

BEC Face-to-face meeting
Residence Inn, Toronto
October 21-22, 2016

Attendees:

Marc-Philippe Laurin
Jonathan Spence
Naomi Robinson
Dave Croft
Wendy Martin
Harry Mesh
Saida Ouchaou-Ozarowski
Joe Fiorino (Friday)
Annick Forest
John O'Connor (Saturday)
Gaynette Spafford
Regrets: Natalie Clancy, Michael Robert, Sean Laughlin

Friday, October 21

Meeting called to order 9:16am.

Jonathan Spence read the statement of human rights.

MPL officially welcomed Joe Fiorino to the BEC.

MOTION to approve the agenda.

Additions: arbitration approvals, two homologate motions; Atlantic rep position, JEEC, working group of CMG/SCRC

M/S Saida/Forest CARRIED

MOTION to adopt the minutes from the last call.

M/S Mesh/Croft CARRIED

PRESIDENT'S REMARKS

Marc-Philippe Laurin told the BEC that elected reps from the SCRC would attend the morning meeting. He gave an update on matters in front of the labour board. He also briefed the BEC on a recent note from Heather Conway about news re-organization. Mesh asked why this had not been raised at the recent NJC meeting. Laurin said he just found out about the announcement. Croft asked whether the reorganization would lead to changes in reporter functions. MPL said the structure is being re-examined, both by CBC and the JE committee.

SCRC DISCUSSION

The BEC welcomed two elected reps from SCRC.

MOTION to go in camera. 10:13am

M/S Forest/Croft CARRIED

MOTION to resume regular session. 12:05pm.

M/S Spence/Mesh CARRIED

MPL thanks Joanne and Rufo for attending, and noted that a closer working relationship between the two unions bodes well for the future.

PRESIDENT'S REMARKS (cont'd)

MPL briefed the BEC on the new joint working group on Workplace and Culture. He said this is the group that will focus on such issues as harassment, respect and stress. He said there is a sense that this is a priority for the Corporation.

MPL said that there are a lot of new faces in IR and HR. He said that has caused some confusion around contract interpretation, and stressed the importance of maintaining communication between the union and HR/IR.

MPL told the BEC there continues to be a lot of confusion around the parameters for granting special leave. Forest suggested a national campaign may be needed to educate employees about special leave.

MPL said there are a lot of issues still ongoing at the NJC. He said the two sides are still trying to come up with a workable system for providing petty cash advances. He said the JE committee will look at existing jobs that seem to be morphing into new jobs. He said Harry Mesh and Federico Carvajal are preparing a position on the maintenance exam structure. MPL also noted there continue to be a lot of denials of sick benefits. He said the CBC and CMG continue discussions, and the CMG may complain to the privacy commissioner.

ATLANTIC STAFF REP

The BEC had a discussion about the Atlantic staff rep position. Acting rep Wendy Martin recused herself from the discussion.

TREASURER'S REPORT

The BEC reviewed the budget expenses from 2016 and prepared a budget for 2017.

MOTION that the BEC adopt the 2017 budget of \$350,000 plus \$95,000 for Presidents Council, to be presented to the NEC.

M/S Forest/Robinson CARRIED

DIRECTORS REPORTS

Atlantic Report - Mesh noted that some NB members have been notified they took too much vacation in the past, and will now not have the A/L they were expecting in the coming year. He said another member took too much TOIL and will have to take leave without pay. MPL said this may be an issue for NJC - he said members need to be able to rely on the info they are getting from the CBC.

Northern/Small Locations - Croft said there are a lot of temps circulating in one BC location, and people are wondering if the CBC is trying to avoid filling permanent jobs. He also said there are concerns about a lack of leadership in stations where there are no managers.

SRC - Saida said there are several problems, including long delays in posting vacancies and lots of problems with digital classifications. She said there are also scheduling issues with SRC in the West, where skeds are being posted without names. MPL said the issue may

have to go to the NJC. He said there are efforts at the NJC to get a standardized schedule to be used across the country.

Saturday, October 22

Meeting resumed at 9:11am.

DIRECTORS' REPORTS (CONT'D)

Digital and New Media - Annick Forest said she is very happy that the webwriters are finally getting their due through the JE process. She expressed thanks to MPL, Patty Ducharme, Dan Oldfield and Bruce May for their support.

MOTION that the JE committee be presented with the CMG Order of Solidarity for their hard work on the webwriters file.

M/S Forest/Mesh CARRIED

Forest said it will be important to keep an eye on the digital/new media portfolio as digital jobs evolve. She said the JE process needs to continue to monitor as new jobs are created. There was a discussion about whether the JE committee should be expanded. It was decided to wait until the committee is repopulated, following the next selection process.

Toronto - Robinson flagged concerns about safety of mobile transmission trucks being operated by one person. She also noted the high turnover in HR is creating problems in getting issues moved forward on some local committees.

Vice-President's Report - Spence said the Toronto local will try to have a role in the redesign of the Broadcast Centre.

PMSD - MPL said the new online PMSD site is ready to go. He said the national committee will have to make sure locations have local committees to monitor how PMSD is going. He said the tracking system will show clearly where the process is being carried out. He said the national committee is working hard to make sure the relaunch of PMSD is a positive process.

NJC - MPL gave the BEC an update on discussions about new controls to protect employees' personal and salary information.

Pay Equity - the BEC had a discussion about how a pay equity issue can be brought up to the pay equity committee. MPL says a member should ask the pay equity rep to bring a file to the committee for review.

MOTION that the BEC approve the appointment of Wil Fundal to the Pay Equity committee for the remainder of the term. (previously passed in an email vote)

M/S Mesh/Croft CARRIED

CCSB - Feedback on the drug card has been very positive. CCSB members say there are ongoing discussions about improving Visioncare benefits. MPL noted the LTD policy is being finalized.

NGC - MPL provided an update on cases before the NGC. He said there are ongoing negotiations about the CBC medical form.

MOTION That the BEC approve sending five cases to arbitration, regarding medical leave and privacy and denial of benefits.

M/S Mesh/Forest CARRIED

MOTION That the BEC approve sending a case to arbitration regarding denial of promotion in sales.

M/S Robinson/Spence CARRIED

TRANSMISSIONS HEALTH AND SAFETY

The BEC considered applications for the vacancies on the Transmissions Health and Safety committee.

MOTION that the BEC move in camera.

M/S Spence/Mesh CARRIED

MOTION that the BEC resume regular session.

M/S Robinson/Forest CARRIED

MOTION That the BEC appoint all four applicants to the Transmission Health and Safety Committee. They are Derek Prosser, Glen Foisy, John Fulton and Mark Gray.

M/S Mesh/Croft CARRIED

MPL will inform the successful candidates and management.

Spence raised concerns about the makeup of the Toronto Health and Safety committee.

MPL suggested speaking with the CMG's lawyer about the concerns.

MOTION that the BEC appoint Naomi Robinson to the NJC for the remainder of the term.
(previously voted on by email)

M/S Croft/Saida CARRIED

MOTION That the BEC thank the outgoing members of the Transmissions Health and Safety committee, Carla Maloney and Warren Stone by presenting them an Order of Solidarity.

M/S Mesh/Croft CARRIED

MOTION that the BEC appoint Saida Ouchaou-Ozarowski as Director of Diversity for the remainder of the term, and appoint her to the Joint Employment Equity Committee.

M/S Mesh/Forest CARRIED

MOTION That the BEC send Jonathan Spence as an observer to the next meeting of the JEEC.

M/S Saida/Forest CARRIED

POLICIES AND BYLAWS

Mesh outlined two policy/bylaw updates for the BEC to consider.

The BEC discussed changes to the Communications Policy and the bylaws governing CBC branch committees.

MOTION: That the BEC amend Policy 3 pertaining to committee selection as follows:

Late or incomplete applications will not be considered.

In the event there are insufficient suitable candidates, as decided by the BEC, a second and subsequent communiqué will be sent out to the membership. If after two attempts, should the BEC decide through the selection process that there are insufficient qualified applicants, the BEC may decide by a vote to appoint candidates at its discretion.

"Candidates who do not meet the criteria, as decided by a simple majority vote of the BEC, will be contacted by a BEC member and their application will be discussed and help and guidance will be offered to gain the necessary qualifications if the candidate is interested. Such applications will not be kept on file following the discussion and vote.

M/S Mesh/O'Connor CARRIED

MOTION: That the BEC adopt a CBC Branch Communications policy as follows:

Providing accurate and consistent information to branch members and others is of utmost importance.

Branch business is defined in Article 8 of the CMG Bylaws which directs that Branch business is the responsibility of the BEC and that the President is responsible for supervising the affairs of the Branch.

All communiques or other communications (including website postings) regarding CBC Branch business to be sent from the National office on behalf of the CBC Branch Executive Council members require the knowledge and consent of the Branch President (or delegate). Wherever possible the Branch President shall consult with the other members of the Branch Executive Council prior to any such communique.

M/S Mesh/Forest CARRIED

MOTION That the BEC issue a call for committee applications on November 21, with a deadline of applying by end of calendar day on January 16, and issue a further reminder for applications on January 9.

M/S Robinson/Mesh CARRIED

DIALOGUE SURVEY

MPL discussed his correspondence with Gallup about privacy concerns around the recent Dialogue survey with employees. Various BEC members said that employees are concerned that their answers can be traced back to them, particularly in small locations. MPL said the survey is set up so that does not happen. But he said if anyone is aware of a location where that did happen, he should be notified.

TRUST FUND

The BEC had a lengthy discussion about what to do with money that was left over from the JE process. The BEC has had several discussions about this, and MPL urged the group to make a decision before the end of the current term. The BEC decided to turn the discussion

back to a sub-committee to formulate a recommendation for the NEC.

CMG/SCRC WORKING GROUP

The BEC supports the idea of a joint working group made up of CMG and SCRC representatives. It was decided that the BEC president, V-P, and SRC director should be automatically part of such a group. Naomi and MPL volunteered to work on a joint communique with SCRC about the CBC's 80th birthday in early November.

MOTION to adjourn. 3:19pm

M/S Spence/Saida CARRIED