

Draft Minutes
BEC Face-to-face meeting
Feb 19 - 20, 2016
Holiday Inn Yorkdale

Attendees:

Annick Forest
Wil Fundal
Marc-Philippe Laurin
Michael d'Souza
Michael Robert
David Croft
Natalie Clancy
Saida Ouchaou-Ozarowski
Chantal Payant
John O'Connor
Harry Mesh
Sean Laughlin
Wendy Martin
Gaynette Spafford
Naomi Robinson
Jonathan Spence (regrets on the 19th)

Friday, February 19th.

Meeting called to order 9:18am.

Saida Ouchaou-Ozarowski took the oath of office as a new BEC member.

MOTION to adopt the agenda.

Additions: proposed structure of the NEC, response to trustees, freelance rights, convention planning, bylaws and policy committee

M/S D'Souza/O'Connor CARRIED

MOTION to adopt the minutes of January 12, 2016.

There was a discussion about the status of a committee to look into the increasing use of temps at CBC. MPL asked John O'Connor to reach out to previous members of a committee on temps to see if they are interested in doing a re-start of the committee work.

M/S D'Souza/Forest CARRIED

PRESIDENT'S REMARKS

MPL said he and Bruce May have had a number of positive discussions with the new V-P of People and Culture. He noted there have been concerns raised about members having to take leave in their last few weeks of pregnancy. There was a suggestion that a note be sent to members advising them of their rights. Forest suggested a survey of members to see how many have been affected.

TRUST FUND UPDATE

MPL gave the BEC a brief history of the development of the trust fund. He said the discussion around the establishment of the fund has been going on for 3 ½ years, and he would like to see it settled. Some BEC members want to see the money used for training, but MPL said it might be simpler to put it towards the dental plan.

MOTION to postpone the discussion until after lunch.

M/S Mesh/Various CARRIED

PETTY CASH FUND

MPL said the CBC has gone back and forth on this issue, first saying that any department could set up a petty cash fund, then rescinding that. He said in some centres, members are paying hundreds of dollars out of their own pockets for cabs, parking, etc, and having to wait days to be repaid. D'Souza said he knows of one intern who paid for supplies out of pocket, and will have to wait 45 days to get a refund. MPL said the issue is being discussed at IR and at grievance. It will also be raised at an upcoming NJC meeting. Robinson suggested filing a grievance if the issue is not settled at the NJC.

DIRECTOR REPORTS

Atlantic - Harry Mesh said Nancy Waugh has been appointed managing editor in Atlantic Canada. He also said that locations in Atlantic Canada have been asking about the long-term plans for the Atlantic CMG rep position. MPL said the NEC will discuss the position next week.

BC - Natalie Clancy said the Western CMG rep, Patty Ducharme, has been taking on a lot of issues in the West and is starting to make a big difference. MPL thanked Natalie, as well as Harry Mesh and Wendy Martin, for helping recruit new location executives.

New Members - Sean Laughlin noted that the increasing use of temps is becoming a huge issue. He said major centres may need their own temp committees to track numbers. Naomi Robinson said that Jonathan Spence and Elaine Janes made an effective team in Toronto for tracking temp numbers. She said Elaine is soon taking early retirement. Chantal Payant said she would like to get some help from Elaine before she leaves. MPL said the NGC could facilitate this.

North and Small Locations - Gaynette Spafford suggested that the CMG needs to offer more mobilization training for locations and local executives, to make it easier to find new recruits.

Prairies - John O'Connor said it's been confirmed that Edmonton and Calgary are losing their control rooms. He also said he's heard that some managers are now telling the CBC they can't do the work being asked of them, under the budget constraints. Robinson asked whether the CBC should be pushed at NJC to reallocate money to departments that are being stretched. MPL said any information from regional directors along those lines would be helpful. He also said the NJC is expecting a briefing about the consolidation of control rooms, and the impact on staffing.

LUNCH

DIRECTOR'S REPORTS (cont'd)

SRC West - Saida Ouchaou said the cuts have been difficult and there are issues in many locations. She said the structure of SRC in the West is different than that in the East. She said she has raised the idea of a regional joint committee, and would like to revisit that. Chantal Payant said there has not been a meeting of the SRC sub-committee for a long time and she is disappointed by the lack of commitment from management. MPL suggested that he, Chantal and Saida draw up an agenda and ask for a meeting with SRC management.

Online and Emerging platforms - Annick Forest asked for a minute of silence for webwriters, as it has taken so long to get their JE challenge resolved. MPL said the issue is very close to being settled. He said he would get an update.

Toronto - Naomi Robinson said the Toronto local plans to send out another survey on Monday, on such issues as workload, and social media. She said Toronto is working on some pre-retirement seminars, and there has been a lot of interest. She also said the Toronto local has started compiling a list of items for bargaining. She said in Toronto, a mix of types of schedules are being used, including paper and online. Some BEC members said that Google sheets are being used in some locations, which can track all changes. MPL said the issue should be raised at NJC. He said for now, paper schedules are the only acceptable form, because all changes can be tracked.

Ontario - MPL noted that there is not currently a location executive in Windsor, as the president has not worked in several months. He said Windsor will be advised that if there is not a local executive, they will have to merge with Toronto.

SRC East - Payant said there are some issues in Ottawa of APS members doing tech support work. She said there have also been some mistakes with severance pay, because the Continuous Service date has been used, rather than the CMG date. MPL said the NJC is looking at the issue.

Diversity and Human Rights - Wil Fundal said there had been no movement on this file. He said the responsibility for Joint Employment Equity has been transferred to another CBC director. He said that means a lack of continuity and knowledge.

National Committee Updates

PMSD - MPL said the committee is looking for a management co-chair. He said in some locations, PMSD meetings are happening. Several BEC members said many people are happy to see PMSD die, because of the problems with the process in the past. Others defended the process, saying it gives members an opportunity to set goals and talk with their managers. MPL said the NJC will follow up.

NJC - MPL said the NJC has discussed the concerns about cameras being left on 24/7 in radio control rooms, under the Radio on TV projects. He said it's hoped that locations will be able to resolve any concerns locally. Mesh said the NJC also discussed attire, and there is no clothing allowance for reporters/hosts who appear on Radio on TV.

CCSB - MPL said the second increase in pension premiums will take place on July 1. He said the grievance regarding the increase is proceeding. He said the dental plan improvements are also now in place, and he has heard nothing but thanks from members.

NGC - John O'Connor said the biggest issue before the NGC currently is medical certificates. Participation in outside activities is also an issue. He said there are also 3 sales grievances in arbitration.

Pay Equity - Wil Fundal said there is nothing major to report.

Per Diems

Harry Mesh said the CBC per diems have not increased in many years, possibly 10 years. He said it is a big issue for people who spend a lot of time travelling for the corporation. He said in a comparison with rates for the Public Service of Canada, CBC daily rates are 70 dollars, compared with 95.05. MPL said he will raise the issue at CCSB. Mesh said he will do more research and compile a report. O'Connor said CMG per diems have also not increased in some time.

Release Days

MOTION:

Resolution #6 CMG Convention National Release Days for Toronto, Vancouver and Ottawa Whereas Resolution #6 was adopted at the 2014 CMG Convention;

Whereas these National Release Days have enabled Toronto, Vancouver and Ottawa Local Executives to manage their workload in a more efficient manner, resulting in members in those locations being served appropriately;

Be it resolved that the Branch present (support) a resolution at the 2016 CMG Convention calling for the extension, for the next 2 years, of Resolution #6 CMG National Release Days for Toronto, Vancouver and Ottawa.

Chantal Payant said the release days have been a huge help in getting CMG work done in Ottawa. Mesh noted that the BEC cannot present a resolution, so the word "present" is changed to "support". CARRIED

Trust Fund

The BEC had a discussion about the creation of a trust fund from money left over from the JE process. Many members would like to see the money used for additional training for CMG members who are affected by workforce adjustment.

MOTION: to go in camera. 4:53pm.

M/S Mesh/Fundal CARRIED

MOTION: to resume regular session. 5:35pm

M/S Fundal/various CARRIED

MOTION: to table the discussion on the trust fund until tomorrow

M/S Mesh/Clancy CARRIED

Meeting adjourned.

Sat, Feb 20, 2016.

Director's Reports

Education/Mobilization - Jonathan Spence said he has finished the English version of the pre-retirement section for the CMG website and is working on the French version. He also gave a brief description of the bystander course that he has developed.

Repopulation of Committees

MOTION: To move in camera 9:22am

M/S D'Souza/Fundal CARRIED

MOTION: To resume regular session 11:49am
M/S Forest/D'Souza CARRIED

MOTION: That the BEC appoint Chantal Payant to the NJC.
M/S D'Souza/Fundal CARRIED

MOTION: That the BEC appoint Gaynette Spafford to the CCSB.
M/S Clancy/Croft CARRIED

JEEC Vacancy

The BEC had a discussion about the best way to fill a vacancy on the JEEC, following the departure from the CBC of Ing Wong-Ward.

MOTION: That the BEC direct the JEEC-CMG caucus to come up with a recommendation to fill the current vacancy, as per the current BEC policies.

M/S Fundal/various CARRIED

MOTION: For her many years of service in the CBC Branch of the Canadian Media Guild as a location unit president, and for her tireless efforts in keeping the business of the CBC Branch organized and on time, I move that Wendy Martin is bestowed an Order of the Guild to recognize her work and efforts.

M/S Fundal/Various CARRIED

Bylaws and Policies Committee

Harry Mesh said there is a vacancy on the Bylaws and Policies committee, and that there is no cap on the number of members.

MOTION: That Dave Croft be appointed to the bylaws and policies committee.

M/S Mesh/Spafford CARRIED

MOTION: That John O'Connor be appointed to the bylaws and policies committee.

M/S Mesh/Spence CARRIED

Branch Restructuring

Harry Mesh outlined the thinking behind the restructuring proposal to be presented for approval at the June Convention.. He said it would produce annual savings of about 25-thousand dollars, or about 8 percent of the budget. Mesh chaired a sub-committee that presented a lengthy document to the BEC with the rationale behind the proposed changes.

MOTION: That the BEC approve the recommendation to combine the roles of Secretary/Treasurer.

M/S Mesh/Martin CARRIED

Spence said that the BEC could free up the secretary/treasurer for additional days to cover the extra workload. Spafford noted that is already the practice.

MOTION: That the BEC approve the recommendation that the positions of SRC-Director West and SRC Director-East be combined.

M/S Mesh/Payant CARRIED - 1 ABSTENTION

Payant said there may be concerns about a heavy workload for a rep covering the whole country, but it is important to help reduce the size of the BEC. Forest said it would be important for the director to have a budget, to be able to support members across the

country, and visit locations. Laughlin said the smaller BEC might be able to meet in various locations across the country, allowing all directors to visit different locations.

MOTION: That the BEC approve the recommendation that the position of the Director of Education/Mobilization be eliminated.

M/S Mesh/Spence CARRIED

Spence said the work of educating and mobilizing the members still needs to be done, and under the new model, the responsibility would shift to the BEC V-P, either to oversee the work or delegate it to another BEC member. He said there are other resources for ed/mob at the national level, including at the CWA, that can be accessed.

MOTION: That the BEC approve the recommendation that the position of Director of New Members/Youth/Temporary Employees be eliminated.

M/S Mesh/Laughlin REFERRED BACK TO COMMITTEE FOR REVIEW

A number of BEC directors were concerned that this work would be overlooked if the portfolio was not specifically reassigned. The committee will review the proposal.

MOTION: That the BEC approve the recommendation that the position of Director of Online and Emerging Platforms be eliminated.

M/S Mesh/Laughlin REFERRED BACK TO COMMITTEE FOR REVIEW

Mesh noted that online and emerging platforms issues are now the focus of all BEC directors. Forest expressed concern that many digital positions are still not clearly defined. She said she wants someone to ensure the issue is followed. Robinson said someone is needed at a national level to retain oversight of the portfolio. The committee agreed to have another look at the position.

MOTION: That the BEC approve the recommendation that the position of Director of Small Locations be eliminated.

M/S Mesh/Martin CARRIED

Mesh said the committee proposes that the BEC President chair a meeting with small locations at each President's Council, and hold a minimum of two conference calls per year. Dave Croft said while it is nice to have a director of small locations, the regional directors have always been receptive to the concerns from small locations.

NEC Restructuring

MPL noted that the NEC is also looking at its structure with a view to downsizing. He reviewed several proposals, with a discussion about their potential impact on the CBC voice at the NEC. Several members expressed concern that although the CBC is by far the largest branch, it does not have proportional voting power. MPL has promised to keep the BEC informed on proposed changes.

Treasurer's Report

The BEC received the treasurer's report from Gaynette Spafford.

Convention Planning

The CBC branch will have about six hours at the June convention for its own business, from 9-12 on Saturday, and again from 3-6pm. The BEC has a committee to make plans for that time period.

Freelance discussion

MOTION: To move in-camera. 3:11pm

M/S Ouchaou/Spence CARRIED

MOTION: To resume regular session. 3:38pm

M/S Fundal/Various CARRIED

Trustees Report

MPL said he will make a response to the trustees' call for fewer face-to-face meetings for the BEC. He said it is not feasible. He said many locations do not have access to space for video-conferencing and it is very expensive.

MOTION: To pend discussion on two tabled resolutions from this meeting to our next call.

M/S Forest/Croft CARRIED

Trust Fund

MPL said that Jonathan Spence had offered to work with him to move the trust fund issue forward. Ouchaou, Clancy and Payant have also offered to help with the discussion.

MOTION: to adjourn.

O'Connor/Forest CARRIED