

CMG/CBC BRANCH EXECUTIVE COUNCIL

March 9, 2021 8:00PM EST

In attendance: Vish, Kim, Pierre, Pauline, Harry, Dominique, Pierre,

Regrets: Lisa, Saïda

Guests: Patrick Legay, Marianne Malo Chenard, Gerhard Maynard

1. **Call to Order/Roll Call**
2. **Motion to Approve Agenda**
3. **Motion to Approve Minutes:**
[20210216 BEC Conference Call](#)
4. **President's Remarks**

CMG Education to roll out on 11th. Will co-facilitate with Toronto and Atlantic. Same course will be given to North and West.

The Branch Quarterly newsletter will be available in print, as well as digitally.

5. **Ongoing Business**

- a. Job Evaluation Update (with Marianne Malo Chenard & Patrick Legay)

Patrick Legay and Marianne Malo Chenard join the call to discuss Job evaluation

The JE committee has taken over from the 2018 Job Strategy subcommittee.

There is some frustration with how long this process has taken and are looking at ways to move this process forward toward resolution.

Possibility of breaking down AP positions into subgroups to better reflect the work and levels of responsibility.

There is data from focus groups that indicate that the people doing the jobs have a good sense of how they should be classified.

Working on best way to communicate progress with membership.

- b. **Investigation debrief:** (HR consultant Gerhard will join the BEC meeting).

[Gerhard joins the meeting at 8:35pm]

[Marianne and Patrick leave the meeting at 8:41pm]

Gerhard Maynard - HR consultant gives a general update on the investigation regarding allegations against the former ED.

[Gerhard leaves meeting at 9:09pm]

- c. **Anti-Oppression/Anti-Racism Workshop** (Lorne)

Clarification of needs and goals for workshop - desire for actionable items. Looking for ways to prevent and approach conflict with management and members. Looking at a date in September.

6. **New Business**

- a. **Committee Selections** (PMSD and Pay Equity)

Some discussion of the current candidates for the open positions. Need a better way to remind people to re-apply for committees on which they already sit.

- b. **Convention update** (Harry)

June 11-12 from noon-2:00, 2:30-4:30 EST.

2 hours on Saturday afternoon set aside for Branch.

Will know 60 days ahead of convention, so we will know how many resolutions

Brent is on CBC Branch by-laws and policy committee

Convention would normally happen in 2020, so does this mean that we will be doing an in-person in 2023? Members are not happy that this will not be the same.

We could hold a president's council in 2022, since we need to have one according to policy.

- c. **Benefits for staff working inside building** (Vish)

Ever since town hall talking about September return, there have been more questions. Some have not had the option to not come in to work; they have been at work the whole time. We are at a possible breaking point with some staff. There is now a three tier workforce.

There has been a lot of turnover in Iqaluit and YK. The Northern Director is being seen as a threat to management because of her activity with the guild. She has been in touch with Olivier regarding some situations.

There is concern that others are experiencing this as well.

d. **Legal reasons for not being able to work outside the province or country** (Vish)
Kim can look into whether or not there are legal reasons for this. There are tax issues if out of country. Also, Montreal is not an option because of the different union.
The current rule is that the employee must be within three hours of the station by travel. Because of this, any neighbouring province, is out of bounds. Ottawa is an exception, although the bridge had been shut down with a checkpoint.

7. Motion to adjourn

Moved: Harry

Seconded: Vish