

**CMG/CBC Branch Executive Council  
Conference Call  
March 10, 2008**

**MINUTES**

**Present:** MPL (chair), Harry Mesh, Michael D'Souza, Kaveri Bittira, Gaynette Spafford, H el ene Dupr e-Espeut, Elaine Janes, Annick Forest, Dave Bartlett, Russ Knutson

**Regrets:**, Michael Santianni, Fiona Christensen, Jeff Mitrow, Ralph Legare, Barbara Saxberg, Carrie May

**Guests:** National Reps Gabriel Durocher and Gerry Whelan

1. Call to order 7:35 pm
2. **Approval of agenda**  
**MOTION to approve the agenda**  
M/S: H el ene/Kaveri  
**CARRIED**
3. **Approval of past minutes**  
Elaine mentioned some amendments she had suggested were missing. These were added and other minor corrections were made.  
**MOTION to approve the minutes of February 11'08 Conference Call**  
M/S: Harry/Elaine  
**CARRIED**  
Questions regarding the minutes of the last face to face meeting.  
MPL reviewing translation. Will send out once done.

**Business arising**

**ACTION: February 26'08:** Fiona has requested a detailed spending report in line with the budget as of Dec. 31, 2007 – Ralph to provide  
**March 10'08: Ralph absent from call. PENDING**

**ACTION: February 26'08:** Harry to give Elaine specifics on CMG jobs that have become APS. Gerry Whelan is investigating. Elaine Janes reported several grievances have been filed.

- **March 10'08:** Gerry has requested a list of all the APS staff from management, hoping this could be done through National Joint Cttee. Elaine mentioned Glenn Grey has a list, and that there are 20 national grievances on this matter. Gerry asked for more info to see if there are some people in the Atlantic, specifically Halifax, who are not included in the list of grievances. Gerry will talk to Glenn. **DONE**

**ACTION: February 26`08:** Carrie will ask Toronto LEC Director Xavier Brassard-Bedard to report regularly to Branch SRC Directors. PENDING in light of Monick's personal situation.

- **March 10`08:** MPL announced that Monick has officially stepped down. Toronto SRC Rep will report to the person who will be replacing Monick. MPL says that Xavier is interested in SRC Director position. **DONE**

**ACTION: February 26`08:** MPL to give Kaveri the list of ideas that were generated at the Fall 2007 Presidents' Council meeting.

- **March 10`08:** MPL just found his notes on the Presidents' Council meeting and will send to Kaveri tomorrow. **DONE**

**ACTION: February 26`08:** TNG Conference on Human Rights June 22<sup>nd</sup> - Michael will work with Karen Wirsig to put out a call for applications for attending conference. They will require a 250-word essay and will be selected by lottery. This will be charged to the branch equity budget. PENDING RI Conference

- **March 10`08:** Michael talked to Karen and is finalizing. MD suggests we ask the people who go to conference to give report about what they learned to Branch and locals they belong to. All agreed. **PENDING**

**ACTION: February 26`08:** that the CMG re-evaluate the job descriptions and compensation of cbc.ca jobs as per Article 55.8 of the collective agreement. The Senior Staff Representative will meet with the cbc.ca committee and take the issue to the National Joint Committee (NJC).

- **March 10`08:** No new info from NJC. Dan will report when he comes back.
- **SIDE DISCUSSION:** Michael mentions that the moderation of web user generated comments by an outside company has started as of last week. MPL has not heard anything from CBC management after recent requests for info. Michael and MPL to investigate and report back. **PENDING**

**ACTION:** MPL will coordinate by-elections for SRC East and New Media positions with the National elections committee.

- **March 10`08:** Dave Bartlett announced he has new job outside CBC and resigned as Temp Director. This will need to be added to by-elections list.
- MPL was in touch with Keith Maskell. Notice to go out on March 17<sup>th</sup>. Nominations for two weeks followed by three week campaign. Elections April 21st if required.
- Dave talked about how comfortable he was doing job but also the difficulties of being a temp and working for the Union. Not for

everyone. MPL thanked Dave for his service and all wished him good luck.

- Annick - Spoke about amending the bylaws so the temp director doesn't have to be a temp but maybe better to have a long term temp recently made permanent.
- MPL - New Members Director... could also be changed so it doesn't necessarily have to be someone under 35.
- Harry - Suggestion about combining New Member director and Temp director.
- MPL suggests that the BEC strike a small committee to propose some bylaw changes from the BEC. MPL, Harry, Jeff and Gaynette. MPL asked anyone to send him proposed changes and the he will put together a report fro the sub-committee.

**PENDING**

**ACTION:** CCSB members will draft criteria for sitting on the CCSB and seek applications to fill the remaining seat. **PENDING**

- **March 10`08:** MPL, haven't started to work on profile, will be done when Dan comes back from holidays.

**ACTION:** Michael S. will contact locations to find out who their new members director is and report back to the BEC.

- **March 10`08:** Michael Santianni not on call. **PENDING**

**ACTION:** Kaveri will contact locations to find out who their education and/or mobilization directors are and report back to the BEC.

- **March 10`08:** Looking for members from Toronto and the East Coast for education and mobilization. Harry and Gerry to help out.

**PENDING**

#### 4 Reports:

##### National Joint Committee MPL

- Satchel announced that Brigid Lumbolt-Smith will be the interim National Industrial Relations Director until job is filled. Ron Ouellette will be responsible for CCSB. Karen Tobin going on a year's leave. Tamara Johnson will be taking over her files.
- With regard to the use of the Amex card issue, Stephen Satchel said that he was to get back by the end of week. That has not happened. MPL to follow up.
- With regard to Super techs and appendix N there was an express statement by Dalzell at Sr. Job Evaluation Committee that managers would be encouraged to seriously consider requests for additional remuneration from supervisors who meet Appendix N. Satchel not interested in any kind of policy change.

**ACTION** Find out who among supervising technicians has put together a file, made a case for additional remuneration that was rejected by management, for work that falls within the Appendix N definition. MPL and Dan will put out guidelines on who is under Appendix N.

- **SIDE discussion:** Wondering if list of local executive is up to date on CMG website. There were elections, up to new execs to send in data. We need to update info on site. MPL will send an email to old presidents list as a reminder to update national lists
- Some matters still ongoing: Number of people going to the Olympics. Repeated requests still not been answered.
- Temp. employees... new problems with temp employees being downgraded when they switch media... down to lower pay band. CBC has asked that we send them names. NJC reviewing the matter.
- It used to be when temp reached 261 working days they moved up the salary scale. This has not been going on for many years. CBC is counting days in one classification before temp can move up scale. CBC will look at situation. Articles 53.1 and 53.3
- Tech. Freelances... it's an abuse when freelancers are hired as day hires and put on schedule for weeks at a time. CBC is supposed to go back and look at Stephen and Chris show and figure out what's happening and report back. Again they asked for names and positions.
- Producer Techs... they have referred this to Elisabeth Dalzell, the CBC's job evaluation expert, for review.

### **National Grievance / Temp Arbitration**

Elaine, - Did have National Grievance Committee last month, Satchel was leaving, managers were more involved than normal, don't know how that will pan out in future. Some cases were pushed to arbitration.

Temp Arbitration, Elaine spoke about the onus being on the CBC to provide info. Arbitrator Innis Christie will report back sometime before May. Corporation now has to give us the information on who they are backfilling and why. They have given info on first 70. It is a big daisy chain that is very confusing. A meeting has been requested to talk about these 70. We have set future dates: 4 days in May, 2 in June, 2 in July. Out of the 120 employees presented, 12 will be picked and arbitrator will base decision on those 12.

### **TNG Sector Conference Report**

MPL - Interesting conference in respect to the current campaign for the TNG Presidential election. First election in 12 years. We will send a Q and A for the candidates to answer which will be posted for members to read. We asked for possibility of not doing ballot vote and doing electronic vote instead, if we can't, a motion was passed that TNG will pay for cost up to \$1.50 per member.

MD spoke about trying to put Human Rights and equity committee on firmer ground... offer subsidies for seminars. Some things coming up that we should encourage CBC members to apply for.

On bigger election, MD announced he nominated Scott Stevens for secretary-treasurer to run with Linda. They are running on a slate, but voters will elect each candidate individually.

MPL spoke about Lois Kirkup from Ottawa, first Canadian to run for International Chair. Barbara Saxberg is running for election as Canada East VP against a fellow from Halifax. People can go to CWACanada.ca site to find out more.

### **CCSB Update**

MPL- There's a premium holiday starting on April 1st for Accidental Death and dismemberment.

10 or so new cases have received help from the special assistance fund (SAF). MPL reminded people about the Special Assistance Fund. Details can be found on myhr@cbc.ca under "my benefits." Spread the word to locals.

### **5 By-Laws Changes - Notice to members**

MPL- Notice to go out next week as any proposals must be in before April 18<sup>th</sup> for review and mail out to delegates.

### **6. Date and Time for a All Local Presidents Conference Call**

**PEND** until list of new local execs is updated

### **8. Face-to-face retirement seminars for smaller locations**

MPL chatted with that management in Ottawa and they are working to figure out the best way to do it. Harry noted that the issues that cropped up in the East have been addressed. All agreed that Web conferencing is not acceptable for an 8-hour seminar.

### **9. Reduction of travel benefit in isolated locations**

Harry - Travel out for people in isolated areas is being curtailed. CBC pays for travel out to nearest center for travel. Now applying a policy limiting benefit for children to the age of 21, no one can locate policy. Some members have had travel covered for students up to age 25 who are still in school. In Iqaluit there is a cut off at 21. People have been eligible past age 21 and are expecting it again. Apparently at one point, CBC linked to Treasury Board guidelines, but it seems that we are now disconnected from that.

### **10. Presidents Award**

Hélène is digging to try and get more info so that it can be presented at the next conference. MPL – Need to send out notice for nominations to members asap.

### **11. OTA TV/Heritage Committee Report**

(Reports provided by Karen Wirsig)

MPL - All parties bought into many of the ideas presented by the CMG. Kudos to Karen Wirsig who did a great job presenting arguments for Free TV and preparing the briefs. All are encouraged to read and share with members.

**12. hr @ my fingertips / Access for temp employees**

When Brigid Lumholst-Smith comes back from vacation, she will be looking at why continuing temps do not have access to their Human Resources files and report back to the NJC. A report shared with the Union indicates that this had not been identified as a priority at Shared Services. We don't think this is acceptable. It has been promised and needs to be moved up on priority list. MPL has indicated that if the CBC does not communicate on this with temps, the CMG will. Elaine suggested that people who have called office and complained be told about this new info.

**13. Next meeting – April 14, 2008**

**14. MOTION to adjourn 0900 pm**

M/S Elaine/Annick

**CARRIED**