

MINUTES – CHMR-FM BOARD OF DIRECTORS MEETING

Tuesday, June 12th, 2007

CALL TO ORDER – Tuesday, June 12th, 2007

In attendance:

Craig Peterman (Technical Director, CHMR-FM)
James Farrell (MUN Students' Union)
Hans Rollmann (CHMR-FM)
Kathy Rowe (Station Manager, CHMR-FM)
Stella Magalios (MUN Students' Union)
Ernst Rollmann (CHMR-FM)
Lisa Hollett (Director, Human Resources)

1. Review of current policies and procedures

Farrell recommended the agenda be amended in order to deal with this item first as Director of Human Resources Lisa Hollett was attending the meeting as a guest but had to leave shortly. There was no opposition to addressing this item first.

Rowe said she had asked that this item be placed on the agenda as she was finding it extremely difficult to carry out the business of the station while constantly facing aggressive and hostile attitudes from a few individuals. She said she wanted the Board to adopt a firmer and clearer policy on what can be done to volunteers and individuals who cause trouble at the station or toward other volunteers or staff.

Hollett said that it was her understanding that at this point, volunteers signed agreements providing guidelines for conduct as part of the condition for their volunteering with the station. She said that within those guidelines and conditions of volunteering there needs to be present elements of respect for people who are working together. She said that people who work together will not always agree with each other, but they have to respect each other. She said it was very important that this aspect of volunteering and working together be strongly enforced in these agreements.

Farrell said that an amendment had been drafted to the station policies which he hoped would address this issue and which would be added to the volunteer agreements and guidelines/conditions.

Hollett read out the draft amendment for the benefit of those present. She said that as an employer, it is the employer's responsibility to ensure that employees are not being exposed to harassment or other unacceptable situations or conditions of work. She said the amendment to her represented a very good step.

Rowe said that she has been exposed to harassment in her workplace for a long time. She said working in an environment of harassment is very harmful. She said personal harassment of this nature is very difficult to deal with. She said that the frequent turnover of the employer (Students' Union executive and board) in some ways has helped to perpetuate the atmosphere of harassment because each year a new executive tries to deal with the situation from scratch, instead of realizing that it has been ongoing and that repeating the same efforts to address it does not work. She said sometimes individuals use the frequent turnover to their own advantage in order to avoid facing responsibility for their harassing actions. She said the situation also upsets her as it reflects a few individuals carrying out what appears to be a personal vendetta, and she worries how their actions could affect the station as a whole.

Farrell asked whether the proposed amendment to station policy would, in her view, adequately address the problems. Rowe said it would probably solve some, though not all, of the problems. Peterman echoed her sentiments. Farrell noted their ability to fully address specific ongoing situations was somewhat limited. Hollett provided further advice on dealing with these situations.

Rowe asked at what point persistent or hostile actions could be considered harassment.

Hollett replied that there are different types of harassment. A discussion ensued on the different forms of harassment which exist and the ways they can manifest themselves in a workplace. She emphasized that the role of the Board is to protect the employees from any such experiences with or exposure to harassment.

Rowe said that she finds herself afraid to take action or enforce regulations against employees sometimes because her own employer changes so frequently: usually every year.

PAGE 2 – CHMR-FM BOARD OF DIRECTORS MEETING MINUTES

Tuesday, June 12th, 2007

Magalios asked whose responsibility it would be to terminate or discipline a volunteer – the Board's or the manager's. Farrell said the first step to take was to implement the new policy amendment and then they could decide how to proceed from there.

Rowe said that once the proposed policy amendment was passed she would feel more empowered to enforce station regulations and terminate or discipline volunteers if necessary. Farrell said that if she felt for any reason uncomfortable dealing or meeting with specific individuals, she should feel no sense of obligation to do so and she should send the individuals to him and he would deal with them.

Rowe said that once the proposed policy amendment was passed it would be a good idea to have all the volunteers re-sign the terms of employment/volunteering sheet.

MOTION: Be It Resolved That the following policy be adopted and added to the terms and conditions of volunteering with CHMR-FM:

Station Management reserves the right to revoke the membership of any volunteer for any cause which the Management or the Board deems reasonable, including but not limited to failure to fulfill volunteer or training obligations, unacceptable behaviour within the station or on the air, unacceptable conduct toward other volunteers or Management, harassment of Management or volunteers, failure to respect Station regulations and policies, and other actions which are detrimental to or undermine the reputation of CHMR-FM and its volunteers and Management. (Magalios/H. Rollmann)

CARRIED

2. RATIFICATION OF MINUTES

Farrell noted that the minutes had been ratified via email due to the need to submit information contained therein to the CRTC.

3. SEMESTER REPORT

News/Fundraising:

Rowe presented CHMR-FM News Director Bob Earle's report to the Board. She briefly reviewed highlights from the report, noting they were in the process of commencing broadcasts of varsity athletics. She said this was a very exciting initiative and CHMR-FM and its broadcasts would be promoted everywhere that varsity athletics was promoted. She said they had a number of plans to work in tandem with varsity athletics. She said the new News Director was doing a great job as were the student MUCEP employees hired to work with the News Department during the summer. She also reported that the broadcasts from the Food Court are going extremely well, and they are planning some major live broadcasts around campus during Orientation week. She said the News Department has been obtaining plenty of great interviews, and she also briefly outlined some upcoming fundraising initiatives.

Programming:

E. Rollmann presented the Programming Report to the Board. He briefly reviewed some of the highlights from the report, noting there have been a significantly increased number of board training classes in recent months. He reported that both French and German professors have been making arrangements to get their students involved in on-air multilingual initiatives, and noted the Education Department has also been developing on-air course components. He said long-time CHMR DJ Terry Parsons will be attending the Ottawa Blues Fest and intends to record a number of major interviews and shows at the event, which will be featuring a number of prolific artists. He said they are also looking at featuring it as a radio blog, providing podcasts and videos online throughout the event.

Rowe added that two Open Line programs have started up as well, and while they're still getting used to the system they appear to be coming along quite well.

4. LICENSE RENEWAL

Rowe reported the CRTC had not yet released its decision on CHMR-FM's application for license renewal. She said if there is any problem with the license renewal or if it is a limited renewal, they will consult the lawyer regarding further action. She said the Students' Union lawyer is aware of the current situation and is waiting for the CRTC's decision before recommending further action.

5. ADJOURNMENT

MOTION to adjourn (H. Rollmann, Magalios)

CARRIED

Meeting adjourned at 2:30pm.