

CMG/CBC Branch Executive Council  
Conference Call  
May 11, 2009

MINUTES – approved by the BEC June 5, 2009

1. **Call to order/roll call**

**Present:** Marc-Philippe Laurin (chair), Harry Mesh, Michael D’Souza, Gaynette Spafford, Xavier Brassard-Bedard, Chantal Payant, Kaveri Bittira, Emily Chung, Michael Santianni, Carrie May, Barbara Saxberg (recording secretary)

**Regrets:** Janes, Forest, Christensen, Espeut

**Absent:** Knutson

2. **Approval of agenda:**

Mesh asked that a discussion of the maintenance exam process be added to the agenda under, “Other Business”.

**MOTION:** to approve the agenda as amended

M/S D’Souza/Mesh

**Carried unanimously**

3. **Approval of past minutes:**

**MOTION:** to approve the minutes of the BEC’s conference call of April 14, 2009.

M/S Spafford/Chung

**Carried unanimously**

4. **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. **PENDING**

- 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. **PENDING**
- 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. **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. **PENDING**

**7:50 PM Carrie May joined the call.**

5. **President's Remarks:** MPL reported that CMG appeared before the Heritage Committee today. CMG pushed the committee to implement the recommendations of the Heritage Committee Report on the CBC from 2008. MPL told MPs about the rallies around the country protesting pending job cuts to local services. CMG also demonstrated that funding for the CBC has been stagnant since 2005.

MPL and staff reps Oldfield and Gray met recently with CBC Human Resources to work out some of the details concerning the upcoming workforce adjustment. For the purposes of WFA, Saskatoon will be considered a location. The impact of the cuts by location is expected to be announced soon. Redundancy notices are expected to go out the week of May 25<sup>th</sup>. In the interim the CBC continues to look for opportunities to save jobs in smaller locations.

The Federal Government has decided that the CBC will be subject to spending review that requires it to identify an additional 5% of possible cuts. MPL noted that this would amount to another \$56 million. The secrecy of the process is particularly troubling.

6. **Treasurer - election call:** MPL noted the resignation of Ralph Legare as BEC treasurer. The BEC thanked Legare for his service to the Branch. MPL also noted that Legare will continue as a member of the CCSB.  
**MOTION:** to put out a call for nominations for the position of BEC treasurer as soon as possible.  
M/S May/Mesh

**Carried unanimously**

**7. 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. **PENDING**
- 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. **PENDING**

**8. Presidents' Council:**

MPL reported that the best date for the meeting is the first weekend in November 2009. He will convene a meeting of the planning committee as soon as possible.

**9. Committee reports:**

- a. Human Rights & Equity:** (written report submitted)

**MOTION:** to receive the HR&E Report

M/S Mesh/Brassard-Bedard

**Discussion:**

D'Souza noted that CWA Canada is providing support for training for laid off members of CMG. The training can be accessed either through CWANett or through a cash subsidy of up to \$500.00. He asked that BEC members distribute his written report to their constituents.

D'Souza reported that the hiring process for a new CMG staff rep responsible for the equity portfolio is almost complete. The hiring committee hopes to make a recommendation to the National Executive Committee by the end of May.

The vote was held on the motion.

**Carried unanimously**

The Joint Employment Equity Committee is in need of new members following. D'Souza tabled two resolutions asking the BEC to appoint two members.

**MOTION:** to appoint Ing Wong-Ward to the Joint Employment Equity Committee.

M/ D'Souza

**Motion failed for lack of a seconder.**

**MOTION:** to appoint Edwin Terry to the Joint Employment Equity Committee.

M/ D'Souza

**Motion failed for lack of a seconder.**

Spafford pointed out that the BEC has been using a process for filling committee seats that requires a communiqué to all members to allow for expressions of interest. She felt that this process should be applied to the Joint EE Committee. Saxberg felt that the BEC should be consistent in its approach and in this case, should encourage members of equity-seeking groups to apply. She also suggested that criteria, such as knowledge of the Employment Equity Act, needed to be established and that the process would then be consistent with how vacancies were filled on the CCSB, the EAP and the Joint PMSD committees.

MPL stated that the BEC will continue its practice of calling for nominations from the membership for vacancies on committees until the sub-committee tasked with reviewing the entire committee process reports to the BEC at the June face to face meeting.

D'Souza suggested that for now, he and staff rep Kathy Viner continue to represent CMG on the Joint EE Committee.

**MOTION:** to invite Ing Wong-Ward and Edwin Terry to attend the next Joint EE Committee meeting to be held in June.

M/S D'Souza/May

**Discussion:**

Bittira questioned the purpose of this motion since the two invitees might not continue on the committee. Saxberg expressed concern that this would be inconsistent with previous actions of the BEC and could be perceived as a potential advantage over other applicants – a view that had previously been expressed by several members of the BEC regarding another committee vacancy. May felt it would be beneficial to have people attend this meeting and that it would be a learning opportunity.

The motion was put to a vote.

6 in favour/3 opposed.

**Motion carried.**

- b. **National Joint Committee:** MPL reported that at the recent meeting of the NJC, the agreement on the use of interns was completed with

clarification provided concerning “real work” and “close supervision”.  
The document will be distributed to location unit presidents.

BEC members had raised some concerns about the PMSD process. There had been reports that some managers were planning to implement it soon. BEC members felt the timing was inappropriate. This was taken to the NJC meeting where management explained that only managers were taking part in PMSD at this time. The parties agreed to issue a joint communiqué updating staff on plans for PMSD for 2009.

#### 10. Other business

- a. In town hotels: The national office of the CMG asked the BEC to reconsider its policy of allowing BEC members who work in Toronto to stay in a hotel for face to face meetings on a weekend. This affects a couple of BEC members who either live out of town or who work shifts. The consensus was to continue the practice on an as-needed basis.

**8:45 PM Saxberg left the call, MPL took over recording minutes.**

- b. Laptops: MPL requested the purchase of a new laptop to replace his old one.  
**MOTION:** to approve the purchase of a laptop for the Branch President.  
M/S D’Souza/Mesh  
Carried unanimously.  
There was additional discussion about the purchase of new laptops for the Branch Secretary and Treasurer. The discussion was pended to the June face-to-face meeting, to be taken up following discussion of the Policy Committee’s report. **PENDING**
- c. Maintenance Committee: Mesh raised concerns pertaining to the "Broadcast Technology Career Structure" (i.e. maintenance) Exam Committee and its lack of meetings. The committee has not met for more than two years, although it’s believed a conference call has been held. The exams are an integral part of the maintenance career structure and the committee must function properly for members in that structure to be treated fairly.

**11. Next meeting: June 5-6, 2009 Face to Face meeting in Toronto**

**12. MOTION:** to adjourn  
**M/S D’Souza/several**  
**Carried unanimously**