

MINUTES: Executive Meeting

Tuesday, April 15, 2008

Present: Lois Kirkup, Nancy Noel, Terry Garner, Gord Holder, Debbie Cole, Jackie Beingessner, Claude L'Ecuyer, Charlene Ruberry, Jake Rupert, Don Smith and Pat Cavalier (staff).

Absent: Joanne Schnurr, Marc Laurin, Jean Renaud.

1. Call to Order

The meeting was called to order by Lois Kirkup at 1:02 p.m.

2. Approval of Agenda

Add: 4. c. Phone Bill; and 5. d. [e] Editorial - Directed Content

M/ by Gord Holder to approve the amended agenda. S/ by Nancy Noel. CARRIED.

3. Secretary's Report

a. Executive Committee – good standing report: Terry Garner reported that Marc Laurin of DLR is no longer in good standing. The Guild will send a letter to Marc advising of his loss of standing.

Kate Jaimet is currently on maternity leave and has resigned from the executive, creating a vacant member-at-large position. Executive members will check around for volunteers. The executive can make an interim appoint at its May meeting and post notice of election for the June membership meeting.

b. Adoption of Minutes:

M/ by Gord Holder to adopt the March 18, 2008 Minutes. S/ by Jackie Beingessner. CARRIED.

c. Correspondence - Various items circulated: TNG Charles B. Dale Guild Service Award; Workers Health & Safety Centre Scholarships info; OFL conference call, newsletters and flyers; Mayworks Festival and Day of Mourning info. Thank you letter from the Heart Institute for our memorial donation for member Gordon Moncrieff. Thank you email from Mike Gillespie for Chapters gift card sent on his retirement. Thank you card from Cheryl Durling for memorial donation to Heart & Stroke for her mother. Debbie Cole received an email thanks from Gary Jamieson for the basket sent to him.

d. Congratulations & Condolences:

- Fruit basket was sent to Gary Jamieson (Citizen/RS&S) - illness.
- Basket sent to David Wilson (CWA/SCA Canada staff rep) - illness.
- Basket sent to Kate Jaimet (Citizen/Editorial) baby girl, Molly Charlotte.
- Nancy Noel advised of the death of Brenda Zalewski's grandfather.

4. **Treasurer's Report**

a. Financial Report: Gord Holder gave the financial update to March 31, 2008, halfway through this fiscal year. Gord said that monthly dues revenue is down slightly since the Citizen newsroom buyouts, but our estimates concerning the budget appear to be on track. The revenue total is about one-half the fiscal year total, halfway through the budget year. We'll continue to keep an eye on these figures.

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Conference expenses cover hotel charges for the sector conference in Rhode Island. With \$9,144.03 left under Conferences, there are some expenses still to cover for the April NRC meeting in Vancouver, and then expenses for one delegate to the CWA convention in Las Vegas in June. There are negative amounts on the Education and Meetings lines to reflect adjustments made to lost time per the Citizen first-quarter invoice. The \$1,397 Transfer to Defence Fund is for invoices paid on behalf of the Defence Fund. The General Fund Balance Sheet shows \$4,899.32 as Receivable from Defence Fund; this amount will show as paid on the April statements as we have received a cheque from Wood Gundy to cover. Gord reported that March was a good month in terms of value of the Defence Fund, which increased about \$13,000. The Defence Fund Balance Sheet records the value of the long term investment at \$1,359,338.12. Defence Fund expenses to date in this budget year for Arbitration and Bargaining total \$4,895.00.

b. Special Projects Fund - ONG logo mugs order: The members approved a Special Projects Fund at the March membership meeting to cover the cost of approximately \$4,050.00 to purchase 450 stainless steel ONG mugs. Jackie Beingsner explained about an error with the estimate and the actual order total will be \$4,324.80. Discussion; executive can approve emergency special project in order to proceed with this mug order and have delivery before bargaining (May 5 delivery), and have this approved by the membership at the June general meeting.

M/ by Debbie Cole seeking executive approval to cover the additional funds involved to purchase the mugs. S/ by Gord Holder. CARRIED.

c. Phone Bill - concerning cell phone bill for Nancy Noel from sector conference: ONG policy is to cover \$50 long distance when away for 5-7 days. Additional \$15 in phone charges incurred making calls home for Nancy Noel and Debbie Cole from the airport re flight cancellation/changes etc.

M/ by Jackie Beingsner to approve paying the additional \$15 phone charges. S/ by Terry Garner. CARRIED.

Executive members were reminded that it is more cost effective to use calling cards for long distance calls.

5. **Unit Reports**

a. **CTV Ottawa (CJOH):**

[a] TNG Sector Elections - Voting will take place at CTV Ottawa (newsroom boardroom) on Thursday, April 24, from 10:00 a.m. to 11:30 a.m. Terry Garner and Pat Cavalier will attend.

b. **DLR International**

[a] Discussed information included from Dave Wilson; have Dave contact the member to be sure she is back on DLR payroll now that EI sick benefits have ended.

c. **Delta Reprographics**

[a] First contract update: Dave Wilson has received wage grid information from the employer, so we are closer to wrapping up the first agreement.

d. Ottawa Citizen

[a] Editorial - Newsroom Re-organization: Kate Jaimet emailed newsroom members to obtain their opinions and feelings on problems with the newsroom reorganization. Jake Rupert has summarized the feedback we received on the new management system, general working conditions and outsourcing into a report. The Guild will send a letter with the summary report to Jim Orban and Graham Green (copy to Drew Gragg and Debbie Bennett).

Online Editor - evaluation of position came out at E-4 level on the grid, but must be reviewed. To ask for a meeting re work flow in the newsroom.

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[b] Building Services - Discipline grievance: Lois Kirkup advised that this grievance was settled.

A new problem has arisen regarding a mailroom cleaner and Debbie Cole and Nancy Noel will speak with HR.

[c] Editorial - Courthouse parking update: Jake Rupert will contact Debbie Bennett for a response from the company to standing committee meeting. The member is currently away on leave.

[d] Unit - Contract Bargaining: The committee has outlined its bargaining proposals. We will book Guild leave for bargaining team members for Monday, May 5 to meet in the Guild office with Dave Esposti for final preparations before meetings with the company, scheduled for May 12, 13, and 14.

[e] Editorial - Directed Content: Arnold Amber sat in on the executive discussion on directed content appearing in various CanWest papers. The company sells advertising and then reporters are directed to write stories to go with the ads. This goes against general journalistic ethics. ONG is requesting that CWA/SCA Canada send a letter on this issue to CanWest on behalf of the newspaper locals.

.Executive advised of a Citizen newsroom member whose payroll deductions changed after he turned 65. There are no longer deductions for Dental; Optional Life Insurance or Spousal Optional Life Insurance. HR - policy on what happens when you reach age 65? Check the Manulife benefits information. ONG should file a grievance; age discrimination; failure to provide dental coverage etc. This is also an item for bargaining – members over 65.

6. Arbitrations

· Ottawa Citizen Family Day Statutory Holiday grievance. At the end of March, Guild legal counsel sent a letter to Citizen regarding legal counsel and selection of an arbitrator.

7. Committees -

- a. Personnel - Committee needs to meet.
- b. Communications - Discussed mobilization concerning contract bargaining. For example, take an issue such as 'Worklife Balance' and prepare posters for Guild boards and have members sign the posters if they support the issue. Some other examples are 'Family Day Stat' and 'Retiree Benefits'. The posters could become more specific as bargaining proceeds. Bargaining updates for members will be prepared by the Communications committee.
- c. Health & Safety - Indoor air quality at the Citizen.
- d. Grievance -
- e. Guild Awareness / Mobilization -
- f. Finance - Committee met to discuss Local Defence Fund policy and strike manual which needs updating. Local's first priority is maintenance of benefits and it's up to the local executive to decide whether to top up benefits from the national and international. Executive discussion; committee will redraft policy, but it needs to be flexible.
- g. Organizing -
- h. Elections -
- i. Bylaws -

8. Internal Guild

- a. ONG Communications Policy: We need to arrange a meeting to discuss the local communications policy.

b. ONG Local Website "*ottawanewsguild.ca*"

Local History - editing update: Jackie Beingessner updated re online printing options at lulu.com. To email book from Jackie to the Communications committee members. We should also obtain printing quotes from the Citizen, DLR and Delta.

Website training update: We need training asap on how to post info to the website; to email David Hunter again to try to arrange session asap.

c. ONG Stewards Seminar – Look at stewards training after Citizen bargaining and before the fall.

d. CWA/SCA Canada Spring National Representative Council Meeting, April25-27/2008 - Vancouver

e. ONG Voting - TNG Sector Elections for Sector Chairperson, President, Secretary-Treasurer, VP Canada East Region: CTV poll is Thursday, April 24 and the Citizen poll is Tuesday, April 29. Ballot counting will be done in the Guild office at noon on Thursday, May 1.

9. Outside Issues

a. April 28 - National Day of Mourning: info sheet in package

10. Other Business

a. Citizen/CEP Negotiations (Mailers): Contract settled; five-year deal with annual increases of 2.5 per cent, 2.5, 3, 2 and 2.

11. Lost Time Notification

Lost time recorded for Jackie Beingessner, Debbie Cole, Terry Garner, Lois Kirkup, Claude L'Ecuyer, Nancy Noel, Charlene Ruberry, Jake Rupert and Don Smith.

12. Upcoming Meetings

❖ Please note change of date/time for the May Executive meeting to **Tuesday, May 6 at 1:00 p.m.**

❖ Next General Membership Meeting - **Wednesday, June 18, 2008** - 12 noon, Ottawa Citizen Conference Centre.

13. Adjournment

M/ by Jake Rupert to adjourn the meeting at 3:00 p.m. S/ by Don Smith. CARRIED.