

BEC call September 15, 2015 (continuation of last week's agenda)

Attendees:

Marc-Philippe Laurin

Harry Mesh

Gaynette Spafford

Wil Fundal

Dave Croft

Annick Forest

Wendy Martin

Chantal Payant

Jonathan Spence

Naomi Robinson

Meeting called to order 7:32 Eastern

Jonathan Spence read the statement of human rights.

MOTION to approve the agenda - additions of Rubin report, Ottawa security concerns
M/S Mesh/Spence CARRIED

DENTAL UPDATE

MPL outlined a document from Morneau Chappell that updates the dental plan, using surplus funds in the plan. The change is hoped for early in 2016, no later than April. MPL said it will mean a big improvement for members, as there has been no movement in the fee guide for 4 years. He said the aim is to have the dental plan break even. CCSB members will monitor this.

MOTION to reconsider last week's motion on the dental plan.
M/S Mesh/Forest CARRIED 1 Nay - Spence

MOTION to adopt Scenario 1 of the proposal contained in the document of September 2015
M/S Mesh/Spafford CARRIED 1 Nay - Spence 1 abstention - Payant

CBC/Radio-Canada
CMG Dental Plan - 51693
Revised contribution to achieve a breakeven position by 2020

Policy year starting	Fee guide	Required rate (no subsidy)	Employee rate	Scenario 1		Scenario 2	
				Increase	Surplus used	Employee rate	Increase
April 1st 2016*	2015	\$ 14,01	\$ 10,00		\$ 464 661	\$ 11,00	\$ 348 666
April 1st 2017	2016	\$ 16,01	\$ 12,50	25%	\$ 320 702	\$ 13,00	\$ 275 007
April 1st 2018	2017	\$ 17,75	\$ 16,25	30%	\$ 136 738	\$ 15,50	\$ 205 281
April 1st 2019	2018	\$ 19,58	\$ 19,00	17%	\$ 52 679	\$ 18,00	\$ 144 069
April 1st 2020	2019	\$ 21,50	\$ 21,50	13%	\$ -	\$ 21,50	\$ -
Total by 2020					\$ 974 780		\$ 973 022

Main assumptions:

- * Rates effective January 1, 2016 and for 15 months
- 2015 fee guide introduced on January 1, 2016
- utilization increase: 2% per year
- fee guide increase: 2,5% per year
- Based on April 2015 payroll and using 1.4% for future salary increases
- average number of participants: assumed to remain constant

Mesh said this is a more graduated approach that means a little less upfront cost for members. Robinson asked MPL to explain the net impact on members' paycheques. MPL said that members paying \$7.45 now, the impact will be an additional \$2.55 to bring the amount to 10 dollars. But he said the amount of increase will vary depending on what people are currently paying. He said the CCSB will work with management to explain the changes. Spence noted that people who are paid less will be affected more by these changes. MPL noted that they will receive the same dental benefits as everyone else. He said the flat rate means that everyone plays the same amount for the same benefit. As the proposed annual premium rate increase are spread over 5 years, and that these changes rely on some assumptions, it will be the role of the CCSB Committee to monitor the plan and review premiums on an annual basis.

MOTION to amend the requirement that the pay equity committee meet 4 times a year to "as needed"

M/S Fundal/Spafford CARRIED

Payant asked if we can waive the collective agreement to make this change. MPL said that a staff rep can recommend this. Spence asked how many people's salaries have been amended by pay equity. Fundal said he did not have an exact number but could get it. He said it's not 30, but couldn't provide an exact figure. Spence said he would find it hard to vote on this, without knowing how well the committee is working. Fundal said there is just one person in the corporation with the data skills to do the proper analyses required. He doesn't know if anyone

else is being trained. Croft asked if this approach of meeting as needed doesn't work, can we revert back? MPL said yes. Robinson suggested phone calls instead of in-person meetings, but Fundal said the discussions are very complex.

Fundal presented two issues for the information of the BEC.
Pay Equity Caucus Resolution from August 5th, 2015

Moved by Dominique Banoun,
Seconded by Wil Fundal,
Unanimous approval.

Be it resolved that the Branch Executive Committee, in considering a replacement for the vacant joint Pay Equity seat, choose a person from one of the four designated groups, with a preference for a female candidate.

Pay Equity - Fundal

Response to member question

A member asked for access to the data the joint Pay Equity Committee uses in its work. Here is the committee's response:

The Pay Equity Committee Union Caucus considered a request by a member for access to data used by the committee. It is our position that it would be inappropriate for members outside of the committee to gain access to that sensitive information. Should anyone wish to undertake the work the committee does, they are encouraged to apply to join the Pay Equity Committee when a seat becomes vacant, and a call is put out to the general membership.

Fundal asked for an update on repopulating committees. MPL said he would ask that a note asking for nominations be sent out, so that the applications can be considered at our face-to-face meeting in October.

MOTION that the BEC recommend to the NEC that the Happy Valley-Goose Bay location unit and the Corner Brook location unit be merged into a single location unit, to be known as the "Western Newfoundland and Labrador Location Unit", that the assets of the unit be merged, and that the existing Corner Brook Location Executive serve as the LEC for the merged unit until the next general election.

M/S Mesh/Croft CARRIED

Mesh said that the Labrador location is not functioning as a unit and that no-one is interested in being involved on the executive. He said he has emailed them all individually and they have no objection to this. He said Corner Brook has been receptive to the change.

REPORTERS/VJ'S/SMARTPHONES Item pending

TEMPS Item pending until Sean Laughlin and Michael D'Souza are available

DAY OF ACTION

Naomi Robinson updated the BEC of the day of action planned for September 26. She said there is a suggestion for people to wear plaid on that day, to symbolize the different colours and facets of the CBC, including TV, radio, comedy, drama, etc. The BEC endorsed the Day of Action.

RUBIN REPORT

MPL said the CBC is ready to meet with a delegation of the CMG. He said Bruce May, himself, and likely Michael D'Souza will be part of the delegation. Naomi suggested Jonathan Spence. Annick suggested someone from outside Toronto. MPL said he will check with the CBC to find out the size of their delegation and will then send a note to the BEC to come up with a list. Naomi suggested Natalie Clancy would be a good addition.

OTTAWA SECURITY

Chantal Payant raised a point of information about security in Ottawa. She said people are not being permitted to go through the back doors of the building onto the Sparks mall because of a potential risk. But she said management will not explain their reasons or show the union the results of a study. She said people are being threatened with sanctions for coming in with coffee or shopping bags. She said Ottawa is preparing a grievance and asked for Wil Fundal's help as an equity issue. MPL said that CBC is reviewing its security across all sites. He said the staff rep in Ottawa is working on this file. He said the document people are being asked to sign in Ottawa is insulting. He said he will ask at NJC for a full report on security across the country. Annick Forest noted that Vancouver is also having security issues.

MOTION to adjourn.

M/S Fundal/Mesh CARRIED