

**CMG/CBC Branch Executive Council  
Conference Call  
September 13, 2011 7:30PM ET  
Minutes – approved October 17, 2011**

**1. Call to order/roll call 7:35PM**

Marc-Philippe Laurin (chair), Carrie Bradshaw, Michael Tymchuk, , Michael D'Souza, Harry Mesh, Terry LeDrew, Robert Ballantyne, Azanola Linton, Allan Gofenko, Brooks Decillia, Chantal Payant, Gaynette Spafford (recording secretary)

Regrets: Andreas Wesley, Barb Saxberg, Dominique Delisle

Vacancies: Ontario, Online/Emerging platforms

**2. Agenda**

**MOTION:** to approve agenda

**M/S** Mesh/D'Souza

**Carried unanimously**

**3. Approval of Past Minutes**

No Corrections

**MOTION:** to approve minutes of July 18, 2011 Conference Call

**M/S** Tymchuk/Mesh

Carried, 4 abstentions (D'Souza, Ballantyne, LeDrew, Linton not on call)

**4. President's Remarks**

**a)** Laurin reported a positive meeting was held with CBC in July in regards to changes in upper-level management. Hubert assured the Union that the changes will not affect the relationship in any way. Another meeting is scheduled for October 2011

**b)** Laurin has been in touch with SRC management and is in the process of setting up an NJC-SRC meeting in October. Gabi, Laurin, Payant and Delisle will participate in these meetings for the Union.

**c)** Duthie – Ontario director – retired end of July 2011. Laurin, on behalf of the BEC thanks Duthie for her years of service to the CMG. A call to fill her position has gone out.

**d)** Pottle – Online & Emerging Platforms Director – resigned from the BEC September 2011. Laurin on behalf of the BEC thanks Pottle for his contribution to the CMG. A call to fill the position will go out in October.

**e)** LeDrew – Small Locations Director - resigned from the BEC Sep 13, 2011. MPL on behalf of the BEC, thanked LeDrew for her service and wishes her a happy retirement. Laurin recommended that due to the upcoming president's council we should consider asking LeDrew to continue as ex officio until after the October meeting.

**MOTION:** LeDrew to continue as ex officio in order to co-ordinate the Small Locations caucus at the Fall Presidents Council.

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

**Carried unanimously**

(Note: see minutes of Sep.19 call, upon further review this motion is out of order)

- f) Linton – Laurin congratulated Linton on her new baby, and Linton reported the family is doing well.
- g) Laurin reported that the Relationship project is moving forward and Saxberg is in contact with locations to build a schedule for training.
- h) Laurin reported that in light of the concerns over funding, there is a feeling that CBC will not escape unscathed. The Advocacy committee is preparing a campaign to raise awareness; the first meeting is Sep. 25 Laurin reported that he has heard all sorts of scenarios in regards to cutbacks, from mild to very bad. Laurin stated that Hubert is committed to the 2015 plan and intends to see it go ahead

**5. Payant Travel Report – *written report on file***

Laurin observed that it basically comes down to workload. New employees will not complain about work that keeps piling up. Laurin spoke with the Windsor Location president and he was advised that Windsor is setting up workload committee meetings with management. There are also some big concerns in Vancouver. Payant requests that a National workload committee be set up. Laurin advised the BEC that the CMG is waiting for the research that is being done by the SCRC. Laurin has been collecting information and has a full file on workload. CBC likes to use the word “workflow” instead of “workload”. Laurin stated that some of these issues should come up and be resolved with the Relationship training. Payant feels that a committee should be setup to start to develop some tools to help locations identify problems. Laurin reported that the NJC is also dealing with this issue and trying to resolve it. There is an IO page being setup to help locations deal with what works and what doesn't.

Payant reported that locations were very happy to see a Union officer reach out to them and Mesh pointed out that he is in touch with locations but due to previous funding squeezes his travel was not approved.

*Ballantyne left the call 8:00pm*

**6. D'Souza Toronto Report – *written report on file***

D'Souza added that the Toronto location will be putting forward a bylaw amendment at the next CMG Convention in 2012. The Location is requesting that the CMG Bylaws be changed to read a minimum of 1 general meeting a year instead of 4, and is asking the BEC to support the change.

Laurin noted that D'Souza's report has a lot of useful information and asked if D'Souza would send it out to all the location presidents, D'Souza agreed. Mesh wanted to speak to D'Souza in regards to the maintenance exam and Tymchuk suggested they include the BC transmitter group, Mesh & D'Souza to set something up. Mesh also brought up CBC's use of outside contractors on an ongoing basis. They are hired for 8-9 months a year to install or update CBC equipment and they do not belong to the Union.

**7. D'Souza Pay Equity Report – *written report on file***

The Pay Equity Committee is awaiting information from CBC and will not need to meet again this year unless something comes up. Since this

goes against the Collective Agreement meeting requirement, the Pay Equity committee is seeking the approval of the BEC.

**MOTION:** THE BEC Accept the recommendation of the committee

**M/S D'Souza/Mesh**

**Carried Unanimously**

#### **8. D'Souza - Accessibility**

D'Souza is working on an extensive report and he will be presenting it at the October presidents council meeting. Mesh ask about the definition of accessibility, D'Souza states that the rules are pretty loose and they are trying to convince CBC to move beyond the minimum code. One location has filed a grievance but it will remain at the local level until the Union has dealt with the bigger picture. LeDrew wondered if the concern the small locations had with the use of cameras and intercom systems and not being accessible to the normal public was an issue. D'Souza stated that a visitor is a different issue than an employee and he is dealing with employee issues at present.

#### **9. Presidents Council Update**

Spafford relayed that a couple calls with presidents have taken place but a final list of agenda items has not been circulated. Bradshaw will send out the list to the BEC but the planning committee has yet to decide what is doable in the time frame. MPL reminded that all the BEC are supposed to be there and they should arrange travel with Margaret. Reports will be presented in written form and open for questions on the floor. Reports are confidential but still keep in mind what information is put in them. Reports need to be translated to please have your reports into Spafford by September 26th.

#### **10. Other**

##### **a) Relationship Training for French**

Payant wanted to know where this was at. Laurin noted that after consultation with the Ontario local Presidents, the local teams will remain intact for the training. Training will be done in English and all material will be bilingual and it will be rolled out the same across the country for everyone. They will give the local presidents what they want if it is doable. Payant does not agree this is the best way, but if that is what everyone wants it will have to work. Bradshaw added that we have to keep in mind the chance of some people being trained twice, as it diminishes the quality of the project. Laurin said that the NJC steering committee is aware of Payant's request and they will look into it further. He also reminded the BEC that this is different from any other Guild training. Toronto to do the pilot next.

##### **b) RR Report**

Spafford inquired as to the status of this report. Laurin responded that it was in the hands of the NJC and Dan and he will be going over the report. It rehashes a lot of stuff and is hard to nail down specifics, they will take it to the next NJC agenda but the next agendas are quite full so not sure if they will get to it. LeDrew is compiling examples of Quality and hopes to send them to the Quality discussion committee within a week

**Motion to Adjourn Mesh/Gofenko 8:45 Carried**