

**CMG/CBC Branch Executive Council  
Face to face meeting  
October 29-30, 2010**

**MINUTES – approved December 15, 2010**

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

Marc-Philippe Laurin (chair), Elaine Janes, Emily Chung, Mike Santianni, Mike Robert, Michael D’Souza, Chantal Payant, Jonathan Spence, Annick Forest, Gaynette Spafford, Kaveri Bittira, Harry Mesh, Carmel Smyth, Xavier Bédard (Oct. 30 only), Barbara Saxberg (recording secretary)

**Regrets:** Hélène Dupré-Espeut

MPL noted the resignation of Russ Knutson, Director, North. The BEC formally thanked him for his hard work and contribution.

**2. Approval of agenda:**

The BEC agreed that all reports on the agenda are considered to have been received. The following items were added to the agenda:

- A request for financial assistance from the Toronto location unit executive
- A report from CMG Communications Director Karen Wirsig concerning free TV
- A follow-up on a workload committee (Payant)
- SRC NJC follow-up (Forest)
- VJ workload in Northern New Brunswick (Mesh)
- Bylaws committee question (Mesh)
- Clarifications under Roberts Rules of Order (Janes)
- Discussion of the relationship project (Robert)

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

M/S Mesh/Forest

**Carried unanimously**

**3. Homologation of email motion of October 22, 2010:**

**MOTION:** to homologate the email motion of October 22, 2010.

M/S Payant/Spence

**Carried unanimously**

**MOTION:** *that the BEC appoint Allan Gofenko of Yellowknife, the acclaimed candidate for the 2011-2013 term, to take over the Northern director's seat for the remainder of this term effective upon the resignation of the current director, Russ Knutson, as per Article 12.8 (b) of the bylaws.*

M/S Knutson/Robert

**Carried unanimously**

4. Swearing in:

Allan Gofenko was sworn in as Interim Director, North.

5. Approval of past minutes:

- a. September 13, 2010 – Several members identified a number of changes regarding the discussion concerning the relationship project. Payant noted an omission in the President's Remarks concerning the establishment of a workload committee.

**MOTION:** to approve the minutes of September 13, 2010 as amended.

M/S Mesh/Payant

**Carried, 2 abstentions** (Gofenko, Bittira)

- b. October 7, 2010 – Mesh noted that the motion concerning a new policy for branch committees was withdrawn.

**MOTION:** to approve the minutes of October 7, 2010 as amended.

M/S Janes/Mesh

**Carried, 4 abstentions** (Gofenko, Bittira, Chung, Forest)

6. Business arising:

- a. **ACTION:** Knutson will arrange a conference call with Staff Rep Gabi Durocher, H&S rep Kerry Adams and himself as well as members of the Vancouver LEC for recommendations on how to proceed.

i. **June 13/10:** Knutson reported that the National H&S committee had met earlier in the day. He will check on what was discussed and then set up the conference call.

ii. **Sept. 13/10:** Knutson not on the call.

iii. **Oct. 29/10:** Knutson resigned. MPL will contact to see if he wishes to continue on the H&S committee. Forest noted that CBC management from Halifax had recently visited Vancouver because there are plans to renovate in Halifax. She is concerned that the Vancouver problems will be repeated.

**PENDING**

- b. **ACTION:** At the next H&S Committee meeting, Knutson will request results of all environmental tests (air quality, etc) that have been conducted in the Vancouver building.

i. **June 13/10:** Knutson reported that the National H&S committee had met earlier in the day. He will check on what was discussed and report back to the BEC.

ii. **Sept. 13/10:** Knutson not on the call.

iii. **Oct. 29/10:** Knutson resigned. MPL will follow up with Durocher and Knutson.

**PENDING**

**MOTION:** that the BEC work with the Halifax LEC to ensure that CMG members' health and safety are protected during building renovations in Halifax.

M/S Forest/Payant

**Carried unanimously.**

Mesh will act as liaison between the Halifax LEC and the BEC.

- c. **ACTION:** Maskell be invited to join the BEC conference call to explain future options for holding elections.
  - i. **Sept. 13/10:** pended to next conference call.
  - ii. **Oct. 29/10:** Maskell added to this agenda.
- d. **ACTION:** MPL, Mesh, Smyth will discuss and send a note out to location presidents regarding radio resource issues.
  - i. **Oct. 29/10:** Not done yet. Mesh talked with people in his area and Smyth began gathering information in hers. Several members said there are similar issues in other locations. MPL commits to a conference call the week of November 8<sup>th</sup>. Payant asked to be included.

**CLOSED**

**PENDING**

#### 7. Robert's Rules motion:

**MOTION:** that all BEC members are presented with a copy of Roberts Rules of Order Newly Revised, and that all newly elected BEC members are presented with a copy of Robert's Rules of Order Newly Revised at the beginning of the term.

M/S Janes/Smyth

Janes spoke to the need for all BEC members to understand Roberts Rules to prevent the type of confusion that occurred in the September 13<sup>th</sup> meeting. MPL proposed an Roberts Rules explainer at the beginning of a term of office. Saxberg noted former CMG V-P Jon Soper's expertise and suggested he might be approached to deliver a training session to the incoming BEC. D'Souza proposed adding the CLC Roberts Rule Wheel as well. Spence commented on the overall lack of focus and time limits on BEC discussions and motions. MPL responded that the purpose of BEC meetings is to have discussion on important issues, not to stifle it and that people need to respect the chair and allow room for others to speak.

**Carried unanimously.**

#### 8. President's Remarks – Laurin:

MPL reviewed the past term of office and the accomplishments during the past three years including the development of an improved relationship with CBC management and a new collective agreement negotiated four months prior to the expiry of the previous one. Other accomplishments include:

- a sharing deal for future Pension Fund Surpluses
- a ten year agreement on health benefits
- the conversion to full time status of 350 temporary employees,
- reduced the number of grievances at the national table to less than a dozen from 140, of which more than half were slated for arbitration
- saving hundreds of thousands of dollars a year in legal costs.

MPL thanked BEC members for their dedication and wished departing members good luck. He invited those members who were stepping down to speak. Bittira noted that the experience had been an education and that she was leaving with mixed feelings. She asked BEC members to remember that their purpose is to serve the membership. Spence (moving on to the NEC) noted that it's important that people feel free to speak and that the BEC should be a voice for younger and newer members. D'Souza praised new members coming on to the BEC and was pleased at the accomplishments that fell under the human rights and equity portfolio. Chung thanked the BEC for its help, support and encouragement and committed to working with the new director for online and emerging platforms. Santianni was encouraged by the commitment of the members but expressed concern about politics getting in the way of good work, particularly in Toronto. He noted the need to renew efforts to making the union relevant.

## 9. Directors' Reports – Written reports/Questions only:

### a. Atlantic – Mesh

Mesh reported that overall the relationship with management is improving and issues generally are being resolved. Workload issues remain but a job posting in Gander/Grand Falls is a step in the right direction. There are some ongoing issues in St. John's concerning member to member conflict. Smyth noted there are similar problems in Toronto.

**ACTION:** MPL recommended a conference call with the St. John's LEC, MPL, and staff reps Gerry Whelan and Dan Oldfield. Mesh will set it up.

### b. SRC West – Forest

As an aside, Forest asked that the BEC consider developing a policy on how Branch directors' work gets done in light of heavy workloads. Forest reported that there have been a lot of hirings for new weekend jobs. Many of them are for new hybrid positions for which there are currently no job descriptions. There is a new program being developed to train interns for French services in Vancouver. Another program at CBC Newsday is aimed at getting high school students to consider CBC as a potential employer. There has been an upsurge of disciplinary actions in the West. For the most part, discipline is being used effectively and respectfully by management. There are some significant issues in scheduling breaks for camera operators and the BEC should consider options. Forest noted that videographers are somewhat unique because they are not able to schedule their own breaks as they are assigned throughout their day as things need to be covered for news. D'Souza noted that a lot of members have the ability to say no but won't. Janes noted that there are health and safety regulations that should be followed. Saxberg suggested the issue go the NJC for discussion of access to breaks for all members. Spence suggested the issue should go first to the LJC, then grieve if no resolution. Janes noted that the issue of breaks was discussed during collective bargaining and the parties agreed that a note should be sent out saying that breaks should be respected. Saxberg suggested that the solution then should be

multi-faceted with direction to locations, education for members and discussion at the NJC.

**ACTION:** MPL asked regional directors to get specific examples of workload issues and breaks from locations.

**c. CBC North – Gofenko**

Gofenko reported that the biggest issue in Yellowknife remains the lack of management on the floor. This has resulted in the Managing Director taking on the duties of the Managing Editor. Things are better in Whitehorse where a former CMG member has been made a manager. Iqaluit though is seriously neglected with no management on site and difficulties in maintaining staff.

**10. CBC transition to digital TV discussion – Wirsig:**

CMG Communications Director Karen Wirsig updated the BEC on the status of the move to digital TV at the CBC. Because the CBC intends to upgrade only a small portion of its current transmitters, many communities across Canada will cease to have access to CBC and Radio-Canada if they watch TV with rabbit ears or a rooftop antenna. There has been very little communication about this. It's expected also that most of the remaining analog transmitters will be shut down by 2010 so CBC and Radio-Canada will be free in only about 24 cities once that happens. CMG has proposed a number of ideas to the CBC but the company remains committed to its plan. There are questions about the impact on ratings, revenue, rural vs urban needs, small centre vs large centre needs. Payant noted that many francophone communities will lose service.

**ACTION:** Wirsig will send internet links to articles on this issue and what's happened in other countries to BEC members.

**11. Future options for Branch elections – Maskell:**

Maskell reviewed the current system. He explained that CMG elections are complex, given the number of branches involved and restrictions on voting for some positions. There is a minimum fee regardless of the number of races and voter eligibility. Options include:

- Waiting for critical mass for an election i.e. more than one vacancy
- Ballot box for a single location vote
- Explore other companies with less expensive online options but that might mean some compromise of member privacy

There were questions about phone-in votes and purchasing software but those are not viable options. Problems with previous online elections have been fixed.

**12. Roberts Rules clarification – Maskell:**

Smyth and Forest questioned Saxberg's right to vote in the meeting of September 13, 2010 because of a perceived conflict of interest. CMG Staff representative and in house parliamentarian Keith Maskell reviewed the CMG's conflict of interest policy and compared it to conflict of interest under Roberts Rules of Order. There are three considerations:

- Under Roberts Rules, no one can be compelled not to vote if s/he is an elected officer of the board.
- If a person has a conflict, it should be declared. The person can leave it to the body to decide if voting is acceptable or the person can recuse.
- If a person is directly affected in a beneficial way or has an advantage not given to others, it would be appropriate for the person to recuse.

Should a board member vote when others believe s/he is in a conflict of interest, the BEC can appeal that decision to the NEC under the CMG conflict of interest policy. This policy governs all CMG members and employees.

Regarding the role of the chair, if the custom has been that the chair takes part in debate and votes, it should be codified. The chair is a member like any other with full rights. The chair's vote can break a tie or cause a tie (in which case a motion would fail). D'Souza commented that a vote is a show of political support and given that the chair represents the entire membership and is expected to provide leadership, his/her vote is in order. Janes said in her recollection the chair has generally not voted and recorded votes have been minimal. MPL said that the practice has been that the chair has not moved a motion but has been free to participate in debate.

**MOTION:** the Chair of the BEC will vote last (if s/he chooses) and is able to participate in any debate.

M/S Mesh/Payant

**Carried, 9 in favour, 5 against. The chair did not vote.**

Maskell reminded the BEC that Roberts Rules of Order are intended to be a tool to assist meetings to run smoothly, not to be used as a weapon.

### 13. Finance Report – Spence:

- Current status:** The Branch is currently \$35K over budget with some significant expenses still to come before the end of the year. Wage replacement is one of the biggest causes of being over budget, thanks to the CBC catching up on releases from previous years. Miscellaneous spending of \$20K needs to be addressed for future budgets. There are some NGC expenses that need to be allocated to the National CMG budget as per a previous agreement. The NJC is significantly over budget because of 2 week-long extended NJC meetings. The NJPMSD is over budget due to a high degree of activity while the committee works to revise the program. There were \$34K in releases related to the 2009 Presidents' Council meeting. MPL noted that the CBC has caught up on about \$100K in releases in total and has a system now that keeps release costs up to date. There is a review underway of all of the charge-backs to try to correct a number of errors. Spafford noted that when a committee is planning a significant expenditure that will take it over budget, it should seek approval from the BEC in advance. Several members proposed suggestions to reduce costs for future meetings including sticking to per diems rather than paying for group dinners and finding cheaper locations. Saxberg reminded the BEC that it had originally submitted a higher

budget for 2010 but it was cut back by the NEC under the assurance that there would be enough money to do the work that needed to be done. Spence recommended that in future the Branch should attempt to set a realistic budget and live within it.

The BEC adjourned for the day at 5:45 PM.  
October 30, 2010

**14. Directors' Reports continued– Written reports/Questions only:**

**d. Ontario – Payant**

Payant reported that Ottawa had held a workload committee meeting on the French side thanks to the intervention of Human Resources. The process has worked well and could serve as a model for others. MPL noted that there continue to be issues on the French side and he is planning an NJC meeting for SRC with MPL, Bédard, Forest and Payant. Forest felt that it was taking too long and she asked to be kept informed of any conversations MPL has with SRC management. Chung asked about a resolution for English-speaking employees in bilingual jobs. Payant said that the CBC had agreed to grandfather some employees who didn't meet bilingual requirements but when those employees left the jobs, they would be filled with people who did meet the requirements.

**e. SRC East – Bédard**

Bédard reported that there is finally a good pool of people available to provide short-term backfill in Toronto. CBC sought out people from colleges and universities. The CBC will focus on Northern Ontario next to find backfill solutions. Bédard informed the BEC that there are some problems with the Local Television Fund that prevents any levelling of resources and keeps poorer stations poor. MPL agreed to raise this with the NJC.

**f. Prairies – Spafford**

Spafford reported that the local president in Regina has stepped down. An election will be held soon and there is work to be done to rebuild the local. Edmonton has had 5 “investigation meetings” in the past month as a prelude to discipline. Several BEC members commented on similar meetings across the country. MPL noted that managers are now beginning to follow the process under the collective agreement. Calgary has ongoing problems in the local and has lost some of its local executive. Some of the problems are because of the lack of stable management for the past year.

**9:50 AM – the meeting moved in camera.**

**9:55 AM – the meeting resumed in open session.**

There has been some member to member conflict in Saskatoon which has had an impact on the willingness to claim overtime over fear of repercussions. There is a need to address issues of some executive and senior producers who are not respecting the collective agreement. Saxberg

noted that this has been raised as an issue in several locations and might require a broader strategy than location by location.

## 15. Committee Review – Janes et al

**ACTION:** The committee will present a revised policy document to the BEC at its next meeting.

- **June 13/10:** Janes reported that the committee had not yet had time to do any further work.
- **Sept. 13/10:** Janes reported that no work had been done over the summer but the committee was planning a conference call to discuss the policy document. Janes requested that this item be discussed on a special, single agenda item conference call for Monday, September 27<sup>th</sup>.
- **Oct. 7/10:** Janes and Spence presented the revised policy document for discussion. There were a number of outstanding questions. The committee agreed to review them and present the document at the in person meeting scheduled for the end of the month.
- **Oct. 30/10:** The revised policy document was submitted along with copies of sample criteria for some branch committees.

**MOTION:** that the BEC adopt the submitted report as branch policy.

M/S Janes/Mesh

Janes noted the changes from the previous draft. Some members noted minor changes for clarification purposes which were accepted as friendly amendments. There was a discussion about whether late applications would also be kept on file with those of unsuccessful applicants. It was agreed that all applications would be kept on file with the late ones being considered last. D'Souza asked that the policy include language from the CMG's hiring policy that encourages members of equity-seeking groups to apply.

**MOTION:** that the policy document be referred to the incoming BEC to review the policy, to determine the implementation process and to develop criteria for all committees. All existing committees will stand until such time as the incoming BEC has the opportunity to implement the policy.

M/S Saxberg/Santianni

Saxberg noted that a lot of good work had been done by the review committee and it's important to bring in new people to Guild work. She expressed concerns that under the current proposal, there would be a lot of committee work that would be on hold until the incoming BEC could handle the selection work. As well, the policy as presented did not allow for the type of interview process that had occurred under the current system. She also suggested that because all committee participation would be done by a vote of the BEC, the population of committees would become politicized and that would not be in the best interests of the members. D'Souza requested a recorded vote.

**4 votes in favour (Saxberg, Robert, Bedard, Santianni)**

**10 votes against (Smyth, Mesh, Bittira, Spafford, Forest, Spence, Payant, D'Souza, Gofenko, Janes)**

**1 abstention (Chung)**

**The motion to refer failed.**

Debate resumed on the original motion. Janes will add, as a friendly amendment, a line that says existing committee members will continue to serve until such time as the incoming BEC has completed the selection process. Bittira noted that this will be a good policy for future Branch executive councils and that it will bring in new ideas and fresh voices. The question was called.

**Carried, one opposed (Saxberg).**

**CLOSED**

**16. Directors' Reports continued – Written reports/Questions only**

**a. Education/mobilization – Bittira:**

No written report submitted. Bittira suggested that going forward, the BEC should develop a workload campaign to educate members on their rights as well as an education campaign for executive and senior producers.

**b. Human rights & equity – D'Souza**

**MOTION:** that the CBC BEC send Robert Ballantyne, the incoming director for human rights & equity to the CLC's "Rise up for your Rights" conference in Ottawa.

**M/S D'Souza/Payant**

The delegation will include D'Souza, Lorne Izzard, and CMG Staff Jean Broughton, Karen Wirsig and Terri Monture. Their costs will be covered by the national CMG budget. A call will also go out to the membership to determine additional interest in taking part. The cost for Ballantyne's attendance would come from the BEC HR&E budget.

**Carried unanimously**

Regarding the Joint Pay Equity committee, it finally got underway this past fall. A settlement was reached for a group of Band 13 members. New data has been gathered, focusing on anywhere a 10% difference in remuneration between men and women exists. 84 files from across the country were uncovered and will be addressed. Regarding employment equity, the CMG had significant input based on the concept of universality to the current CBC employment equity plan. There is still a long way to go at the CBC regarding a commitment to employment equity at the senior management level.

**c. New members/youth/temps – Santianni**

Santianni reported that orientation meetings for new members continue to take place regularly in Toronto but there has been little interest elsewhere. He also reported on the results to date of an ongoing online survey of new members. 57 members have responded to date. The sample size is too small to be statistically valid but has provided some interesting data for consideration:

- 54% have belonged to other unions
- 67% have family members who belonged to a union

- 44% reported an overall positive experience with unions (53% were neutral)
- Some common perceptions: seniority is a bad word to new members, unions protect the lazy, casuals and temps aren't adequately represented by the union
- 67% are somewhat willing to volunteer with the union (12% are very willing)
- CMG training priorities are leadership & communication, conflict resolution, negotiating skills and understanding rights at work
- Email is the best way to communicate followed by in person (only 2% said social media)
- 59% have been approached by a CMG member if no new member orientation

Saxberg commented that CMG National Education is developing an online "Welcome to the Guild" module for new members.

**d. Online/emerging platforms – Chung**

Chung reported that despite a number of vacancies, there will be no new hiring until news renewal happens. A new managing editor has been hired and there are some concerns about the job description overlapping with the work of senior producers. Regional writers are still seeking a new job classification because "reporter/editor" does not properly describe their work. A workload committee for Toronto online staff identified several problems. Information is now being gathered to assist the committee in resolving the problems.

**e. Small locations – Robert**

Robert reported that a longstanding grievance that went to arbitration was settled with the member being returned to work. MPL noted that he will be talking with SRC management about standardizing subjective and objective criteria on job postings. Spafford asked what happened to the Small Locations request from the convention that they have a voice on the NJC. MPL said the Robert will join NJC caucuses for future meetings as a start.

**f. Toronto – Smyth**

Smyth reported that a lot of progress was being made on a variety of ongoing issues. Recent concerns include the plan to move editors out of edit suites to the open floor and the transfer of editing work to producers and reporters which is having an impact on quality and workload. Another issue is the need to educate CMG members about their rights concerning time off for doctors' visits.

**g. BC – Dupré-Espeut**

Dupré-Espeut sent regrets for the meeting but sent a written report. Forest noted there is a health & safety issue in Victoria because the station is located in a rougher area of the city and a number of late night shifts have been created. Spafford noted the same situation in Saskatoon.

**17. Committee Reports - - Written reports/Questions only**

**a. CCSB – MPL**

MPL reported that the pension buyback issue for part-time employees is outstanding. An arbitration on this is going forward in Quebec. The full report is on the CMG website. Saxberg noted that an anti-bullying pilot is being developed jointly through the Wellness working group. There are some challenges in making this training availability concerning access and confidentiality. No dates are set yet but it's expected for early in 2011. Participation will be voluntary.

**b. PMSD – Mesh**

The proposal to revamp PMSD has been approved by the NJC and senior management. There will be a pilot in early 2011. It will focus on a single location. Mesh reviewed the changes to the program including clarification of what it should be, an acknowledgement of where it went wrong and recognition that when it's done right it is beneficial for employees. There will be training for local PMSD joint committees and for managers/supervisors. There will also be information sessions for all employees. The new program will need support from the Guild to make it work and regional BEC directors will need to get LECs to establish their local committees. Saxberg added that there will be a greater emphasis on the quality of the PMSD conversation and on the staff development piece, more relevant and personal objectives, a flexible annual cycle to match departmental needs and meaningful conversation about opportunities for career development. Smyth said there must be an emphasis on the difference between PMSD and discipline and an assurance that it won't be used for disciplinary purposes. Several BEC members noted a high degree of skepticism towards the new program. Chung asked about funding for developmental opportunities. Mesh said there is nothing specific set aside at this time.

**c. NJC – Laurin**

MPL reviewed the minutes from the most recent NJC meeting with the BEC. D'Souza raised an issue with a planned co-production for Whitehorse and will provide details to MPL. Time in lieu issues remain on the table. HR policy is that annual leave must be used before taking time in lieu. There are ongoing discussions on the dues recovery issue. The parties have agreed to resume news renewal sub-committee meetings.

**d. NGC – Janes**

Janes reported that there have been two in-person NGC meetings since May. Grievances are down from more than 100 in 2007 to a handful.

- Recent grievances filed relate to hiring and promotion.
- The new Travel Expense Management System is creating some expense claim issues because of software limitations. This will be taken to the NJC for resolution.
- Another issue is the use of interns across the country. The grievance committee has had difficulty getting information on interns.
- Access to special leave continues to pop up as an issue.

Going forward, the NGC is considering its current schedule of in person meetings due to the reduction of grievances. It's considering working on member education and with location grievance committees. Mesh commented that the purpose of the NGC is to address grievances and that it may not be appropriate for it to take on another role. He noted that it may be an opportunity to save money. Spence said there's a need to consider the role and perhaps less meeting time is required.

**ACTION:** MPL asked that the role of the National Grievance Committee be put on the agenda of the next BEC conference call.

e. **Communications - Smyth**

**ACTION:** The BEC communications committee will reconvene to develop a new policy and action plan and report back to the BEC.

- i. **June 13/10:** No work done yet.
- ii. **Sept. 13/10:** No work done yet.
- iii. **Oct. 30/10:** The committee has not met.

**PENDING**

**18. Finance report – Spence**

b. 2011 budget proposal:

Spence reported that the NEC Finance committee is asking for a budget from the CBC BEC of \$275K for 2011. 2010 expenditures will be approximately \$300K not including the unexpected wage replacement costs and unallocated expenses. As well, in 2011 there will be a Presidents' Council meeting as per the CMG bylaws. BEC members discussed a variety of options for reducing spending but recognized the need to conduct the business of enforcing the collective agreement and meeting collective agreement requirements. Saxberg noted suggested proposing essentially a status quo budget (\$300K) with the addition of the cost of the Presidents' Council meeting. The incoming BEC would then have the responsibility of allocating the money where needed.

**MOTION:** to submit a status quo 2011 budget with the addition of the cost of the Presidents' Council meeting.

**M/S Santianni/D'Souza**

Mesh asked if dues were expected to decrease in 2011. Spence said there was no way to know for sure but it was likely. Saxberg suggested that there is a need to look at both sides of the ledger in looking at the union's finances and noted expected savings due to the 5-year funding formulae for both the Defence Fund and Legals/arbitrations as well as the significantly reduced cost of legal expenses.

**Motion carried, 1 opposed (Payant), 2 abstentions (Spence, Smyth)**

**19. New business:**

- a. **Branch bylaws committee:** Mesh explained that the current committee consists of himself, Trevor Squires, Tony Germin and Kenn Sunley as chair. With Sunley's resignation as Regina location president, there is a question about whether he intends to continue on the bylaws

committee. The BEC agreed that if he is not continuing, Mesh will take over the chair and will ensure that all bylaws documents are in order before the new term of office.

**ACTION:** As Prairies Director, Spafford will contact Sunley and will report to the BEC at the next conference call.

- b. **Toronto finance request:** Smyth noted that a request for \$25K had been sent to the BEC by email in advance of the meeting to offset an unexpected hit of \$50K for wage replacement. After hearing the budget discussion, she was reducing the request to \$15K.

**MOTION:** that the BEC seek from the NEC a one-time grant of \$15K to offset an unexpected hit for releases in order to continue operations.

**M/S Smyth/D'Souza**

Smyth explained that the money would be used for a variety of operations including releases for monthly LEC meetings, honoraria, the annual holiday party, and a summer barbecue. Bittira expressed concern about the request and said that small locations have to make do with considerably fewer financial resources. She asked the Toronto LEC to consider ways to save money. Spafford said she couldn't justify the costs when there are members who can't afford to attend union meeting and suggested the request be for a loan rather than a grant. Smyth agreed to consider both ideas. Robert noted that the Sudbury LEC does its work on their own time. He agreed that it's important to help Toronto to function but he had trouble with some of the planned expenditures, and in particular the releases for full-day LEC meetings. Mesh had difficulty with providing honoraria to LEC members while the location was asking for a subsidy and said it would be difficult to defend in the regions. Smyth agreed to ask the LEC to forgo honoraria. Janes reminded BEC members that Toronto is the largest location with the largest number of members. D'Souza added that Toronto is about half the CBC membership, that a lot of hard work had been done by LEC members. He said the social events created opportunities for activists to meet members and hear their concerns.

**Motion carried, 11 in favour, 2 against, 2 abstentions**

**20. Next conference call – TBD via email.**

Additional items under New Business will be pended to the next conference call.

**21. Motion to adjourn**

**M/S D'Souza/several**

**Meeting adjourned at 5:00 PM.**