

CMG bylaw amendments and general resolutions

CMG Biennial Convention – 2014

Bylaw Amendment 1 (Harry Mesh/Naomi Robinson):

Whereas interest-based negotiations are becoming more common in the our workplaces;

Whereas existing bylaw language regarding submission of proposals is more appropriate to traditional bargaining methods;

Whereas the bylaws should be clear around bargaining consultation and communications regardless of bargaining techniques chosen.

Amend Article 8.9 to read as follows:

Current language

a) A Bargaining Committee of not more than eight (8) members in good standing shall be elected at any time prior to the start of negotiations for any Collective Agreement by the Branch Executive Council, in consultation with the Presidents' Council(s) if appropriate.

b) All members in good standing are eligible for election to Bargaining Committees. Representation will take into consideration job function and/or work category, media and linguistic lines, and geography.

c) The Bargaining Committee will deal with all issues common to members of the bargaining unit. Sub-committees may be established as necessary to deal with issues specific to certain employee groups. All sub-committees will report to the full Bargaining Committee.

d) At any time prior to the expiry of the Collective Agreement the Branch Executive Council will contact all Location Unit Presidents to advise them of the need to hold meetings to solicit

Proposed language

d) At any time prior to the expiry of the Collective Agreement the Branch Executive Council will **ensure that members of the bargaining unit are solicited for input into the issues to be**

bargaining proposals.

e) The Bargaining Committee and at least two (2) members of the Branch Executive Council will meet with the relevant Presidents' Council to review all proposals submitted.

f) Prior to submitting proposals to the employer, the Bargaining Committee will meet with all Location Unit Presidents in person or by conference call to discuss the final package of proposals.

g) Joint bargaining with any employee group shall be permitted subject to the approval of the NEC.

h) Bargaining Committees are responsible for maintaining regular communication with the membership, the Branch Executive Council and NEC.

i) Authority for the NEC to order a strike shall be derived from a strike vote agreed to by a Bargaining Committee, provided at least fifty per cent (50%) plus one of all those voting by secret ballot support strike action. Only members in good standing may vote.

discussed during the upcoming collective bargaining session. Such consultation will be in the form of an all-member survey and/or reports from membership meetings. The BEC will contact all Location Unit Presidents to advise them of the need to hold meetings to solicit bargaining issues.

e) The Bargaining Committee and at least two (2) members of the Branch Executive Council will meet with the relevant Presidents' Council to review all **survey results or other contributions acquired from pre-bargaining meetings.**

f) Prior to submitting proposals **or interest statements** to the employer, the Bargaining Committee will meet with all Location Unit Presidents in person or by conference call to discuss the final **submission.**

i) Once the agreement in principle is reached the Bargaining Committee will communicate the details of the agreement in principle to the Branch Executive Council and Presidents' Council at the start of the ratification process.

j) Authority for the NEC to order a strike shall be derived from a strike vote agreed to by a Bargaining Committee, provided a majority of all those voting by secret ballot support strike action. Only members in good standing may vote.

Bylaw Amendment 2 (Gail Young/Gaynette Spafford):

Whereas there is a national staff representative designated for mobilization.

Whereas there is no National Director responsible for mobilization.

Whereas mobilization of our membership is becoming increasingly important in the current political and economic climate.

Be it resolved that the Education Director at the National Executive Committee take on the responsibilities of national mobilization and henceforth be entitled Director, Education/Mobilization, and that the bylaws be modified accordingly.

(The Resolutions Committee suggests the following language)

Current language

f) One Director of Education, elected at large, who shall be the chairperson of the National Education Committee and shall ensure the ongoing development and administration of a national education program in accordance with the CMG's Education Policy

Proposed language (changes as marked)

f) One Director of Education/**Mobilization**, elected at large, who shall be the chairperson of the National Education Committee and shall ensure the ongoing development and administration of a national education program in accordance with the CMG's Education **and Mobilization Policies**.

Bylaw Amendment 3 (Terry Pedwell/Marc-Philippe Laurin):

Whereas the CMG bylaws are not clear as to what happens when a location unit membership falls below the required number of ten members; and

Whereas the NEC has studied the matter;

Amend article 6.2 as follows:

Current language

6.2 For branches with more than one location, location units may be established in those areas where there are 10 or more members, if they elect to form such a unit. Location units shall welcome new members, familiarize them with the CMG and their union contract and work with the branch executive and NEC to strengthen the union in the workplace.

Proposed language (changes as marked)

6.2

a) For branches with more than one location, location units may be established in those areas where there are 10 or more members, if they elect to form such a unit. Location units shall welcome new members, familiarize them with the CMG and their union contract and work with the branch executive and NEC to strengthen the union in the workplace.

b) Locations that fall under ten members: if an existing location unit membership remains below ten (10) for any three (3) year period, its viability may be reviewed by the appropriate BEC and/or the NEC. However, before any recommendation for change is made to the NEC, there will be close consultation with the Location Unit Executive and/or membership, taking into consideration the impact of any proposed change on representation of the membership in the Location.

Bylaw Amendment 4 (Harry Mesh/Gaynette Spafford):

Whereas current CMG bylaws provide a minimum, but no maximum, length for an election campaign period;

Whereas the most recent election had a campaign period from close of nominations to start of voting of nearly 8 weeks;

And whereas many felt this was an excessive period.

Amend article 10.1c) as follows:

Current language

c) No later than ten (10) days before the close of nominations the Election Committee shall call for nominations from all Location Units and Branches through the Location Unit Presidents and Branch presidents. The closing date of nominations shall be at least three (3) weeks before the election.

Proposed language (changes as marked)

c) No later than ten (10) days before the close of nominations the Election Committee shall call for nominations from all Location Units and Branches through the Location Unit Presidents and Branch presidents. The closing date of nominations shall be at least three (3) **and no more than six (6)** weeks before the election.

Amendment 5 (Annick Forest/Wil Fundal):

Whereas the location units have more and more responsibilities to adequately serve the membership;

Whereas the percentage of the dues collected that is being sent back to the locals is not presently sufficient to allow for the releases needed to do that work;

Amend article 6.12a) and 14.6 as follows:

Current language

a) Location Units will receive from the CMG an amount equal to three and one-half per cent (3.5%) of the dues remitted by their unit on a quarterly basis. None of this money may be used as a contribution to a political party. A location unit with ongoing circumstances may seek additional funding by submitting an annual budget to its BEC for approval. In no case shall a Location Unit receive less than five hundred dollars (\$500) per quarter.

14.6 Union dues shall be forwarded by the employer to the Canadian Media Guild National Office. The Secretary-Treasurer shall forward three and one-half per cent (3.5%) to Location Units who shall deposit same in a bank or credit union.

Proposed language (changes as marked)

a) Location Units will receive from the CMG an amount equal to **4.7 per cent** of the dues remitted by their unit on a quarterly basis. None of this money may be used as a contribution to a political party. A location unit with ongoing circumstances may seek additional funding by submitting an annual budget to its BEC for approval. In no case shall a Location Unit receive less than five hundred dollars (\$500) per quarter.

14.6 Union dues shall be forwarded by the employer to the Canadian Media Guild national office. The Secretary-Treasurer shall forward **4.7 per cent** to Location Units who shall deposit same in a bank or credit union.

Amendment 6 (Don Genova/Darrell Harvey):

Add as a new clause under Article 4:

Current language

Proposed language (changes as marked)

4.X A member who not currently paying dues as set out in this article, and is not on an authorized unpaid leave (e.g. long-term disability) shall be deemed to have lost his/her good standing. Upon recommencement of dues payment the member's good standing shall be reinstated.

CMG General Resolutions

Resolution 1 (Harry Mesh/Lindsay Bird):

Whereas possession of a membership card encourages a sense of inclusion in the union;

Whereas membership numbers are required for voting purposes;

And whereas Article 4.3 of CWA/SCA Canada Bylaws states in part "Each full member shall receive from his or her Local a standard membership card which will verify membership in the Local and CWA/SCA Canada."

Be it resolved that all existing CMG members who do not already have them be provided with membership cards within 120 days after convention, and on an ongoing basis new members be provided with membership cards within 60 days of receipt at the CMG office of a signed membership application card.

Resolution 2 (Peter Rakobowchuk/Nelson Wyatt):

Whereas the National Executive Committee, with its current 21 members, risks becoming more unwieldy and more expensive to operate;

Whereas it is already difficult to achieve quorum and these problems will only persist as more members are added in the future;

Whereas a revision is needed to not only ensure that members are well represented but also that their money is carefully spent.

Be it resolved that the Canadian Media Guild revisit the structure of the National Executive Committee and the suggestions for reorganization made by the NEC's restructuring committee in 2011 with the intention of downsizing to make the NEC more efficient and cost-effective.

Resolution 3 (JP Davidson/Paolo Pietropaolo):

This was originally submitted as a bylaw amendment after the deadline had passed, but the Resolutions Committee believes it would be appropriate for the convention to consider it as a general resolution.

Whereas organized workplaces lead to more just and equitable treatment of workers;

Whereas unionized freelancers are empowered to better self-advocate, mobilize and gain strength in numbers;

Whereas solidarity within our membership and among unions strengthens the union movement as a whole;

Whereas purchasing and hiring / contracting decisions are a concrete way of showing support for unionized employees and unionized freelance workers;

Whereas CMG members would directly benefit from the increased work, networking, labour awareness, and solidarity opportunities such a policy would provide.

Be it resolved that the Canadian Media Guild purchase union-made products and services, and hire/contract unionized producers, creators and service providers whenever possible. If no unionized options are available, worker rights and equity are to be a key consideration in all purchasing and hiring/contracting decisions;

And be it further resolved to forward the above resolution for adoption by CWA/SCA Canada as a whole.