

**CMG/CBC Branch Executive Council
Face to face Meeting
Delta Chelsea Hotel, Toronto
June 5-6, 2009**

MINUTES – approved by the BEC July 14, 2009

1. **Call to order/roll call:** Marc-Philippe Laurin (chair), Elaine Janes, Jonathan Spence (Friday only), Helene Dupré-Espeut, Annick Forest, Russ Knutson, Michael Santianni, Harry Mesh, Gaynette Spafford, Fiona Christensen, Michael D’Souza, Xavier Brassard-Bédard, Carrie May, Chantal Payant, Barbara Saxberg (recording secretary)
Regrets: Emily Chung, Kaveri Bittira
Staff: Dan Oldfield, Glenn Gray, Terri Monture, Karen Wirsig
Guest: Lise Lareau
Swearing in: Jonathan Spence, CBC Branch Treasurer

2. **Approval of agenda:**
 - Add NJEC seats to Committee Seats
 - Add discussion of advocacy matters to Other Business
 - Add discussion of proposal to aid CBC to Other Business**MOTION:** to approve the agenda as amended
M/S Christensen/D’Souza
Carried unanimously

3. **Approval of past minutes: May 11, 2009**
 - add to item #10b) – seconded by Mesh
 - add to item #12 – M/S D’Souza/several
 - change item #9 – “adopted” to “been using”
 - add to item #6 – note thanks to Ralph Legare for service as treasurer and continuation on the CCSB**MOTION:** to approve the agenda as amended
M/S D’Souza/Bédard
Carried, 2 abstentions (Forest, Janes not present at May 11 meeting)

4. **Directors’ Reports:**
 - a. **Atlantic – Mesh** – written report submitted
Mesh noted that the emphasis for all Atlantic activists has been on dealing with the recent cuts to the CBC. Atlantic region is losing several CMG leaders as a result of the cuts. There is some backlash against the CMG for its handling of the cuts. Members are anxious, stressed.

b. Toronto – May – written report submitted

The Toronto treasurer has resigned and a new treasurer will be appointed later this month. Workload continues to be a problem throughout the plant most recently with a show in television. The Local Joint Committee is addressing issues regarding denial of special leave. Janes noted that that is also an issue at the national grievance table. There are a few local grievances with one sent to arbitration. The LEC recently conducted training of activists on workforce adjustment who were delegated to counsel those members who have received redundancies. Oldfield noted that templates were developed to assist with WFA and asked regional directors to send him feedback on their usefulness or lack thereof. The templates are available on HR@myfingertips and were provided to all Local Joint Employment Committees. Saxberg complimented the Toronto Location Executive on the activities of the local and the good work that has been done.

c. Ontario – Payant – written report submitted

Payant reported that layoffs have been avoided in English Services in Ottawa using a variety of leaves to help maintain employment. There are concerns though about the impact of news renewal and the new 90-minute supper hour show. There are also frustrations in French Services because of job cuts. Integration continues to be an issue. In Windsor, French services have essentially been eliminated. The Language Commissioner has received more than 1000 letters of complaint. There is also frustration on how the CMG has handled the cuts. Oldfield added that in Sudbury there have been public rallies to try to save the local CBC. The cuts were badly handled there although it appears some jobs have been saved after all. And in Thunder Bay, a couple of jobs have been saved that were originally going to be cut. The CMG has expressed its concern to CBC management over the way the cuts have unfolded.

d. Prairies – Spafford – written report submitted

There are three new location unit presidents now as a result of VRIPS. There is confusion with CBC Human Resources over how regional bumps will be handled. In Regina, the sales department has been shut down with only 2 sales reps left for all of Saskatchewan. Some accounts have been given to a newly-hired manager. In Calgary, it's reported that all TV editor positions have been eliminated and the expectation is that the work will be done by camera operators and reporters. That's causing concerns about workload and the impact on quality. May noted there are similar problems in Toronto.

e. BC – Dupré-Espeut – written report submitted

26 employees have received redundancy notices in Vancouver. There is concern about changes in the sales department and a new manager who is not familiar with working in a unionized environment. Workload and backfill continue to be major concerns.

- f. **North – Knutson** – written report submitted
There were problems with the CMG’s timing of the release of information concerning redundancies. Several people were away on vacation at the time and had not yet informed their positions were being cut. There is concern in Yellowknife about the new 90-minute supper hour show. Also lots of anger and angst about the job cuts and CMG’s handling of them. Knutson also raised an issue regarding per diems for traveling in the North, noting that they are inadequate. MPL noted that if people traveling in the North on CMG business submit receipts with their expense claims, they will be reimbursed for the value of the receipts. Mesh asked that if there is to be any change in per diem rates, that it also be applied to Labrador.
ACTION: MPL will ensure that a communiqué is sent out from the National Office of the CMG explaining rights for travel in the North.
- g. **SRC East – Brassard-Bédard** – written report submitted
The biggest problem for members is what the national service and RDI will look like after the cuts. CMG is still waiting for an NJC meeting with French management but one is expected in the next few weeks. Integration has been very difficult and there has been little consultation with employees. A new news manager has been appointed. The Guild is trying to get a meeting with the new manager and is also trying to get a meeting to discuss workload issues. There were no CMG job cuts to French services in Atlantic Canada.
- h. **SRC West – Forest** – written report submitted
There are few problems with integration in the French TV newsroom in Vancouver because there are a lot of temps working there. The problems arise with not posting jobs properly and long-term reassignments. There are significant workload issues, particularly for temps who are often afraid to speak up. In Winnipeg many problems have been resolved, communication has improved and new activists have joined the LEC. In Regina, things are running smoothly. In Edmonton, there is work to be done to improve communication with local activists. There is a trend throughout the west to use producers to oversee several shows with associate producers doing all the day to day work. In some cases the producers are not onsite or present when a show goes to air. There is also a concern about some short-term summer hiring.
- i. **Human rights/Equity – D’Souza** – written report submitted
There are concerns about the loss of equity-seeking members as a result of job cuts – they are among the hardest hit. A new CMG staff representative has been hired who will be responsible for the equity file. D’Souza asked to have a discussion on pay equity added to item #12 – Committee reports.
- j. **New members/Temps – Santianni** – written report submitted
Meetings for new members in Toronto are still being held although they have moved to bi-monthly instead of monthly. In Vancouver, the Guild activist responsible for new members has been declared redundant so it’s unclear whether regular meetings for new members will continue there.

Santianni intends to work on better communications with new members and temps. He is considering a variety of ideas and would welcome with suggestions. He is also maintaining a watching brief on the Temporary Review Committee's work. There was a suggestion to develop a process for follow up with new members after attending welcome meetings. Saxberg noted that a resolution was passed a couple of years ago that all location executives should designate one officer responsible for new members and temps. Mesh said that small locations generally don't do so because it's unnecessary. Oldfield suggested sending a welcome letter to all new members.

k. **Education/Mobilization – Bittira** – no report available.

l. **Small locations – Christensen** – written report submitted

Christensen has had regular communication with small location unit presidents during the workforce adjustment process. They are feeling a lot of pressure and experiencing firsthand some of the backlash. It's important to find a way to support them. She also reported on the positive impact of a pilot project providing counseling to members in Iqaluit.

ACTION: Christensen and D'Souza will each provide feedback to the CCSB which was responsible for funding the project.

m. **New Media – Chung** – no report available.

5. **President's Remarks – MPL**

(2:00 PM - Guests Lise Lareau and staff reps Karen Wirsig, Glenn Gray and Terri Monture joined the meeting)

MPL reviewed highlights from 2008 including the signing of a pension and benefits deal to ensure agreement on the sharing of any future pension surpluses and covering the costs of health benefits. A new collective agreement was signed four months in advance of the expiry of the old contract. The collaborative approach used in bargaining has sparked interest from other organizations. The loss of 350 jobs is difficult, causing anger and anxiety, which makes it an important time for activists to step up as leaders and support local officers. The new relationship developed during bargaining is a major advantage in the current crisis regarding access to information, working to save jobs and finding creative ways to help. The CCSB has a new member, Bob Fisher, who will also become the new pension board trustee in 2010. The BEC also welcomes a new branch treasurer, Jonathan Spence, recently elected by acclamation.

D'Souza introduced the BEC to the new CMG staff representative, Terri Monture. Monture will start work on June 15, 2009 and will attend the TNG-CWA Sector Conference in Washington this month. Lareau noted that Monture will be doing all the regular work of a staff representative as well as being responsible for the equity file.

6. **Other Business:**

a. **Advocacy discussion** – Wirsig, Lareau

Lareau discussed the current political climate and its impact on the CBC. She provided details on the "Save the CBC" campaign currently underway. The CMG's National Executive Committee has committed funds for the continuation of the campaign. Wirsig asked BEC members to help in the distribution of campaign postcards. There was discussion about the government's strategic review of the CBC that could result in an additional cut of more than \$50 million. There was also information provided on the Canadian Labour Congress' campaigns concerning the economic crisis and EI reform.

b. Proposal to aid the CBC – Gray

Meeting moved in camera from 3:30 PM – 5:15 PM.

Adjourned for the day at 5:15 PM.

Meeting resumes June 6, 2009 – 10:15 AM

Regrets: Chung, Bittira, Spence

7. Business arising:

- a. **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. 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.
 - ii. **Feb. 16/09** Knutson committed to completing this action before the next BEC meeting.
 - iii. **Mar. 16/09:** Knutson sends regrets.
 - iv. **Apr. 14/09:** Knutson not on the call.
 - v. **May 11/09:** Knutson not on the call.
 - vi. **June 6/09:** Covered under Committee Reports. **CLOSED**

- b. **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.
 - ii. **Feb. 16/09** The committee has not met in the past two years. Legare will follow up.
 - iii. **Mar. 16/09:** Legare absent from call.
 - iv. **Apr. 14/09:** Legare absent from call. MPL reported that the reestablishment of this committee has gone to the NJC. Legare sits on both the National and Local joint employment committees and under the new collective agreement can't serve on both so he will have to make a choice. Janes suggested that if there is a vacancy it

would be helpful to make sure there is a representative from the production, administration and technical ranks. MPL pointed out that this committee needs to be up and running quickly in light of the pending layoffs and that committee members need experience in Workforce Adjustment. Saxberg suggested that Chris Turner be considered for the National committee given his lead role in drafting the new collective agreement WFA language. MPL will discuss with the CMG's senior staff rep Dan Oldfield and will contact Turner to determine his interest.

- v. **May 11/09:** MPL reported that Glenn Gray will be the staff representative assigned to the National Joint Employment Committee. He's still waiting to hear whether Legare will work on the National or the Toronto Local Committee. MPL will come back to the BEC for a decision if Legare is on the Local Committee and will convene a conference call of the sitting members of the National Committee within 48 hours of this conference call.
- vi. **June 6/09:** Covered under item Committee Seats. **CLOSED**

c. **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.
- ii. **Feb. 16/09** This has not yet been done. MPL will follow up.
- iii. **Mar. 16/09:** MPL reports he has checked with Sonya at the office. This can be done. He has a meeting with her to discuss further.
- iv. **Apr. 14/09:** MPL emailed a report from CMG's webmaster Sonya Sharma-Scott to the BEC in advance of the conference call. The report lays out several options for consideration. The BEC opted to pend this matter to the next meeting.
- v. **May 11/09:** The BEC pended the matter to the face to face meeting scheduled for June.
- vi. **June 6/09:** The BEC pended the matter to the next meeting.

PENDING

d. **ACTION:** The BEC will invite members of Equity Seeking Groups to apply for the two equity seats on the National Grievance Committee. The BEC strike a committee which includes the Chair of the National Grievance Committee, the Director for Equity and Human Rights and one other member of the BEC to oversee the selection process and this committee recommend two candidates for the position to the BEC. The CMG office staff be asked to send out emails to all members of the union working at the CBC advising of these opportunities and inviting applications.

- i. **Apr. 14/09:** Michael Santianni and Harry Mesh have volunteered to sit on the sub-committee. It will draft criteria and will report at the next conference call.
- ii. **May 11/09:**
MOTION: to add D'Souza and Janes to the sub-committee.
M/S D'Souza/Santianni
Carried unanimously
D'Souza committed to reporting at the June BEC face to face meeting.
- iii. **June 6/09:** D'Souza noted that these seats do not carry decision-making authority and are for a one-year period only for developmental purposes. A draft communiqué was shared with the BEC and will be sent to the National office for translation and posting. Local grievance experience is being encouraged but is not a requirement. Janes will inform management about these additional seats and address any issues concerning the release of the successful candidates. The new committee members are expected to be in place for September. The sub-committee (Mesh, Santianni, D'Souza, Janes) will make recommendations to the BEC for approval. **CLOSED**

8. Committee seats to be filled:

- a. **CCSB recommendation:** MPL advised that there have been 8 applicants. MPL and Jon Soper setting up conference calls within next 10 days to further explain the position to the applicants. Interviews will be held in April and a recommendation will be made to the BEC by the May meeting.
 - i. **Apr. 14/09** MPL reported that Soper had spoken with each of the candidates outlining in detail the nature of the work and the expectations. Only one opted out. Interviews will be held next week.
 - ii. **May 11/09** MPL will provide the BEC with the recommendations of the sub-committee via email this week and will call for an email vote.
 - iii. **June 6/09:** Bob Fisher was selected by the BEC via email vote.
MOTION: to homologate the email decision to approve the appointment of Bob Fisher to the CCSB.
M/S D'Souza/Payant
Carried unanimously. CLOSED
- b. **PMSD recommendation:** MPL reported that a notice seeking applicants will be sent out by the beginning of next week with the approved criteria and a job description based on the language of the collective agreement.
 - i. **May 11/09** The call for nominations closed today. There are almost 20 applicants from across the country. The sub-committee

will review the applications and make a recommendation to the BEC by the end of this week.

- ii. **June 6/09:** The sub-committee presented a short list of names from 20 applications for consideration by the BEC. The BEC voted by secret ballot to appoint Harry Mesh and Susan McNamee to fill the two vacant seats on the National Joint PMSD Committee.

CLOSED

- c. **NJEC seat:** There was discussion about the recent posting to fill a vacant seat on the National Joint Employment Committee and the reasons for excluding applicants who sit on local joint employment committees. MPL explained that the role of the NJEC is to assist local committees and help resolve any disputes that arise at the local level. Some BEC members felt there was confusion in the posting that prevented members from applying. **MOTION:** to put out a second call for applicants to the NJEC clarifying that members currently sitting on local joint employment committees can apply but will be expected to resign from the local committee if selected for the NJEC. In addition, previous applicants need not reapply.

M/S Santianni/several

Carried, 1 abstention

ACTION: MPL will send the revised posting to the BEC via email for final comment before posting on the CMG website by June 9, 2009.

9. **Financial Report:** MPL presented the latest spreadsheets made available through CMG's Comptroller Mark Reaburn. As of May 30, 2009, the CBC Branch has spent \$58K of its \$424K budget for 2009.
 - a. Expense of \$753.00 should be deducted from the Prairies line item, not communications.
 - b. **ACTION:** Saxberg requested that Treasurer Spence review all expenses to ensure they are properly allocated.

MPL reported that the National Executive Committee has imposed a 15% cut to all discretionary items which include all branch budgets. That means the CBC Branch needs to cut \$63,600.00 from its 2009 budget. BEC members approved cuts to line items as follows:

- \$1250.00 - Prairies
- Eliminate the Toronto line item
- \$2K - SRC West
- \$10K - SRC meetings
- \$3K - Communications
- \$5K - Human Rights & Equity
- \$5K - Miscellaneous
- \$500.00 - BC
- \$1500.00 - New Members/Temps
- \$2500.00 - North
- \$1500.00 - Health & Safety Committee

- \$2K – SRC East
- \$5K – National Grievance Committee
- \$10K – CCSB

Total cuts agreed: \$49,750.00

ACTION: The budget will be sent to the Branch Management/Finance Committee for revision and to make recommendations for the remaining cuts needed.

ACTION: The Management/Finance Committee ask Bittira for a recommendation on a cut to the education/mobilization budget.

10. Other Business:

b. Proposal to aid the CBC (discussion resumed):

Meeting moved in camera at 12:10 PM.

Open session resumed at 12:30 PM.

MOTION: to put the Guild layoff impact reduction proposal to the CBC/CMG Presidents for debate and approval on a conference call.

M/S Christensen/several

MOTION TO AMEND: as above, adding, “and a second option” after “proposal”.

M/ Payant

Motion to amend fails due to lack of a seconder.

Vote on the main motion:

Carried, one abstention.

11. Layoffs & WFA discussion:

The following issues were identified by BEC members as a result of layoffs & workforce adjustment:

- Work overload/lack of backfill
- Union backlash/support for location presidents/activists
- Communication
- Loss of activists as a result of layoffs & VRIPs

Regarding work overload, many members have raised concerns about how the work will get done in future. Oldfield noted that there is language in the collective agreement. Payant expressed concern about how jobs have evolved since the job evaluation process was completed and asked that a committee be established to re-evaluate jobs as needed. MPL explained that issue falls to the NJC.

The BEC agreed to the following actions:

- each regional branch director requested to connect with location presidents for feedback on the above issues
- Oldfield to send out a primer on work overload
- establish a presidents’ hotline
- establish weekly presidents’ conference calls – times to be rotated

12. CWA Canada/TNG report – Saxberg

Written report submitted. Taken as read, due to time constraints.

13. Committee reports:

a. National Joint – Oldfield

Oldfield reviewed the purpose of the NJC – to discuss policy issues and other issues concerning the application of the collective agreement. It does not handle grievances.

Recent concerns about the timing of the PMSD process for this year were communicated to management. The Guild was assured that PMSD should be conducted only for managers at this time and it is not expected to get underway for CMG members until the fall.

The committee was brought up to date on several aspects of the workforce adjustment process. There is an ongoing issue about dues recovery. The CBC system is inaccurate and incompatible with the CMG system. The parties are looking at ways to bring consistency to reporting and recovery. Jurisdictional issues have also been raised with regard to the work of some program managers and managing editors. The discussion is continuing.

The parties are committed to continuing to work on maintaining and improving the relationship that was developed during bargaining in 2008.

Forest noted that the SRC NJC has not been meeting so French issues should be taken up at the English NJC. D'Souza told the BEC that he has written to senior management expressing his disappointment in the appointment of the leadership team for news renewal for its failure to be more representative of equity-seeking groups. He also asked that there be assurances that the newly-appointed managing editors would not be doing Guild work. Janes noted that a letter that clarifies internships has not yet been sent to CMG presidents.

b. National Grievance – Janes

From 2006-2009, there have been 196 national grievances. 114 of those have been settled. Of the 82 outstanding, 30 are deferred pending a ruling of the CIRB, 15 are related to Job Evaluation. There are 13 arbitrations still outstanding from prior to 2006 and 16 arbitrations for the 2006-2009 period.

There are only 8 active grievances. One concerns the denial of annual leave during a ratings period. This issue is also being discussed in broad terms at the National Joint Committee. Other issues that have arisen through grievances and need to be addressed include access to special leave and the return-to-work policy. There is also a dispute between the

parties about whether freelance fixed term is considered contract employment for the purposes of conversion.

c. CCSB – Saxberg – written report submitted.

Saxberg highlighted the overall health of the CBC Pension Plan. Although it ended 2008 with a small deficit, it was the top performing plan in Canada.

Saxberg reminded BEC members about the Special Assistance Fund which is used to help fund wellness projects and to assist members on an individual basis who have extraordinary health expenses not covered under the Supplementary Health Care Plan. Information can be found on the CBC Intranet.

She updated the BEC on wellness initiatives at the CBC, noting that the Respect project is now considered complete. The Wellness working group is now turning to the development of training on anti-harassment for employees in English Services. Discussions are also beginning on other health issues including workload and musculoskeletal injuries.

d. National Health & Safety – Knutson – written report submitted by CMG Staff Representative Keith Maskell.

Knutson noted that Gabi Durocher will take over from Maskell as the staff rep for the committee. A separate sub-committee has also been established to address transmission issues. Glenn Gray will be the staff rep for that committee.

ACTION: Radon has been reported in Labrador but not all locations have been tested for radon. Knutson will check and report back to the BEC.

The CBC has agreed that all CBC vehicles will be outfitted with winter tires where there are winter driving conditions. There is still no agreement however on the provision of protective clothing.

Forest commented on the extensive renovation that the Vancouver plant has undergone and the health issues that resulted.

ACTION: Saxberg requested that Knutson take a request to the National Health & Safety committee to conduct a study of the impact on employees' health (physical, psychological) as a result of keeping employees onsite during the renovation.

e. EAP – Dupré-Espeut – written report submitted.

The EAP committee met in Toronto at the beginning of June with the 2 new CMG representatives in attendance. The EAP service provider, Human Solutions, has been in operation at the CBC for more than a year and is now able to provide data on useage. This data will help the EAP

committee to target its actions and projects. Oldfield noted that the EAP is now working with the CCSB to ensure communication of its activities.

f. Communications – Christensen

Christensen reported that the communications committee has not met. She committed to convening a conference call within two weeks of this BEC meeting. The committee will work on developing a communications policy and set priorities for the remainder of the year.

g. National Training – Saxberg – written report submitted

Saxberg reported that the National Joint Training Committee held its first meeting in April. It was primarily a chance to discuss the committee's mandate as per the collective agreement and to share information.

The CBC has reorganized its training department and is working within a limited budget. The CBC shared its guidelines for accessing training. The CMG proposed several changes to reflect collective agreement requirements that training may be used for career development as well as skills acquisition for a current job.

Craft training priorities for this year will be driven primarily by news renewal and workforce adjustment. Corporate training has been focusing on training for managers under the "Ready to Lead" program. This includes CMG members in supervisory roles.

The committee's next meeting will focus on the development of a mission statement and a training plan.

h. President's Award – Dupré-Espeut – written report submitted.

Dupré-Espeut presented documents outlining the criteria for nominations for the President's Award (previously approved) and a proposed communiqué to call for nominations with a closing date of June 26, 2009. The intention is to present the first awards at the 2009 Presidents' Council meeting in November.

i. Bylaws – Mesh – written report submitted.

All changes passed at the 2008 convention have been incorporated and ratified by the NEC. The amended bylaws will be posted on the CMG website by the end of June.

j. Committee Review Committee – Janes

The Review Committee met for a day in advance of the BEC meeting (Janes, Forest, Mesh, Spafford, Brassard-Bédard). Janes presented updated spreadsheets listing all CBC Branch committees, committee members, vacancies, and requirements under the collective agreement if applicable.

The goal is to develop a policy and guidelines for filling vacancies and to post all information concerning committees on the CMG website. Seeking expressions of interest from the membership to fill vacant committee seats helps to ensure the qualifications of committee members, aids in succession planning and is a useful mobilizing effort.

ACTION: BEC members were asked to email any corrections to the spreadsheets to Janes.

k. Employment Equity Committee – D’Souza – written report submitted

D’Souza proposed that the core CMG delegation to the National Joint Employment Committee include:

- Director of Human Rights and Equity, CBC Branch of the CMG
- Director of Human Rights and Equity, NEC of the CMG
- Director of Human Rights and Equity, Toronto LEC of the CBC Branch of the CMG
- Staff rep for Human Rights and Equity
- One member selected at large from the branch membership

Forest felt that including the Toronto director was too prescriptive and too Toronto-centric. Others agreed, suggesting instead that there be two at large seats instead of one.

MOTION: to approve the makeup of the core CMG delegation to the National Joint Employment Equity Committee as follows:

- Director of Human Rights and Equity, CBC Branch of the CMG
- Director of Human Rights and Equity, NEC of the CMG
- Staff rep for Human Rights and Equity
- Two members selected at large from the branch membership

M/S D’Souza/Payant

Carried unanimously

The sub-committee tasked with making recommendations for the equity seats on the National Grievance Committee will also review applications for the Joint Employment Equity Committee and make recommendations.

ACTION: MPL will put out a call for applications.

l. Pay Equity Committee – D’Souza – written report submitted

This committee has been inactive for several years but pay equity issues continue. The failure to meet needs to be taken to the National Joint Committee for resolution. D’Souza would like a first meeting held by October of 2009.

MOTION: to adopt the following recommendations:

- The National Joint Committee immediately discuss and agree to establish a Joint Committee on Pay Equity in keeping with Section 10 of the Memorandum of Agreement.
- This Committee have six members.
- Each side will have three members.

- Each side will appoint a co-chair.
- The Committee on Pay Equity will meet four times a year.
- The committee hold its first meeting by October 1, 2009
- The union invite members at large to join this committee.
- The union encourage members of equity seeking groups to participate in this committee.

M/S Forest/Payant

It was noted that this is strictly a gender issue as defined by law.

Carried unanimously

m. Policy Committee – Mesh – written report submitted

Draft policies were presented to cover branch finances and the roles of the Human Rights & Equity Director and Regional Directors (excluding Toronto). Other portfolio directors were asked to develop their job descriptions for referral to the policy committee (Mesh, Spafford, D'Souza, Saxberg).

MOTION: to adopt Policy #1 – Control of Financial Matters

M/S D'Souza/May

Saxberg proposed the following amendments which were accepted as friendly:

- 1.a. strike, “The treasurer will review the presented budgets for inclusion in the overall budget for the Branch. The BEC will meet on the second Monday in October to consider the overall budget for the CBC Branch and approve it for presentation to the BEC.”
- 1.b. change, “In extreme emergencies a member of the BEC may proceed with the expenditure with the approval of the management committee” to “In special circumstances a member of the BEC may refer the request for expenditure to the Branch management committee for approval.”

Carried unanimously

Remaining policies will be considered at future meetings of the BEC as the policy committee continues its work.

14. Fall Planning - Presidents' Council: The dates for the 2009 Presidents' Council Meeting are November 5-8. MPL informed the BEC that the NEC has asked the Branch to consider postponing the Presidents' Council meeting to 2010 to coincide with the biannual convention as a cost-saving measure. After discussion, the BEC decided that the Presidents' Council meeting will go ahead as planned in November. CMG members are in the midst of layoffs, workforce adjustment and news renewal and the general belief was that late spring in 2010 was too late to meet. It was proposed that the meeting be kept to presidents and the BEC only, with CMG staff, to keep costs down.

ACTION: The planning committee will draft a proposed agenda to bring back to the BEC. Christensen has requested a day for a Small Locations meeting. D'Souza has requested that any BEC member not attending the Small Locations

meeting take party in a Human Rights/Equity meeting. He also requested that a BEC meeting be held at lunch on the last day of the Council meeting. Janes noted that the Committee Review committee also needs a day to continue its work. Christensen volunteered to chair the planning committee.

15. Other business:

- a. **ACTION:** Discussion concerning the purchase of new laptops for the Branch Secretary and Treasurer was pended to the June face-to-face meeting, to be taken up following discussion of the Policy Committee's report.
 - i. **June 6/09:** This item was referred to the Branch Management Committee to be handled in accordance with the newly approved Finance policy. **CLOSED**

16. Next conference call: July 13, 2009 – 7:30 PM EDT

MOTION: to adjourn (4:50 PM)
M/S Christensen/several
Carried unanimously