the fall after jobs have disappeared. We also had a discussion about ideas for the Save the CBC campaign. It is felt that this needs to be a widespread campaign, involving as many members/locations/ideas as possible. Wirsig says the national office plans to apply to have a full-time coordinator with money from the CWA to help plan this campaign with locations. Several BEC members volunteered to join the advocacy committee to help with the campaign.

Protocol

MPL reminds BEC members that in-camera discussions are to be kept confidential. He reminds people that if anyone is invited to the BEC, it needs to go through him. And if any items are to be added to the agenda, he should be informed.

Bargaining Policy Review Discussion

Robinson says the committee is still working on the policy. She says many suggestions were received from the convention floor on improving bargaining communication. She says the committee needs to examine how consultation can happen during bargaining, without making the process unwieldy. Mesh suggests that the committee review what was raised at convention, and come up with a new draft. Robert and several other members expressed their thanks and appreciation for the excellent work of the bargaining committee in the last round of talks.

11:10am Meeting moves in-camera

1:30pm Meeting back in regular session.

MOTION: that the BEC appoint Bob Sharpe to the Learning and Development Committee.

M/S Mesh/Laughlin CARRIED

MOTION: that the BEC appoint Natalie Clancy and Saleem Humayan to the Mobilization/Education Committee

M/S O'Connor/Croft CARRIED

MPL will notify the successful candidates. He notes other candidates may be recruited for other committees. He says it's important to reach out to those who have expressed interest in union roles.

We had a discussion about the times for the BEC monthly conference calls. It was decided that 7:30pm Eastern is the most suitable. Our calls take place on the second Tuesday of each month. Those who are working at that time, should try to be released. We will have calls in July and August, depending on quorum.

We have decided on October 3 and 4, 2014 for our next face-to-face meeting. The location will be determined, to coincide with advocacy activities. MPL will ask Margaret O'Sullivan to look at the costs and availability for holding our meeting in Halifax, Calgary or Ottawa.

The meeting moved in-camera at 2:20pm..

Regular session resumed at 2:35pm.

The BEC will strike a sub-committee to help plan the next President's Council. The management committee will form the sub-committee. Dates to be considered are late April-early May of 2015.

Delisle raised concerns about members in Western Canada being asked to evaluate other members programs and performance. A letter was initially sent indicating this was mandatory, but that has since been changed to voluntary. MPL notes this is done in English Radio all the time, as constructive feedback.

Laughlin asks whether BEC members can be issued business cards.

MOTION: that the BEC invest in business cards for the directors who want them.

CARRIED - Payant abstains.

Martin will send a list of those who want cards to the national office.

MEETING ADJOURNS 2:52pm.