

Draft Minutes - CBC BEC call August 12, 2014

Attendees:

Annick Forest
Dave Croft
John O'Connor
Dominique Delisle
Michael Robert
Michael D'Souza
Marc-Philippe Laurin
Chantal Payant
Gaynette Spafford
Harry Mesh
Sean Laughlin
Naomi Robinson
Wil Fundal

Regrets:

WendyMartin
Jo-Ann Roberts
Allan Gofenko

Meeting called at order at 7:35 pm Eastern.

MOTION to adopt the agenda
M/S D'Souza/Fundal CARRIED

MINUTES BEC MINUTES FROM JULY 8, 2014.

Set aside to next meeting. They came in too late for approval at this meeting.
M/S D'Souza/Forest CARRIED

PRESIDENT'S REPORT:

Laurin updated the executive on the communique on the CBC's plans for changes in Sales. That communique is attached to these minutes. The Corporation is planning to eliminate four classifications, two in CMG Jurisdiction and two in APS. It will create four new classifications, one said to be in a higher band and one in a lower band. Members of the committee stated that all the new jobs should be in CMG jurisdiction. Spafford noted that sales rep are paid a commission at the end of the fiscal and stated that the union should make sure that they receive these payments. Lauin assured her that members will be paid all monies they have earned.

The committee agreed that the union will hold a telephone Town Hall with members in the sales department on July 27 at 2:00 pm eastern.

Old Business:

Meeting with Lacroix: Laurin said that, following up on a suggestion by Mesh, Senior Staff Rep Dan Oldfield had invited CBC President Hubert Lacroix and his team of senior managers to

meet with the union leadership at the BEC's in-person meeting in early October in Ottawa. Payant said the union should discuss the points it wants to put forward at this meeting.

Outside activities: The committee discussed a memo sent out by management in Atlantic Canada implying restrictions on members' rights under the Collective to engage in outside activities. Management claims that this memo has been withdrawn but the union has seen no evidence of such recall. Laurin told the committee that Oldfield is investigating the problem. Some members of the committee said the union should issue a communique to members advising them of their rights to engage in outside activities.

New Business:

Town Hall: Laurin told the committee that the union now has technological capabilities to hold a moderated town hall over the telephone. The technology is to be used to hold a town hall with sales staff (Wednesday, August 27 at 2:00 pm Eastern), the president's council (Monday, August 25 at 8:00 pm Eastern) and the general membership.

Doc Unit; D'Souza informed the committee that the union has filed a grievance on management's decision to stop in-house documentary production. That will eliminate 30 or more CMG positions.

Communicating with members: Payant noted that while the union is doing a lot of good work looking after its members it is failing to communicate with them. She said the union needs to keep members informed about what is being done to meet the challenges facing members. Laughlin commented that he has members asking what the union is doing to address issues such as the cuts now underway. Naomi suggested a half-page leaflet to inform members and the public about issues and what can be done to deal with them, such as talking to Members of Parliament. She suggested that these can be used at events such as the Labour Day Parade.

Western Rep: Forest expressed frustration about the lack of a Staff Rep for Western Canada since the last one resigned. Croft said the next western rep should come from the west. He noted that the last two western reps were from the Toronto area and didn't stay long. Forest noted Vancouver local president, Annu Dawit-Kanna has not been released to be the interim rep even though this was the plan. Laurin said he had not been told that the release had not happened. He told the committee that the union would be posting a position for a new staff rep for western Canada.

MOTION TO ADJOURN. 9:05pm
M/S Spafford/Several CARRIED

Addendum

CMG COMMUNICATION ON CHANGES IN THE REVENUE GROUP

August 1, 2014

CBC announces restructuring in sales and cuts in shared services

Yesterday, the CBC announced it has decided to eliminate four job classifications in sales: two CMG (Account Manager and National Account Manager) and two APS (Network Account Manager and Inside Sales Representative). Two new classifications have been created instead, and we've been informed that the new jobs are expected to be posted in early September. Also yesterday, we learned that CBC will be cutting 30 jobs in shared services (all affiliations) by April 1, 2015.

Over the coming weeks we will be discussing this restructuring plan with CBC including reviewing the new job descriptions and their union affiliation, job evaluation and workforce adjustment implications. We have advised CBC that there will be concerns that this process is a cherry-picking exercise.

We understand that these announcements in Sales and Shared Services impact many members across the country and that the lack of details is very stressful. We are working to get more information to you as it becomes available and provide all the guidance we can. As always, CMG will make sure members' rights under the collective agreement are respected.