

# CMG CBC Branch Resolutions Report

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## Branch Convention: June 8, 2012

### General Resolutions

#### Resolution 1

**Moved by: Neil Herland, Toronto.**

**Seconded by: Bob Thompson, Toronto**

Whereas this would ensure transparency and fairness in all hiring and promotion within the CBC.

And whereas it would discourage favoritism during the hiring process.

And whereas the CMG observer would not have any decision-making ability in the hiring process, but his or her presence would ensure every hire is fair.

#

**“Be it resolved that during the next round of contract negotiations, the CBC branch negotiate the presence of a third-party neutral CMG observer on the job hiring board for every CMG position in the CBC.”**

*The committee sends this resolution to the floor for debate, without a recommendation.*

#### Resolution 2

**Moved by: Chantal Payant, Ottawa**

**Seconded by: Nathalie Bastien, Ottawa**

Whereas the CBC Branch of the Canadian Media Guild is a bilingual union that strives to offer services to its member in both official languages;

And whereas some Francophone members of the CBC Branch do not work for the SRC;

And whereas the francophone members of the CBC Branch that do not work for the SRC do not have direct representation on the Branch Executive Council or on its various committees

“Be it resolved that the CBC Branch Executive council modify its policies to expand the jurisdiction of the SRC Director *and SRC Officers* so that they represent the francophone members that do not work for the SRC,

And be it further resolved that the CBC Branch of the Canadian Media Guild adopt a system to identify its Francophone Members and keep a register of all the Francophone Members of the CBC Branch.”

*The committee notes that the SRC Officers will only exist if Bylaw Proposal 1 passes. However, the intent of the resolution is clear and provides direction to the Branch Executive Council regardless of that outcome. The committee recommends acceptance.*

## **Bylaw Amendment Proposals**

### **Proposal 1**

Moved by Harry Mesh, Grand Falls/Windsor  
Seconded by Gaynette Spafford, Saskatoon  
(on behalf of CBC Branch Executive Committee)

Whereas concern has existed for some time about duplication at the CMG CBC Branch Executive,

And whereas concerns have arisen over the increased financial pressures on the Branch Executive,

And whereas the CBC Branch Executive has undertaken a review of its Branch executive structure resulting in a proposal for an amended structure,

And whereas the Branch executive has recommended the adoption of this proposal by a majority vote,

### **It is moved that the following amendments be made:**

#### **Amend Article 4.1:**

4.1

All elected officials at Location Units and Branch Council levels, *including Branch Officers*, must sign an oath upon taking office.

## **Amend Article 5.2:**

5.2

The general membership is the supreme authority of the Branch, with exclusive power to:

- a) Elect their Location Unit executives and, through that process, the members of the Presidents' Council,
- b) Elect the Branch Executive Council,
- c) **Elect the Branch Officers except Diversity and Human Rights,**
- d) Approve all by-laws,
- e) Approve, through referendum, all strike actions,
- f) Ratify the Collective Agreement.

## **Amend Article 5.3**

5.3

Location Unit Executives are the executive decision-making bodies of the location units. They are accountable to their membership to:

- a) Provide overall leadership and supervise the affairs of their location unit.
- b) Administer and enforce all aspects of the collective agreement.
- c) Welcome and orient new members to the CMG and the CBC Branch, in accordance with article 18 of these bylaws.
- d) Ensure the Location Unit's money and assets are prudently managed and used for the optimum benefits of all Unit members in a manner which promotes the Union and its causes in the workplace.
- e) Develop and maintain a local mobilization network.
- f) Ensure effective communication within the Location Unit, with other Location Units, and with the CBC Branch Executive Council **as well as Branch Officers.**
- g) Appoint and supervise such committees as are required in the CMG, the CBC Branch By-laws, and the Collective Agreement. Appoint and supervise any other committees as deemed necessary by the Location Unit Executive or Location Unit membership.
- h) Identify and put forward to the Branch Executive Council project proposals for special funding.

## **Amend Article 5.4:**

5.4

The CBC Presidents' Council consists of all the Presidents from each Location Unit. This Council is chaired by the President of the CBC Branch. The Presidents' Council exists to:

- a) Allow for broader, more inclusive consultation on specific issues of Branch importance where the direct involvement of the national

- membership is not practical.
- b) Strengthen the relationships among location units, and between the location units and the Branch Executive Council.
  - c) Consult and vote on the recommendations of the BEC sub-committee tasked with reviewing all applications for the national bargaining and grievance committees.
  - d) Help coordinate Branch actions surrounding collective bargaining and work stoppages.
  - e) There will be a minimum of three (3) meetings and/or conference calls per year of the Presidents Council. The President of the CBC Branch will chair these meetings and will be responsible for scheduling and calling the meetings.
  - f) In those years that there is no CMG National Biennial Convention, at least one of the CBC Presidents' Council meetings shall be held face to face. The CBC Branch Executive is responsible for the organization of the meeting. No later than ninety (90) days prior to the meeting, the CBC Branch Executive shall ensure that each Location Unit is advised in writing of the time and place of the meeting and any other relevant information.
  - g) **At the CBC Presidents Council the CBC Branch President will chair a caucus meeting of small location presidents. For this purpose small locations will be considered those with less than 50 members.**

## **Amend Article 5.5:**

### 5.5

The CBC Branch Executive Council is the executive decision-making body of the CBC Branch. It is accountable to the membership to:

- a) Provide national leadership on matters of concern to the CBC Branch and its members.
- b) Support the activities and the interests of the CBC Location Units.
- c) Ensure enforcement of the CMG contract with the CBC.
- d) After consultation with the Presidents Council, the CBC Branch Executive shall appoint the Bargaining and Grievance Committees (subject to articles 13 and 14 of these by-laws).
- e) Maintain effective structures of communication with the membership of the Branch, **with Branch Officers,** with the National Executive Committee, with other CMG branches and with the public.
- f) Promote a progressive and healthy work environment at the CBC.
- g) Institute policies for the smooth and efficient operation of the Branch.
- h) Develop an annual budget for the Branch and ensure the proper administration of the Branch's funds.
- i) Consult with the Bargaining Committee, the Presidents' Council and the NEC on matters related to contract negotiation and the calling of strikes.
- j) Advance the objectives of the CBC Branch through social and union activism.
- k) Institute and direct the work of committees to assist in advancing the interests of the Branch membership.

- l) Review special requests from the Location Units for specific financial assistance.
- m) Contribute to the well-being and effective operation of the CMG as a whole.
- n) The CBC Branch Executive Council will act as an appeal board in disputes over the organization or conduct of Location Units **and Branch Officer** elections.

## **Amend Article 6.2:**

6.2

The Branch Executive Council shall consist of:

- a) President
- b) Vice-President
- e) ~~Treasurer~~
- c) Secretary-**Treasurer**
- d) ~~Director of Online and Emerging Platforms~~
- e) ~~Director of Diversity and Human Rights~~
- f) ~~Director of Education/Mobilization~~
- g) ~~Director of New Members/Youth/Temporary Employees~~
- h) ~~Director of SRC West (SRC West is the part of Canada west of the Ontario-Manitoba border)~~
- d) Director of SRC East (SRC East is the part of Canada east of the Manitoba-Ontario border)
- e) Regional Directors for Atlantic, Ontario (all the regions of this province with the exception of Toronto), Toronto, Prairies (from the Ontario-Manitoba border to the BC-Alberta border), BC and the North
- f) Director at Large**
- i) ~~Director of Location Units under 50 members~~

## **For clarity, Article 6.2 will read:**

6.2

The Branch Executive Council shall consist of:

- a) President
- b) Vice-President
- c) Secretary-Treasurer
- d) Director of SRC
- e) Regional Directors for Atlantic, Ontario (all the regions of this province with the exception of Toronto), Toronto, Prairies (from the Ontario-Manitoba border to the BC-Alberta border), BC and the North
- f) Director at Large

## **Amend Article 6.3:**

6.3

The functions of the Table Officers will be as follow:

### **a) President:**

Executive Officer of the CBC Branch, the President shall supervise the affairs of the Branch, promote its welfare, sign all official documents related to the Branch, preside at meetings of the Branch, chair the Branch Management Committee, *chair Small Location caucuses*, oversee the development of strategies for the benefit of the Branch and ensure the roles and responsibilities of the Branch directors are carried out. The President shall be the official spokesperson of the CBC Branch.

The President of the CBC Branch oversees the ethical conduct of the Branch Executive Council, oversees the appointment of committees and implements the decisions of the CBC Branch Executive Council. The CBC Branch President is an ex-officio member of all CBC Branch committees and a member of the National Executive Committee of the CMG.

The presidency of the CBC Branch is a full time paid position. However, the Branch Executive by a two-thirds majority vote may modify this requirement.

### **b) Vice-President:**

Supports and assists the CBC Branch President in the execution of the President's office. The Vice- President performs the duties of the President in his or her absence or when delegated to do so, and performs such other duties as prescribed by the Branch Executive Council. The CBC Branch Vice-President is a member of the National Executive Committee of the CMG. The Vice-President of the CBC Branch is a member of the Branch's Management Committee.

### **c) Secretary-Treasurer:**

Responsible for the annual preparation of the CBC Branch Budget, according to the direction given by the CBC Branch Executive Council, including forecasting expenditures for the CBC Branch and its Location Units, its committees and its executive council; prepares quarterly reports for the Branch Executive Council and as defined in his/her role as CBC Branch Secretary-Treasurer on the NEC Finance Committee; acts in collaboration with the President and the Vice-President to develop policies and strategies for achieving the objectives of the CBC Branch. The CBC Branch Secretary-Treasurer is a member of the National Executive Committee of the CMG, the National Finance Committee and is a member of the Branch's Management committee.

### **d) Secretary:**

Responsible for the proper recording and safe keeping of the minutes and records of the CBC Branch Executive Council; maintains an up to date list of Location Unit

executives and membership, and the Branch's policy manual. The Secretary-*Treasurer* oversees administrative support to the Branch Executive Council. The Secretary-*Treasurer* is a member of the CBC Branch Communications Committee ~~and is a member of the Branch's Management committee.~~

#### 6.4

The Directors of the CBC Branch Executive Council shall:

- a) Represent and advance the interests of their respective constituencies or functional portfolios at the Branch Executive Council and within the Branch membership while actively promoting the national interests of the CBC Branch as a whole;
- b) Maintain effective communications with their respective constituencies and with their counterparts in the CMG's other branches and the NEC;
- c) Where appropriate, chair Committees to achieve the objectives of their respective constituencies or functional portfolios, consistent with the national interests of the CBC Branch.
- d) Actively participate in the CBC Branch Executive Council debates and discussions;
- e) Prepare quarterly reports on their respective activities for the Branch Executive Council.

#### 6.5

In addition, the Directors of the SRC West and East are *is a* members of the SRC National Joint Committee.

#### 6.5 (Note: Double numbering error in previous bylaw version, will be corrected by bylaws committee)

Any elected officer of the Branch assigned by the CBC Branch Executive to a National Joint Committee of the Branch or the NEC, or to an NEC Committee will report on his/her activities and meetings to the Branch Executive Council or the President of the Branch.

*6.x The primary responsibility of the Director at Large is to be the liaison between all Branch Officers (other than SRC) and the Branch Executive Council. The Director at Large will also be the liaison between the Branch Executive Council and any committees it determines.*

#### 6.6

Joint and internal committees of the CBC Branch should include at least one member of the CBC Branch Executive Council *or a Branch Officer where applicable.* Whenever possible, such committees should be chaired by a member of the Branch Executive Council *or a Branch Officer where applicable.*

Insert a new article “X” after article 6 and renumber accordingly (Note that the highlighted portion of x.1 is an amendment, Moved/Seconded by the committee to address an identified need for clarification):

Article X “Branch Officer Duties and Responsibilities”

x.1

All Branch Officers must be members in good standing of the CBC Branch. For purposes of these CBC Branch Bylaws, the term "Branch Officer" has a meaning that is separate and distinct from that suggested in CMG Bylaw Article 10. In this context, "Branch Officers" are elected or appointed as applicable with specific roles under this CBC Branch Bylaw Article and are not members of the Branch Executive Council.

x.2

The Branch Officers shall be:

- a) SRC Atlantic
- b) SRC Ontario
- c) SRC West
- d) Diversity and Human Rights
- e) Education and Mobilization
- f) Online and Emerging Platforms
- h) New Members/Youth/Temporary Employees

x.3

The functions of the Branch Officers will be as follow:

- a) Represent and advance the interests of their respective constituencies or functional portfolios within the Branch membership while actively promoting the national interests of the CBC Branch as a whole;
- b) Maintain effective communications with their respective constituencies and with the Branch Executive Council
- c) The SRC Branch Officers will communicate with the Branch Executive Council through the Director of SRC; all other Branch Officers will communicate with the Branch Executive Council through the Director at Large.
- d) Chair Committees to achieve the objectives of their respective constituencies or functional portfolios, consistent with the national interests of the CBC Branch.
- e) Prepare quarterly reports on their respective activities for the Branch



**Executive Council.”**

**Amend Article 7.2:**

7.2

The members of this committee will be the President of the Branch, who will act as the Chair of the Committee, the Vice-President, ~~the Treasurer,~~ the Secretary, **Treasurer** and ~~one~~ two other elected members chosen from among and by a simple majority of the CBC Branch Executive Council.

**Amend Article 9:**

9.

**Vacancy/Removal from the Branch Executive Council and Branch Officer Positions**

9.1

The following circumstances shall lead to a position being declared vacant by the President of the CBC Branch Executive Council, with a two third majority vote of the CBC Branch Executive Council.

- a) Resignation,
- b) The member is deemed to be unable to perform his/her duties or is unable to satisfy the requirements of his/her office due to transfer or changes in employment status,
- c) Dereliction of duties.

9.2

As the President, Vice-President and **Secretary**-Treasurer of the CBC Branch Executive are NEC members, and therefore, for the purposes of discipline and removal are subject to the CMG and CWA/SCA Canada bylaws, they shall be exempt from article 9 of the CBC Branch bylaws.

9.3

The following circumstances and/or actions shall constitute dereliction of duties and may be grounds for removal from the CBC Branch Executive Council **and Branch Officer Positions**:

- a) Absence without valid reasons for three consecutive meetings of the CBC Branch Executive Council;
- b) Violation of the criminal code which would bring the CBC Branch or the CBC Branch Executive into disrepute and/or undermine its credibility or the integrity of the person holding office;
- c) An inability to perform the assigned duties and responsibilities of the position in a manner acceptable to the Branch Executive Council.

- d) Violation of the Oath of Office.

#### 9.4

The following procedures will be used to follow up on reasonable grounds of dereliction of duties:

- a) Where allegations of dereliction have arisen, the President of the Branch shall, by a motion of the Branch Executive Council, convene a Review Committee of five persons to examine the circumstances.
- b) Within thirty days of convening, the Review Committee will present its findings and recommendations to the Branch Executive Council.
- c) If the Review Committee determines a blatant dereliction of duties has occurred, it shall recommend, as a first step, that the member be asked to resign. As a second step, the member could be removed from Office by a two third majority vote of the Branch Executive Council.

#### 9.5

A member removed from office following the application of article 9.4 can appeal this removal to the National Executive Committee of the Canadian Media Guild.

### **Amend Article 12:**

#### **12. Elections**

12.1 Branch Executive Council ***and Branch Officer*** elections, with the exception of the Director of Toronto ***and the Branch Officer for Diversity and Human Rights***, will be held every three years and will be supervised by the CMG's National Election Committee. The election will be held no later than December 10 of the election year.

#### 12.2

The following Executive Council positions will be elected by the national membership at large:

- a) President
- b) Vice-President
- c) ***Secretary***-Treasurer
- d) ***Director at Large***
- e) ~~Secretary~~
- f) ~~Director of Education/Mobilization~~
- g) ~~Director of Diversity and Human Rights~~
- h) ~~Director of New Members/Youth/Temporary Employees~~
- i) ~~Director of Online and Emerging Technologies~~

#### 12.3

The following Directors shall come from within their respective regional or administrative jurisdictions and be elected by the membership at large within that

region or constituency:

- a) All five Regional Directors (Atlantic, Ontario, Prairies, BC, the North)
- ~~b) Director of Location Units under 50 members~~
- b) Director, of SRC East
- ~~c) Director, SRC West~~

12.4

The following Directors, of SRC shall be fluent in French, and work for the SRC., and work within their respective regional jurisdictions:

- ~~a) Director of SRC West~~
- ~~b) Director of SRC East~~

**12.5      *The Director of Toronto will be the sitting Toronto Location Unit President, elected as stipulated in Article 6.14 of the CMG bylaws.***

**12.6**

***The following Branch Officer positions will be elected by the National membership at large***

- a) *Education and Mobilization*
- b) *New Members/Youth/Temporary Employees*
- c) *Online & Emerging Platforms*

**12.6.1**

***The candidate for Branch Officer for Online and Emerging Platforms shall be employed primarily to do work in platforms developed more recently than traditional radio and television including, but not limited to, the web.***

**12.6.2**

***At the time of the election, the candidate for Branch Officer for New Members/Youth/Temporary Employees shall either have been employed by the Corporation for less than three years or be under 35 years of age.***

12.5

The candidate for Director of Online and Emerging Platforms shall be employed primarily to do work in platforms developed more recently than traditional radio and television including, but not limited to, the web.

12.6

At the time of the election, the candidate for Director of New Members/Youth/Temporary Employees shall either have been employed by the Corporation for less than three years or be under 35 years of age.

12.7

The Director of Toronto will be the sitting Toronto Location Unit President, elected

as stipulated in Article 6.14 of the CMG bylaws.

**12.7**

**The following Branch Officers shall be fluent in French, work for the SRC, and work within their respective regional jurisdictions.**

- a) **SRC Atlantic**
- b) **SRC Ontario**
- c) **SRC West**

**12.8**

**The Branch Officer for Diversity and Human Rights will chair the Joint Pay Equity and the Joint Employment Equity committees and will be selected by the Branch Executive Council in accordance with the Branch Committee Policy.**

~~12.8~~12.9

CBC Branch Executive Council **and Branch Officer** vacancies shall be filled as follows:

- d) A by-election will be held within 90 days of an office becoming vacant at any time within the term of office. The standing Election Committee shall supervise the by-election in accordance with the CBC Branch and the CMG Bylaws, at the direction of the CBC Branch Executive Council, as envisioned in article 11 of these Bylaws.
- e) If an office becomes vacant after June 15 of an election year, the CBC Branch Executive Council shall appoint a replacement.
- f) In situations where no candidate in a by-election has come forward for a position, the election committee must conduct a second nomination process. If there are still no candidates, the Branch Executive Council may choose either:
  - a) to assign the responsibilities of that portfolio to one of the current elected officer of the CBC Branch Executive;
  - b) to appoint a Branch member in good standing chosen by a simple majority vote of the CBC Branch Executive Council.

**For clarity, Article 12 will read:**

“Elections

12.1

Branch Executive Council and Branch Officer elections, with the exception of the Director of Toronto and the Branch Officer for Diversity and Human Rights, will be held every three years and will be supervised by the CMG’s National Election Committee. The election will be held no later than December 10 of the election year.

12.2

The following Executive Council positions will be elected by the national membership at large:

- a) President
- b) Vice-President
- c) Secretary-Treasurer
- d) Director at Large

### 12.3

The following Directors shall come from within their respective regional or administrative jurisdictions and be elected by the membership at large within that region or constituency:

- a) All five Regional Directors (Atlantic, Ontario, Prairies, BC, the North)
- b) Director of SRC

### 12.4

The Director of SRC shall be fluent in French and work for the SRC.

### 12.5

The Director of Toronto will be the sitting Toronto Location Unit President, elected as stipulated in Article 6.14 of the CMG bylaws.

### 12.6

The following Branch Officer positions will be elected by the National membership at large

- a) Education and Mobilization
- b) New Members/Youth/Temporary Employees
- c) Online & Emerging Platforms

#### 12.6.1

The candidate for Branch Officer for Online and Emerging Platforms shall be employed primarily to do work in platforms developed more recently than traditional radio and television including, but not limited to, the web.

#### 12.6.2

At the time of the election, the candidate for Branch Officer for New Members/Youth/Temporary Employees shall either have been employed by the Corporation for less than three years or be under 35 years of age.

### 12.7

The following Branch Officers shall be fluent in French, work for the SRC, and work within their respective regional jurisdictions.

- a) SRC Atlantic

- b) SRC Ontario
- c) SRC West

#### 12.8

The Branch Officer for Diversity and Human Rights will chair the joint Pay Equity and the Joint Employment Equity committees and will be selected by the Branch Executive Council in accordance with the Branch Committee Policy.

#### 12.9

CBC Branch Executive Council and Branch Officer vacancies shall be filled as follows:

- a) A by-election will be held within 90 days of an office becoming vacant at any time within the term of office. The standing Election Committee shall supervise the by-election in accordance with the CBC Branch and the CMG Bylaws, at the direction of the CBC Branch Executive Council, as envisioned in article 11 of these Bylaws.
- b) If an office becomes vacant after June 15 of an election year, the CBC Branch Executive Council shall appoint a replacement.
- o) In situations where no candidate in a by-election has come forward for a position, the election committee must conduct a second nomination process. If there are still no candidates, the Branch Executive Council may choose either:
  - a) to assign the responsibilities of that portfolio to one of the current elected officer of the CBC Branch Executive;
  - b) to appoint a Branch member in good standing chosen by a simple majority vote of the CBC Branch Executive Council.”

### **Add a new Article 13.8:**

#### 13.8

**“At the CBC Branch national convention the CBC Branch President will chair a caucus meeting of small location presidents. For this purpose small locations will be considered those with less than fifty (50) members.”**

### **Amend article 22.3) as follows:**

#### 22.3

Branch policies may cover such matters as:

- a) Control of financial matters for Branch expenditures,
- b) Activities and structure of the LEC not covered by the CMG or CBC Branch by-laws,
- c) Compassionate assistance to Branch members,
- d) Salary, benefits and annual leave of the Branch President not covered by the CMG or CBC Branch by-laws,
- e) The responsibilities and duties of Branch Executive Council members **and Branch Officers** not covered by the CMG or CBC Branch by-laws,

- f) Matters relating to committees under Branch jurisdiction, including the Bargaining Committee and the Grievance Committee,
- g) Communication with the Branch membership, the membership of other CMG Branches, and the general public,
- h) Adoption of CBC Branch positions on public policy issues,
- i) General role of Staff Representatives (related to General Assemblies and Executive meetings of the CBC Branch),
- j) Spending powers and budget autonomy of Branch committees,
- k) Criteria for Union releases,
- l) Regional Director's travel in their respective region,
- m) CBC Branch capital resources management (computers, etc),
- n) Addition of positions to the Branch Executive Council between elections,
- o) Any other matters the CBC Branch Council may deem necessary.

*The committee recommends acceptance, in accordance with the recommendation by a majority vote of the CBC Branch Executive.*

## **Proposal 2**

**Moved by: Chantal Payant, Ottawa**

**Seconded by: Nathalie Bastien, Ottawa**

Whereas the Canadian Media Guild is a bilingual union comprised of Francophone, Anglophone or bilingual branches;

And whereas the Canadian Media Guild and the CBC Branch of the Canadian Media Guild offer services to their members in both official languages;

And whereas the CBC Branch of the CMG adheres to the principle of linguistic duality as set out in article 19 of its by-laws;

**It is moved that Article 1 be amended as follows:**

***As originally proposed by mover/seconded:***

New article 1.1) *“The CBC Branch of the Canadian Media Guild is a bilingual union that strives to deliver services to its members in both official languages.*”

***The committee has amended this to read:***

New article 1.1) *“The CBC Branch of the Canadian Media Guild is part of a bilingual*

*union and strives to deliver services to its members in both official languages.”*

*This amendment is to reflect the fact that the CBC Branch is part of the larger CMG rather than a standalone union.*

**For clarity, Article 1 will read:**

**1.**

**Preamble**

- a) The CBC Branch of the Canadian Media Guild (CMG) strongly promotes and defends the rights of its members and its collective agreement with the CBC.
- b) The CBC Branch is committed to the principles of democracy and due process in all its undertakings and activities.
- c) The CBC Branch commits itself to making decisions not only in its best interests but also in the interests of keeping the CMG strong and united.
- d) The CBC Branch supports, promotes and defends the principle of best practices of public broadcasting.
- e) The CBC Branch is committed to provide the same quality of service to all members and Location Units with fairness and respect.
- f) The CBC Branch believes in the equal rights of all of its members: those working on regional or national assignments, those working in any and all platforms, those in production, technical, administrative or clerical work.
- g) The CBC Branch strongly believes and promotes permanent employment, secure and free of uncertainty for its members.
- h) The CBC Branch is committed to a progressive and healthy work environment.
- i) While dedicated to the defense of all its members’ rights, the CBC Branch at the same time is committed to cooperative relations with CBC management.
- j) The CBC Branch is committed to promoting racial and ethnic diversity among its members and to a CBC, which is representative of the demographic characteristics of the Canadian population.
- k) The CBC Branch is dedicated to the spirit of volunteerism and the involvement of all its members in union’s activities.
- l) *The CBC Branch of the Canadian Media Guild is part of a bilingual union and strives to deliver services to its members in both official languages.*



*The committee recommends acceptance as amended as this appears consistent with the principles of the CMG bylaws.*

### **Proposal 3**

**Moved by: Harry Mesh, Grand Falls/Windsor**  
**Seconded by: Gaynette Spafford, Saskatoon**

Whereas CMG National Bylaws supersede CBC Branch Bylaws

And whereas National Bylaw Article 8.9.a specifies that the Branch Executive Council is to elect the bargaining committee and National Bylaw Article 8.6.a specifies that the Branch Executive Council is to appoint the national grievance committee

And whereas CBC Branch Bylaw Article 5.4.c contradicts this by requiring the Presidents Council to vote on the selection of the bargaining and national grievance committee,

**It is moved that Article 5.4.c be amended as follows:**

5.4.c) Consult ~~and vote on the recommendations of~~ ***with*** the BEC sub-committee tasked with reviewing all applications for the national bargaining and grievance committees.

*The committee recommends acceptance to address an identified conflict between CBC Branch and CMG Bylaws.*

### **Proposal 4**

**Moved by: Harry Mesh, Grand Falls/Windsor**  
**Seconded by: Gaynette Spafford, Saskatoon**

Whereas Branch Executive Council Directors are elected by the constituencies they represent where these constituencies can be identified

And whereas confusion has existed in a past election as to the eligible voters for the SRC Directors resulting in the need to rerun an election,

**It is moved that article 12.4 be amended to read as follows:**

“12.4

The following Directors shall be fluent in French, work for the SRC, ~~and work~~ within their respective regional jurisdictions, **and be elected by members working for SRC within their respective regional jurisdictions:**

- a) Director of SRC West
- b) Director of SRC East”

**The committee notes that if Bylaw Proposal 1 passes the amended Article 12.4 to debate will be (Amendment moved/seconded by committee):**

“12.4

**The Director of SRC shall be fluent in French, work for the SRC and will be elected by members working for SRC.”**

*The committee recommends acceptance to address previous confusion caused by unclear bylaw language.*

## **Proposal 5**

**Moved by: Sylvain Bascaron, Edmonton**

**Seconded by: Rebecca Martel-Turcot, Edmonton**

Whereas representing the membership is one of the most important elements of negotiating a collective agreement;

Whereas the working environment and conditions of field personnel (i.e. those whose normal routing involves working outside the office more than half the time, e.g. reporters, videographers, field producers) are radically different from those of office personnel (i.e. those whose normal work takes place in the office setting most of the time).

**It is moved that Article 15.4 (Bargaining Committee) be amended as follows:**

“15.4

The composition of the Committee shall take into account the need for broad regional and occupational representation, **including personnel working in the office and in the field.** At least one member shall be from SRC. A member of the sitting National Grievance Committee will be invited to be a member of the Bargaining Committee.”

*The committee chooses to make no recommendation. However, we express caution that Article 15.4 may be becoming somewhat prescriptive, and may limit "best candidate" selection.*

## **Proposal 6**

**Moved/Seconded by the committee.**

Whereas the rules around honoraria for Branch Executive, Location Executive Committees, and certain committees are prescribed in both National CMG Article 12 and CBC Branch Article 16 Bylaws,

And whereas the CMG National Bylaws supersede the CBC Branch Bylaws,

And whereas the two sets of bylaws are inconsistent:

**(For reference only, CMG bylaw 12 is provided here:)**

### *CMG ARTICLE 12 – HONORARIA*

*12.1 Honoraria may be awarded to elected officers of the CMG.*

*12.2 In the case of the NEC, the amount to be paid for each officer shall be recommended to the national convention and shall remain fixed until altered at a subsequent convention. If approved, honoraria will be paid at the end of the calendar year.*

*12.3 Branch Executive Councils and Location Unit Executives have the right to set honoraria for Branch and Location Unit officers, provided they do not exceed the limits set for the NEC. Honoraria for these bodies must be approved at a general membership meeting in the case of a location unit or branch without location units. For other branches, honoraria must be approved by a general membership meeting or by a referendum vote of the respective membership.*

*12.4 Branch Executive Councils and Location Unit Executives have the right to set honoraria for grievance and bargaining committee members in accordance with 12.3.*

**The committee moves that Article 16 be amended as follows:**

16.

Honoraria

16.1

Branch Executive Council Members, certain other CBC Branch Committee members and Location Units Officers may be paid honoraria in accordance with the CMG by-laws.

16.2

In the case of LECs, honoraria resolutions shall be approved by a two third majority vote ~~of the~~ at a location unit general membership meeting. Thirty days advance notice of such a ~~referendum~~ vote must be given to the membership and to the President of the CBC Branch. These honoraria will be funded by the Location Unit.

16.3

In the case of CBC Branch Executive Council members and other CBC Branch Committee members, honoraria shall be approved ~~either~~ by simple majority vote by referendum of Branch members. ~~or by a two third majority vote of the CBC Branch delegates at a CBC Branch Convention.~~ In all cases, the CBC Branch general membership must be given thirty days advance notice of the wording of the ~~resolution~~ referendum.

*The committee recommends acceptance to address an identified conflict between CBC Branch and CMG Bylaws.*

*Report prepared for the CMG CBC Branch Convention by the CMG CBC Branch Bylaws and Policy Committee:*

*Jack Vethaak*

*Beverly Nippard*

*Harry Mesh (Chair)*