

Minutes - BEC special call
December 15, 2016

Attendees:

Harry Mesh
Michael Robert
Marc-Philippe Laurin
Gaynette Spafford
Dave Croft
Wendy Martin
Joe Fiorino
Sean Laughlin
John O'Connor

Meeting called to order at 7:32pm Eastern.

MPL explained the call was to deal with a review of the broadcast technology career structure and a draft letter of agreement between the CMG and CBC over some longstanding issues. He said the current structure is outdated and there have been many complaints about it.

Harry Mesh explained that under the new system, all exams would be eliminated. He said the current exams are out of date and no-one at the CBC is dedicated to keeping the exams current, or updating them. He said that is preventing some technicians from progressing through the career structure. Mesh said under the new system, the Group A classification would be eliminated. He said there has been extensive consultation about this, and while there has been some negative reaction, those concerns have been reflected in the current document.

Joe Fiorino said he has concerns about the CBC not providing proper training to technicians. He asked how the new structure would affect WFA procedures. He said it's an indication that the CBC is not maintaining training. Mesh said he believes the CBC is providing adequate job training for broadcast technicians, but is not able to provide training materials for the exams. He also said the exams are no longer relevant to the work being performed. Gaynette Spafford thanked Harry Mesh and Michael Robert for their hard work on the committee in reaching a solution.

MOTION to adopt the broadcast technology career structure report and implement the recommendations. (A copy is included below.)

M/S Mesh/Robert CARRIED 1 Abstention: Fiorino

Spafford clarified that it is up to the NJC to implement the recommendations.

MPL also thanked Mesh and Robert for their work on the committee, as well as Greg Rier.

Call adjourned.

DRAFT Letter of Agreement: Broadcast Technology Career Structure

As per the Letter of Agreement in the CBC/Radio Canada-CMG 2014-2019 Collective Agreement, the Broadcast Technology Career Structure Review sub-committee has reviewed the relevance of Article 56 (Broadcast Technology Career Structure) in today's world.

The Parties agree that the exams required for hiring and career progression under Article 56 are unsustainable. Rapidly changing technology is making it impossible to keep the exam questions relevant and up to date.

The Parties also agree that it is in their collective interest to establish a hiring process that ensures people hired into these positions possess the required skills, and are provided opportunity for career development.

Therefore, the Parties agree to the following:

- There will be no more exams as part of hiring and career progression in the Broadcast Technology Career Structure
- The Group A job classification will be eliminated and all employees currently within this classification will be reclassified to Group B.
- Future employees hired directly into Group B, who do not demonstrate the skills required, may be released by the CBC in accordance with Article 29 PROBATION.
- All internal candidates for positions above the Group B level will be given an opportunity to appear before a selection board, providing they meet the minimum stated qualifications of the posted position.
- There will be a CMG participant, approved by the CMG National Office, on all selection boards for positions under the Broadcast Career Structure. This participant will be at the same or a higher level as the position being hired into, and will have knowledge of the operations for that position. The CMG member will be an active participant in the boarding and selection process, but cannot be brought into any grievance or other dispute resolution situation.
- A CBC-CMG Joint Broadcast Technology Training Committee will be established and will make recommendations to the Joint Training Committee and to Learning & Development as appropriate. The current members of the Joint Exam Committee will be given the opportunity to serve on the first iteration of this committee.
- The elimination of the exams will not be used to change the Job Evaluation rating and banding of the positions in the Broadcast Technology Career Structure.
- The elimination of the exams will not change the rights or obligations of either Party in a Workforce Adjustment situation. As per Article 46.9.5 QUALIFICATIONS, an employee being considered for placement must already have the skills and experience required for that position.

For the Canadian Broadcasting Corporation:

Catherine Gregory

Scott Stewardson

Martin Marcotte

For the Canadian Media Guild:

Federico Carvajal

Harry Mesh

Michael Robert

Dave Collier

Greg Rier