

MINUTES: Executive Meeting

Wednesday, October 11, 2006

Present: Lois Kirkup, Janet Hunter, Nancy Noel, Gord Holder, Debbie Cole, Joanne Schnurr, Terry Garner, Claude L'Ecuyer, Don Smith, and Pat Cavalier (staff).

Absent: Marc Laurin, Tony Cote, Jordan Juby.

1. Call to Order

The meeting was called to order by Lois Kirkup at 1:05 p.m.

2. Approval of Agenda

Add: 5. c. [e] Editorial: Night Desk; [f] Editorial: Web Page Designer

M/ by Debbie Cole to approve the agenda as amended. S/ by Terry Garner. CARRIED.

3. Secretary's Report

a. Executive Committee – good standing report.

Nancy Noel recorded that everyone is in good standing.

b. Adoption of Minutes:

M/ by Debbie Cole to adopt the September 13, 2006 Minutes. S/ by Joanne Schnurr. CARRIED.

c. Correspondence - Nancy Noel outlined and circulated miscellaneous correspondence items including:

- CLC Conference information - Labour Education - Building the Movement
- OFL - updates and newsletters; OFL Pay Equity Maintenance Seminar, Toronto, Nov. 14/06
- Lancaster Reports and CALM newsletter

d. Congratulations & Condolences:

• Donation to St. Joseph's Health Care Foundation in memory of Dr. Tom Wood, father-in-law of Blair Crawford (Citizen/Editorial).

4. Treasurer's Report

a. Financial Report: Gord Holder presented and reviewed the September 30, 2006 financial statements, which are fiscal year-end figures. Total Revenue for the year was slightly over budget and Expenses were slightly under budget. The bookkeeper now has the 2005/2006 records for year-end review and the files should be sent to the auditors by the end of the month. Gord believes the financial audit should be completed well before the end of November. ONG long term investments on the Defence Fund Balance Sheet show a value of \$1,238,264.52. The Defence Fund Income Statement indicates an increase of almost \$68,000 this fiscal year.

5. Unit Reports

a. CJOH (CTV Ottawa)

Joanne Schnurr reported that a unit meeting to elect their bargaining team will be held at CJOH at 7 p.m. on Thursday, October 19. She says there are four members interested in serving on the negotiating committee. Lois Kirkup will attend the unit meeting. Copies of the pre-bargaining questionnaire were given to Joanne for distribution to unit members. Joanne also advised that the Tech Reporter has taken a 3-month personal leave of absence to December 2006 and the company posted and filled the full-time term replacement position.

b. DLR International

[a] Bargaining update: Lois Kirkup advised that a new contract is not yet finalized/signed. Lois and Dave Wilson presented the final offer from the Guild to the company at a short meeting on September

29, and to this point we haven't had a reply from DLR. Lois said that any questions from DLR about the union bug should be referred to Brenda Halden of St. Catharines.

c. Citizen

[a] Unit - Pay Equity Review: Lois Kirkup reported on the joint Pay Equity meeting held September 22, 2006. She said the Guild committee did not submit the same in-depth or detailed report for the meeting as did the Citizen committee, but only submitted point-form information. Lois said the ONG should have members on the Guild committee who aren't working in the positions that are under review because it is a difficult and uncomfortable situation for the person to be sitting in the joint meeting going through the critiquing of their own job with their supervisor. Executive discussed the Pay Equity review process, which seems to have accomplished very little in two years. There is an OFL seminar on November 14 in Toronto (Pay Equity Maintenance, Union Obligations & Liabilities); no one has expressed interest in attending.

[b] RS&S - Part-time CSR Hours Agreement (Oct. 1/06 - Sept. 30/07): Reported that the agreement letter with the company has been renewed until September 30, 2007. The agreement can be revoked by either party with 60 days' written notice. This is an issue the Guild will need to address at bargaining in 2008.

[c] Unit - Bomb Threat: The Guild sent a letter to the Citizen on Sept. 18/06 addressing some of our concerns with the handling of the bomb threat at the Citizen building on September 5; no response yet from the company. ONG advised it will conduct its own investigation so we will e-mail members asking for their information about events of that night (hard copy to Building Services, P&S, and RS&S DS). Company procedures are posted. Terry Garner said the incident was discussed at the Joint Health & Safety meeting and a solution was proposed where every evening manager would wear a beeper. Discussion; primary issue for the Guild is managers not being told of threats.

[d] Editorial - Driving Editor: Rob Bostelaar has moved from Driving Editor (Guild position) to the management position of Business Editor. He will be supervising/overseeing Peter Hum who is looking after Driving and Tech, which the company says are small sections. The Guild will monitor this situation as none of the section editors do writing so we'll watch to see if Bostelaar is writing/slotting.

[e] Editorial - Night Desk: Advised that Melanie Coulson started a couple of weeks ago in management position of night supervisor but she won't be here full-time for another couple of weeks. Executive committee discussion of situation that has seen no full-time permanent manager on nights since mid-July. What can the Guild do to impress upon senior management how tired and worn out the staff is from lack of staff on nights? Stated that at times there have been no reporters in the newsroom on the weekend. Similar staff shortages exist for RS&S district supervisors and design staff. More and more employees will be ending up on stress leave. An option for the Guild is to request a meeting with the company under Article 2.3 of the contract to discuss staffing shortages.

[f] Editorial - Web Page Designer: Advised that the Citizen has posted the regular full-time website page designer (E-5) position which closes today (with strong candidate identified).

6. Arbitrations -

7. Committees -

- a. Personnel -
- b. Communications -
- c. Health & Safety -
- d. Grievance -
- e. Guild Awareness / Mobilization: Chocolate – Nancy Noel obtained prices quotes for the chocolate: Bars with ONG on them - \$738.90; Mouse (no logo) - \$699.00.
M/ by Debbie Cole that we order the 'ONG' chocolate bars for Christmas at an estimated cost of \$738.90. S/ by Don Smith. CARRIED.
Executive committee will discuss Christmas coffee and treats at November meeting.
- f. Finance -
- g. Organizing -

- h. Elections - Committee will help with the TNG Canada referendum.
- i. Bylaws -

8. Internal Guild

- a. ONG Local website: Janet Hunter reported that the website is close to launch. Advised that executive e-mail addresses can be setup through the webpage with *name@ottawanewsguild.ca* and executive members can choose to use that address or re-direct to a home e-mail address. Discussed idea of executive bringing a proposal to the December general membership meeting to hire someone through the Special Projects fund to write an ONG history for the local that can be posted on the website.
- b. Report from TNG Canada/CWA Fall National Representative Council meeting, Ottawa, ON, Sept. 30 - Oct. 1/06: Lois Kirkup reported that most of the discussion at the meeting revolved around the CWA issues. There will be a referendum vote for all Canadian members in November. Each local will do its own vote and the results will be forwarded to TNG Canada. The location for the spring NRC meeting hasn't been set yet. The TNG Sector Conference for 2007 will be held on July 13 & 14, prior to the CWA Convention on July 16 & 17, 2007 in Toronto. We can look at sending our full delegation to both meetings.
- c. Canadian Region Referendum: As above; Debbie Cole will sit on the national referendum committee.

9. Outside Issues

- a. CLC Anti-scab Legislation Campaign: Vote on second reading of Bill C-257 will be held on October 25. CJOH unit is our only federal jurisdiction group. Information included in meeting package. Members can ask their MP to vote 'yes' for the anti- scab bill.

10. Other Business

11. Lost Time Notification

Lost time recorded for Debbie Cole, Lois Kirkup, Claude L'Ecuyer, Nancy Noel, Joanne Schnurr and Don Smith.

12. Upcoming Meetings

& Next Executive meeting is **Tuesday, November 14/06**, starting at 1 p.m. in the Guild office.

13. Adjournment

M/ by Terry Garner to adjourn the meeting at 2:50 p.m. S/ by Janet Hunter. CARRIED.