

CMG/CBC BRANCH EXECUTIVE COUNCIL - FACE-TO-FACE

Held January 23rd and 24th, 2020 at the Intercontinental Toronto Hotel, High Park Room

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

Lisa Christiansen, Director, British Columbia

Pauline Pemik, Director, North

Pierre Millette, Director, Ontario

Trent Pepler, Director, Prairies,

Naomi Robinson, CBC Local President, Toronto

January 23rd, 2020

1. **Call to Order/Roll Call**

Meeting called to order at 8:42am EST

2. **Motion** to Approve Agenda as provided by Kim Trynacity and Lorne Shapiro

Moved: Bob Sharpe

Seconded: Pauline Pemik

Carried

3. **Motion** to Approve Minutes

Not done as there are **no minutes** from the December 2019 BEC meeting

4. **Swearing in & Introductions**

Oath of Office is projected the English Version was read by most members.

The French version of the Oath is shared and read by the French speakers on the BEC

5. **Presidents Remarks**

Kim Trynacity welcomes the new BEC and touches on some key issues, such as concerns around staffing, the need for training and support in an ever-increasing digital environment, succession planning on Guild committees at the local and at the national level.

Kim's meet with IR highlighted ongoing issues around hours averaging process.

The Job Evaluation process needs to move forward. A focus is needed for Ageism issues that

limit career opportunities, put people in undesirable positions.

6. NEW Collective Agreement Status

Ready to publish (but only in English)

It is discovered that the new Collective Agreement had been posted, in error, before the French translation had been completed.

A note of explanation and apology had been crafted to be sent the next day.

7. Overseeing Larger Expenses

Motion to Appoint a management committee to approve larger expenses.

Moved: Dominique Gauthier

Seconded: Pierre Millette

Carried

Motion that Pauline Pemik and Lisa Christiansen will be part of the Management Committee, with Kim Tryanacity, Bob Sharpe, Lorne Shapiro.

Moved: Saïda Ouchaou-Ozarowski

Seconded: Pierre Millette

Carried

8. Approval of President's Salary

Bob moves to go *in-camera*

Motion to resume regular session

Moved: Saïda Ouchaou-Ozarowski

Seconded: Pierre Millette

Carried

Motion to create 3 person salary review committee tasked with making a recommendation to BEC within 2 weeks of today (January 23rd), as to salary of incoming president, applicable retroactive to first day of office (January 1)

Moved: Bob Sharpe

Seconded: Pauline Pemik

Carried

Motion to appoint Bob Sharpe, Saïda Ouchaou-Ozarowski, Naomi

Robinson for the Salary Review Sub-Committee

Moved: Lorne Shapiro

Seconded: Dominique Gauthier

Abstentions: Bob Sharpe, Saïda Ouchaou-Ozarowski, Naomi Robinson

Carried

9. Temp Committee Report

Julian Uzielli and Pauline Holdsworth present from the Temp Committee outlining specific issues as well as providing recommendations toward resolving said issues.

10. Populating Committee Positions

Naomi Robinson explains the voting process

Motion to go in camera

Moved: Lisa Christiansen

Seconded: Saida

Carried

Motion to resume regular session

Moved: Saïda Ouchaou-Ozarowski

Seconded: Naomi Robinson

Carried

Day 1 Adjourned

CMG/CBC BRANCH EXECUTIVE COUNCIL - FACE-TO-FACE, DAY 2

Friday, January 24th, 2020

11. Call to Order

Call to order: Kim Trynacity

Seconded: Elke Semerad

12. Deciding monthly calls

BEC will continue to hold its monthly calls on the second Tuesday of each month at 20:00 Eastern Standard Time.

Moved : Naomi Robinson

Seconded: Trent Peppler

Carried

Next call will be February 11th, 2020, 20:00 Eastern Time Zone

13. Continuation of Population of Committees

Motion to go in-camera

Moved: Saïda Ouchaou-Ozarowski

Seconded: Bob Sharpe

Carried

Motion to resume regular session

Moved: Trent Peppler

Seconded: Saida 2nded

Carried

Motion that the Branch VP sits on National Joint Committee

Moved: Dominique Gauthier

Seconded: Saïda Ouchaou-Ozarowski

Abstentions: Bob Sharpe

Carried

Motion to go in-camera

Moved: Elke Semerad

Seconded: Lisa Christiansen

Carried

Motion to return to regular session

Moved: Elke Semerad

Seconded: Lisa Christiansen

Carried

Motion to accept positions

Moved: Bob Sharpe

Seconded: Pauline Pemik

Carried

National Committees as elected by the BEC available [here](#)

14. Budget

Proposal to create a by-law at convention to avoid having leftover payouts from previous

Executive members.

Pierre Millette outlines the security risks of using a CBC mobile device for conducting Guild business.

15. Update on Education

Bob Sharpe is working with Staff Rep Enrico DiFruscio to provide membership education for all branches of CMG. Annual education in each location is needed with all Presidents and VPs in attendance. Lunch and learn sessions to teach collective agreement articles, and LEC training during lunch or after work. Offer CMG swag with raffle draws. A pilot will run in Atlantic Canada (as this is where Bob and Enrico are located).

16. Temp Task Force on Education

Will develop a system to track temp employees.

Saida suggests linking this work to the JEDI committee and NEC. Lisa states that the umbrella of temp needs are to be clarified. Pierre points out that some conversions do

not meet the needs of some temp workers, ie. weekends, nights, etc.

17. Convention Committee

Devote one day to planning. Naomi and Trent volunteer to take this on.

Motion to accept Trent Pepler, Naomi Robinson, Elke Semerad as Convention Committee

Moved: Dominique Gauthier

Seconded: Saïda Ouchaou-Ozarowski

Abstentions: Trent, Naomi, Elke abstain

Carried

18. Reports on SRC

Delivered by Saïda Ouchaou-Ozarowski

Members are not well-organized, not speaking up for fear of repercussions. Saïda is working with Dominique Gauthier to resolve these issues. Joëlle Tetrault is helping in Toronto. Need for unresolved grievances to move up to NGC. Need for mobilization and education on SRC side. Abuses of collective agreement based on HR interpretations. Currently losing ground with the new generation of employees; they are afraid to take risks, because of precarious work status. More support is needed for SRC members. There is no HR presence on location in the North, where similar issues exist. Pauline Pemik wants to help improve matters.

Motion to break.

Moved: Bob Sharpe

Seconded: Lorne Shapiro

19. Reports on Diversity and Inclusion

Delivered by Saïda Ouchaou-Ozarowski

Need for funding and expertise on diversity, as well as for more accurate statistics of diverse population at CBC. HR is still not diverse in Quebec. Need to devise strategy to reach out to all members. Not enough diversity in leadership roles.

20. Grievance Issues

Concerns around outstanding grievances and ideas around resolving them more effectively are discussed.

21. Regional Reports

Trent - Regina

Elke - Atlantic

Lisa - Vancouver

Bob - Newfoundland and Labrador

Pierre - Ontario (-Toronto)

Saida - SRC

Pauline - North

Naomi - Toronto

Motion that BEC asks Elections Committee for report to improve future elections, and recommendations.

Moved: Pauline Pemik

Seconded: Pierre Millette

Carried

22. New Business

Inclement Weather Policies

There is discussion around a current lack of clear policies on inclement weather policies. There is also discussion around a need for a clear policy on outbreaks (given the current Coronavirus outbreak).

Next BEC face to face meeting will be appended to Convention in May 2020.

Motion to adjourn

Moved: Pierre Millette

Seconded: Elke Semerad

Carried

Meeting Adjourned