

CMG/CBC BRANCH EXECUTIVE COUNCIL

October 21, 2022 9:00 am Toronto in-person

Statement of Principles on Human Rights

The CMG is committed to working for the dignity, respect and well-being of all its members. The CMG affirms as a matter of principle its opposition to all forms of discrimination against and harassment of its members.

The CMG recognizes that some of its members have been and will be victimized by discrimination and harassment. The CMG commits to breaking down systemic barriers in the workplace that may confront people on the basis of age, disability, ethnic or racial origin, family status, gender, political or religious affiliation or belief, sexual orientation, social condition, or union activity or affiliation.

The CMG commits to actively seeking out and including members of underrepresented groups in union activities and leadership.

Déclaration de principes sur les droits de la personne

La GCM s'engage à œuvrer pour la dignité, le respect et le bien-être de tous ses membres. Par principe, la GCM affirme son opposition à toute forme de discrimination et de harcèlement de ses membres. La GCM reconnaît que certains de ses membres ont été et seront victimes de discrimination et de harcèlement. La GCM prend l'engagement de démanteler les obstacles structurels au travail auxquels des personnes peuvent faire face en raison de leur âge, d'un handicap, de leur origine ethnique ou de leur race, de leur état matrimonial, de leur sexe, de leur appartenance ou convictions politiques ou religieuses, de leur orientation sexuelle, de leur condition sociale ou de leurs activités ou affiliations syndicales. La GCM s'engage à chercher et à inclure activement des membres de groupes sous-représentés au sein de la direction et des activités syndicales.

Land acknowledgement: **Toronto Indigenous Land Acknowledgement**

We know these lands as the ancestral and traditional territories of the Mississaugas of the New Credit, the Haudenosaunee, the Anishnaabe, and the Huron-Wendat, who are the original owners and custodians of the lands on which we stand, and we gather here under the Dish With One Spoon wampum, a treaty made between the Anishnaabe and the Haudenosaunee, decreeing that we will share the bounty of these lands equally and without conflict between all nations.

Now this area has become a haven for people from across the world, and we welcome you all to this territory.

Agenda:

1. Call to Order, 9:05 roll call. Kim, Pierre, Eva, Ron, Vish, Heather, Elke, Saida, Lisa virtual, Pauline later in morning (absent Dom, Harry)
2. Motion to approve agenda - Heather, Ron, - passed.

3. Motion to approve minutes Sept 13, 2022 - Eva, Ron (Vish abstain) https://docs.google.com/document/d/1WxiubKFI_cCELyDi61-fDR6njiC6mL-MqFJvevhqTaQ/edit
4. President's remarks
5. Friday Morning session 10:15 - 11:30 am - Dave Seglins - Well-being Champion
 - <https://docs.google.com/document/d/1c55LsReYnwd89ewDzNMqU6ehNmWR7ShoJG6GQqcWVag/edit>
 - Peer Support pilot program CBC
 - <https://sites.google.com/u/0/d/1x2J6QSFVRcteqbq4dolaTEfBYRYxPDyJ/preview>

6. Budget update, spending projections (moved ahead to prior to Dave Seglins)

(Carmel Smyth visit during lunch)

— LUNCH —

7. Session moves to CBC Front street. Meet 'n' Greet 2pm - 6pm, Pres Carmel Smyth, CMG reps Terri and Matt — unable to attend

Reports: Atlantic and Prairies were presented *see below

--- MOTION TO adjourn for Friday : Vish, Ron, - approved 5:45

RESUME SATURDAY MORNING, 9:30 Oct 22, 2022:

- Motion to RESUME: Ron, Elke - approved
Attendance: Eva, Ron, Kim, Vish, Saida, Heather, Elke, Pierre, Pauline, Lisa (virtual)

Executive director arrives at 10:00 - notes on security breach, staffing (Tali Zehren)

8. Regional reports (appended below)

- a. BC
- b. Prairies
- c. North
- d. ONT
- e. Toronto
- f. Atlantic
- g. SRC
- h. Precarious workers
- i. Diversity/Human Rights

9. Kim T - election

10. New Items (so far):

- Vish: members in Toronto have questions about the new surveillance legislation. They are happy that anything needs to be disclosed but concerned about us being 'federal' and how that affects CBC.
Article 1.2 Employees have the right to work in an environment that respects their personal privacy and is free from surveillance, either overt or covert, subject to legitimate security needs.
- Vish: The branch, and CMG in general, needs to address our lack of focus on social media, especially going into bargaining soon. Need to involve younger members in more platforms — MOVING TO NEXT BEC/NEC 2023
- Heather Barrett: Members want an update on the security breach CMG notified us about this past summer. What steps has CMG taken to investigate and mitigate damage?
*Executive director Tali is going to join us Sat. Morning at 10:30 COVERED
- Teleworking - a steady rejection of teleworking applications - COVERED
- Health services- still lots of persistent questioning of members on COVID related absences

11. Motion to adjourn 2:05 pm. moved Ron, Saida - approved unanimously

– reports follow –

----- reports/comments -----

President's remarks:

<https://mail.google.com/mail/u/0/#inbox?projector=1>

President's Report
October 20, 2022

The fall has been very busy with arbitrations, especially the case involving the 2009 Memorandum of Agreement on surplus pension sharing. We had hoped the case would conclude by the end of the year, but it depends on if CBC will call more witnesses. The case is proceeding well, and we are confident of a positive outcome. That may not come however, until January (ash).

Maintenance and IT compensation review – We finally have a meeting with CBC next week to review the compensation report we commissioned a couple of years ago.

Grievances – We are seeking more information from members who have claimed a religious exemption from getting vaccinated against Covid 19. To send any of the cases to arbitration, we need to have a strong case. Right now, few of them meet that test.

Teleworking – We have filed a policy grievance arguing CBC needs to have a fair and equitable process instead of implementing ad-hoc agreements that don't follow the collective agreement. We presented this case at the last national grievance committee meeting in September.

CRTC cabinet appeal – We were successful in persuading the federal cabinet to send the CBC licence renewal back to the CRTC for consideration. Our main argument was the license renewal watered down the commitment to local news coverage. We also sent the letter from the BEC to the CBC sr. executive team, and board of directors about our concerns with the use of the “n” word in Radio/Canada, and how it handled the CRTC order. I also raised our concerns directly with Catherine Tait at a meeting September 22 nd .

“Taking Care roundtable” – I’m attending a two-day meeting in Ottawa regarding trauma to journalists. It’s being organized by CMG member Dave Segins, who will join us Saturday morning to discuss his work, and what we can do as a union.

CMG and CBC have selected a facilitator to coordinate our “relationship” training which will happen in early 2023. The CMG staff reps will take part, as well as key members of the CBC Branch executive – ideally, those who will be involved in bargaining.

Staffing – We’re in the process of hiring a new Atlantic rep and a replacement for Patrick Legay who have moved over to CWA. Patrick continues to be involved in a few CBC joint committees (JE, another committee).

Questions: packages to new members mailed out - Vish - asks for CMG staff to inform LECs who, what involved. (email request sent to MattD, work in progress)

MTIS - next steps, if rejected, policy grievances are possible.

Grievance: (In-Camera motion: Ron, Vish - passed) Motion: to gout out of camera - Pierre, Kim - passed

CMG Ntl' grievance teams will now meet two weeks in advance of next grievance dates for prep.

AP re-classification update: possibly going to dispute resolution. Corp attitude is that discussions are done for 7 categories - no original committee members. Next meeting: Nov 23rd, caucus on Nov 15th.

Looking for updates on JE.

Comments: staff rep, retention issues, new hires. Important to have backfill available for rep support.

FINANCIAL REPORT: discussion

* paying for MOA meetings; cost shared with three other groups.

* consider: Projections for spending on NEXT BEC, training spending, first in-person meeting, training LECs

* consider

1) honoraria for BEC - BEC felt not necessary.

2) create a budget for BACKFILL; budget to cover president to take sick days, earned vacation - so requesting BEC pay wage replacements for backfill.

- 3) Port Credit training coming in Jan. staff reps and members of BEC - labour relations - will be open — compare and consider the courses offered by CWA, e.g. social platforms - and OTHER in person training.
- 4) Spending on mobilization
- 5) Next NATIONAL convention is covered by NEC

Regional Reports:

- Atlantic
<https://docs.google.com/document/d/1MPyjXGlex5TxKWpm4MlqgpMm8rb6rfBi94qMipJt1Lq/edit>

Atlantic Report - Fall 2022

Return to Work

Return to work plans have gone smoothly in the Atlantic Region; likely due to smaller locations and shorter commutes for most members. However, a number of members throughout the region have had teleworking applications rejected, with no satisfactory explanation why. It is clear that teleworking is something that some of our members want and have been able to do successfully, yet management is not able to make it permanent for them.

Equity issues in NL

There has been some progress on the equity issues in NL in the news, online, and leadership areas. The managing editor has told us that gender equity is a priority when sending out reporters on large assignments and we are seeing these results. The manager also told us that equity in hiring in these areas is also a priority. However, male/female representation is still disproportionate in these areas - still five men/one woman at senior/exec level, and 7 men/3 women in digital. Also, the morning assignment/editorial meeting is disproportionately male.

Producer/Senior Producer positions

There seems to be a move by management to reduce the number of senior producers in the Atlantic region. A producer position for the Halifax supper hour tv news program was just posted; the person that vacated the job was a senior producer. In St. John's the supper hour tv senior producer was reassigned (that is heading towards a grievance) and management plans to split that position between one existing produce, and another senior producer, who they are encouraging to retire. If that senior producer retires, the position will likely be reclassified as a producer. Members involved see this as a cost cutting measure; however, the functions of the jobs remain approximately the same.

Health services and COVID

Members who have taken a week or more off due to COVID symptoms are telling us about persistent and invasive phone calls from health services. Also note that it is very

difficult for many employees to get a sick note for more than three days' of sick leave because of the extreme shortage of family doctors.

Financial assistance

A member approached a union president in one of our locations wondering if there is some sort of union emergency fund. * See Hardship Fund at CMG website.

<https://www.cmg.ca/en/your-rights-and-resources/policies/grants-hardship/>)

(note: posting for senior producer is happening elsewhere across country)

- **SRC** - Dominique in absentia : my main concerns are teleworking ; I'm keeping a close eye on the grievance with the COPD exacerbations. I've also got a job evaluation going with radio presenters that might also turn into a grievance.

Prairies:

Return to office - nearly full complement in WPG, guests returning for programming.

Doctors' notes required for sick leaves

Meeting new members, been difficult knowing WHO IS NE, and when they start. For the ½ hour time allowed to meet with CMG rep about onboarding, rights, rules, tips.

Workload and retention: WPGers are called on to help Saskatchewan, new hires are thrown in without adequate training.

Work Safety - missed risk assessments prior to assignment - to a particular incident of interaction with a media worker, no security. – options: pay for security/bodyguard, change shoot location.

Pooling for scrums, dejeros, marked vans, taking away a job and critical accountability questions from reporters.

- PM: idea for Fleet protection; dash cams inside outside

Toronto:

<https://mail.google.com/mail/u/0/#inbox/FMfcgZGqRGRrfhQJKHxLmkgwrcRLRbzq?projector=1&messagePartId=0.1>

We have the same teleworking concerns as much of the country. Applications being denied without any explanation, inconsistent policies across departments and the perception of favouritism. *Some members are working directly with department heads themselves, and advocating for themselves without involving the union at micro level.

I work in the building a few days a week and it's basically a ghost town. Despite some departments insisting their staff return to the building fully it seems that more workers are teleworking than not. – There appears to be a disconnect between upper and lower levels of CBC management in Toronto, especially when it comes to telework arrangements. Middle and lower managers appear to be trying to be flexible. That's an encouraging sign as one of my personal mandates as local president was to encourage that kind of collaboration.

Workloads and backfill continue to be an issue. This past summer, some departments had really late approvals of annual leave. There was nothing malicious behind it, just immediate managers and schedulers struggling to fill positions.

With so much room now available in the broadcast centre because of telework we are inquiring

if CBC has plans to invite more tenants into the building.

Concerns still exist with members who do not have the option of telework. They are concerned that, despite earlier efforts to represent them, the union has largely forgotten about their situation. This is across departments but primarily - studio crews, MPC and maintenance.

Temporary employees are engaging more and more. There is an ad hoc group (with the Toronto

LEC's backing) that meets regularly to discuss temp issues. Our director of new members and precarious workers attends.

In lighter, more encouraging news, the Toronto LEC hosted a welcome back picnic that had over

500 attendees. The event was open to everyone including APS and CBC management (who also contributed funds). Departments planned their in-person work day around the event. We also invited pandemic retirees back for a proper send off. They really appreciated that.

We are planning for our AGM and holiday party to be in-person.

Comments: 1 yr pilot on the teleworking, is national, but seems to be ad hoc flexible, different between departments and local, regional, national levels. Many members are in favour of hybrid work for themselves. But UNION has to think of consistency for all members.

- equipment : employees are being outfitted with a laptop for hybrid (slow to roll out because supply chains)

-add: during our BEC meeting with Toronto members during this trip, issues talked about included hybrid work, pay increase, equipment for home, use of personal cell phones for work (members are refusing to do this), parking reimbursements (sitting at 7\$, could union negotiate that for increase for inflation)

SRC- D/I - SO

((Submitted: Report Diversity and Human Rights

CRTC Controversy: illustrates how SRC is behind compared the SRC and the cultural differences in addressing our Black communities and colleagues impact of the move to appeal. Treatment by SRC management of SRC employees in QC who spoke to the media. We ask for accountability

News Equity, Diversity and Inclusion!: Brodie Fenlon (short time Susan Marjetti). Shared their advancement in EDI.

Link them to JSP with George Hachi.

Again, issue with the fact that the SRC side doesn't want to change anything from the JSP. So 2 different interpretations. *language cannot be altered without consensus between CBC and SRC.

Current State of Accessibility with Rachel Desjourdy: starts to bring some good moves with the Abilicrew ERG. Cathay Brown co chair of the ERG also with us at CMG JEDI.

On the SRC side: I'm (Saida) on the national EDI committee. The work culture is the number 1 difficult pillar to move fast toward more inclusion and diversity.

Next meeting on November 29, online.

Pushing SRC on plans for diverse hiring, retention and accountability.

Important to note

Great work with co chairs with STTRC but issues with membership supports-interpretation of EDI. ERGs are created slowly but for french speaking employees following the example of the CBC ERGs.))

*new dialogue Gallup question has an open ended comment on well-being. Union should encourage members to vent, vent, vent about needs, work life balance, teleworking options for each member that would support well-being. For some, telework does mean inclusion.

— **Tali Zheren - Executive Director CMG office staff**

Privacy breach: what we know: what happened - end of May, former employee came in to train new employee, trainer's laptop was not updated with newest software, upon opening there was a prompt to 'update' which trainer did, that prompt was a virus, a medium business hack, all the associated VPNs. This kind of attack assumes you do not have files etc, backed up elsewhere - in a five hour period they did an information dump. CMG info was available to us on our backups. Fully Managed is our IT support company, new package, reviewed all firewall, all security at CMG and we are now up to best standard

CMG did: notify police, connected with external lawyer and crafted letter of information to all CMG members, associated volunteers etc. about breach and fix. Updated to Amplify database system in external server.

Lessons: wiped clean and reinstalled all data. CMG purchased improved security software. Cleaned up files, keeping the most up to date info on most relevant/recent staff. Held education for staff (for example: check all incoming email addresses for verification, if it looks like "Kim" emailing you, but the email doesn't match - do not respond and FLAG to CMG staff)

No complaints forward to CMG from any member about impact on funds, credit, social info, etc. Likely the only impact might be that members see new, odd advertising outside of their normal activity.

Comments: any need for a letter of support or offer of Equifax protection to members? CMG thinks no.

What actual info does CMG have of emails : phone, address, outside email, confidential agreements MOS.

Very little 'sensitive' data. Except for CMG staff – however, consider how CBC as a whole and therefore its employees are potentially targets of China/Russia darkweb attacks.

Has CMG considered encryption of data - what kind of cost would that be?

CMG equipment and laptops are now in tighter control of CMG.

REQUEST: Possible for CMG to send a communique to members for update? YES

CMG Staffing update:

Admin Kathleen Ochoa hired earlier this year, she's updated the office space, more welcoming to return to office transition. Karina **Tuchinskaya** is now the staff rep support

Matt Douglas hired to Senior staff rep.

Patrick has moved to CWA but is maintaining some CBC representation

Atlantic Rep Roger Duffy has left, posting is up for a long time, finalized hiring committee, interviews to be held soon. Interim rep is Bob Sharpe -

Comments: union needs also to push CMG to consider populating committees (like this Hiring committee) to better diversity.

See bylaw on CMG hiring committee - how can CMG improve its inclusion at committee, at recruiting, at candidates level - create a pathway for mentorship?

KT suggested internship with Queens University (or labour relations program) for development of new employees of diversity. Could it be CWA funded?

What's the background of most of the candidates? Labour, CBC or both. TZ says best suited people are good communicators with members and management, strategic thinkers, and someone who can manage the stress/pressure of the job, and if we're really lucky - someone who can bargain. Currently hiring pool is in Canada only.

TZ consider internship/training of CBC employee to take on labour relations.

Incentives should include good pay and cache/reputation of CBC on a person's resume.

PP - can we ensure that for short term effort, before potential bylaw change, insist the 'designate' or the 'in lieu of' role (Teri may not be able to proceed due to injury) be involved and that person has to be diverse.

Questions: SO- equity for women. How to negotiate salary training - can it be available to all women in CBC? Suggest to Matt to have that rolled out by December.

- Return to Regional reports –

BC - LC - got a new senior manager for news and programs, outside hire, diverse hire Ms. Chow - manages editorial meetings, one step below MD

Issues to look into with municipal elections coverage - training issues, people out in the field without much direction or training for the expectations. Deployed with iPhones, and alone. Not much prep time for background research, connection lag times. Was debriefed afterwards, but not much ownership of what could have been improved. Big source of stress for employees, who were asking for support and info since summer.

Placements, vacancies - sr prod for morning show to be filled. *other stations are using this posting as an example for other shows who do not yet have a SR. prod.

New people are coming, CA backfill. Staffing issues are a problem.

Training, retention, and turnover.

Comments: cost of living impact on workers is stressful

Precarious workers: internal movement, prod to exec, so corp is loading casual pool.

Cost of living - has influenced people's decision/request for work from home accommodation, 300\$ per month parking for example.

High profile departure of TV host temp, scrubbing her thumbnail from youtube and billboards - she left quickly quietly and no comms on it. Deflates morale

Lots of -13 working on projects, specials.

Montreal person arrived - like others, saying they've seen sudden drops of days (from 5 to 3 or less) per week. This person from Montreal had seniority among temps in Que, not so now in Vancouver.

LJC Reaction to temp seniority idea - hours of work, opposed to continuous service date - was a non-starter.

Know your rights session Oct 4. - questions about shift work, how to word the request for authorized leave so that did NOT constitute a break in service. - ES could standard template

email be available for temps? Could Eva be able to conduct the know-your-rights session (with/without Matt)?

And Look in the Book session - empower temps to advocate for their own information.
Cap of temps workforce in STRCS at 25% – consider that stipulation in further bargaining.

ONT - Ottawa generally good news, pre-covid levels of return to office. 2nd/3rd floor accommodated return to work that has been equitably implemented. Not many complaints. Onboarding - having difficulty arranging time to properly welcome new people. Lots of them. Two grievances of note

Regions - Windsor has been hard to reach. Real mix of level of comfort with return to office, and some member-to-member issues. Some on-file for accommodations to work from home. Urging locals to resume LJs and insist on rep Matt and/or Pierre as Dir ONT be there. One upcoming in two weeks.

Retention - establishment lists - they are overwhelming - we also need an exit list. English side is not as good keeping us in the loop on these movements.

NORTH - PP Merv and Garrett - diff levels of senior management have arrived to support for interim. The job is up and open, but realistically the position replacing Pat won't be filled until late January. Meantime, other positions will be doing bits and pieces of Pat's work. At least the relationship to accommodate this request is good. Meeting the mark of hires needed to be filled 5 years ago, but training is lacking. Morning show has 1 hr English 1 hr Inuktitut 1hr with a 'kick ass' 19yo new host. He could use mentoring and development. Have had only 1 camera man to support the ½ tv show. Winter roads and compensation – could be negotiated outside of bargaining, could be a locally (Yellowknife) arranged solution. KT could suggest solutions. Office is returned-to-office, some flexibility still remains. Reflected in meetings about productions/stories that involved Iqaluit (Pope in North, Oblate in France) and cultural sensitivities.

Some members reaching out for direction on psychological services.

Looking to expand temp pool. EVA suggests- Temp database - google form

9. KT - Election - deadlines for candidacy are different - can we make that consistent and more flexible. 10pm for BEC/NEC and 5pm for LEC??

Encouraging you all to stay on in one form or another.

KT reflecting on her term, the first year was harsh, until staff rep situations were properly organized.

Announced her decision to not to run again, for personal reasons.

Comments from BEC: great voice, impact, representation, face-time and accessibility with members in all regions, an ally to Toronto members, participation on grievance committee has been without peer. Openness to ideas, and to new people. Always remembered that the members run the union, the staff reps support and guide, a small union with a huge footprint.

10. New business:

- Health services- still lots of persistent questioning of members on COVID related absences - members getting calls about necessary paperwork from doctors.

- Moving SOCIAL MEDIA strategy idea to next groups BEC/NEC