

CMG CBC/SRC Branch 2021 Convention

Bylaw Amendment Proposal #1

M/S Jonathan Spence/Jeremy Allingham

Whereas precarious employment is a mode of engagement for many CBC/SRC workers;

Whereas those precariously employed are less likely to enforce their rights under collective agreements due to the insecurity of their employment;

Whereas unions must uphold the rights of all workers;

Whereas the CBC/SRC Branch has previously had a director of Precarious Workers (Temporary Employees)

Be it resolved that CMG CBC/SRC Branch Bylaws be amended as follows:

6.2 The Branch Executive Council shall consist of:

- a) President
- b) Vice-President
- c) Secretary-Treasurer
- d) Director of Diversity and Human Rights
- e) Director of SRC
- f) Regional Directors for Atlantic, Ontario (all the regions of this province with the exception of Toronto), Toronto, Prairies (from the Ontario-Manitoba border to the BC-Alberta border), BC and the North
- g) Director of Precarious Workers**

6.8 ~~A member of the CBC Branch Executive Committee~~ **The Director of Precarious Workers** will chair a Temporary Employees Committee and will report to the BEC as a whole a minimum of four (4) times per year. **The Director will establish meetings with Location Units and their officials responsible for precarious workers. They will also work with the staff representatives as well as elected officials at the other levels of the union to ensure proper coordination of efforts to improve working conditions.**

12.3

The following Directors shall come from within their respective regional or administrative

jurisdictions and be elected by the membership at large within that region or constituency:

- a) All five Regional Directors (Atlantic, Ontario, Prairies, BC, the North)
- b) Director of SRC

The Director of Precarious Workers must be a member employed as a precarious worker under the CMG jurisdiction at CBC/SRC within the previous 10 years at the time of nomination.

Bylaw Amendment Proposal #2

M/S Saïda Ouchaou-Ozarowski/Jann Shreve

Whereas the Canadian Media Guild stands against any form of discrimination;

whereas systemic racism is a reality that the CMG is not immune to;

whereas the CBC branch has an active role to take in fighting racism

I move that a new Article 21.3 be added as follows:

21.

Human Rights and Equity

21.1

The CBC Branch shall monitor the CBC compliance with all human rights provisions in our contract and to hold the CBC accountable for any violations of these provisions either through grievance and arbitration procedures or through referral to the Canadian Human Rights Commission.

21.2

The CBC Branch will ensure that its members, executive members and staff are educated about human rights within the workplace with specific attention to what constitutes harassment and discrimination and the procedures for handling complaints.

21.3

The CBC Branch will ensure that its members, executive members and staff are educated about racism within the workplace with specific attention to what constitutes discriminations toward BIPOC (Black, Indigenous, and People of Color) groups.

General Resolution #1

M/S Vish Gajadhar/Lorne Szatmary

Whereas the COVID-19 pandemic has been hard on all of us,

And whereas CBC has not shown any tangible extra support for staff deemed to be essential, and required to be in the building or in the field in order to keep productions going and content on-air,

And whereas these members have no choice to work from home and must go into building locations and into the field, putting themselves and their families at risk,

And whereas these essential workers will continue to have to do this in the future;

Essential CBC employees need extra supports as they don't have a choice to work from home or work in a hybrid situation. The CBC will not help them without active engagement from the BEC.

Be it resolved that the CMG CBC Branch Executive Committee should engage with CBC to push them to provide extra recognition for these essential workers, by providing support either monetarily or with extra time off.

General Resolution #2

M/S Tamara Baluja/Jeremy Allingham

Whereas precarious employment is a mode of engagement for many CMG workers;

Whereas those precariously employed are less likely to enforce their rights under collective agreements due to the insecurity of their employment;

Whereas unions must uphold the rights of all workers;

CMG members require more fulsome data about our temp workforce in order to effectively tackle the ongoing problem of precarious workers at the CBC.

Be it resolved that the CBC/SRC Branch will report quarterly on its portion of the CMG website the composition of the workforce by different engagement types at the CBC/SRC; specifically, permanent, contract and temporary modes, including the percentage of those who have been precariously employed more than 3 years.

General Resolution #3

M/S Eva Uguen-Csenge/Nairi Apkarian

Whereas precarious employment is a mode of engagement for many CMG workers;

Whereas those precariously employed are less likely to enforce their rights under collective agreements due to the insecurity of their employment;

Whereas unions must uphold the rights of all workers

Be it resolved that the CBC/SRC Branch make best efforts to negotiate, through bargaining or other means, to obtain the demographic makeup (as presented in the recent cultural census statistics 2021 or similar) of precarious work in order to report out to members on the demographic composition of its precarious workforce.

General Resolution #4

M/S John Last-Beresford/Sidney Cohen

WHEREAS: During the last round of collective bargaining, Northern Medical Travel Benefits were taken away from Northern members;

AND WHEREAS: one of the reasons for unionism is to support our most vulnerable members;

AND WHEREAS: Not all medical care can be provided in a member's home community or even territory.

AND WHEREAS: Some members need to travel for necessary medical care/treatment;

AND WHEREAS: The cost of receiving some medical care in the North can be prohibitive;

AND WHEREAS: The CBC's extended benefits program doesn't cover medical travel;

AND WHEREAS: The NWT government does not pay all the costs;

Medical travel benefits are an essential resource for those living north of 60. CMG must stand up for the rights of its most vulnerable employees lost in the last round of collective bargaining.

Be it resolved that in the next round of Collective Bargaining the bargaining committee will pursue returning these necessary medical travel benefits to Northern members.

Report prepared by the CMG CBC/SRC Branch Bylaws and Policy Committee:

Matthew Martin

Lorne Shapiro

Harry Mesh