

**CMG/CBC Branch Executive Council
Conference Call
September 30, 2008
7:30 – 8:30 PM EDT**

MINUTES – Approved November 8, 2008

1. **Call to order/roll call:** Marc-Philippe Laurin (chair), Elaine Janes, Harry Mesh, , Gaynette Spafford, Kaveri Bittira, Fiona Christensen, Annick Forest, Xavier Brassard-Bedard, Timothy Neesam, Helene Dupre-Espeut, Russ Knutson, Barbara Saxberg (recording secretary)
Regrets: Michael D’Souza, Ralph Legare, Michael Santianni
Absent: Carrie May
MPL informed the BEC that Jeff Mitrow has resigned as Director, Ontario. He will begin the process to hold a by-election which must take place within 90 days as per the bylaws. MPL noted Mitrow’s long service to the union and said that the decision was because of a combination of workload and family needs. Mitrow will continue to serve on the EAP committee.
2. **Approval of agenda:**
One item added: Blackberry for VP under Other Business
MOTION: to approve agenda as amended
M/S Mesh/Brassard-Bedard
Carried unanimously
3. **Approval of past minutes:**
Janes asked that the temp review report be amended to include additional comments. Janes also noted the absence of a motion to receive the HR/Equity report.
MOTION: to approve the minutes of September 9, 2008 conference call as amended
M/S Spafford/Christensen
Carried unanimously
4. **Business arising:**
 - a. **ACTION: February 26`08:** Fiona Christensen has requested a detailed spending report in line with the budget as of Dec. 31, 2007 – Ralph Legare to provide.
 - **March 10`08:** Legare absent from call.

- **May 12, 2008:** Legare is still working on it. He will provide for the May face to face meeting in advance of the CMG convention.
- **May 21, 2008:** Report not ready.
- **June 16, 2008:** Legare absent from call
- **July 28, 2008:** Legare absent from call
- **August 28, 2008:** Legare will attempt to have this report for the next meeting.
- **Sept. 9, 2008:** Pending
- **Sept. 20, 2008:** Legare absent from the call.
- **Sept. 30, 2008:** Legare absent from the call. **PENDING**

- b. **ACTION:** CCSB members will draft criteria for sitting on the CCSB and seek applications to fill the remaining seat.
- **March 10`08:** MPL, haven't started to work on profile, will be done when Dan comes back from holidays.
 - **April 14/08:** still to be done
 - **May 12/08:** MPL has discussed this with Dan. Some preliminary work has been done by CCSB member Jon Soper to develop criteria. MPL and Dan along with the rest of the CCSB will review in the next few weeks.
 - **June 16/08:** document is still being drafted. Criteria will include knowledge of pensions & investments.
 - **July 28/08:** MPL apologized for the delay in getting this completed and will attempt to have it for the next meeting.
 - **August 25, 2008:** MPL explained that with summer vacations, this item is still to be addressed.
 - **Sept 9, 2008:** A draft job description was prepared by Dan Oldfield and presented to the BEC. MPL asked that a previous note from Jon Soper regarding the role of a pension trustee be circulated to the BEC and included in the final job description. It was agreed that it's important to get this completed soon and fill the vacancy on the CCSB. The revised job description will be placed on the agenda of the next meeting.
 - **Sept. 30, 2008:** MPL has blended the Oldfield and Soper documents and will email the revised job description to the BEC for approval. **PENDING**
- c. **ACTION:** The BEC President will present a motion to the NEC at its next meeting to request full funding for an additional seat on the CBC National Grievance Committee for developmental purposes.

The issue of whether to rotate the seat or leave Forest in the seat for the remainder of the term will be left pending until the next branch meeting, once a decision on funding is made.

- **July 28/08:** NEC has not yet met.
- **August 25, 2008:** MPL has discussed the issue with CMG National President Lise Lareau who has agreed to support the concept of two alternates who will participate regularly. Effort should be made to fill the seats with members of equity-seeking groups. Forest should remain on the committee given her work to date. It was suggested that future alternates be asked to commit to a year on the NGC. Next meeting of the NEC is scheduled for Sept. 3, 2008.

ACTION: Janes and D'Souza will prepare a short proposal to go with the proposed motion for funding. They will work out details.

- **Sept. 9, 2008:** The proposal was presented to the Branch Council.

MOTION: to approve the proposal prepared for submission to the NEC.

M/S D'Souza/Janes

Carried unanimously

DONE

ACTION: MPL will submit the request to the NEC for approval.

DONE

- d. **ACTION:** D'Souza will work with Karen Wirsig to send a communiqué reminding members about their rights and obligations regarding overtime. **DONE**
Mesh raised a concern about the accuracy of the communiqué and expressed worry that a member might misinterpret what was said. He pointed to Article 58.3.2 which states that there must be consultation between management and a weekly-assigned employee to establish specific hours of work. The communiqué left the impression that management has no say. It was agreed that the communiqué would not be re-issued at this time but would be corrected for future use.
- e. **ACTION:** Recurring problems with PMSD will be placed on the agenda of the next face-to-face meeting.
PENDING

f. **ACTION:** D'Souza will discuss with Neesam the growing issues in CBC online due to a lack of resources.

- **Sept. 30, 2008:** Neesam noted that this had not yet taken place but he will follow up with D'Souza.

PENDING

5. President's Remarks: MPL reported that the NEC had selected delegates to the CWA/SCA Canada Representative Council. Delegate status was extended to Barbara Saxberg and Scott Edmonds because of their positions on the international executive council. The NEC also selected CBC Branch members Michael D'Souza and Brendan Elliott, and TVO Branch member David Hawkins. The CMG's National President Lise Lareau will also be a delegate by virtue of office. These delegates will remain in place for the remainder of this term of office. The next meeting of the Representative Council will take place at the end of October in Kingston.

The CBC Leaders' Forum will take place November 12-13, 2008. The CBC branch will be represented by Lise Lareau, Dan Oldfield and Marc-Philippe Laurin. The French unions at the CBC will also be represented as will senior CBC management.

7:55 PM: Russ Knutson joined the call.

The NEC meeting will take place November 14-15 in Toronto.

There are no final results yet on the CMG referendum on the pension and benefits deal. However results should be available soon since voting ended at 8:00 PM ET tonight. The French unions, with the exception of SCRC, have already ratified the agreement. MPL reviewed the history of the deal and there was some discussion about SCRC's position and its impact.

The "relationship" meetings with the CBC will continue next week. The discussion will focus on the issues of contract employment and workforce adjustment. The last week of meetings was held the week of September 15th. The talks were generally seen as positive although these are difficult issues to resolve. It was noted that both sides worked hard at attempting to find creative solutions to the existing problems and a lot of ideas were proposed. MPL also noted that the diversity issue has been discussed with senior management

and it's expected that it will be forwarded to the Joint Employment Equity committee for its input and discussion, then it will be sent back to the main table with recommendations.

6. Treasurer's report:

In Legare's absence, MPL reminded all branch directors and committee chairs that he will need budget proposals by October 15th in order to draft a branch budget for the National Finance Committee. Council members should c.c. Legare.

The National Finance Committee will meet on November 1, 2008 to prepare the National CMG budget.

8:10 PM – Janes left the call.

7. Committee/Directors reports:

- HR/Equity: D'Souza sent his regrets and submitted a written report. MPL reported that the pay equity issue in D'Souza's report for some Band 13 jobs has been raised with management. Saxberg noted that there is a requirement for a joint pay equity committee but it hasn't met in several years. A study was undertaken before the One Union vote that showed systemic gender discrimination regarding compensation (specifically additional remuneration) and that report has never been acted on. The pay equity issue goes beyond Band 13 jobs and needs to be addressed in its entirety.
- Atlantic: Mesh submitted a written report. He noted that so far, the so-called new relationship between management and the union does not appear to have made it to the shop floor in Halifax and St. John's. MPL agreed to follow up with management at the next week of "relationship" meetings.

MOTION: to receive the HR/Equity and Atlantic reports.

M/S Forest/Knutson

Carried unanimously.

- CCSB report: Saxberg presented the written report from the September CCSB meeting. This report has been posted on the CMG website as usual. (Note: this report was also presented at the September 9th conference call.)
- Saxberg requested that BEC members who sit on the National Health & Safety and EAP Committees submit

reports to the BEC since some of their work overlaps with that of the CCSB. Dupre-Espeut and Knutson agreed to do so. Dupre-Espeut noted that the next meeting of the EAP board would take place in early November.

8. Other business:

- Janes submitted a request in advance of the conference call that the CBC Branch cover the cost of a blackberry for her. MPL spoke to the need given her work as Branch VP and Chair of the National Grievance Committee.

MOTION: to provide Janes with a Blackberry.

M/S Forest/Mesh

There was a brief discussion about the cost. Initial cost is \$300.00. MPL said the monthly cost would run approximately \$100.00 per month. That includes \$45.00 a month the CMG is already paying for Arnold Amber's old cellphone.

Carried unanimously.

- Forest requested that a National Joint Committee meeting be held soon for French CMG members. MPL agreed to set it up.
- Dupre-Espeut informed the BEC that the Vancouver LEC held a byelection recently for Location Unit President and that Annick Forest was elected by acclamation.

9. Date for next face to face meeting:

The meeting will be held in Toronto November 8-9, 2008. Details of the meeting location to come. BEC members requested an agenda to assist with making travel plans.

10. Next conference call: The regular call would normally take place the second Monday of the month. However, that is Thanksgiving and the federal election takes place on the Tuesday. The date will be determined by email.

11. MOTION: to adjourn at 8:40 PM.

M/S Forest/several

Carried unanimously.