

CMG/CBC Branch Executive Council
Conference Call
January 14, 2009

MINUTES – approved by the BEC Feb. 16/09

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

2. **Approval of agenda**
MPL asked that “New Business” be added to the agenda to discuss a Blackberry for Saxberg.
Saxberg noted that D’Souza’s Human Rights & Equity Report covered the “Future of the Industry” Conference and suggested that that agenda item was no longer necessary. Agreed it would be rolled into D’Souza’s report.
Dupre-Espeut asked to add the President’s Award to Committee Reports.
MOTION: to approve agenda as amended.
M/S Spafford/several
Carried unanimously

3. **Approval of past minutes**
 - a. **MOTION:** to approve minutes of November 8-9, 2008 face-to-face meeting
M/S D’Souza/Brassard-Bedard
Carried unanimously
 - b. **MOTION:** to approve minutes of December 16, 2008 conference call
M/S D’Souza/Forest
Carried unanimously

4. **Business arising:**
 - a. **ACTION:** Oldfield will address the financial reporting issue with Legare and CMG’s comptroller.
 - i. **Jan. 14/09** Oldfield reported that this has not yet been done due to negotiations and holiday schedule but he will arrange to have it done. There are concerns about the ability of the CMG’s computer system to handle Branch requests for more detailed financial reporting. **PENDING**

- b. **ACTION:** MPL and Oldfield will ask CBC to clarify information regarding the CBC's current financial situation, specifically concerning rumours of a hiring freeze and an overtime ban.
- i. **Jan. 14/09** Oldfield reported that the latest update from CBC is that it currently finds itself with a \$50- million dollar shortfall. The main cause of the problem is two-fold – some programs e.g. HNIC and National not drawing expected audiences and a general depression in the advertising market creating revenue problems. These have not reduced in recent time and the \$50-million figure is likely to rise but we have not had a final quarter update at this time.

There is not a “hiring freeze” in place per se however every hiring decision is being run through senior management and only those that are absolutely necessary are being posted and filled. The Corp says there are some 110 vacancies currently, about 50 of those will definitely not be filled before the next fiscal year at the earliest. The remainder are being subjected to a stiff review.

It should be noted this regime is not being applied to the temporary review which has resulted in several conversions to permanent staff. **CLOSED**

- c. **ACTION:** MPL will set up a conference call within the next ten days for location presidents prior to the release of a communiqué concerning the results of the bargaining survey to update the presidents on bargaining issues.
- i. **Jan. 14/09** This was done. **CLOSED**
- d. **ACTION:** Oldfield will arrange for a communiqué aimed at temporary employees regarding the importance of recording approved leaves on timecards so as not to have a break in service.
- i. **Jan. 14/09** Oldfield reported that Karen Wirsig, CMG Communications rep, will be contacted asap and a communiqué will go out but will likely follow the ratification of the collective agreement and other elements of deal related to the rights of temporary employees will be included. **PENDING**
- e. **ACTION:** Knutson will take all issues raised at the BEC meeting concerning H&S issues to the next meeting of the National H&S committee, scheduled for December.
- i. **Jan. 14/09** Knutson took the issues to the meeting & reported they are still under discussion. A sub-committee may be formed but that is not clear.

ACTION: Knutson will follow up with Keith Maskell, the staff rep. assigned to the committee for clarification and will report to the BEC asap by email. **PENDING**

- f. **ACTION:** Dupre-Espeut will discuss the possibility of reducing the number of CMG members on the EAP board from seven to six with fellow board members and report back the BEC.
- i. **Jan. 14/09** Dupre-Espeut reported that the EAP committee felt that six committee members would be appropriate. There are currently two vacancies – one representing Atlantic Canada, the other Ontario.
- ACTION:** Dupre-Espeut will contact the chair of the EAP committee to get a list of local committee members in those locations who might be interested in serving on the national committee. MPL will then sent out a note asking for expressions of interest so the BEC can make the appointments. **PENDING**
- g. **ACTION:** Mesh will contact the other members of the bylaws committee (Kenn Sunley, Tony Germin) to determine whether they wish to continue on the bylaws committee. Mesh will report back to the BEC at its next meeting.
- i. **Jan. 14/09** Mesh sent his regrets, engaged in ratification meetings. No report at this time. **PENDING**
- h. **ACTION:** Legare will contact staff representative Bruce May to ensure that the Employment committee is convened.
- i. **Jan. 14/09** Legare absent from the conference call. No report available. **PENDING**
- i. **ACTION:** MPL requested that Knutson write a more detailed report of the impact of CMG training and send it to the NEC.
- i. **Jan. 14/09** Knutson said the report was written and he will send it to the NEC and BEC asap. **CLOSED**
- j. **ACTION:** MPL will check with Michael Santianni on his ability to participate in union activities during the nine-month period he will be on leave during 2009 and also on whether he will be paying union dues during that time since that could affect his eligibility to serve on a union executive.
- i. **Jan. 14/09** Santianni will go on paternity leave at the end of January but is willing to stay on his role as Director, Temps/New Members. BEC members wondered whether the bylaws would allow this given that he will not be paying dues during this period. Saxberg suggested that MPL investigate to determine what is possible under the bylaws. D'Souza noted that removal from office under branch bylaws happens with a vote of the BEC. BEC

members were asked if they had any issue with Santianni staying on his role and there was no objection. MPL will report back on whether this is permissible. **PENDING**

- k. **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. **PENDING**

5. President's Remarks:

MPL reported that he will be speaking with Karen Wirsig, the CMG's communications rep, this week to put out two communiqués. One will put out the call for expressions of interest in the vacant seat on the CCSB. The other will be a call for nominations for a byelection for the Director, New Media seat recently vacated by Tim Neesam.

6. Ratification meetings update:

MPL reported that the ratification vote to approve the new tentative agreement will take place January 28-29, 2009 with the result expected on January 30th. If the deal is accepted, a signing ceremony is planned for February 9, 2009. Ratification meetings are now underway across the country. There is a calendar of events available on the CMG website providing details. D'Souza requested that the meeting times be added to the calendar. The few meetings held so far have been well received with many more to come. MPL agreed to forward any bargaining committee reports from the meetings to the BEC. Bittira noted that there are still serious issues with PMSD and how it's being done. Saxberg said that the bargaining committee believes there is a strong commitment on the part of CBC management to address those issues and make the process a constructive, two-way process but it will take some time for issues to be addressed and will involve management training.

7. Committee seats to be filled

a. Broadcast Maintenance Technician's Exam committee

Mesh canvassed Group "C" transmitter technicians across the country for interest in serving on this committee. He received two applications and is recommending that Mike Gillis of Sydney, Nova Scotia be appointed to the committee.

MOTION: to appoint Mike Gillis to the BMTE committee to represent CMG as per Mesh's recommendation.

M/S D'Souza/Spafford

Carried unanimously

ACTION: MPL will advise Gillis and Mesh of the appointment.

b. PMSD

MPL reported that the Collective Agreement calls for three people to represent CMG on the National PMSD Committee. Currently, there is one CMG member and one staff rep assigned to the committee. There are two vacancies that need to be filled soon. MPL recommended that Saxberg, who co-chaired the PMSD committee during bargaining and wrote most of the contract language, be on the committee to ensure that what was agreed to during bargaining be done. He also recommended that Mesh be appointed to the committee since he too was part of the discussions during bargaining. D'Souza proposed Bittira for the committee because of the issues being experienced in Saskatoon and asked that the decision be pending to the next meeting to give people time to think about it.

PENDING

8. Treasurer's report – Legare

No report available because of Legare's absence. Forest noted that the lack of reports and Legare's absence continued to be an issue. MPL reported that a laptop has now been made available for Legare's use but software must be purchased or used through open source. He noted that Legare has been getting assistance from CMG office staff to learn how to use Excel.

9. Committee reports (if needed)

- a. **Temp review:** MPL reported that the work of the Temp Review Committee has been going well and that new computer systems are assisting the work.
- b. **President's Award:** Dupre-Espeut has contacted Karen Wirsig who is now assisting with the creation of the award. Dupre-Espeut will report on progress at the next BEC conference call.
- c. **Human Rights & Equity:** D'Souza submitted a written report.

MOTION: to receive the HR &Equity report

M/S Forest/Bittira

Discussion:

D'Souza reported on the recent "Future of the Media Industry" conference held in Baltimore, Maryland. There were 13 delegates from CMG. The focus of the conference was to come up with ideas to help media companies survive in light of declining ad revenues. Many ideas were discussed and priorities for action were set which will go the sector executive councils for implementation. D'Souza also attended the Canadian University Press conference in Saskatoon where he chaired a session on unions and journalism. And he visited Iqaluit and is now following up on a building access issue for a member with a disability. Finally the Joint Employment Equity Committee held a productive meeting in December with the new committee chair, Kathleen Beauge. The next meeting is scheduled for February 3, 2009 in Toronto.

A vote was held on the motion to receive the report.

Carried unanimously

10. Dates for meetings:

Presidents' Council: MPL says the office staff is considering several cities as possibilities for the meeting and is looking for the best deal. D'Souza recommended Saskatoon. Once a suitable location is determined, the dates will be set but it is expected to be either the end of April or sometime in May.

Face to Face meeting:

MOTION: to combine the next BEC face to face meeting with the Presidents' council meeting.

M/S D'Souza/Forest

Carried unanimously.

Next conference call:

Tuesday, February 3, 2009 – 7:30 PM ET

11. Motion to adjourn:

M/S D'Souza/several

Carried unanimously.

Meeting adjourned at 8:55 PM.