

# MINUTES OF THE TNG-CWA Human Rights and Equity Committee

May 9, 2009

Minutes of the TNG-CWA Human Rights and Equity Committee  
Saturday, May 9, 2009

PRESENT: Michael D'Souza, Chair; Yoko Kuramoto-Eidsmoe; Ka Yan Ng; Matthew Olson; Natalie Hill; Carl Younger; Randy Gilliam.

Melissa Nelson, TNG-CWA Director of Collective Bargaining; Marian Needham, Sheila Lindsay, Chair SEC HRE Committee; Carol Rothman, Secretary-Treasurer, TNG-CWA; Arnold Amber, Director CWA/SCA Canada.

ABSENT: Vernon Clark; Vincent Proteau.

MINUTES PREPARED BY MICHAEL D'SOUZA  
Checked by Yoko Kuramoto-Eidsmoe

## **Sector Conference:**

The committee agreed to a plan of action for the TNG Sector Conference in Washington. This plan includes a workshop and a face-to-face committee meeting on Friday, June 19, with TNG members attending the Sector Conference being welcomed and encouraged to attend; a panel discussion at the Plenary Session on Saturday, June 20.

## **Workshop:**

The committee will use accumulated research materials on addressing issues about human rights and equity and the fundamental principle of seniority and diversifying the union itself. This research includes:

- 1) A survey of clauses on Human Rights and Equity currently in Collective Agreements.
- 2) The Community Talent Development clause in the new CA between the CMG and the CBC.
- 3) A legal opinion from the TNG lawyer on including special language in Collective Agreements.
- 4) Material from other unions on progressive language addressing Human Rights and Equity Issues.
- 5) A review of hiring policies within the TNG and CWA to ensure a more diversified staff.

## **Committee Meeting:**

This session will discuss the general business of the committee. Other union members attending the sector conference are encouraged to attend. This will give them a better understanding of the workings of this committee. It will also prepare members who may be nominated by their sectors and regions to become members of the committee. Those choices are traditionally made on the Saturday morning.

## **Plenary Session:**

The committee has asked for a morning slot on Saturday for a Panel discussion on human rights, equity and diversity in the union. The panel discussion will run for one hour.

## **Other matters:**

Michael D'Souza reported on the economic severance at the Canadian Broadcasting Corporation. The CBC is trimming staff by about 800 positions and about half of those fall within the jurisdiction of the CMG. He also reported that a posting for a job as a Staff Rep for Human Rights and Equity attracted 155 applicants of which 97 were well qualified for the job. The position is a joint posting by the CMG and CWA/SCA Canada. Applicants came from a wide range of equity-seeking groups and included journalists, community activists, political activists, lawyers, and union activists and staff. The committee is coming close to making a final recommendation for the position.

Ka Yan Ng reported that the CMG and Reuters in Canada have reached a new collective agreement.

Sheila Lindsay reported that her local was in day 85 without a Collective Agreement. She said the employer says there's no money for any improvements and has refused to extend the current CA for one year. The two sides are working with a mediator.

## **Adjournment:**

The committee adjourned at 13:28 eastern and agreed to meet again, in telephone conference on Saturday, May 23, at 13:00 Eastern (10:00 Pacific). The committee also agreed to hold a face-to-face session at 4 p.m. Thursday, June 18, in Washington, D.C., at the TNG Sector Conference.