

**BEC Face-to-Face May, 2015  
Draft Minutes**

Attendees:

Jonathan Spence  
John O'Connor  
Annick Forest  
Michael D'Souza  
Gaynette Spafford  
Harry Mesh  
Dave Croft  
Wendy Martin  
Wil Fundal  
Allan Gofenko  
Natalie Clancy  
Naomi Robinson  
Marc-Philippe Laurin  
Sean Laughlin,  
Michael Robert  
Chantal Payant

Regrets: Dominique Delisle

Meeting called to order 8:10am Friday, May 22, 2015.

The BEC met for about 45 minutes to plan our priorities for a face-to-face discussion with senior CBC management.

We decided our priorities for the discussion would be the 2020 plan and the Rubin report.

MOTION: that parts of the discussion with senior CBC management be in-camera.

M/S Robinson/Forest CARRIED 3 opposed: Payant, Spence, Clancy

The meeting with senior management began at 9:10 and continued until 11am. A report on that meeting has been previously filed.

The BEC meeting resumed at 11:38.

The BEC discussed the meeting with senior management. Most members felt it was worthwhile, although several said they wished there could have been more time available. A number of people said it allowed the union to better understand the CBC's position, and can help us plan our strategy.

MOTION: to adopt the agenda. The following items were added: CMG action plan, Payant motion, trust fund sub-committee

M/S MDS/Laughlin CARRIED

MOTION: to approve the minutes from April 14, 2015  
M/S MDS/Mesh CARRIED

MOTION: to approve the minutes from April 22, 2015  
M/S MDS/Mesh CARRIED

#### PRESIDENT'S REMARKS

MPL reported that Bruce May met yesterday with the mobile division, and those affected will find out on June 4th. 14 people are affected. Carmel Smyth said the CMG should send out a communique after the CBC announcement. MPL said the people affected are already aware of what's happening.

#### CBC CAMPAIGN

Kam Rao spent the afternoon with the BEC to update members on the CBC Campaign. She said the federal election is now five months away, and supporters of CBC need to make a very strong case to reverse the cuts. She said the best thing is to back the parties that back the CBC. Rao said there is a need for more supporters to volunteer, donate and vote. She explained that the proposed strategy will focus on CBC board meetings, building local and community support, building profile within the formal election campaign, and the LEADNOW campaign. The proposed timeline includes the CBC Board meeting in June, Canada Day, the anniversary of the 2005 lock-out, a Big Picture event on Labour Day and the CBC board meeting in late September.

The BEC had a detailed discussion with questions about the campaign and member involvement. Some members said we need to do more to engage our own members, and let them know about the work we are doing. Others said this is more about reaching out to our supporters, and letting them know how the cuts are affecting our ability to do our work.

The BEC debated a slide that Rao had planned to use in her presentation to the Presidents Council. Some people felt it was misleading.

Motion: to remove the slide from the presentation.

M/S Fundal/Mesh 7 FOR 5 AGAINST 2 Abstentions.

Meeting adjourned 5:27 pm.

Meeting resumed Monday, May 25, 9:14am.

Forest asked that we add the action items from the Presidents Council to our agenda. Sean Laughlin also indicated he had a motion to present.

#### TREASURER'S REPORT

Gaynette Spafford presented the treasurer's report. She said that she and MPL had met with Mark Rayburn, and had received an extra 20-thousand dollars for the BEC budget. MPL noted that the NEC passed the BEC budget at its last meeting. He said the BEC has come in on

budget for the past seven years. He said this is a crucial time to serve the members, while the budget is shrinking. Chantal Payant thanked Spafford for doing a tremendous job as treasurer.

MOTION: to adopt the treasurer's report.

M/S Clancy/Mesh CARRIED

#### OLD BUSINESS

- 1) Allan Gofenko said he has had concerns for some time about the morale in the CMG office, the number of staff departures and how CMG dues are being spent in the office during all the turmoil.

MOTION; to move in camera.

M/S Gofenko/Croft CARRIED

Mesh, O'Connor and M. Robert recused themselves from the discussion - MPL also recused himself and handed the chair to Michael D' Souza.

The meeting moved in camera at 9:50am.

MOTION: to move back into regular session

M/S Clancy/Croft CARRIED

The BEC resumed regular session at 10:37am.

MOTION: that the BEC strongly encourage the NEC to adopt a practice of conducting entry and exit interviews with employees who are joining and leaving the CMG National Office

M/S Gofenko/Forest CARRIED UNANIMOUSLY

MPL said he would request a report from the management committee from Carmel Smyth. There was a brief discussion about inviting people to BEC meetings. Any invitation to have someone attend a BEC meeting must go through MPL.

#### 2) Jurisdiction Survey

John O'Connor outlined the results of a survey of locations about how many APS and confidential members are working, and what work is being done. He said several locations, including Toronto, did not report. Forest said some APS employees may since have been laid off. O'Connor said the survey was done "pre" layoffs. He noted this issue is already before the CIRB and is being held up because of that.

MOTION: That the jurisdiction sub-committee reconvene to go through the survey and include Bruce May to go through the next steps, given that this is before the CIRB, and report back to the BEC.

M/S Payant/Gofenko CARRIED

Mesh said it would be a lot easier to take action on this, if we were aware in each case where it's happening. O'Connor suggested the sub-committee send out a note to presidents reminding them of the importance of this.

3) 2020 plan RFP. Item moved to later discussion.

4) Call-out to fill committee vacancies. MDS sent a note to the office several weeks ago, but no note was sent out. MPL provided an update on the JE committee, and said there may not be a vacancy to fill there. He will follow up with the office on why the note for vacancies was not issued.

## 2020 PLAN

The BEC had a discussion about a response to the CBC's 2020 plan. Natalie Clancy read a letter that several people had prepared, to send the CBC President to accompany a resolution from the Presidents Council meeting, opposing the 2020 plan. After some editing and suggestions from the group, a final draft of the letter was prepared.

MOTION: To send the letter to the CBC President.  
M/S Fundal/Gofenko CARRIED UNANIMOUSLY

MOTION: To set up a small committee to draft a communique about the meeting with Lacroix and the letter, and send it out by tomorrow afternoon to the BEC for approval.  
M/S Martin/Mesh CARRIED

## ACTIONS FROM PRESIDENTS COUNCIL

Clancy suggested a selfie campaign to promote Champion CBC - perhaps in time for the June board meeting. Robinson suggested that we ask people collecting lawn signs if we can take their photos. Payant asked whether we should develop a position paper on the 2020 plan for our members, to give more details on the various points.

MOTION: to draft a fleshed-out version of the Presidents Council resolution for members.  
Payant, Robinson, Spence offered to do this.  
M/S Mesh/Croft CARRIED

The BEC had a discussion about preparing a sheet of FAQ's for members about such things as medical forms, special leave, grievances, producers authority, vacation purchase and deferred leave. MPL said there used to be a link on the website called Know Your Rights, with all these FAQs. He will ask where it is. Spence found it on the website, and will talk to the office about putting it on the front page.

Michael D'Souza offered to prepare these FAQs and share them within a month.

There was a discussion about outside activities. Some BEC members have done interviews that will be part of a video to Champion the CBC. MDS will meet with Jennifer McGuire on a joint communique to all staff on advocacy for the election. He will also ask Lise Lareau to work on this.

## DIRECTORS REPORTS

BEC directors presented their reports.

Several directors said there are concerns about heavy workloads as jobs disappear.

Under the New Members portfolio, Toronto has assigned a temp co-ordinator to keep track of people in network talk, to make sure they feel supported. Spence hopes if successful, it could be copied in other areas. Laughlin said that HR has updated software and created profiles that can be shared with managers and across regions, so that managers could tap into hires, especially from diverse groups. Fundal said he will raise this at the next JEEC meeting.

## ORDERS OF SOLIDARITY

### MOTION:

That Jo-Ann Roberts is bestowed an "Order of Solidarity" for her non partisan work in advocating for public broadcasting. Jo-Ann most recently served as BC Director for the CBC Branch of the Canadian Media Guild. While now retired from working as a CBC host, she continues to support and champion public broadcasting and the CBC.

M/S Fundal/Clancy CARRIED

That Adrian Nieoczym is bestowed an "Order of Solidarity" for taking on the responsibilities of local president for the BC Bureaus when no one else was interested. He is most deserving of this honour because of his continued work to represent members despite receiving a redundancy and a layoff notice.

M/S Fundal/Clancy CARRIED

That Anu Dawit-Kanna is bestowed an "Order of Solidarity" for her tireless efforts to enforce the rights of members both as a staff representative and as a location unit president. She has sacrificed a lot of personal time because of her fundamental belief of the Union movement.

M/S Fundal/Robinson CARRIED

That Kam Rao is bestowed an "Order of Solidarity" for her work in the Champion CBC / Public Broadcasting campaign. She has and continues to build solidarity within the Canadian Media Guild. For her efforts, I believe she is most deserving of this recognition.

M/S Fundal/Payant CARRIED

MOTION: To move in camera 3:46pm.

M/S Laughlin/Fundal CARRIED

MOTION: To return to regular session. 4:24pm

M/S Robinson/Laughlin CARRIED

MPL said he thinks there is a gap in the posting process for releasing positions. He said the CBC is asking to release positions where notifications have not been sent out nationally.

MOTION: to adjourn the meeting. 4:28pm.  
M/S Croft/MDS CARRIED