

CMG CBC Branch Resolutions Report

Branch Convention, May 25, 2018

Bylaw Amendment Proposals

Proposal 1

Moved by: Naomi Robinson, Toronto

Seconded by: Gaynette Spafford, Saskatoon

- **Whereas** the National Grievance Committee is an appellate body to which Local Grievances are referred when no local resolution can be found
- **And whereas** there is a stronger chance of finding a resolution when a different set of union players has the opportunity to address a member's grievance when a committee of local union activists and managers are not able to find agreement
- **And whereas** anything that can help the union find a resolution before the costs and time consumed by arbitration are incurred, is the more responsible route for our organization to take
- **And whereas** the National Grievance Committee is quite specifically prescribed within the CBC Branch bylaws already, yet does not specify the need for it to also be the basis of an appeal process, but is widely viewed as such

It is moved that CBC Branch Bylaw 14.6 be amended to read as follows:

14.6

The composition of committee members shall respect the need for broad regional and occupational representation and the need for continuity within the committee. At least one member shall be from SRC. **No member shall serve on the National Grievance Committee and a Local Grievance Committee at the same time.**

Proposal 2

Moved by: Kieran Oudshoorn, Iqaluit

Seconded by: Anne Ford, Iqaluit

- **Whereas** Indigenous needs are unique and underrepresented
- **And whereas** in this era of reconciliation it is imperative Indigenous peoples are able to speak for themselves and be heard in the collective bargaining process

It is moved that CBC Branch Bylaw 15.4 be amended to read as follows:

15.4

The composition of the Committee shall take into account the need for broad regional and occupational representation. At least one member shall be from SRC. A member of the sitting National Grievance Committee will be invited to be a member of the Bargaining Committee.

The committee will include at least one Indigenous person.

Proposal 3

Moved by: Jeremy Allingham, Vancouver

Seconded by: Tamara Baluja, Vancouver

- **Whereas** the appropriate protection of union officer volunteers from employer reprimand is essential to the existence of our union and to the labour movement as a whole
- **And whereas** the CMG must commit to better protecting its union officers

It is moved that the following new CMG CBC Branch Bylaw be adopted:

Article X (new): Employer Discipline of a Union Officer

X.1 When the Branch President becomes aware that a union officer has been or will be subjected to discipline or reprimand related to his/her work as a union officer, the following steps will be taken:

- a. The Branch President will immediately contact the targeted union officer, in case the union officer is unaware of the discipline or reprimand.
- b. The Branch President will immediately seek information about the discipline or reprimand from the employer.
- c. The Branch President will immediately share that information with the targeted officer and the Branch Executive Committee (BEC).
- d. The BEC shall convene a special urgent meeting on the discipline or reprimand to determine an appropriate course of action.
- e. With BEC approval, the Branch President will write an official letter to the employer demanding the discipline or reprimand be withdrawn immediately.
- f. The Branch President and BEC will consider a complaint to Labour Canada under Canada Labour Code Section 94 (“Unfair Practices”).

X.2 The Branch President and BEC will do everything in their power to protect union officers facing employer discipline or reprimand. The Branch President and BEC will treat such a discipline or reprimand as a critical and urgent matter.

No other bylaw amendment proposals were received by the submission deadline.

General Resolutions

Resolution 1

Moved by: Jeremy Allingham, Vancouver

Seconded by: Tamara Baluja, Vancouver

- **Whereas** temporary workers are precarious and need better protection

Be it resolved that the CMG bargaining committee make concerted efforts to strengthen the language in the collective agreement to better protect temporary employees.

No other general resolutions were received prior to preparation of this report.

Submitted after April 23

Resolution 2

Moved by: Brent Cousland, Toronto

Seconded by: Wendy Walker, Toronto

Whereas an article in the Globe and Mail of April 19th revealed a 3.5% average difference in Male to Female pay at the CBC.

And Whereas the CBC Pay Equity Committee has stalled and denied numerous pay equity cases.

And Whereas the CMG upholds the right to equal pay for equal work for women, men and all diversities.

Be it resolved that the CMG will release a public request to Hubert Lacroix, Catherine Tait, Heather Conway and the Board of Directors to conduct a pay equity audit of all CMG position band levels at the CBC and release it to the CMG.

Resolution 3

Moved by: Brent Cousland, Toronto

Seconded by: Wendy Walker, Toronto

Whereas a 2008 CCSB agreement reached with the CMG concerning pension surplus and health benefits, collects 0.1% of members annual wage increases.

Be it resolved that the CMG will release a detailed report of the 2008 Consultative Committee on Staff Benefits agreement (which included collection of 0.1% of members' annual wage increases), how much money was collected from CMG members, what is it being used for and what is the future of the agreement.

Resolution 4

Moved by: Karen Mair, Charlottetown

Seconded by: Randy McAndrew, Charlottetown

Increasingly an attempt to resolve disputes is done through mediation. In my case in Charlottetown, management and HR chose the 'mediator'. This was not a mediator and she didn't do a mediation. She was a coach and she made the decisions and the 2 employees never spoke to each other. On top of this waste of money she was flown in from Hamilton. There are many professional mediators in this region.

Be it resolved that the Canadian Media Guild and Management have an agreed upon list of professionals called in for mediation. This will ensure that these professionals have the right qualifications. It will also mean that the CBC can use professionals from across the country.

The committee notes that this is not an action that the CBC Branch Executive can unilaterally implement as it requires agreement with management. However, the intent of the resolution is clear and therefore worthy of debate.

Report prepared for the CMG CBC Branch Convention by the CMG CBC Branch Bylaws and Policy Committee:

Stephany Laperriere

Brent Cousland

Harry Mesh (Chair)