

CMG/CBC Branch Executive Council
Conference Call
September 14, 2009 – 7:30 PM EDT

MINUTES – Approved by BEC October 13, 2009

1. **Call to order/roll call:** Marc-Philippe Laurin (chair), Russ Knutson, Mike Santianni, Helene Dupre-Espeut, Gaynette Spafford, Xavier Brassard-Bedard, Jonathan Spence, Elaine Janes, Harry Mesh, Michael D’Souza, Annick Forest, Emily Chung, Barbara Saxberg (recording secretary)
Regrets: Kaveri Bittira, Fiona Christensen
Absent: Chantal Payant, Carrie May

2. **Approval of agenda:**
Four items were added under New Business – NGC Equity seat, request from Bob Fisher for newspaper subscriptions, compensation for use of personal equipment for branch business, homologation of purchase of laptop for MPL
MOTION: to approve the agenda as amended
M/S Mesh/D’Souza
Carried unanimously

3. **Approval of past minutes:**
MOTION: to approve the minutes of July 14, 2009
M/S D’Souza/Janes
Carried with four abstentions (members not present for July 14 conference call)

4. **Business arising:**
 - a. **ACTION:** MPL will investigate getting a restricted access area on the website for confidential information and will report back to the next BEC meeting.
 - i. **Jan. 14/09** MPL reported that he had not yet had time to do this but will report back.
 - ii. **Feb. 16/09** This has not yet been done. MPL will follow up.
 - iii. **Mar. 16/09:** MPL reports he has checked with Sonya at the office. This can be done. He has a meeting with her to discuss further.
 - iv. **Apr. 14/09:** MPL emailed a report from CMG’s webmaster Sonya Sharma-Scott to the BEC in advance of the conference call. The report lays out several options for consideration. The BEC opted to pend this matter to the next meeting.
 - v. **May 11/09:** The BEC pended the matter to the face to face meeting scheduled for June.

- vi. **June 6/09:** The BEC pended the matter to the next meeting.
- vii. **July 14/09:** The BEC pended the matter to the next meeting.
- viii. **Sept. 14/09:** This matter has been pended to the November face to face meeting of the BEC. **PENDING**

- b. **ACTION:** MPL will ensure that a communiqué is sent out from the National Office of the CMG explaining rights for travel in the North.
 - i. **July 14/09:** MPL has requested clarification on this matter from the CMG National office.
 - ii. **Sept. 14/09:** This matter is pended to the October conference call. **PENDING**
- c. **ACTION:** Christensen and D'Souza will each provide feedback to the CCSB on a counseling project in Iqaluit.
 - i. **July 14/09:** This matter is pended to the next meeting.
 - ii. **Sept. 14/09:** D'Souza reported that the feedback on the counseling project has been very positive and that the program has been extended throughout the year. MPL will check with EAP and Christensen for reports to be sent to the CCSB. **CLOSED**
- d. **ACTION:** Radon has been reported in Labrador but not all locations have been tested for radon. Knutson will check and report back to the BEC.
 - i. **July 14/09:** Knutson not on the call.
 - ii. **Sept. 14/09:** Knutson reported that radon testing is conducted regularly at CBC locations across the country. The locations are selected randomly. When radon is discovered, appropriate action is taken. **CLOSED**
- e. **ACTION:** Knutson will take a request to the National Health & Safety committee to conduct a study of the impact on employees' health (physical, psychological) as a result of keeping employees onsite during the renovation in Vancouver.
 - i. **July 14/09:** Knutson not on the call.
 - ii. **Sept. 14/09:** Knutson reported that the H&S Committee did not appear to be interested in conducting such a study and suggested seeking information from EAP. Forest suggested that an employee survey should be conducted. The information gathered could be used to reduce the negative impact on employees for future renovations in other CBC locations. Dupre-Espeut noted that EAP would not be able to assist because of its confidentiality restrictions. Saxberg suggested Knutson renew the request for a survey at the next H&S committee meeting. Knutson agreed to do so and will report back to the BEC.

PENDING

Brassard-Bedard left the call at 8:00 PM.

- f. **ACTION:** BEC members will email to Janes any corrections to the spreadsheets provided by the Committee Review Committee.
- i. **July 14/09:** Janes noted that no corrections have been submitted and reminded BEC members to review and submit.
 - ii. **Sept. 14/09:** Janes noted that this matter will be completed by the November face to face meeting of the BEC. She requested that any changes or corrections be sent in by November 1st. She will send out a reminder to BEC members.

CLOSED

- g. **ACTION:** MPL to take to the NJC the requirement under the collective agreement to establish a Joint Committee on Pay Equity.
- i. **July 14/09:** This matter will be taken to the September meeting of the National Joint Committee.
 - ii. **Sept. 14/09:** MPL reported that the September meeting of the NJC was cancelled. The issue of establishing a Joint Committee on Pay Equity is on the NJC agenda for its October meeting.

CLOSED

5. **President's Remarks:** MPL reported that CBC President Hubert Lacroix has again invited the presidents of all the unions at CBC to take part in a video conference call on September 24, 2009. MPL expects that the presidents will updated on the state of regulatory affairs and the budget situation. CMG has filed an access to information request for a copy of the report concerning the government's demand for an additional 5% cut to the CBC budget. There is concern about the loss of an arm's length relationship between the government and the CBC if the government is allowed to tell the CBC where to make cuts.

An issue concerning the use of freelance editors on the Ron James Show and Battle of the Blades has been resolved. Editors working on those shows are not freelancers working for the CBC. The shows are independent productions using CBC facilities and hire their own editors. MPL noted however that the CBC charges a higher rate for the use of CBC editors than the going market rate which means the independent producers are unlikely to use CBC editors in their productions. He will follow up with the CBC.

Regarding news renewal, another request has gone out to local CMG presidents to provide reports on the impact of the project on their members. Several reports have come in and more are expected. Janes suggested that CMG needs to do more on this issue and proposed booking someone off to contact members in locations around the country to gather first-hand information about the impact of the changes. MPL noted that this information is already included in the presidents'

reports. D'Souza noted that a members' meeting on news renewal is being planned for Toronto. Spence suggested that similar meetings be held across the country. Spafford noted that as a local president, she has already held such a meeting. She also suggested the BEC regional directors check in with their constituents to remind them to send in their reports to MPL. Saxberg suggested sending out a communiqué to members inviting them to send in their personal accounts of the impact of the project to help inform CMG's picture of what's happening.

6. Committee seats to be filled:

a. NJEC seat:

ACTION: MPL will send the revised posting to the BEC via email for final comment before posting on the CMG website by June 9, 2009.

July 14/09: The call for applications resulted in 7 applications.

MOTION: to establish a sub-committee to review the applications against the criteria laid out in the posting and to make a recommendation of the top applicant(s) to the BEC for final selection.

M/S Saxberg/Santianni

There was discussion about the role of committee selection sub-committees generally and whether these sub-committees should recommend more than one applicant or send a short list to the BEC for a final vote.

Carried, one opposed.

The sub-committee will consist of Saxberg, Mesh, Santianni and Bittira. It will make a recommendation at the next meeting.

Sept. 14/09: Mesh reported that the sub-committee reviewed the applications and is ready with a recommendation.

MOTION: The sub-committee recommends that the BEC appoint Damian Morrissey to the vacant seat on the National Joint Employment Committee.

M/S Mesh/Santianni

Mesh noted that Morrissey had considerable experience with Job Evaluation and the sub-committee felt that would be invaluable to the NJEC.

Carried unanimously.

MPL will contact all the applicants to thank them for their interest and advise them of the selection.

b. Joint Employment Equity seats

ACTION: MPL will put out a call for applications.

Sept. 14/09: D'Souza reported that the call went out and there are 17 applications. The sub-committee tasked with making a recommendation will review the applications this week and make a recommendation to the BEC on the October conference call.

PENDING

7. Other Business:

- a. **Bob Fisher request for newspaper subscriptions:** MPL reported that Fisher, as the new Pension Board trustee, has requested that the BEC approve and pay for weekend subscriptions to the New York Times and the Wall Street Journal to assist in his knowledge as a trustee. Saxberg noted that Fisher has not yet attended a Pension Board meeting and that it might be more useful to wait until he has done so to get a better idea of what might be needed. She noted that the Pension Board does not make investment decisions and the pension rules in the US are quite different than those in Canada. Spence, Forest and Janes concurred.
ACTION: MPL will ask Fisher to contact the former trustee, Jon Soper, to ask whether these subscriptions would be useful.
- b. **Homologation of BEC Management Committee decision to approve the purchase of a laptop for MPL:** MPL said the new laptop cost \$815.00 and software was provided by the National CMG office.
MOTION: to homologate the purchase.
M/S D'Souza/Forest
Carried unanimously.
- c. **NGC Equity Seat:** MPL reported that Turk Chan has resigned his seat on the NGC. This is one of two seats intended for developmental purposes for members of equity-seeking groups.
ACTION: The sub-committee previously tasked with making these recommendations will make a new recommendation to replace Chan, returning to the original list of applicants.
(NOTE: This matter was in error. A correction is noted in the minutes of the October 13th conference call.)

Saxberg left the call at 8:35 PM. MPL took over recording the minutes.

- d. **Compensation for use of personal equipment for CMG business:** MPL recommended putting this on the Face to face meeting agenda. He gave a short explanation of the issue: should there be compensation for exec members that use and put wear and tear on their personal home equipment for Union business. MPL stated that as the old CEP unit let him keep the equipment he had as past CEP President, he was not looking for this to apply to him. This would be to compensate people who make a lot of use of home equipment (eg: Printer) MPL ask that exec members ponder the question until the November meeting.
PENDING

8. Finance Report - Spence

- a. **ACTION:** Saxberg requested that Treasurer Spence review all expenses to ensure they are properly allocated.
Sept. 14/09: Spence presented his report and the new budget layout he is proposing. He asked again that BEC members look at the pivot table

provided by CMG Comptroller Mark Reaburn and forward him any corrections and comments.

- b. **ACTION:** The budget will be sent to the Branch Management/Finance Committee for revision and to make recommendations for the remaining cuts needed.

PENDING completion of 8 a.

- c. **ACTION:** The Management/Finance Committee ask Bittira for a recommendation on a cut to the education/mobilization budget.

PENDING Bittira not on the call.

MOTION: to adopt the Finance report.

M/S Spafford/Mesh

Carried unanimously.

9. Committee Reports:

National Grievance Committee: Janes reported on four new grievances the committee is handling.

National Joint Committee: MPL reported that the September NJC was postponed due to a family emergency with one of the committee members who could not attend.

National Joint Employment Committee: MPL reported that the NJEPC had one matter referred to it which was referred back to the Local Employment Committee due to a process issue. The NJEPC will work with the local Committee to find a solution.

10. Directors' Reports:

Human Rights & Equity: D'Souza presented a written report. He noted that the establishment of the National Joint Pay Equity committee and the ongoing Band 13 issues have been referred to the National Joint Committee. D'Souza also recommended that a call for CMG candidates for the Joint Pay Equity Committee go out and that a sub-committee be struck to review the applications and make recommendations to the BEC for approval.

MOTION: that the BEC strike a sub-committee to begin the process of calling for candidates for the National Joint Pay Equity Committee and proceeding with the selection process.

M/S D'Souza/Spence

Carried unanimously.

The BEC members who volunteered to sit on this sub-committee are Chung, D'Souza and Spafford.

11. Presidents' Council:

- a. **ACTION:** The planning committee will draft a proposed agenda to bring back to the BEC.

- i. **July 14/09:** The BEC left this matter pending to the next meeting.

- ii. **Sept. 14/09:** MPL updated the BEC on the work of the committee. The dates for the Presidents' Council have been changed to Mov

6th and 7th to take advantage of two full days of plenary and leave Sunday for travel home. The committee is working on a draft agenda. MPL laid out the timeline for the council meeting and other events of concern.

The BEC discussed having an BEC meeting on Sunday morning. It was decided instead to pend all leftover business until the next BEC conference call.

Janes requested that NGC members be invited to attend the council so they may be part of the discussion. Costs are estimated at \$1700.00 per person. Some NGC members will already be attending because they are local presidents and/or members of the BEC.

MOTION: that Bob Sharpe, John O'Connor and Christian Massey attend the Presidents' Council Meeting.

M/S Janes/Spafford

Carried unanimously

12. Next conference call: October 14, 2009 at 7:30 PM ET.

13. Motion to adjourn:

M/S D'Souza/Spence

Carried unanimously

Call was adjourned at 9:15 PM ET.