

CMG/CBC BRANCH EXECUTIVE COUNCIL

March 10th, 2020 8PM EST

In attendance: **Kim Trynacity**, CBC Branch President; **Bob Sharpe**, CBC Branch Vice-President; **Lorne Shapiro**, CBC Branch Secretary-Treasurer; **Saïda Ouchaou-Ozarowski**, Director, Diversity & Human Rights;

Dominique Gauthier, Director, SRC; **Elke Semerad**, Director, Atlantic; **Pauline Pemik**, Director, North; **Pierre Millette**, Director, Ontario; **Trent Pepler**, Director, Prairies; **Naomi Robinson**, CBC Local President, Toronto

Regrets: **Lisa Christiansen**, Director, British Columbia

1. Call to Order/Roll Call 8:04

Lorne Shapiro reads the *Statement of Principles on Human Rights* aloud

2. **Motion** to Approve Agenda

Moved: Saïda

Seconded: Bob

Carried

3. **Motion** to Approve Minutes: [BEC Conference Call 20200211](#)

Moved: Pierre

Seconded: Trent

Carried

4. **President's Remarks**

Coronavirus Inquiries - many questions from members

- Kim has requested a joint summit with CBC and CMG.
- Physician's note currently required at individual managers' discretion ("case by case" basis)
- Task force has been set up and an email address has been set up for members to write to for information
- Temps will be given same access to paid leave as permanent employees
- 14-day required quarantine after business trip, for personal trips, a quarantine is at manager's discretion
- Naomi raises issue with temp employees in quarantine - still questions around pay

- Naomi received questions from immuno-compromised members concerned about people coming into work, ie. colleagues coming back from trips to Covid hotspots

Hours averaging -applied for excess hours permit, regarding Olympics. Will start two weeks before Olympics, end after Paralympics.

- Will apply to those working domestically and internationally. Could be applied to specific cases. Waiting to hear how many members this will cover. Meeting on March 25th

Surplus Agreement needs to be resolved

- Could this happen at another Port Credit type meeting?
- Headway with **Workplace Culture** on restart of the committee.
- Issue with **cyberbullying of journalists**. Kim is on a sub-committee to deal with this, with the VP.
- **Good NGC meeting!** Management thanked us for having a good meeting. A couple of grievances were sent to arbitration. There is some willingness to resolve these.
- IR meeting with John Bertrand - Winnipeg Free Press issue. This is working well, saying that readership has increased

5. Old Business

- a. **Special Leave Allowances** and doctor's notes, COVID-19 (Elke, Naomi)
Elke asks that Pierre write a note about special leave that he, Elke, and Bob are working on.

- There is a need to re-educate guild members and management on special leave and clarify the language
- Problems arising with the application of new federal personal leave, this is different from special leave
- Managers are approving 3 days or less, but for federal leave
- Will have to meet with HR and IR to sort this out
- Pierre is hearing from schedulers that they are being pushed to use federal leave
- Will aim to have something by next meeting

b. **Backfill and Staff Reps in the North** (Pauline)

- Pierre is asked about having been approached by IR regarding Northern Benefits MOUs signed last March. Olivier, Harry Mesh, and Pauline had tried to create language for moving forward and identify if there are concerns regarding Northern Benefits.
- Pauline is trying to find out more to find out who will replace Fred. John Bertrand had been invited to Iqaluit, but no information has been shared.
- With newly elected members, Pauline was not able to get backfill. It has created an unhealthy workplace environment.
- Will be meeting with Mervin Brass tomorrow by phone
- Shuffle of staff reps has caused a bit of a break in service, so there are concerns about how to move forward with continuity
- Pauline asking for backfill ideas. 6 month stints. Want to hire locally, but could hire people from south who are qualified to do this work
- Naomi suggests that L&D offers bootcamp training, perhaps this is a possibility
- Elke is involved as a trainer. Rollout is end of April.
- Frustrations with Talent Acquisitions not assisting enough.

6. **New Business:**

- a. **Suggested Motion (on agenda)** to have our next face to face at Convention on the afternoon of Sunday, May 31, 2020
Neither moved nor seconded.
Discussion - Naomi and Saïda mention that the resolutions will take time and people will be tired.
Deb has already booked hotel for everyone and we have a Monday meeting set for full day.
- b. **Suggested Motion (on agenda)** to move the Branch discussions at convention from Sunday to Saturday.
Neither moved nor seconded, as Naomi will speak to Brent about this.

There is concern about not having enough time to conduct Branch business.

c. **Diversity and inclusion survey and convention item** (Saïda)

- Trying to get a survey done before convention
- Creating a tool to start mobilizing our members before convention
- Hope to spark wider discussion after convention, mobilize on the ground
- Naomi - JEDI session could happen in full plenary?
- Saïda will share document with BEC
- This is for visible minorities, Indigenous, Disabled, Women, as well as those who are not part of those groups

d. **Reorganization Monitoring Strategy** (Kim)

Reorganization of leadership

- Invited to meet with Barb Williams - major changes to leadership
- Departure of Jennifer McGuire - members are glad that someone from privates was not brought in
- Fred Mattocks had good understanding of union and regions, supported smaller markets
- Kim met with VP of People and Culture to determine who will be our champion from operational side
- We have to monitor what these changes will mean.

e. **Collective Agreement Copies** (Kim)

- Collective Agreement has been completed, ready to post.
- Will be printed once English and French are sent. 2-3 days for proofs. Then can be sent to print. 7-10 business days. 3000 copies to be printed.
- When they are ready to post to CBC site, we will send note to members.

7. Other Business - **None**

8. President's Salary update - [CMG Trustees Response Letter](#)

[Kim turns over Chair to Lorne, and then leaves the call]

After much discussion and no agreed-upon motion, all agreed to take some time to consider what had been discussed up to that point and reconvene the following night, if possible.

The BEC members were appreciative of the research and work that Naomi, Bob, and Saïda had done, yet it was still challenging to ensure that we were all making a decision that would be fair and defensible to Guild membership and the BEC president alike. Without a specific policy to work from, this added to the challenge. That the president had already been elected, possibly with certain expectations, was also important to consider. Although a salary of \$111 000 had been voted upon at the preceding NEC meeting of 20200306, even though the CMG Trustees had submitted a document; they did not agree that the NEC should be determining or having a role in determining the salary of the BEC president, and that it should remain with the members of the BEC, as it had been.

Motion that we increase the CBC Branch President salary to match the CMG President's salary and include 20% ILOB (in lieu of benefits).

Moved: Dominique

Seconded: Elke

Not Carried

9. **Motion** to Adjourn

Moved: Naomi

Seconded: Saïda

10:20 pm EST