

## CMG/CBC BRANCH EXECUTIVE COUNCIL

February 16th, 2021 8PM EST

**In attendance:** Kim, Lorne, Harry, Pierre, Dominique, Lisa, Saïda,

**Regrets:** Vish, Pauline, Trent,

1. Call to Order/Roll Call 8:05

2. Motion to Approve Agenda

Moved: Harry

Seconded Pierre

3. Motion to Approve Minutes:

[20210112 BEC Conference Call](#)

Moved: Dominique

Seconded: Lisa

4. **President's Remarks**

Mask protocol issues had been raised. Disposable masks are required when working in the building. New recycling bins will be made available.

Security guards will hand out the masks with tongs for now, but mask dispensers are on the way. Smaller locations do not have security guards at the doors.

Education rolling out in Atlantic Canada - CMG primer, union 101. Next will be the North. Aim to get all education done in the next few months.

5. **Ongoing Business**

a. **Regional updates**

**Saïda** - Vancouver: Employees wanted a discussion with local management regarding the Ahmer Khan arbitration. Next day, Barb Williams and Brodie Fenlon had been invited to discuss.

Notes had been shared on the local union FB page. First time we are seeing a lot of clarity from management, who are openly admitting their own mistakes. This is not in all provinces, so we need to figure out how to spread this attitude to other regions.

SRC is not showing this level of transparency.

**Vish** - [Lorne read report in Vish's absence]. Concerns about cut floater positions. The idea was to create a permanent position for at least one temp. Someone in St. John's had also been converted into a full-time position from a grievance.

**Dominique** - Winnipeg - SRC General manager and French regional manager and HR. Budget is fine, no cuts. Their message on vaccination was vague and non-committal; they will wait to see what happens. There could be problems working with those who refuse to vaccinate. JSP and how the English network were looking into making it more inclusive, but GM feels that on the French side is fine. No appetite to change JSP on French network. Recruitment strategy - feels that they are doing great, but stumbled on hiring management. Concerns around a "Pipeline" of leadership.

French work is cover work, nothing in depth. Taking editorial guys and making them technical advisors. Ops boss in Winnipeg cannot do his job without consulting with someone who actually knows the work.

They get APs to go through the school and bring in 50% diversity, but not getting into leadership positions

VMix setups to do shows on FB and Instagram. Not too worried right now, because not replacing shows or adding to workload. Keeping an eye to ensure that switcher/directors are not affected. CRTC decision could impact the way that this develops. Cutting TV to do these platforms could be the future.

**Saïda** - JEDI did not meet in January - 2 meetings with president and Pierre Toussignant. Left his position for Marie Andrée. Feb 22 is a meeting with managers to talk about the future of work. There will be no VP for next JEDI meeting.

There is a big difference between SRC and CBC regarding the JSP. Battle that we should push together.

CBC President had said that we are not changing what we have, but we want to integrate it with what is now acceptable. This could change interpretation of JSP and could be problematic.

Gave training to JEDI; Inclusive leadership for supervisors. Talent acquisition was involved as well. The training shows how they are not necessarily holding managers accountable.

Meeting with D&I group regarding content. Need to have projects that help encourage people.

Renee Claude working with SRC VP. Some managers do not want to change anything.

We need to find those who are interested in making change.

Dom - Do we know what the CMG would like to see in the JSP?

**Pierre** - Ontario - No news on the masks. Hasn't met with the Ontario regional manager yet. VMix in Ottawa is problematic. Need more clarity around staff roles in what regions. People wondering if they should change masks during the day. With new mask rules, people have the lost comfort of their own masks.

**Harry** - major setback due to COVID, now into full lockdown. Went from level 2 to 5, following a sports event and party.

## **6. New Business**

### **a. Voting on Committee Members**

Need to repost before accepting late applications.

Heather and Rachel in Calgary (late)

b. **Motion** - Be it moved that for the current BEC term (2020-2022), the phone costs and internet overages for CMG activity by our northern director will be covered.  
(Lorne) *postponed until next meeting*

c. Privacy ERG (?) to monitor management and educate staff re: rights and responsibilities (Lorne)

CWA will front the privacy forum.

We have to be work with ERGs on open speech issues.

## **7. Other Business (left over from last meeting)**

a. Full-Day meetings (Kim)

Talk about goals, education, budget, what do we want to focus on? Harry takes on education portfolio. Kim and Lorne will find a date.

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. This could be a concern.

## **8. Motion to adjourn**

Moved: Lisa

Seconded: Dominique

9:33