

CMG/CBC BRANCH EXECUTIVE COUNCIL

January 12th, 2021 8:00PM EST

In attendance: Kim, Lorne, John, Vish, Pierre, Dominique, Pauline, Trent, Saïda, Harry
Regrets: Lisa

1. Call to Order/Roll Call Start 8:02pm EST

John Reads statement of Principles on Human Rights

2. Motion to Approve Agenda

Moved: Vish

Seconded: Trent

3. Motion to Approve Minutes:

[202011117 BEC Conference Call](#)

4. President's Remarks

Discussion of the arbitrator ruling in CBC's favour regarding Ahmar Khan case in Winnipeg. There is heightened awareness for diversity and inclusion.

Current membership numbers: 3907 total active membership (from Glenn Seymour)
659 temp workers, 16.9% of total

There was a request for ensuring adequate security in the field due to incident of a reporter being accosted in Vancouver - still waiting for full report

Request for management to update their list for who can request security.

All staff should be trained on the domestic news course. Everyone who works in the field should be trained.

5. Ongoing Business

a. Regional reports

Pauline - North report:

There are many vacancies and staff are burnt out. Programming is being affected, as well. Will contact staff rep to strategize. Manager is receptive and supportive.

Many side meetings on BIPOC and casual issues. Trying to touch base with YK and Whitehorse. Currently 1 COVID case in Whitehorse.

YK - Chantale had to step down; John Last is new LEC YK president. The territories need to meet.

John Robertson - Atlantic.

Backfill is a big challenge - there is no travel, so not enough people are available. There is no relief and people are burning out. People are reluctant to take wellness days, because they feel guilty as someone else has to pick up the slack.

Tough to keep up to date with CBC's field protocols, as province's COVID restrictions change frequently.

Kim - Education will roll out virtually, starting in the East. Steward training, for example.

Vish - Toronto -

City has imposed new COVID reporting rules. How does CBC Toronto fit into this regarding reporting to city and posting on the website?

Unclear of status of essential workers in building in Ontario because of state of emergency in Ontario. Letters had been handed out in March; new letters are being handed out again.

Trying to find out how many are currently working in the building. We are now managing 2 different workforces and need to be conscious of the different needs. Need to focus on issues apart from COVID, as well. Workload has become a really big issue. In a couple of departments in particular, ie web-streaming. COVID has sideswiped earlier initiatives.

Need to strategize how to do outreach in the virtual environment.

Pierre - no news; just back from Annual

Trent - The chair issue persists; this feeds the us vs them conflict.

In Regina, a researcher position found for a media librarian made redundant ended up working out, but it took some conversations with management.

There is an employee who has been attacking the union and hurling personal insults. He wants us to strike to get less wages.

Calgary - challenges doing outreach.

Dominique - Dialogue survey results were very good, but low participation rates. Need to keep an eye on workload - some departments are suffering. What kind of action plans are on the French side to deal with BIPOC issues? They are way behind English network. People still wondering about hard copies of Collective agreements.

Saïda - will be working for Toronto, but still based in Vancouver. This needs to be negotiated when being hired; afterward is not possible. There may be a trend of people wanting to return to their home provinces during pandemic; we need to keep an eye on numbers for backfill.

Pay Equity Committee meeting got cancelled because important members had left. One member is Francophone and has trouble expressing herself in English. If Alexie Bechard is not available, she won't have the meeting. There needs to be a proper translator in the meeting. Ideas to question for February's meeting.

JEDI - Kim had attended last meeting. Union caucus. Big issue is a lack of time, we don't get to the bottom of what we need to hear.

Question around dashboard and data sharing. We want regional breakdown and French/English breakdown. Spoke with CBC JEDI chair - they will push for this.

Discussion around boarding process. May have to push to find out what managers expect. Meet in Feb with MTIS - still a problem getting women in non-traditional roles. Saïda is already exhausted. Specific email address for JEDI committee, that Khaleel Mohammed is monitoring.

b. Diversity and HR (Saïda)

Diversify ERG - discussion regarding Trump and the way white CBC reporters had covered it, with their own bias. Met with the corp to report this.

Vish - do ERGs and JEDI speak and meet? Saïda has met with non-management, non-APS members of ERG to speak freely. Sujata is a liaison between ERG and JEDI.

JEDI requires more time from the staff rep assigned to it.

Kim - Terri will be available with the two new staff reps coming on board.

c. Anti-Racism/Anti-Oppression 101 (Lorne)

Aiming for training to happen in May, what are the steps. Let's plan in advance. Send out the site to the team

d. Calgary Engagement (Trent)

Looking for ideas as to how to engage the Calgary folks and bring them to the union. Kim talks about doing something to give away prizes. Kim will meet with Trent.

e. Vacancies and Elections (Kim)

All positions will be posted soon. We could go back to year old nominations, but this could be an opportunity to recruit BIPOC members. Biggest challenge was to get papers signed. This could be a mobilization effort. We need to do the new call out; make the extra effort to show how engaged we are, especially during these difficult times.

Must still consider that certain committees require previous experience on committees, such as NGC, CCSB). Olivier will remain on NGC. If there is a way to email things in, then it would make things easier for people to apply.

f. **CMG Staff responsibilities** (Saïda)

Kim has a list, but not finalized yet. Terri will stay with JEDI. New reps on LGC and Local Joint. Marianne staying in the West but Tamara will chair the committee. New staff rep will take it over - need a new set of eyes. Olivier staying with CCSB. Roger Duffy working with subcommittees. Patrick Legay on Corporate Steering.

Hope to invite new reps to BEC call to meet them.

Responsibilities need to be finalized. Lauren is back from leave, on a reduced work week. She will be involved in education roll-out. Will lessen her workload.

Vish is creating Google sheet to track staff reps.

g. **Virtual plans for next convention.** Whova app with Zoom

NEC committee is working on this. Vish asks if we can increase attendance at the convention, since we are virtual. Time difference presents a challenge.

6. **New Business** (These items are to be discussed at the next BEC meeting and/or full-day meeting)

- a. Full-Day meetings (Kim)
- b. 2021 Goals (Lorne)
- c. Dialogue Survey (Lorne)
- d. Contact information on webpage (John)

Depending on positions, some people do not want all of their information on the website.

7. **Motion to adjourn**

Moved: John

Seconded: Pierre

Time: 9:51pm ET