

**CMG/CBC Branch Executive Council
Conference Call
March 8, 2010 – 7:30 PM ET**

MINUTES – approved by the BEC April 6, 2010

1. **Call to order/roll call:** Marc-Philippe Laurin (chair), Harry Mesh (minutes), Michael D’Souza, Gaynette Spafford, Kaveri Bittira, Xavier Bédard, Jonathan Spence, Mike Santianni, Elaine Janes, Annick Forest, Carmel Smyth. Hélène Dupré-Espeut joined at 7:55
Regrets: Chantal Payant, Barbara Saxberg, Russ Knutson, Emily Chung
Absent: Fiona Christensen

2. **Approval of agenda**
Items added under item 8, Convention planning: 1) Discussion on grievance committee attendance at convention; and 2) Discussion on Small Locations meeting
MOTION: to approve the agenda as amended
M/S Mesh/Janes
Carried unanimously

3. **Approval of past minutes**
MOTION: to approve the minutes of January 8, 2010
M/S Spence/Spafford
Janes requested that the time she had joined the call be moved to the roll call from the body of the minutes, as the agenda items were not done in order. Amended accordingly.
Carried unanimously

4. **Business arising:**
 - a. **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.
- vii. **July 14/09:** The BEC pended the matter to the next meeting.
- viii. **Sept. 14/09:** This matter has been pended to the November face to face meeting of the BEC.
- ix. **Nov. 4/09:** This matter has been pended to the December conference call. BEC members were asked to review the related document sent out by CMG's webmaster in advance of the call.
- x. **Dec. 15/09:** left pending
- xi. **Jan. 18/10:** left pending
- xii. **March 8/10**

PENDING till face-to-face

- b. **ACTION:** Knutson will 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 in Vancouver.
 - i. **July 14/09:** Knutson not on the call.
 - ii. **Sept. 14/09:** Knutson reported that the H&S Committee did not appear to be interested in conducting such a study and suggested seeking information from EAP. Forest suggested that an employee survey should be conducted. The information gathered could be used to reduce the negative impact on employees for future renovations in other CBC locations. Dupre-Espeut noted that EAP would not be able to assist because of its confidentiality restrictions. Saxberg suggested Knutson renew the request for a survey at the next H&S committee meeting. Knutson agreed to do so and will report back to the BEC.
 - iii. **Nov. 4/09:** This matter is pended to the December conference call which will follow the next H&S committee meeting.
 - iv. **Dec. 15/09:** Knutson not on the call.
 - v. **Jan, 18/10:** Knutson did not attend December H&S meeting. Will follow up.
 - vi. **March 8/10:** Knutson not on call.
- c. **ACTION:** Knutson agreed to take the issue of rodent infestation in the Vancouver plant to the December meeting of the National Health & Safety committee.
 - i. **Dec. 15/09:** Knutson not on the call.
 - ii. **Jan, 18.10:** Knutson did not attend December H&S meeting. Will follow up. Dupré-Espeut reported that management has been making efforts to address the problem but more needs to be done. MPL will follow up with Gabi Durocher, the CMG staff rep assigned to the National H&S committee.

iii. **March 8/10:** Knutson not on call.

PENDING

d. **ACTION:** MPL will arrange a meeting with CMG staff reps and senior officers of the BEC to discuss a joint review of all online jobs.

i. **Dec. 15/09:** MPL will arrange in the new year.

ii. **Jan. 18/10:** Left pending

iii. **March 8/10:** MPL advised that a survey of online jobs is being conducted to review their duties. NJC is the body responsible for reviewing and discussing the need for any new classifications as the JE committee no longer exists.

PENDING

e. **ACTION:** MPL will request assistance for the new media committee from CMG staff.

i. **Dec. 15/09:** MPL will arrange in the new year.

ii. **Jan. 18/10:** Chung will arrange a conference call of the sub-committee.

iii. **March 8/10:** Chung not on call.

PENDING

5. President's Remarks – Laurin

MPL informed the BEC that we do not know yet the status of the 1.5% wage increase scheduled for April 1, 2010. It appears CBC will be subject to the federal government's announced wage freeze but it is unclear whether that will start after this year's wage increase takes effect. CBC President Hubert LaCroix will be holding a meeting with all the union presidents at CBC on March 23, and hopefully more information will be available then. Along with MPL, Glenn Gray will attend in Dan Oldfield's place. MPL also reminded the BEC that 0.1% of the negotiated wage increase was to go for benefits through the CCSB agreement reached last year. However, if the wage increase is indeed 0%, then CBC absorbs that 0.1%.

MPL also advised that government has informed CBC that it is satisfied with the strategic review and the priorities presented by management. This is good news as they were fearful of another \$50M compression under the program review process.

A meeting is scheduled for the first week in May to discuss the issue around assignments in general, and about Senior and Executive Producer roles and assignments. The meeting will be conducted in a manner similar to the Port Credit discussions. Representing the CMG will be the NJC, as well as one additional staff representative. The discussion is being held under the "living agreement" principle of the collective agreement. If any language change were to be contemplated as a result, it would require a full membership ratification process. A discussion is planned for the April BEC conference call to further explore this issue with BEC members. Also, prior to the meeting, there would be a conference

call held with a representative group of Senior and Executive Producers to get their take on the issue.

Considerable discussion ensued over the process for this meeting. Some felt that the group holding this discussion should be expanded beyond the NJC.

MOTION: that the BEC add two members to the NJC for the “Port Credit” discussions on issues re the Collective Agreement around assignment.

M/S Janes/Spence

Spafford spoke against. She felt that the NJC had been given a 3-year mandate and that this fell within that mandate. Smyth spoke in favour, as she felt that affected people (e.g. Executive Producers in Toronto) should have an active role in the discussion. Forest also spoke in favour, and said the new “living agreement” necessitates this. MPL spoke against, saying it undermines the NJC and that this is the role of the NJC. D’Souza questioned how the additional member’s would be selected. He suggested letting the NJC fill its mandates, and that if the BEC were to add members, it would have to use the selection process that has been adopted, which can be time consuming.

This led to an amended motion:

MOTION: that the BEC add two members *from the previous Bargaining Committee* to the NJC for the “Port Credit” discussions on issues re the Collective Agreement around assignment.

M/S Janes/Spence

Discussion continued around the amended motion. MPL pointed out that it should be left to the NJC to add the expertise needed once the research and input from the BEC and Exec/Senior conference calls is collected. This will happen once Senior Staff rep Dan Oldfield returns from holidays. Janes closed debate by saying this was not about any mistrust of the NJC; rather, it was about voice, mobilization, new ideas, and representation.

A vote was held.

Motion Defeated

MPL asked if the members wanted the vote recorded.

In favour: Janes, Spence, Smyth, Forrest (4)

Against: Laurin, Mesh, D’Souza, Spafford, Bittira, Bédard, Santianni, Dupré-Espeut, Bedard (9)

MPL noted the lateness of the hour and requested another conference call to conclude the agenda as there matters that cannot wait until the April call. We would pend the remainder of the agenda and ajourn until then. Next call will be March 8.

- 6. Remainder of agenda pended until March 15/10 due to lateness of hour.
Meeting adjourned at 9:00 PM.**