

Bylaws Resolution #1 (Kamala Rao/Lise Lareau):

Whereas, CMG is committed to encouraging the maximum democratic participation of members and the value of holding power collectively;

Whereas, any healthy democratic organization should ensure an ethos of both individual and shared responsibility as well as continual renewal;

Whereas, A healthy organization cultivates the capacities of many to develop within it and to act in leadership roles;

Current Language:

7.2 The National Executive shall be comprised as follows:

a) A President, elected at large, is the chief executive officer of the Canadian Media Guild, responsible for presiding at meetings of the National Executive Committee, chairing Management Committee, developing strategy for future development of the union, and representing the CMG within the CWA and TNG Canada. The President shall supervise the affairs of the CMG, promote its welfare and preside at meetings, report on the affairs of the union, sign all official documents and perform all other duties of the president as provided by these bylaws and such other duties as may be prescribed by the NEC. The President shall be paid by the Canadian Media Guild on a full-time basis while holding office.

Amend Article 7.2 a) as follows: (changes as marked in bold)

7.2 The National Executive shall be comprised as follows:

a) A President, elected at large, is the chief executive officer of the Canadian Media Guild, responsible for presiding at meetings of the National Executive Committee, chairing Management Committee, developing strategy for future development of the union, and representing the CMG within the CWA and TNG Canada. The President shall supervise the affairs of the CMG, promote its welfare and preside at meetings, report on the affairs of the union, sign all official documents and perform all other duties of the president as provided by these bylaws and such other duties as may be prescribed by the NEC. The President shall be paid by the Canadian Media Guild on a full-time basis while holding office.
Any individual may serve a maximum of three (3) three-year terms as CMG president.

CMG Bylaws Resolution #2 re National Trustees (Pat Martel/Trevor Squires):

Whereas, Trustees are elected to make sure every cent that CMG members pay in union dues is spent wisely;

Whereas, the bylaw must make it clear that Trustees have the freedom to examine and make recommendations on any decisions made by the NEC, Branch or Location Unit that involve spending money;

Current language

9.4 Trustees shall report on their findings to the NEC as well as any Branch or Location Unit reviewed and make any recommendations that they deem necessary to afford the efficient and honest administration of the CMG.

Amend Article 9.4 as follows (changes marked in bold)

"Trustees shall report on their findings to the NEC as well as any Branch or Location Unit reviewed and make any recommendations that they deem necessary **regarding any decisions involving the spending of members' money** to afford the efficient and honest administration of the CMG

General Resolution #1 regarding travel policy (Bob Sharpe/Wendy Martin):

Whereas, CMG is a National Union with members and union volunteers from across the country;

Whereas, travel for CMG volunteers is often required as a result;

Whereas, CMG Policy: Travel and Expense provides for payment of meal allowances and requires an annual review of meal allowance amounts;

Whereas, CMG meal allowances have seen little or no increases in more than a decade;

Whereas, the cost of meals while travelling has increased significantly during that time;

Whereas, CMG meal allowances are currently only about 63% of the daily amount paid at the largest employer of our members;

Whereas, it is generally accepted that union volunteerism should not leave member volunteers out of pocket;

Whereas, insufficient reimbursement of expenses may lead to loss of volunteers;

Be it resolved that within 90 days of this convention that the NEC increase the meal allowances paid for CMG travel by not less than 15% of any individual meal or overnight incidental allowance, with a daily total for meal and incidental allowances of not less than \$80.

And be it further resolved that the NEC review this amount annually in accordance with its Travel Policy, with the intent of ensuring that the meal allowance amounts keep pace with annual inflationary numbers.

General Resolution #2 regarding new members and membership numbers (Javiera Quintana/ Maggie McCaw)

Whereas ensuring that new members are welcomed into, and informed about, the union is essential to building on-the-ground union involvement and strength in our workplaces;

Whereas new members often fall through the cracks, especially members with contract or temporary status;

And whereas it is important for the union to put more resources and energy into making sure members are engaged in the union upon arrival at our workplaces;

Be it resolved that the CMG improve the welcoming of new members into the union and ensure they promptly receive a membership card and number. Such improvements could include an automatic welcome email to new members of each bargaining unit, copied to a designated CMG leader in their location, with a link to the online member card as well as a list of CMG representatives to talk to in the workplace; more frequent card mailings; increased and improved training for location unit executives and stewards on outreach to new members; establishment of “new member” or “welcome” committees in each location; strategies to reach contract and temporary employees in a timely way. Such improvements should be in place by the end of 2018.

General Resolution #3 regarding Location Unit funding (Naomi Robinson/ Jeremy Allingham)

Whereas Toronto, Vancouver & Ottawa continue to be the largest and busiest CMG location units;

Whereas Resolution #6 was voted in at both the 2014 and 2016 CMG Conventions;

Whereas the ability for the location president (or designate) to be released for one NEC-paid day each week has made this enormous volunteer task more manageable, and allowed us to better serve our members;

And whereas there has not been any reduction in the amount of responsibility, time, commitment, or workload associated with running these large location units,

Be It Resolved that Resolution #6 (National Release Days for Toronto, Vancouver, & Ottawa) be extended for another 2 years.

Commentary from the mover/second: The amount of work associated with supporting a large location unit can be a deterrent to union involvement. By allowing one day a week to be spent by the location president (or a designate), the burden of what often amounts to a fulltime job, can be handled during regular working hours. It provides some work-life balance for Guild activists who are willing to assume these roles with all their inherent responsibilities.

Union dues should rightfully be spent on union work, and as much as we rely on the guidance of our staff reps, as we move to a mobilization model for our union, more work falls onto locally elected officials. This has been a successful program over the past four years, and if anything, we should be exploring options to expand it out to other locations.

Background from the 2016 Report on Resolutions:

2014 General resolution 6 (Kam Rao/Gaetan Benoit): Be it resolved that the delegates of CMG's 2014 convention direct the NEC to work towards aiding the CBC branch's three largest location units, and in particular their presidents, in the form of a financial relief package that would permit each location to afford up to one additional full-day wage replacement per week. The NEC shall work with the CBC branch to arrange such a plan, and shall implement one by no later than September 2014. The plan shall be further revisited at the next CMG convention.

Reply: Implemented in 2014, at a cost of approximately \$40,000 a year.