

Approved February 13, 2017
CBC Branch Meeting (Intercontinental Toronto)
January 27, 28, 2017

In Attendance:

Jonathan Spence (Chair), Natalie Clancy, Gaynette Spafford (Recording Secretary), Dave Croft, Kim Trynacity, Naomi Robinson, Bob Sharpe, Saida Ouchaou-Ozarowski, Wendy Martin, David Horemans

Guests: Bruce May 9am-12noon Jan, 27/17,

Kam Rao, Jordanna Lake and Jeanne d'Arc Umurungi 11am-12noon Jan 27/17

1. Call to Order 9:10 AM ET
2. Statement of Principles: Croft read the Statement of Principles on Human Rights
3. **Motion to Approve Agenda as amended:** M/S Martin/Clancy **Carried**
4. **Motion to Approve January 9, 2017 Minutes:** M/S Ouchaou-Ozarowski/Croft **Carried**
5. President's Remarks:
 - Spence updated the committee on his recent meeting with Lacroix
 - Dialogue survey results are now posted on IO
 - Shattered Mirror document is worth a read, it could be our future
 - Many CMG positions could be affected by the submission to have advertisements removed from CBC. We do not have a figure for the number of jobs that could be affected. (refer discussion to future call)
 - Bill C-27(Pension Bill) day of action will be Feb.7, 2017. There is no National advocacy committee setup yet so a few people have been working on this. Spence stated that we need to take measures to educate our members about this bill.
 - Roberts Rules book was handed out to everyone
6. Round Table Discussion:

Branch Directors shared their vision and goals for this term in office. Key points to focus on: contract enforcement, member engagement, preparing for 2019 negotiations, misuse of temporary employees, new technology stripping away our jobs, training and developmental opportunities, CMG training for new executives, and communication.
7. Introduction to guests:
 - Kam Rao the National President shared her goals for the year; they are based on her campaign promises. She explained the structure of the Union and possible ways the different levels could merge. There will be a call to the membership soon for national committee members. Sharpe suggested the Branch bring a clear position to the NEC on the hiring of an Atlantic staff rep.

- Jordanna Lake the National Vice President talked about developing new ways for the Union to communicate amongst members. People are encouraged to join the Communications Committee
- Jeanne d’Arc Umurungi is in charge of communications across the Branches. This includes communication that you see sent out as well as advocacy. Guidance on all these types of communication comes from the leadership.
- Bruce May Staff Rep: talked about how Staff and volunteers work together. The Branch Executive sets priorities, we need to involve members in their own cases, empower members, offer more member training. There are still some hangovers from 2016 that he is working on. There is some concern there is no succession planning for Staff members. We should be starting to prioritize for negotiations. Workload is a trending problem in all locations.

8. Old business:

- a) Health and Safety: Clancy shared the draft letter that the committee put together in regards to labour code violations, but asked that it be kept confidential for now as it has not been presented to anyone else yet
- b) Spence talked about the recent agreement on the Broadcast Career Structure and stated that the National Joint Committee has agreed to unanimously implement the agreement. A joint communique will go out to members working in these jobs.
- c) Spafford asked about the agreement to roll the old Job Evaluation fund into the Dental Plan and clear up the outstanding dues owed to CBC. Spence reported that this is still sitting at National Joint Committee for approval.
- d) Re-investing in CBC: All locations were surveyed and the each Director shared their results. Next steps: Sharpe and Trynacity will condense all comments and bring back to the Branch Council for more discussion.

9. Populate committees: (Any Branch Executive committee members that applied to sit on committees stepped out of the room for the particular discussion)

Motion to move in camera M/S Clancy/Robinson 2:20pm Carried

Motion to move out of in camera M/S Martin/Sharpe 5:21pm Carried

Adjourn for the day 5:25pm

Resume session Saturday January 28, 2017 9:05am

Populate committees continued.....

Motion to move in camera M/S Martin/Croft 9:05am Carried

Motion to move out of in camera M/S Robinson/Sharpe 10:46am Carried

Motion: The President and the Vice president shall be members of the National Joint Committee for this term in addition to the 2 members chosen by the Branch Executive Council, pending acceptance of the additional member by the Corporation M/S Trynacity/Croft Carried 2 abstentions (Clancy, Spafford)

Motion to appoint these members to the following committees
M/S Croft/Horemans

- **Employee Assistance Program**
Peter Skinner
Marie-Helene Robitaille
Carried
- **Pay Equity**
Belle Puri
Kim Trynacity
Carried 1 abstention (Trynacity)
- **Employment Equity**
Ronna Syed
Saida Ouchaou-Ozarwski
Debora Barkun
Carried 1 abstention (Ouchaou-Ozarwski)
- **National Grievance Committee**
Michael Tymchuk
Dominique Delisle
Pam Petrin
Christina Mayo
Tony Germin
Carried
- **National Joint Committee**
Bob Sharpe
Naomi Robinson
Natalie Clancy
Carried 3 abstentions (Sharpe, Clancy, Robinson)

- **Consultative Committee on Staff Benefits**
 Annick Forest
 Vik Adhopia
 Gaynette Spafford
 Calum McLeod
 Jon Soper
Carried 1 abstention (Spafford)

- **National Joint Employment Planning Committee**
 Vladimir Dimitrijevic
Carried

- **Job Evaluation**
 Timothy Neesam
 Tamara Baluja
 Marianne Malo-Chenard
Carried

- **Performance Management Staff Development**
 Timothy Neesam
 Wayne Henning
Carried

- **National Health and Safety**
 Natalie Clancy
 Wil Fundal
Carried 1 abstention (Clancy)

- **Broadcast Technology Career Structure**
 Glen Foisy
 Jack Jadayel
Carried

- **Education and Mobilization**
 Brent Cousland
Carried

- **Branch Management Committee**
 Bob Sharpe
 Wendy Martin
Carried 2 abstentions (Sharpe, Martin)

Motion: to put a callout for additional members on the following committees
M/S Martin/Croft **Carried**

Employee Assistance Program - 2
National Joint Employment Planning – 2
Learning and Development - 2
Performance Management Staff Development - 1
National Health and Safety - 1
Broadcast Career Structure Committee - 2
Branch Bylaws & Policies - 3
Education/Mobilization - 3
New Members – 3

Motion: that the Branch Executive Council recommend to the next bargaining committee that we increase the number of CMG Reps on the National Joint Committee from 4 to 5 M/S Robinson/Croft **Carried**

News Issues Committee: this committee exists as a sub-committee of the National Joint Committee. **Motion: the National Joint Committee will choose the members and bring back the names to the Branch Executive for approval** M/S Martin/Sharpe **Carried**

Corporate Steering Committee: This committee has not been active for several terms
Motion to strike a sub-committee to look at reactivating this committee. Sub-committee will bring back a recommendation to the Branch Executive
M/S Croft/Horemans **Carried**

Sub-committee members – Spence, Martin, Ouchaou-Ozarowski

SRC Committee: **Motion to put a call out for members so Ouchaou-Ozarowski has geographical representation to help her reach all SRC members across the country**
M/S Ouchaou-Ozarowski/Spafford **Carried**

10. Budget update: Spafford explained that budgets are set and approved for committee work and anything other than that needs to be approved by the management committee or the Branch Executive. The Budget allocations may need to be revised a bit as we go through the year. At the time of the meeting no January expenditures had been reported to the Branch yet.

Motion: New Session approves budget as presented M/S Croft/Martin **Carried**

11. Referred from Jan. 9, 2017 Conference call

- a) Ontario Director Vacancy: interested members were asked to send an expression of interest to the Branch Executives for review.

Motion to move in camera M/S Clancy/Croft 11:37am **Carried**

Motion to move out of in camera M/S Horemans/Croft 11:49 **Carried**

Motion to appoint Karina Roman to the CBC Branch Executive Council as Ontario Director M/S Horemans/Martin **Carried**

- b) Atlantic Canada Rep: The Branch Executive asks that the following motion be referred to the National Executive Council for consideration. **Motion: that the National Executive Council hire a permanent full time Atlantic Staff Rep based in Atlantic Canada, as soon as possible**
M/S Sharpe/Robinson **Carried** 1 abstention (Martin)
 - c) New Members Portfolio: The responsibility for this portfolio lies with the Vice President. Trynacity has agreed to take on this portfolio and report in to Clancy.
 - d) Protecting you on Social Media: Trynacity feels that there needs to be more guidance to Journalists on how to protect yourself on Social Media. Spence will put this issue on the agenda for the News Issues Committee. Trynacity will also supply some examples to Clancy to see if this issue can also be taken to the National Health & Safety committee for discussion.
 - e) Alternates for committees: Robinson feels there is a need to have alternates on committees. The Committee Policy could be looked at when we have a Policy committee in place to see if this could be addressed. It was noted that applications are kept on file for one year to refer back to when we need to replace a committee member
 - f) Personal Security and risk benefits: Horemans brought forward the issue of risks to members who are out working on their own. Horemans will supply specific incidents to Clancy so she can see if this needs to be taken to the National Health and Safety Committee. In the meantime it is recommended that this be brought up at the local Health and Safety Committee
 - g) On Line and emerging platforms: Horemans will oversee this portfolio
12. Effective Communication: Spence is working with the office to ensure the database for location executives is accurate. Directors are encouraged to keep a dialogue with the location presidents. Spence will work with Ouchaou-Ozarowski to ensure there is a plan in place to be able to effectively speak to SRC members. Several directors said it would be more effective to have access to email addresses for location members **Motion: to ask the National Executive Council to consider releasing email lists of location unit members to the respective location unit presidents** M/S Clancy/Spafford **Carried**
Spafford reminded people to use the Google calendar for meeting dates and as well all documents will be stored on the Google drive.
13. Presidents Salary: (Spence left the room for this discussion and vote)
Motion to move in camera M/S Ouchaou-Ozarowski/Robinson 1:45pm **Carried**
Motion to move out of in camera M/S Horemans/Ouchaou-Ozarowski 2:36pm **Carried**
Motion: For the 2017-2019 term, the CBC Branch President will be paid at Step 9 of Band 13, Executive Producer Salary + 20% in lieu of benefits and is also entitled to

any wage increases that CBC CMG Members receive, plus 5 weeks of annual leave and 3 Float days per year. M/S - Robinson/Martin Carried

14. Trustee Report Recommendations: refer to next meeting. Spence to share the 2016 trustee report with the Branch Executive

15. Presidents Council:

Spence will choose two presidents conference call dates and more will be scheduled as necessary

Presidents' Council face to face meeting, tentative dates are May 24-29 with the hope to schedule a training day for all location presidents and possibly vice-presidents.

Organizing committee of Clancy, Ouchaou-Ozarowski, and Robinson will source out the cost and report back to the Branch Executive

President's Award Committee: Spence, Martin, Croft and Horemans. Spafford to look for the criteria that was approved for this award

Presidents Training: It was decided that we would hear from the presidents on their first call to sort through the content. Sharpe and Martin agreed to help Clancy plan the training content for the Presidents council.

16. Future Branch Executive meetings: It was agreed that the Branch meetings should be held in places other than Toronto. **Motion: to hold the Fall 2017 Branch Council meeting in Calgary and the Winter 2018 meeting in Halifax**

M/S Horemans/ Ouchaou-Ozarowski **Carried**

Spence and Spafford to look at the costs

17. New Business

a) Volunteerism: An expectation for people to volunteer their time to CBC Funded events outside their normal work hours seems to be different for everyone. Referred to National Joint Committee for discussion around expectations

Motion to adjourn 4:30pm M/S Horemans/Croft Carried

Next meeting: Conference Call February 13, 2017