

**CMG/CBC Branch Executive Council  
Conference Call  
June 16, 2008  
7:30 PM EDT**

**MINUTES**

1. **Call to order/roll call:** Marc-Philippe Laurin (chair), Elaine Janes, Gaynette Spafford, Harry Mesh, Michael D'Souza, Kaveri Bittira, Xavier Brassard-Bedard, Annick Forest, Carrie May, Helene Dupre-Espeut, Jeff Mitrow, Barbara Saxberg (recording secretary)  
**Regrets:** Fiona Christensen, Russ Knutson, Michael Santianni  
**Absent:** Ralph Legare, Tim Neesam
  
2. **Approval of agenda:**  
Added report on temp. settlement to Committee reports.  
**MOTION:** to approve agenda as amended  
M/S Jane/Brassard-Bedard  
Carried unanimously
  
3. **Swearing in of new officers (Tim Neesam)**  
**PENDING**
  
4. **Approval of past minutes**  
**MOTION:** to approve the minutes of May 21, 2008 conference call  
M/S Spafford/Forest  
Carried unanimously
  
5. **Business arising:**
  - a. **ACTION: February 26`08:** Fiona Christensen has requested a detailed spending report in line with the budget as of Dec. 31, 2007 – Ralph Legare to provide.  
**March 10`08: Legare absent from call.**  
**May 12, 2008: Legare is still working on it. He will provide for the May face to face meeting in advance of the CMG convention.**  
**May 21, 2008: Report not ready.**  
**June 16, 2008: Legare absent from call **PENDING****

- b. **ACTION:** CCSB members will draft criteria for sitting on the CCSB and seek applications to fill the remaining seat.
- **March 10`08:** MPL, haven't started to work on profile, will be done when Dan comes back from holidays.
  - **April 14/08:** still to be done
  - **May 12/08:** MPL has discussed this with Dan. Some preliminary work has been done by CCSB member Jon Soper to develop criteria. MPL and Dan along with the rest of the CCSB will review in the next few weeks.
  - **June 16/08:** document is still being drafted. Criteria will include knowledge of pensions & investments. **PENDING**

**6. President's remarks:**

Marc-Philippe Laurin commented on the recent pension deal achieved with the Corporation. There have been few calls to the CMG National office and most people appear to be onside. Timing of the ratification vote is still to be determined but must be held before the end of September, 2008. The full settlement is not yet posted on the CMG website but will be up in the next few days.

MPL also noted that the relationship meetings with the Corporation will resume June 23, 2008 for the week. Employment status and the application of the language will be the main item on the agenda.

**7. Treasurer's report - PENDING**

**8. Bylaws resolutions referendum update:**

The full package of resolutions and deliberations was posted on the CMG website today. With 30 days notice as required under the branch bylaws, voting will close on July 18, 2008. Voting will begin as soon as the site goes live (expected next week). Once the site is live for voting, another communiqué will go out to all members.

Janes noted there is an issue with the numbering in Resolution #2 that needs to be corrected.

**ACTION:** MPL will arrange for the correction to be made on the website.

**9. Selection of the bargaining committee: (Dan Oldfield joined the call)**

- Draft criteria discussion (attached)
  - o Janes noted that the document should include a member of SRC in the criteria to be consistent with the branch bylaws. Document was amended to reflect the change.

- Oldfield explained the history of the document. The criteria came out of the 1996 round of bargaining where the committee selection had become a politics and popularity exercise. It was felt that the process for selection needed to be changed to reflect the seriousness of the work of bargaining. It started with a type of "help wanted" ad, asking for expressions of interest and evolved over time. The goal was to create a team and to reflect the widest variety of skills and experience. The document is designed to assist the recommending sub-committee in its deliberations. The purpose is to achieve a balance of skills and experience and is based on Oldfield's experience in bargaining.

**8:10 PM Carrie May & Kaveri Bittira left the call.**

- D'Souza noted that the criteria for equity-seeking groups needed to be amended to read, "visible minorities, people with disabilities, aboriginal people". The document was amended accordingly.
  - **MOTION:** to approve the draft document on criteria for selecting the bargaining committee, as amended.  
M/S Mitrow/D'Souza  
Carried unanimously

**8:30 PM Harry Mesh joined the call.**

- Selection of 2 BEC members for sub-committee - **PENDING**
- selection of 2 location presidents for sub-committee - **PENDING**
- bargaining boot camp
  - Saxberg explained the premise of the boot camp. Sometimes even with the selection process, some members of the bargaining committee were unable to do the job. The boot camp is designed as both training and a simulation of bargaining to allow all applicants to have some experience and understanding of the bargaining process and to assist the recommending sub-committee in the selection process. All applicants would come out with a task related to bargaining, either on the main committee or on sub-committees or other related bargaining activities. Money is now available for this project through funding from the CWA.
  - Oldfield explained that it's designed to give people a bargaining experience and to gauge people's skills and where they would best fit.

- o Spafford asked if the sub-committee could observe the boot camp. Oldfield thought that was possible although the intent is not to create a competition. The idea is to give something back to people who've put their names forward.
- o MPL said the idea has great potential and will likely happen in September.
- o Janes wondered why not just train the people who've been selected for the bargaining committee since she felt it would be a competition anyway.
- o Spafford expressed some concerns about the timeline since we've already missed the deadline for selecting the bargaining committee according to the branch bylaws.
- o MPL said there appeared to be consensus to move ahead with the project. He noted that the Branch convention acknowledged there are already some difficulties meeting timelines because of the resolutions referendum so the process for selection will happen in as timely a fashion as possible.
- o **ACTION:** MPL will contact Arnold Amber, director of CWA Canada to determine how and when the funding for the boot camp will become available.

#### **10. NGC proposal:**

MPL explained that at the BEC Face to face meeting in September, 2007, the BEC passed a resolution allowing for a rotating seat on the National Grievance Committee for developmental purposes. Since then, the only person who has held that seat has been Annick Forest and although Forest has done an excellent job, that was not the intent of the original motion. In addition, no funding was included in the branch budget for this position. MPL has discussed with CMG National President Lise Lareau the possibility of the National CMG budget covering this cost. The BEC needs to decide how to proceed.

Janes noted that usually, at least one member of the regular committee is absent so Forest was not an extra person.

**Elaine Janes left the call at 8:45 PM.**

**MOTION:** The BEC President will present a motion to the NEC at its next meeting to request full funding for an additional seat on the CBC National Grievance Committee for developmental purposes.  
 M/S Spafford/Mesh  
 Carried unanimously

The issue of whether to rotate the seat or leave Forest in the seat for the remainder of the term will be left pending till the next branch meeting, once a decision on funding is made. **PENDING**

#### **11. Conference calls process:**

There was a discussion on how to make the monthly conference calls more efficient and limited to one hour. The following points were agreed to:

- Action items will be dealt with first
- Paperwork for any items for discussion and/or decision-making must be provided in advance of the meeting
- Committee/directors reports must be provided in writing in advance of the meeting. Discussion will be limited to questions only. (Exceptions will be made for last minute developments.)
- BEC members will be asked to limit themselves to new comments or arguments in order to reduce the amount of repetition.
- An additional meeting may be added each month if the volume of business is such that it can't reasonably be completed in the regular monthly call.
- BEC members will be asked to advise when they are arriving and/or leaving the call to ensure quorum.
- **ACTION:** Saxberg will check with Glen Seymour in the CMG National office about the possibility of adding an automatic advisory to the phone system to note when people come and go from the calls.

The issue of participation and releases for conference calls was also discussed. It was agreed that those members whose shifts conflicted with the time of regularly scheduled conference calls should arrange to be released from duty and use the time not on the call for other branch business.

**12. Outstanding questions on pensions/health plan deal** – covered in President's remarks.

**13. Date for next face to face meeting -** **PENDING**

#### **14. Committee/Directors reports (if time and/or pressing issues):**

National Grievance Committee report – Janes had to leave the call. The Temp. arbitration settlement was distributed electronically to all BEC members.

**ACTION:** Any BEC member with questions about the settlement can discuss through email to the entire BEC mailing list.

**15. Other business:**

It was agreed that a small Branch policy sub-committee should be established. Will be discussed on the next conference call. **PENDING**

**16. Next meeting:**

It was agreed that there will be two conference calls in July.

Monday, July 7, 2008 – 7:30 PM EDT

Monday, July 21, 2008 – 7:30 PM EDT

**17. Motion to adjourn:**

M/S D'Souza/several

Carried unanimously

Adjourned at 9:05 PM