

BEC Minutes (draft)
October 23, 24, 2015
Holiday Inn, Yorkdale

Attendees:

Jonathan Spence
John O'Connor
Annick Forest
Michael D'Souza
Gaynette Spafford
Harry Mesh
Dave Croft
Wendy Martin
Wil Fundal
Allan Gofenko
Natalie Clancy
Naomi Robinson
Marc-Philippe Laurin
Sean Laughlin
Michael Robert
Chantal Payant

Meeting called to order at 9:06am.
Annick Forest read the statement of principles.

MOTION to approve the agenda.

Clancy/O'Connor

Additions: a review of the travel policy; NEC convention planning update. Michael D'Souza suggested that new business be done before the CBC Campaign discussion. MPL agreed and said there should be plenty of time for the discussion. He also suggested that Natalie Clancy's motion about NJC be moved to the overall committee discussion.

MOTION CARRIED

MOTION to approve the minutes from Sept 8 and Sept 15, 2015

D'Souza/Spafford

After a discussion about several amendments to the minutes, it was decided to pend the adoption of the minutes to tomorrow.

PRESIDENT'S REMARKS

Marc-Philippe Laurin noted the recent passing of former BEC member Terry Ledrew. He said she was a strong member of the CMG, a hearty soul with strong opinions who never shied away from sharing them.

MOTION to send condolences to the family. MPL will draft them. Harry Mesh suggested sending a donation to a charity in her name, and to watch for the obituary.

Fundal/Mesh

MOTION CARRIED

MPL noted that Dominique Delisle has resigned from all national committees except the NJC, for personal reasons. He thanked him for his years of service.

MPL said that Bruce May and Patty Ducharme will join the BEC later in the day to hear some of the discussion. He said the staff reps have a tremendous workload, and it is important that they attend these meetings to hear the issues. He thanked Harry Mesh and John O'Connor for taking over staff rep positions temporarily. He noted that Wendy Martin is currently filling in, in the East. He said the management committee is currently considering how the position will be filled. He said the position is now being done on a part-time basis and he is not confident that is adequate. The BEC had a brief discussion about the position. Some members felt strongly it should be full-time, while others were concerned about CMG budget constraints. Chantal Payant suggested that a sub-committee look at the CMG downsizing, and how the remaining work can be managed. MPL asked that we pent the discussion for later.

MPL said the CBC Campaign had a great result. He thanked Kam Rao and Naomi Robinson for their hard work, especially over the past few weeks. Annick Forest mentioned Natalie Clancy's hard work in Vancouver as well. Robinson said it was a great mobilization campaign in many locations. MPL said the work doesn't stop now, and we must make sure the Liberals follow through with their promises to restore CBC funding.

Harry Mesh asked about the status of the dental plan. MPL said it looks as though the new fee structure will be ready to roll out on January 1st with the drug plan. He said a communique will go out to the membership when the date is confirmed.

MPL said the CMG is asking the new government to ask the CBC to put the cuts on hold, not interfere with the running of the CBC. Robinson asked for clarification around the number of job cuts expected in the 2020 plan. MPL said the CBC's target is to be at between 6,000 and 6,500 employees by 2020. He noted that the CMG has indicated to senior management that the union would be looking for jobs to be restored. D'Souza said the 2020 plan is about much more than job cuts, and is to fundamentally outsource everything and get rid of all physical structures. He noted that the fight now is with our own leaders, and not in Ottawa.

TREASURER'S REPORT

Gaynette Spafford presented the BEC budget for 2016 and reviewed expenses for the year to date. She reminded people of the policy change that travel claims should be filed within 90 days, and will be ineligible after 6 months. Spafford also explained that some money for union releases continues to be slow coming in from the CBC, but that the new invoice system should help improve that. She reviewed the proposed 2016 budget, adding that roughly 1.5 percent had been added to most numbers. The BEC went through the budget in detail, and proposed changes in some areas.

MOTION to adopt the final 2016 BEC budget of \$317,340.00

Spafford/Mesh

MOTION CARRIED

COMMITTEE APPLICATIONS

MOTION to go in camera

Spafford/Forest

MOTION CARRIED

MOTION to resume regular session

Mesh/Forest

MOTION CARRIED

LUNCH

BEC meeting resumes - 1:17pm.

Guests: Patty Ducharme, Bruce May, Terri Monture

NJC Update

MPL said there continue to be issues with petty cash and TEMS. He said the issues were discussed recently with management. Bruce May said petty cash funds will be set up for daily operation, for things that are not out-of-town travel, such as parking, cabs, etc. Jonathan Spence said the funds will be set up in workplaces such as news, and possibly factual entertainment.

MPL said issues around the Vacation Purchase Plan were also raised at NJC. He said some people were denied the extra leave because they had fractions of AL left over from the previous year. He said AL balances must be at zero as of March 31. He said in most cases, the leave purchases were allowed. He stressed that members must be responsible for making sure their leave balances are at zero. That may mean taking a half or full day of leave, to get the balance below zero.

The BEC discussed issues around radio-on-TV. There are concerns that the cameras in studio are always on, even when the broadcasts are not happening. Employees worry they are being constantly watched. Bruce May pointed out that people should have an expectation of privacy in their workplace, and that one could argue that this is surveillance. He said individual locations should raise the issue at LJC. The BEC also discussed pay for freelancers who are doing items while radio shows are on TV. Terri Monture said the rates for TV freelance are higher than those for radio. She said the CMG is in discussion with the CBC to resolve the pay issue. In the meantime, she said contributors have the option of doing their radio items by phone or from a remote location.

There was a discussion about the creation of new job titles and job descriptions at the CBC. MPL said the CMG has told the CBC there will be no pilot projects in this area. Bruce May said the CBC is supposed to talk to the Guild before creating new jobs. Examples include AP tech-editors for radio, TV and web, and AP's in digital. There was discussion about updating job descriptions and salary scales to keep pace with the changes.

NJEPC Update

MPL updated the BEC on cases that have been resolved or are in negotiation. He said in some cases, management targeted specific senior people for layoff. He said discussion needs to be had with senior management about this, because layoffs are supposed to go to

the most junior person. He said if anyone hears of similar cases, they should alert the CMG office.

Director Reports

The BEC directors presented reports on their portfolios.

Bruce May and Patty Ducharme gave an update on the new Iphone/Smartphone memorandum. Patty said the issue first came up in May when videographers were being laid off in Alberta, and reporters were being assigned lighting kits, tripods, etc and being told they would be shooting their own material. Michael D'Souza said use of these is not new, but pictures on the new phones are much improved. He said in some locations, reporters are being expected to do this. He said the definition of a videojournalist does not define the type of camera to be used. Bruce May said the memorandum tries to capture the basics of the issue, and it will be further defined by the sub-committee. Chantal Payant asked for a definition of "incidental" media elements. MPL said if a reporter gathers video at the scene and sends it back for the web, that's incidental. But if they're assigned to gather video specifically, that's different. Patty Ducharme said the employer wants people to submit TUGs and will ask assignment producers to track this.

The BEC had a discussion about posted versus emailed schedules. Some employees have raised concerns that when they receive their schedules by email, they can only see their own skeds, and not other people's. Anick Forest noted that Google schedules can also be changed. MPL said specific examples are needed to raise this with management.

The BEC also discussed followup to the Rubin Report. Jonathan Spence said that the course to empower bystanders should be rolled out soon. Bruce May said the Health and Safety committee should be working on this as well. He said the CBC is legally required to work with the union to address matters of sexual harassment, etc., but the union has not been part of developing the program.

Saturday, October 24.

Meeting convened at 9:11 am.

MOTION to move in camera to discuss committee applications.

Fundal/Gofenko CARRIED

MOTION to resume regular session at 10:08am.

Mesh/Payant CARRIED

MOTION to approve the appointments of Wil Fundal and Natalie Clancy to the Health and Safety committee.

Forest/Payant CARRIED 2 Abstentions

MOTION to approve the appointment of Michael Tymchuk to the National Grievance Committee

Robinson/Forest CARRIED

MOTION to approve the appointment of Saida Ouchaou-Ozarowski to the JEEC.

Fundal/O'Connor CARRIED

MOTION to approve the appointment of Kim Trynacity to the Joint Pay Equity Committee.

Fundal/Forest CARRIED

MPL said he would notify the successful candidates directly, and that the applications from the other applicants would be kept on file.

MOTION

Whereas the CMG by-laws state that, "The CMG commits to actively seeking out and including members of underrepresented groups in union activities and leadership"

Whereas the CMG CBC Branch policies state "The composition of committees shall respect ... diversity"

Whereas the CMG has the obligation to populate the National Joint Committee when a member vacates a position on a committee

Whereas the National Joint Committee is pivotal in strategic discussions with the corporation affecting all members

Whereas the National Joint Committee currently does not include any women representing the CMG

"I move that CMG - BEC take immediate steps to appoint a woman as member to the National Joint Committee to better represent all our members on the NJC"

M/S Clancy/Spence

Gaynette Spafford noted that there is not currently a vacancy on the NJC. MPL said the motion would be debated. Clancy said she would amend the motion to read "at the next available vacancy". Several BEC members noted there are already policies in place to encourage applications for committees from all diversity and equity groups, including women. Wil Fundal asked whether anyone could request to sit in on a meeting of the NJC. MPL said yes, and that on various occasions, Spafford, Robinson and Forest have all sat in on meetings. Several people said they would vote against the motion, because of the policies already in place.

MOTION DEFEATED 5 abstentions

MOTION I move that CMG BEC take decisive steps to encourage women to apply for the National Joint Committee to better represent all our members on the NJC.

Spence/Clancy

Jonathan Spence said this motion was intended to recognize the problem and seek out potential candidates, and work with them, provide training, etc. with a view to having them seek a position on the NJC. There was a debate over whether the motion should be amended to include "members of equity-seeking groups" but several BEC members felt that was too specific and went against the nature of the motion.

AMENDMENT DEFEATED 2 Abstentions

John O'Connor proposed a friendly amendment that the motion read "take decisive steps to recruit members from equity-seeking groups".

Michael Robert said we should already be doing this at all committees, and we already have a policy in place. Jonathan Spence said this gives the BEC licence to address the problem that Natalie raised about a lack of women at the NJC. He said he hopes this will become an all-committee approach.

MOTION CARRIED 1 Nay

MINUTES

The BEC discussed several amendments to the minutes of Sept 8 and Sept 15.

MOTION to approve the minutes from Sept 8 and Sept 15, 2015

D'Souza/Spafford CARRIED

TERRY LEDREW

Harry Mesh noted the obituary for Terry Ledrew, and the listed charities.

MOTION that the BEC make a donation of 100 dollars to the National Pancreatic Cancer Canada Foundation.

MOTION CARRIED

BRANCH GOVERNANCE/STRUCTURE

Harry Mesh reported to the group, as chair of the sub-committee on branch structure. He said the group is very early in its discussions but has come up with a model similar to that which was defeated at the last convention. He said it is a regional model which would combine the roles of secretary and treasurer, combine the two SRC positions, retain the diversity portfolio, and would assign the remaining portfolios among the other regional representatives. He said the proposal at the last convention was very complex, and the intention this time is to break down the changes into different by-law proposals. If adopted, he said the BEC would go from 17 members to 11, saving approximately 25-thousand dollars. Chantal Payant said the sub-committee hopes to have a proposal ready for the next BEC face-to-face.

Guests: Carmel Smyth, Jeanne D'Arc Umurungi, Lise Lareau, Kam Rao

COMMUNICATIONS FROM NATIONAL OFFICE

The BEC had a lengthy discussion about communiques issued by the national CMG office. MPL said he has run into issues with wording in communications from the office that he is not comfortable with. He said the BEC is responsible for members who work at CBC and we have to answer to our members. Many BEC members said they would like advance warning of communiques that affect the CBC branch. Harry Mesh said the communiques should have a signature, and as a rule, should come from the CBC Branch president. MPL said this is not about communications director Jeanne D'Arc, but about consultation between elected officials. Several members asked about the process. National president Carmel Smyth was present for the discussion, as was Jeanne D'Arc and V-P Lise Lareau. Smyth said she has no problem signing communiques. But she said the downside of having a number of people signing communiques is that members can be confused. She said in many unions, the only person who speaks publicly is the national president. She said if communiques were emailed to committees first to be checked, the office would never get anything out. She said the union gets criticized already for not speaking out quickly. MPL said elected BEC members should be making final decisions on positions affecting the CBC.

MOTION to move in camera

Forest/Clancy CARRIED

MOTION to resume regular session

Gofenko/Mesh CARRIED

Carmel Smyth addressed the BEC and said it had been an incredible year. She thanked Kam Rao, Jeanne D'arc Umurungi, Chantal Payant, Lise Lareau, Marc-Philippe Laurin and the BEC members.

MOTION to move in camera 1:30pm
O'Connor/Forest CARRIED

MOTION to resume regular session 3:03pm
Spence/Clancy

MOTION I move that the CMG /CBC Branch work with AR and SCRC in a joint declaration stating that together we have no confidence in the current President and current Board of Directors as well as demanding a halt to the sale of CBC assets as outlined in the CBC's 2020 plan
Spence/Clancy

Jonathan Spence said he thought this motion would satisfy our ability to work with the French unions and enter into discussion on this initiative. Allan Gofenko said he thought the CBC president needed to be singled out because he came up with the 2020 plan. Clancy proposed a friendly amendment to also "halt all cuts to staff and programming". Michael d'Souza said he would vote against the motion, because the location presidents indicated in May they did not want to call for the president's resignation. He said they would need to be consulted before he would support it. Clancy proposed another friendly amendment "pending consultation with local presidents". Spence said he would not accept that as friendly.

AMENDMENT Pending consultation with local presidents.
Clancy/Payant

Harry Mesh said he didn't think the amendment signals true consultation. He said it suggested the BEC would act, despite what the presidents said.

VOTE ON AMENDMENT 7 Ayes 8 Abstentions AMENDMENT CARRIES

Naomi Robinson urged people to move ahead with this quickly.

MOTION to table the joint declaration motion until the presidents have been consulted.
Mesh/Croft

MOTION DEFEATED 4 Ayes 7 Nays

Sean Laughlin said everyone wants to agree with the motion and urged MPL to call an urgent meeting with the presidents. Chantal Payant said she felt the group was getting bogged down by process and she has heard from members saying that the CMG has not been vocal enough.

MOTION CARRIED UNANIMOUSLY 1 Abstention

MOTION that the BEC president have the discussion about the SCRC declaration with location presidents within 48 hours.

Forest/Clancy

Annick Forest said she thought it was feasible to hold the discussion quickly, even by end of day Monday. Chantal Payant put forward a friendly amendment that the discussion wait until MPL had more information from SCRC. The friendly amendment was not accepted.

MOTION CARRIED UNANIMOUSLY

Chantal Payant said she wanted a message sent to port Credit, that since the CBC is hoping to get 150 million dollars in additional funding, that it may be time to see members' paycheques come back to where they should be, with pay increases. She said cheques have decreased with pension and dental premium increases. MPL said Port Credit is about different things, but if the group wished, the issue could be raised there.

TRAVEL POLICY

MPL said the current policy states that if a member gets back to their home location before midnight, then the next day will not be a union leave day. But he noted if you are travelling to Vancouver, you get home on Eastern time, but have to get up on Western time. Naomi Robinson said union involvement should not create hardship. She asked whether individual situations could be considered on a per meeting basis. Gaynette Spafford said there is a travel committee, and it may be time to review the policy.

CONVENTION DISCUSSION

MPL said he has stressed the need for a full day for BEC business at the next convention. Wendy Martin, Gaynette Spafford, MPL, Dave Croft, Sean Laughlin and Naomi Robinson have offered to help with BEC planning. Several members echoed the need for a full day for branch business.

WORKLOAD

John O'Connor said people in charge of social media seem to have very heavy workloads. He has asked 1 employees to keep a daily log, and asks others to do the same. Clancy says the workload committee should be looped in. Payant asked O'Connor to send out an email to everyone.

MOTION to adjourn 4:52pm
Fundal/Forest CARRIED