



REVISED POLICY 2.2.17 AND RULES ON POLITICAL ACTIVITY

TO:	Human Resources and Governance Committee / Board of Directors
MEETING:	June 18–19, 2013
FROM:	Maryse Bertrand, Vice-President, Real Estate Services, Legal Services and General Counsel
DECISION SOUGHT:	Approval of a revised Policy 2.2.17: Political Activity; minor amendments to the “Conflict of Interest – Introduction” section in the <i>Journalistic Standards and Practices</i> (“JSPs”); and a repeal of By-Laws section 7(5).
NEXT STEPS:	Inform affected personnel of the changes.
DATE:	2013-06-07



A1. BACKGROUND

s.21(1)(b)
s.21(1)(d)

- Independence and impartiality are fundamental to CBC/Radio-Canada's credibility. As a result, the Corporation sets guidelines and restrictions on the political activities of certain Corporation employees and on-air personalities.
- The current Policy 2.2.17 lacks clarity as to the applicable restrictions on political activity; creates confusion with By-Laws section 7(5), which also restricts political activity;



A2. KEY DECISION ELEMENTS

s.21(1)(b)
s.21(1)(d)



A2. KEY DECISION ELEMENTS (CONT'D)

s.21(1)(b)
s.21(1)(d)



A3. BENEFITS

s.21(1)(b)
s.21(1)(d)

- Ensures fairness/consistency in the rules and clarifies their scope, including the definition of restricted political activities.



A3. IMPACT

s.21(1)(b)
s.21(1)(d)

s.21(1)(b)
s.21(1)(d)



A3. KEY RISKS

Risk

Response

s.21(1)(b)
s.21(1)(d)



A4. OTHER OPTIONS CONSIDERED

Other Options	Reasons for Rejection



A5. SUCCESS MEASURES

- Communication plan developed by Industrial Relations that clearly explains the new policy to the restricted groups
 - Present the limited nature of the changes, their necessity, and what they mean for employees.

- CBC/Radio-Canada's credibility, independence and impartiality protected as a result of clear, reasonable new measures being adopted on political activity.



A6. RESOLUTION

That the Human Resources and Governance Committee recommend that:

- (1) the revised policy on political activity (Policy 2.2.17) be approved;
- (2) section 7(5) of the CBC/Radio-Canada By-Laws be repealed; and
- (3) the revised “Conflict of Interest – Introduction” section of the *Journalistic Standards and Practices* be approved.



B. APPENDICES

1. Proposed Policy 2.2.17: Political Activity
2. *Journalistic Standards and Practices*, “Conflict of Interest – Introduction” section (with track changes)
3. Section 7(5) of CBC/Radio-Canada By-Laws to be repealed
4. Comparison of New/Current Policy 2.2.17 and By-Laws section 7(5) to be repealed

POLICY 2.2.17: POLITICAL ACTIVITY

REVISED:

RESPONSIBILITY:

Vice-President, People & Culture and Vice-President, Real Estate Services, Legal Services and General Counsel

STATEMENT:

APPLICATION:

All CBC/Radio-Canada employees.

RESPONSIBILITY:

All questions pertaining to the interpretation or application of this policy should be referred to the Vice-President, People & Culture or the Corporate Secretariat.

HISTORY:

Policy 2.2.17 dated January 1st 2003.

PROCEDURES:

s.21(1)(b)

s.21(1)(d)

s.21(1)(b)

s.21(1)(d)

References:

Amendments to Journalistic Standards and Practices
in the context of the revision of Policy 2.2.17. Political Activity

Conflict of Interest - Introduction

s.21(1)(b)

s.21(1)(d)

CBC Corporate By-Laws

s.21(1)(b)

s.21(1)(d)

Comparison of New/Current Policy 2.2.17: Political Activity and By-Laws Section 7(5) to be repealed

Proposed Policy	Current Policy	By-Laws Section 7(5)	Comments
	<p>STATEMENT</p> <p>The CBC/Radio-Canada must remain and appear to remain impartial in carrying out its professional duties to the Canadian Public. It is essential that the CBC/Radio-Canada neither holds, nor appears to hold, a position on any matter of public concern or controversy.</p>		
	<p>DESCRIPTION</p> <p>Certain categories of CBC/Radio-Canada employees are restricted from engaging in political activity defined as running for public office or publicly supporting a candidate. The following positions fall under the restrictions identified in the procedures.</p>		

s.21(1)(b)

s.21(1)(d)

[...] employees representing the Corporation in public contact.

[...]

Designated Management Employees are members of the Executive Group and management employees who report directly to the Executive Group.

The following positions fall under the restrictions identified in the procedures.
Restricted Editorial and Production

s.21(1)(b)

s.21(1)(d)

Employees are Producers, Associate Producers, News or Information Programming Supervisors, Editors, Journalists, Reporters, On-Air Personalities [...]

The following positions fall under the restrictions identified in the procedures. [...] On-Air Personalities [...]

	<p>Non Restricted Employees are all other employees in the Corporation not designated in either of the above categories.</p> <p>In certain circumstances the employees in the non-restricted category may apply for Leave without pay to pursue political activities as per the provisions provided.</p>	
	<p>APPLICATION All full-time, contract or freelance employees.</p>	
	<p>RESPONSIBILITY All employees are required to abide by their category restrictions. Senior Management is responsible for authorization of political involvement and reintegration issues in consultation</p>	

	with Human Resources.		
	<p>HISTORY Replaces previous Human Resources Policy: Political Activity no. 1.5</p>		
	<p><u>Designated Management Employees</u></p> <p>1. These employees are permitted to stand for nomination and/or be a candidate for election to the House of Commons and Provincial or Territorial Legislature upon approval from the President and CEO or his delegate.</p> <p>2. They may also stand for nomination and/or be a candidate for Municipal or Civic office upon approval of the Component Head.</p> <p>LEAVE</p> <p>1. Leave without pay may be requested. Annual Leave may be used to reduce leave without pay requirements, subject to management approval.</p> <p>2. In all cases, reintegration into the same position may not be possible. Inability to adjust to, or refusal to accept, a different position will result in</p>		

s.21(1)(b)
s.21(1)(d)

	separation from the CBC/Radio-Canada.	
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s.21(1)(b)
s.21(1)(d)

	<p><u>Restricted editorial and production employees</u></p> <p>1. These employees are permitted to stand for nomination and/or be a candidate for election to the House of Commons and Provincial or Territorial Legislature upon authorization from the President and CEO or his delegate. They are not allowed to stand for municipal or civic office.</p> <p>2. They must apply for a leave of absence without pay starting with declaration of intention to seek nomination through to the election (operational issues may prevent the approval of Leave without pay). Requests must be forwarded through the Component Head with copies to the Vice-President of People and Culture.</p> <p>3. Editorial and production employees who are restricted under By-law 14(3)(a) (and therefore named in the list of restricted employees in the</p>	

	<p>Application section of this Policy) are not permitted to stand for nomination and/or be a candidate for municipal or civic office.</p> <p>4. If successful, the employee must resign from the CBC/Radio-Canada.</p> <p>5. If unsuccessful in the election, upon their return they may be asked to accept another assignment within the organization; if the new assignment is refused, they will be separated from the Corporation.</p> <p>LEAVE</p> <p>1. Leave without pay may be requested. Annual Leave may be used to reduce leave without pay requirements, subject to management approval.</p> <p>2. In all cases, reintegration into the same position may not be possible. Inability to adjust to, or refusal to accept, a different position will result in separation from the CBC/Radio-Canada.</p>	
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s.21(1)(b)
s.21(1)(d)

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	<p><u>Non-restricted Employees</u></p> <p>1. Application for election involvement must be made in writing to Senior Management who will decide if the employee can maintain their regular duties while campaigning and retain their full-time position if successful.</p> <p>2. They may stand for nomination and/or be a candidate for election to the House of Commons, Provincial or Territorial Legislature, Municipal and/or Civic Office upon approval of Senior Management.</p> <p>3. If elected, those who wish to continue their employment with the Corporation must apply in writing to their Vice-President for approval.</p>		
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s.21(1)(b)
s.21(1)(d)

	<p>REFERENCES</p> <ul style="list-style-type: none">▪ CBC/Radio-Canada By-Law 14 Journalistic Standards and Practices Human Resources Policy 2.2.3 - <i><u>Conflict of Interest and Ethics</u></i>▪ Human Resources Policy 2.2.6 - <i><u>Leave</u></i>		