

Minutes - BEC Face to Face Meeting Ottawa, October 2-4, 2014

Attendees:

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

Regrets: Marc-Philippe Laurin

Guests: Dan Oldfield, Carmel Smyth

Meeting called to order 9:02am October 2.

MOTION: to approve the agenda.

M/S Mesh/Various CARRIED

MOTION: To approve release for Jo-Ann Roberts and 87 dollars expenses.

M/S Mesh/Croft CARRIED

MOTION: To pay for Lunch at CBC Ottawa for the Meet-and-Greet

M/S Forest/Laughlin CARRIED

OLD BUSINESS:

A town hall conference call was held with sales staff to update them on changes and job reductions. Spafford noted that people were very happy that the call happened. She said there are concerns that jobs have been created that have not gone through the Job Evaluation process. Dan Oldfield said the CBC has a right to create jobs that will then be reviewed by JE. But he said the process has been handled badly and the Guild has registered preliminary objections to the process. He said the CMG's job now is to protect as many jobs as possible. Payant said the town hall call should have happened earlier to update members.

MOTION: To approve the minutes from September 9, 2014.

M/S Croft/O'Connor CARRIED Abstentions: Roberts, Gofenko, Forest, Payant, Croft

OLD BUSINESS - CONTINUED

Retirement seminars - There was a discussion about the need for retirement seminars, given the number of people who will be leaving the CBC. Smyth said the CBC and Gerry Jones from the Retirees Association are working on a plan. She said that Gail Young from the NEC came up with an idea to have the CURC (Congress of Union Retirees of Canada) run a seminar in Vancouver. Annick Forest said it was very well received. Smyth said more are planned, and suggested the BEC invite Young to our next face-to-face meeting or email her for details. There are also suggestions that there be a town hall on retirements, or that the CMG pay for a CURC rep to go to smaller locations.

TRUST FUND

Oldfield provided background to the BEC on the establishment of the trust fund. He explained that the fund resulted from money remaining from the JE process, plus money accrued from a mix-up over compensating CMG for leaves and releases. He said there is about 450-thousand dollars total, and once the CBC matches the CMG portion, there will be about 700-thousand dollars. He said the idea is to spend the money on training initiatives, primarily to help people reskill. He said the BEC will determine the scope of how the money will be used, and how people or projects can apply. He noted the trust agreement is not yet written, and could come under a steering committee. He hopes work can begin on drawing up the trust agreement by the end of the year, with BEC and NEC approval.

MOTION: That the BEC approve the creation of a trust fund created with the CMG money left over by the 2005 JE process. That this fund be primarily used to finance the reskilling of CMG members affected by industry changes. That all projects and expenses coming out of the fund be approved by the Branch Executive Council.

M/S Payant/Mesh CARRIED UNANIMOUSLY

Payant noted that the motion makes clear that the intent of the fund is to reskill members. She said it's not a lot of money, but is a great and worthwhile project that can help some members. She thanked Dan Oldfield for his work on the file.

MOTION: To form a sub-committee for the execution of the trust fund.

M/S Martin/Payant CARRIED UNANIMOUSLY

JOB REDUCTIONS- CMG

Oldfield gave a brief update on what is known about upcoming job cuts at the CBC. Very few details at the moment. Should be more details by mid-October. BEC members expressed concerns about deep cuts and the dismantling of the CBC.

LUNCH BREAK - MEET AND GREET AT CBC OTTAWA

Carmel Smyth gave the BEC an update on various issues at the national CMG level, including efforts to generate support for the CBC and public broadcasting, and organizing efforts at the CMG. She also updated the BEC on postings at the CMG office, including the western staff rep, and the CBC campaign coordinator, and the upcoming retirement of the Atlantic rep. BEC members expressed concern that the staff rep positions be filled quickly, as they are vital for serving members. Smyth also noted that the CMG is expecting a substantial budget shortfall in the coming year.

MOTION: To move the meeting in camera.

M/S Roberts/Mesh CARRIED

MOTION: To move the meeting out of camera.

M/S Roberts/O'Connor

DISCUSSION OF CBC CAMPAIGN

Payant told the BEC about the campaign in Ottawa to save the CBC. She said there is a committee of 8, all but 1 from outside the CBC, made up of retirees and high-profile CBC supporters. She said a big event is planned for November 18th, to show how important CBC has been to the Ottawa area. She urged the BEC to be ready in November to respond to the next round of cuts. The group discussed various possibilities for taking action.

DIRECTOR'S REPORTS

Prairies: John O'Connor said uncertainty is taking its toll on members. People are being asked to work faster, and do less with more. There are concerns about tweeting, especially from hosts who are being asked to tweet while on air, and cannot focus on their work. D'Souza said he would like information on what is happening in Calgary where part of the AM radio show will soon be broadcast on TV.

BC - Jo-Ann Roberts gave an overview of what's happening in BC. She said there is a lot of concern about the digital 1st strategy, with a lack of training and resources. She also noted some problems with respect in the workplace. Roberts announced her plans for early retirement in December.

New Members - Sean Laughlin noted there are a lot of casuals working. He wonders whether this is the new problem of "contract" workers? He also raised concerns about the number of retirees who are coming back to fill positions after retiring, taking work away from younger workers. D'Souza said that issue has been raised at the Toronto LJEC, and management has stopped the practice, except in cases where retirees have specialized skills. Various members said this should be raised as a talking point with the CBC, and if locations are having problems, they need to track this so that the CMG will have specific information.

Small Locations - David Croft said a lack of technical support is very stressful for people, and that dispatching workers to do their jobs with training sheets as a guide is not sufficient. There was a discussion about encouraging new members to consider working as backfill at small stations to help alleviate backfill problems, and help develop new skills. D'Souza also encourages people in small locations who want exposure to the Toronto location to speak to him directly.

MEETING ADJOURNS - 5PM

October 3, 2014

Meeting resumes 9:01am.

Director's Reports (cont'd)

Northern report. Allan Gofenko said the northern region expects to hear news about TV supper hour program direction by later in the fall. Payant noted that the 2020 plan appears to be putting the onus on employees to come up with suggestions on how to do things, with more and more work expectations coming from our own members. She said we should ask that Guild members should be part of such committees to flag if committee suggestions conflict with the collective agreement.

MOTION: To thank Vince DesRosiers for his years of service to the CMG.

M/S Gofenko/D'Souza CARRIED UNANIMOUSLY.

D'Souza noted that the North presents some extremely challenging problems, and Vince Desrosiers did a great job.

Atlantic Report. Harry Mesh said a recent call included discussion around boosting morale and participation in various locations. There was some discussion among the BEC members about getting notification when locations fall behind in remitting their financial reports. Mesh noted there are new local presidents in Sydney and Saint John.

MOTION: To thank Joan Weeks and Hance Colbourne for their service to the CMG.

M/S Mesh/Roberts CARRIED UNAN.

D'Souza said efforts are ongoing to settle an issue involving APS in St. John's. Mesh said thD'Souza said there are ongoing efforts to resolve an issue involving APS in St. John's. Mesh said the local is feeling disenfranchised. D'Souza said the CMG national office is looking for a solution.

MOTION:

- Whereas CMG has for many years had a Staff Representative located in and dedicated to the Atlantic region
- Whereas it is known that many changes including significant reductions in staff and station relocations are already planned for CBC, and will require continued assistance from CMG staff in the coming years

- Whereas Atlantic Canada is a geographically large and diverse region
- Whereas CBC in Atlantic Canada has approximately 23 separate facilities where CMG members are located, comprising 10 CMG Location Units
- Whereas a detailed knowledge of and frequent contact with all of these facilities and Location Units is vital to ensuring both proper member representation and an engaged membership

“I move that the CMG CBC Branch Executive Council ask the NEC to immediately begin the process of hiring a replacement for the retiring Atlantic CMG Staff Representative, in order to ensure a smooth transition and uninterrupted provision of vital services to the union membership.”

M/S Mesh/Payant CARRIED

Payant said she is disappointed that the CMG has known since June that Gerry Whelan is retiring, but no process is yet in place to replace him. A number of BEC members said the Atlantic and Western staff rep positions are essential for serving members. Mesh pointed out that the Atlantic rep also serves members other than CBC, including MBS and APTN. Payant also expressed concern that the branch is not embracing bilingualism. She asked BEC members at the NEC to defend the principle of bilingual hiring.

PMSD Update

Dominique Delisle said he is not sure why PMSD is not happening in many parts of the country. He suspects management is not driving the process across the country. BEC members has a general discussion about the process. Some had heard good feedback, others negative. It was generally felt that although this is a difficult and stressful period for many members, the PMSD process is an important one and should not be allowed to die.

NJC Update

Allan Gofenko gave a general update on the NJC.

Jo-Ann Roberts said hosts are getting frustrated with the forms that must be filled out for outside appearances.

NGC Update

John O'Connor noted that the NGC has not met. There was a discussion that it is important for national committees to maintain regular contact, to ensure that members are kept up to date on all files.

Treasurer's Report

Gaynette Spafford presented the report. D'Souza noted that CMG revenues will be reduced by 300-400-thousand dollars next year as a result of job losses at the CBC.

MOTION To reduce the current BEC budget by 10 percent for the coming year – and add 70-thousand dollars for Presidents Council.

M/S Forest/M. Robert CARRIED 1 abstention, 2 against (Fundal, Robinson)

MOTION: As suggested by the national CMG president and national treasurer, the BRC has cut its budget by 10 percent and as requested, will hold President's Council in 2015 at a budget of 70thousand dollars, for a total budget of 391, 750 dollars.

M/S Spafford/Laughlin CARRIED

Payant commended Spafford for her work as treasurer. The group echoed those comments.

MOTION: To request CBC BEC members on the NEC to urge that body to give priority to filling the western and eastern rep positions before devoting CMG funding to organizing.

M/S Gofenko/Mesh CARRIED 2 abstentions, Payant and Robinson

Payant indicated she would abstain because she did not want to see the CMG lose Karen Wirsig, who she feels is a big asset to the union. Mesh said he also felt that, but believed that servicing current members has to be the priority.

COMMITTEE REPORTS

Mesh asked whether the BEC could get an update from Health and Safety for the next meeting. He said people are concerned that the Vision care benefits are not sufficient. Robert said the committee is aware and is working on the issue.

NJC on Learning and Development

Delisle said there is finally a co-chair on the management side, Valerie Hickey. He said there is a meeting on October 16th for the first time. He said the approach will be to get training not just for current employees, but for those who might be laid off. He also said more hands on training is needed.

SRC West

Delisle said there is a new structure in place in the west. He said some managers are still doing the functions of producers and there may be grievances about this. He also noted that on the web, employees in many different pay bands are doing similar work, and that is creating friction. Forest said the JE process could help resolve the situation if the web writers issue was resolved. Delisle also said some pilot projects are being rushed through and mistakes are being made on air.

SRC East

Payant said that for the station move in Sudbury, a psychologist has been brought in to help. She said there are concerns about French and English services merging, and that raises questions about who would manage and who would assign? She also noted that the SRC local/regional committee in Ontario has been scrapped. She says there are efforts to revive the SRC Atlantic committee, which has not met in 2 years.

D'Souza asked Gofenko to raise the question of a French/English merger rumor at the next NJC.

MOTION: To move in-camera. 12:02pm
M/S Forest/Roberts CARRIED

MOTION: To resume regular session. 12:13pm
M/S Roberts/Forest

Roberts said a number of stations have fought against having open-air studios. M.Robert said it is silly that the Sudbury location is leaving a building with wonderful studios to move to a storefront.

Online/Emerging Platforms

Annick Forest said there is still a lot of concern about the JE process, and the ongoing postponements. She said in the meantime, people are being hired haphazardly under various job descriptions to work for the web, and are under extreme pressure. She said a resolution of the JE process for webwriters would help.

LUNCH BREAK

CBC Campaign

There was a discussion about a campaign to coincide with the next announcement of redundancies, perhaps a black t-shirt campaign to happen at the same time as a CBC town hall. Payant suggested a sub-committee could come up with other ideas, separate from the advocacy committee. There was some concern from other members that having two committees working towards similar goals would duplicate efforts. Mesh noted that the advocacy committee often meets with very little notice during daytime hours, and it can be difficult to attend.

MOTION: that the BEC ask the NEC to ensure that the processes of the advocacy committee meet the regular practices of the union.

M/S Mesh/Forest CARRIED 2 against (Payant, Laughlin)

Mesh said he would like to see the advocacy committee run like a committee, with a quorum and proper minutes. Forest said she wants to ensure members can participate fully.

Roberts asked if the large Save the CBC event goes ahead in Ottawa in November, whether the advocacy committee members could attend. That will be raised with the NEC.

Toronto Report

Naomi Robinson noted that there have been a lot of advocacy efforts at the Toronto location. She also said the location was able to hold a membership town hall right after the CBC town

hall in June, which many members welcomed. She said the location is currently doing a Map The Floor project, to contact every member and get email addresses, and be visible.

D'Souza said that in addition to the jobs cut in June, there have been 65 contract terminations and 1 more new redundancy. He said he is annoyed by CBC claims that it is mostly young people who are leaving. He said 75 percent are at a Band 7 or above, and the median age is 45. He said the union is working hard to protect people and there have been some very creative redeployments.

Ontario Report

Michael Robert said there are big morale problems in Thunder Bay where two jobs and the PM show were lost and despite a huge campaign of support, the cuts were not reversed. He noted there are a lot of consolidations and reassignments in Windsor. He said the Sudbury station is moving and there are concerns about a loss of space, air quality and sound quality.

NEW BUSINESS

Michael Robert put forward a special funding request from Sudbury. He is asking for funds to cover a 1 day release for the LEC to discuss concerns about Sudbury's upcoming move, such as air quality and security.

MOTION: That the BEC endorse and pass along to the NEC a request from the Sudbury LEC for up to \$4500. CARRIED UNANIMOUSLY

Robert said the LEC wants to come up with concrete questions and suggestions for management. Robinson asked whether the LEC could prepare a report on what happens. Fundal said noise could be another issue.

Naomi Robinson outlined a situation in Toronto that led to management disbanding the SRC LJC. There was a discussion about how best to resolve the situation and see the committee reinstated.

MOTION: The BEC is disappointed in the unilateral dissolution of the Toronto SRC Joint Committee; in the spirit of the relationship, the BEC (through the NJC) strongly encourage management to return to the committee table to continue the good work that the dialogue encouraged. CARRIED UNAN

Robinson provided an update on the bargaining policy committee, and said they will look at the work of the NEC committee, to see whether the work of both groups can be combined. Payant says the intent is that the policy will be ready for the next president's council.

Mesh said there has been very little work done on the maintenance career structure for a number of years. He says it cannot be resolved at this meeting, but needs to move forward. Gofenko raised concerns about a suggestion that TV control rooms could be centralized, and that the program in the North could be controlled by Winnipeg, much as Global TV does. Delisle said he believes that SRC is thinking about doing this in Montreal, Winnipeg and

Vancouver. Gofenko also raised the point that more and more locations are moving, including Iqaluit.

SATURDAY OCTOBER 4

Meeting resumes 9:05am

MOTION: Whereas concerns over parts of the Broadcast Technology Career Structure have existed for a number of years and continue to be reported;

Whereas we have for the last several years had a plan, in conjunction with management to review the career structure language;

Whereas we now have a commitment in the collective agreement to have this review completed by October 31 of this year;

Whereas little action has occurred on this file and it is highly unlikely to be completed by this time;

Whereas this review could potentially impact many employees, including their salary band, job security, and more;

Whereas this is one of two unresolved letters of agreement impacting the broadcast technology group of jobs;

And whereas this is leading to considerable cynicism among impacted members:

Moved: That the CBC Branch President take the necessary steps to get action restarted on the Broadcast Technology Career Structure review and monitor its progress in order to resolve the issues as close to the timeline as specified in the collective agreement as possible.

M/S Mesh/Gofenko CARRIED

Mesh noted that there has been a lot of frustration with this process over many years, and it needs to be reviewed. He notes this motion will make it an ongoing item, so the BEC will be able to get regular updates.

MOTION: Whereas concerns over level of remuneration among the maintenance and IT groups have been expressed for a number of years;

Whereas the 2009-2014 contained a letter of agreement to perform a joint compensation review of these groups of jobs;

Whereas this review was to be completed by 2009 but has not yet been acted upon;

Whereas this letter now forms part of our new collective agreement;

Whereas any issues identified can only be resolved in another round of collective bargaining;

Whereas this is one of two unresolved letters of agreement impacting the broadcast technology group of jobs;

And whereas this is leading to considerable cynicism among impacted members:

Moved: That the CBC Branch President take the necessary steps to get action started on the maintenance and IT compensation review and monitor its progress in order to resolve the issues prior to and in preparation for the start of the next set of negotiations.

M/S Mesh/Gofenko

Mesh said this item came up in the last bargaining round survey - he noted people feel they are not being compensated enough comparable to the marketplace. He said it will be an onerous task to do the survey but said we need to live up to our commitment.

FUNDING FOR OTTAWA, TORONTO AND VANCOUVER

Robinson said this item came up at the convention - larger locations require more leg work by LEC members. She offered to come back with a plan after the morning break.

MOTION: To go in camera. 9:19am

M/S Gofenko/Forest

MOTION: To resume regular session. 10:03am

M/S Fundal/Laughlin

MOTION: Whereas duly constituted joint committees of the CBC Branch are comprised of both elected volunteers and CBC Staff Representatives;

Whereas both staff and volunteers must work cooperatively on these committees;

Whereas proper functioning of the committees requires true consultation and full sharing of information between committees members;

Whereas there have been numerous concerns expressed over the lack of such consultation and information sharing, to the detriment of the functioning of the committees;

Move that the BEC members on the NEC ask the NEC to direct CMG staff representatives to collaborate with CMG volunteer members to do union business in a spirit of cooperative participation. There should be full sharing of all committee information within each committee.

M/S MESH/ROBINSON CARRIED UNANIMOUSLY

MOTION: The BEC asks the NEC to organize a team building session (or something similar) to improve the relationship between elected Guild officials, including the CBC branch, and the staff member of the Guild.

M/S Payant/Laughlin CARRIED UNANIMOUSLY

CAJ CONVENTION

Payant said the CAJ will hold its next convention in Halifax in June. She said the branch has been asked to participate, and asks that we put this on the agenda for our next call.

LOCATION FUNDING

MOTION: Be it moved that the BEC management committee work with the NEC management committee to implement the funding formula for up to one additional full-day wage replacement per week in the Vancouver, Ottawa, & Toronto location units. This funding formula should cover all the time since the motion passed at the 2014 CMG Convention.

M/S Robinson/Payant CARRIED UNANIMOUSLY

MOTION: To strike a sub-committee for planning the next president's council.

M/S Laughlin/O'Connor CARRIED

Laughlin said the BEC needs to move on this quickly to strike a budget and consult with the presidents. Payant urged the committee to consider making the theme of the president's

council, Saving the CBC. Roberts suggested looking at holding the President's Council meeting somewhere other than Toronto, e.g. Halifax in conjunction with the CAJ convention.

MOTION: That the following BEC members sit on the president's council planning committee: Fundal, Payant, Martin, Laughlin, Delisle, O'Connor

M/S Mesh/Forest CARRIED

MOTION: That the BEC continue to support a CBC branch president position that is full-time and paid.

M/S Mesh/Roberts CARRIED UNANIMOUSLY

Mesh said this is essential given the size of the branch and the very tough five years we are now facing. M. Robert noted that Marc Philippe has been very helpful and essential in supporting him as Sudbury president over the years.

MOTION: That the BEC continue to support the practice of having a convention and president's council in alternate years.

M/S Spafford/Croft CARRIED UNANIMOUSLY

There was a general discussion that these meetings are important to give people a chance to meet and network.

MOTION: That the BEC invite the CMG trustees to send a delegate to our next face-to-face meeting to present their report.

M/S Roberts/Laughlin CARRIED UNANIMOUSLY

MOTION: That the BEC thank the Ottawa location and its president for hosting the BEC meeting.

M/S Mesh/Fundal CARRIED UNANIMOUSLY

Laughlin noted that bringing the BEC to Ottawa was advantageous and a learning experience. He felt it was worth it to meet the members and wave the flag. Robinson suggested we consider Halifax as another meeting location.

MOTION: That the BEC thank Jo-Ann Roberts for her years of service and wish her well in retirement.

M/S Martin/Robinson CARRIED

MOTION: That the BEC make a donation of \$100 to a charity in Marc-Philippe's sister's memory

M/S Payant/Roberts CARRIED

The next suggested date for the BEC face-to-face is February 19-21. The management committee will consider different locations.

MEETING ADJOURNS