

CBC Branch Executive Meeting  
November 3 & 4, 2017

Calgary, Alberta

Approved Feb.8, 2018

**In Attendance:**

Jonathan Spence (Chair), Gaynette Spafford (Recording Secretary), Naomi Robinson (on the phone), Wendy Martin, Kim Trynacity, Karina Roman, Bob Sharpe, Dave Croft, Saida Ouchaou-Ozarowski Guest: Patty Ducharme (Nov 3)

Regrets: David Horemans

1. Call to Order 9:30AM Nov.3, 2017
2. Statement of Principles: Martin read the Statement of Principles on Human Rights
3. MOTION to Approve Agenda as amended: M/S Sharpe/Ouchaou-Ozarowski – Carried
4. MOTION to approve minutes of Oct 10/17 conference call M/S Sharpe/Trynacity – Carried
5. Calgary site visit and general meeting: The CBC Branch executive visited the new Calgary building on Nov 2, followed by a general meeting held at the Legion. The event was well attended by about 40 members from Calgary location and the Branch Executive felt that it was a good engagement event. Thank you to Kim Trynacity for making all the arrangements
6. Patty Ducharme: Patty gave an update on member issues that she has been working on in the West. She also reported to the Branch Executive the effect the BC Wildfires had on our members who have been working in the locations there.
7. President Remarks: Spence talked about the Joint Working Group on Workplace Culture and stated that things would be moving along with the committee and regular meetings were scheduled. He also reported that the results from the Dialogue survey would be reported back to CMG but the dates are unknown.
8. Director Reports: Written reports are on file for all directors.
  - a) The Regional Directors presented updates on their regions.
  - b) Martin reported that the Pay Equity committee has not been meeting their obligation to 4 meetings per year and that the Joint Employment Equity committee will need to meet more frequently.

c) Tynacity reported that she is working on New Member kits but locations have their own way of handling new members. An on-line package for new members will be the focus.

9. Budget: The Executive discussed the 2018 budget in detail. MOTION: the BEC approve a tentative budget of \$433,500 for the 2018 year, this is subject to approval by the NEC M/S Martin/Croft Carried

#### 10. Old Business

a) Bargaining sub-committee selection: Spence went over the expectations of the committee. MOTION to appoint Martin & Trynacity to the Bargaining Selection Committee as the two Branch members M/S Spafford/Croft Carried  
Abstentions: Martin/Trynacity

Spence will organize a Presidents' call to select the 2 location unit presidents

b) National Health & Safety Committee: MOTION: to appoint Stephany Laperriere to the National Health and Safety Committee M/S Roman/Ouchaou-Ozarowski Carried

c) Committee Callout: some committees still need to be repopulated: Education, Learning and Development, Bylaws. Spence will organize the email to go out from the office

d) Job Evaluation Full time Resource: Spence went through how the new Process will work. The National Executive approved funding for a 6 month designated Resource. MOTION: The BEC will make an offer to Marianne Malo Chenard for the Position of the CMG Designated Resource for Job Evaluation for 6 months with a possible extension M/S Roman/ Ouchaou-Ozarowski Carried

Spence will ask for reports from Marianne Malo Chenard at 1, 3 & 5 months so the Branch Executive is able to review the progress

e) Management Relations: Spence has heard from all locations and will monitor the relationship.

f) Member engagement: Trynacity suggest that a profile of Spence be posted on the CMG Webpage, Facebook page and a communique. We also need to ensure members understand the structure of the Union.

g) Reinvestment update: Spence reported out on the discussion at the corporate steering Committee. Spence, Martin, Roman and Trynacity agreed to form a committee to strategize around the reinvestment back into jobs at the CBC

h) Grievance: National vs. Local - there has been no movement on this so the Executive will touch base on this at another time

## 11. Committee Reports:

- a) Employee Assistance Program -Spafford reported that all volunteers will be offered Mental Health First Aid training.
- b) National Joint Committee: Spence updated the group on the topics to be discussed at the Port Credit meeting in December. There have also been mini port-credit sessions to try and reach agreements in regards to relocation expenses, medical certificates and northern benefits.
- c) National Grievance Committee: Spence reported that there are a few grievances on the table and also a few cases that will need to be approved to go to arbitration, Spence will forward a list
- d) Consultative Committee on Staff Benefits: Spence gave an update.

## 12. New Business

- a) Convention Planning Committee: Spence, Martin, Spafford, Ouchaou-Ozarowski and Trynacity agreed to be on the Planning committee for the CBC day at convention to be held May 24-28, 2018 in Toronto
- b) Branch meeting – Halifax. Spafford to send out a doodle poll to choose a date that works for most. Sharpe and Martin will work on location details
- c) Presidents conference call: Spence will schedule a call for Nov.15 at 8:00PM ET  
Agenda items to discuss: Bargaining selection committee, bargaining in general, convention heads up, reminder to vote for the CBC Branch VP position
- d) Freelancers: Spence update on the different kinds of freelancers. CBC Paid are the bulk of the freelancers and the balance are Independent freelancers As a Branch we should think about having a CBC Freelance Director on the executive, discussion to be had at further meetings.
- e) SRC: Saida presented a strategy from the SRC in regards to Resolution #3 (convention 2016) Spence and Saida will follow-up
- f) Soliciting photos from the public: Spence will send out a survey to all locations in order to document how this is being handled across the country

Motion to Adjourn M/S Ouchaou-Ozarowski/Martin 1:36 PM Nov 4