

Approved June 12, 2017  
Bayview Wildwood – CBC Branch Executive  
May 25 & 28, 2017

**In Attendance:**

Jonathan Spence (Chair), Natalie Clancy, Gaynette Spafford (Recording Secretary), Naomi Robinson, Saida Ouchaou-Ozarowski, David Horemans, Wendy Martin(May 28), Dave Croft, Kim Trynacity                      Regrets: Bob Sharpe, Karina Roman

1. Call to Order 9:30AM ET May 25, 2017
2. Statement of Principles: Croft read the Statement of Principles on Human Rights
3. MOTION to Approve Agenda as amended: M/S Horemans/Croft – Carried
4. MOTION to Approve Minutes of May 8, 2017 Conference call  
M/S Horemans/ Ouchaou-Ozarowski Carried  
Abstentions: Croft and Trinacity were not on the call
5. President's Remarks:
  - Spence reported that the Atlantic Staff Rep has been hired, start date still unknown
  - A travel co-ordinator has been hired to work three days a week but the exact start date is unknown
  - Joint Working Group on Workplace Culture – there is a meeting on June 3, 2017. There is also still some confusion as to who this committee reports into. Clancy suggested that perhaps this committee be negotiated into the Collective Agreement as a standing committee on its own.
  - There will soon be another meeting of the Corporate Steering Committee. Management seems to be committed to the meetings
  - There still seems to be a lot of churn in the Human Resources department.
6. Prep for Presidents Council
  - Horemans asked that as part of the opening remarks, we acknowledge the territory in which our meeting is being held.
  - Some changes will have to be made to the afterhours schedule due to weather
  - Clancy shared all required reports with everyone who will be attending. A reminder that all reports should remain generic and not identify people.
7. Budget  
Spafford reported that we will need to be careful and keep an eye on expenditures. Spafford asked that all expenditures be approved and that the travel policy be used for all travel billed to the CBC Branch Budget. She will also follow-up with the National Executive Committee Management committee to have them remind the Staff Reps to have expenses approved if they are to be charged to the CBC Branch Budget.

8. Old Business
  - a) Health Fund – the .1% off our salary increase every year. The funds have never been used and we will eventually have to sort through what to do with the money. Spence will resend the documents and a larger discussion will be referred to another meeting.
  - b) Solution Focused Approach – there would need to be joint training efforts across the country. Human Resources would meet with CMG and have a one day course on how to work together to agree on solutions. Federico is working on a draft idea and Spence will share information with the Branch when he has it. The hope is to have this tested in June for rollout in the fall. This could cost the CMG extra money and we may need to go to the National Executive to ask for funding. This approach could result in less grievances being filed
  - c) The Learning and Development Committee has one member too many. Horemans has agreed to step off the committee. Remaining committee members are Clancy, Croft, and Robinson
  
9. Resolutions from the 2016 Convention: the Branch Executive reviewed the resolutions that were passed at the 2016 Convention. Action items for each resolution were agreed upon. A full list of those resolutions and action items are on file.
  
10. Bargaining: The Branch executive had a discussion on the different types of bargaining. Positional vs. Interest based. Interest based bargaining will likely be used. The 2019 Bargaining committee will have to be in place nine months prior to the expiry of the Collective Agreement.  
We will have a breakout session during the president's council meeting for mobilizing ideas and bargaining issues. Other ideas included a survey, bargaining Gmail account and using good docs to capture Collective Agreement issues
  
11. New Business:
  - a) Director Roles: directors were reminded that their role is primary one of communication. Quarterly reports are required and communication is key. It was discussed that the policy language for director roles could be tweaked a bit

Adjourn for day

Sunday May 28, 2017

New Business continued:

  - b) MOTION to purchase a Thank You gift for Marie for all her hard work with Presidents Council M/S Martin/Clancy Carried (Spence will look after)
  - c) MOTION to send a condolences gift to Bob Sharpe Family M/S Martin/Robinson Carried (Martin to look after)
  
12. Presidents Council Debrief
  - a) Training Day: there was a CBC Branch executive member in every training session and all reported in that the training sessions went well. Some thought perhaps the 90

- minutes allotted per session was too short as it was a lot of info to take in. Suggestion that receiving a training plan from the trainers prior could be reviewed so we can see that we are on track. Can we offer these courses on-line to our location units?
- b) Key note Speaker: it was debated as to whether or not a keynote speaker is necessary. It was felt that generally people do not want to listen to speakers, especially at the end of the day.
  - c) Spence asked directors to send him a list of committees in all locations.
  - d) Feedback - Website is an issue – searching info is too hard
  - e) Director Reports – should be more than just a Question and Answer, in future actually presenting the reports could be looked at.
  - f) Bear Pit – it is great to sit back and listen to what your members are saying and asking, but the answers should come from all the reps. Each rep should have handled their own questions instead of one rep answering them all. In future maybe a moderator could be used and an explainer of what a Bear Pit is so delegates have a better understanding and can bring forward their issues.
  - g) Temps – ask Glenn to send the next list out to everyone and also send a note to the presidents to expect lists
  - h) Bargaining breakout worked well. Spafford will archive the ideas in the shared drive. Top Priorities as well as the mobilizing ideas
  - i) Other – the visual and audio cues that Clancy did were great. Having after hour activities so people could meet each other contributed to better communication in breakouts.

### 13. Caucus Reports

- a) Small Locations – first meeting of Small locations within the new structure worked well. Spence will take the lead on follow ups from the meeting.
- b) All Directors reported back on their Caucus meetings – common issues include workload, getting proper upgrades, training, mobile journalists, setting up local committees. Directors will be following up on issues

### 14. New Business

- a) National Joint Committee: Spafford asked that all agendas and minutes be shared with the Branch Executive. Spence agreed to start doing this.
- b) Freelance Discussion – refer to next meeting
- c) Executive Producers – refer to next meeting
- d) Indigenous Representation – refer to next meeting
- e) Next Executive Face to Face meeting will be in Calgary. Trynacity, Spence and Martin will take the lead on organizing this meeting

Motion to Adjourn M/S All/All 5:10 PM ET