

MINUTES: Executive Meeting

Tuesday, December 9, 2008

Present: Lois Kirkup, Terry Garner, Gord Holder, Debbie Cole, Joanne Schnurr, Jackie Beingessner, Claude L'Ecuyer, Charlene Ruberry and Pat Cavalier (staff).

Absent: Nancy Noel, Jake Rupert, Don Smith, Marc Laurin, Jean Renaud.

1. Call to Order

The meeting was called to order by Lois Kirkup at 11:10 a.m.

2. Approval of Agenda

M/ by Joanne Schnurr to approve the agenda. S/ by Jackie Beingessner. CARRIED.

3. Secretary's Report

a. Executive Committee – good standing report: Terry Garner reported that everyone is in good standing except for Marc Laurin and Jean Renaud.

b. Adoption of Minutes:

M/ by Joanne Schnurr to adopt the November 11, 2008 Minutes. S/ by Jackie Beingessner. CARRIED.

c. Correspondence: Various items circulated; ODLIC Minutes; several OFL newsletters and bulletins; OFL Making the Connection Symposium call - Jan. 17, 2009; Workers Health & Safety Centre certification training schedule for spring 2009. Thank you from SPCA Hamilton for donation in memory of Ella Jenkins. Thank you letter from Alzheimer Society for donation in memory of June Lumsden. Thank you letter from TNG-CWA for donation to Freedom Award Fund in memory of Charles Perlik.

d. Congratulations & Condolences:

- Donation to Alzheimer Society of Ottawa in memory of June Lumsden, mother and mother-in-law of Greg Lumsden (Citizen/Financial Services) and Lynn Lumsden (Citizen/Editorial).
- Donation to Heart & Stroke Foundation of Ontario in memory of Harold Moffatt, brother of Joyce Allen (Citizen/Financial Services).
- Donation to Sick Kids Foundation in memory of James Frederic Warren, father of David Warren (Citizen/Editorial).
- Lois Kirkup advised that Connie Defalco has been away on sick leave and a basket should be sent to her.

4. Treasurer's Report

a. Financial Report: Gord Holder presented the financial report to November 30, 2008. With impending voluntary buyouts or possible layoffs at the Citizen, the Guild could be losing 10 members. As this will affect dues revenue, the finance committee will need to re-examine the

budget when we see the impact on our membership/dues numbers. Gord reported there were no major changes from the auditors, just a couple of year-end adjusting entries made.

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November was a fairly normal month regarding expenses, and was a good month for the Defence Fund investments. The Defence Fund Balance Sheet records the value of the long-term investments at \$1,301,473.13.

As the ONG office lease with Minto will expire at the end of June 2009, the Guild will need to establish a committee early in 2009 to plan and explore our options.

5. Unit Reports

a. CTV Ottawa (CJOH)

Joanne Schnurr advised they had a good turnout for the unit meeting last month.

Management at CTV Ottawa has implemented a hiring freeze and ban on overtime in order to cut costs and avoid layoffs.

b. DLR International

[a] Grievance update: Gord Holder will attend the DLR arbitration hearings on Dec. 11 and 12 and will be on a conference call with the lawyer about the grievances tomorrow.

Executive discussion about procedure for a possible settlement offer for the grievances; we will follow our lawyer's guidance.

[b] Contract expires November 17, 2008: Staff rep Dave Wilson has contacted the employer about contract bargaining in January and the ONG has requested that DLR members submit their contract proposals to the Guild office by the end of December.

c. Delta Reprographics

[a] Dues Update: Discussion; the Guild will request additional information from our lawyer and ask about decertification, as well as ONG withholding payment for two invoices for buttons received from Delta because of the outstanding dues. The Guild also needs updated employee information.

d. Ottawa Citizen

[a] Unit - Buyout Program and Layoffs: The Citizen advised the Guild in writing on Nov. 27 of 10 Guild positions that were vulnerable to layoffs, depending on the outcome of the current buyout program (2 Reader Sales & Service; 2 Financial Services; 6 Editorial department). The company was talking about a staff reduction of 30-35 people for the whole building. People interested in the buyout were to apply for the voluntary buyout package by Dec. 5 and the expected date for them to hear back from HR is Dec. 17. At this point, it's believed there is enough interest in the voluntary buyouts that layoffs can be avoided, but we will have to wait until next week for that to be confirmed. Executive discussion; members in all departments are extremely stressed out and we should include a note in the newsletter about the importance of taking care of each other during such a difficult, stressful time.

[b] Editorial - Newsroom Issues: General discussion on newsroom matters. The Guild still hasn't received a response to the Nov. 3 letter sent to the Citizen about newsroom issues and its request to revive the joint union/management committee. A copy of the letter to management is posted on Guild boards, but we will also attach a copy to the November/December newsletter to all members.

Question about monitoring the wires; usually if you are designated as the Canada or World

Editor (not working as copy editor only), then you should file for E-2 differential. Lois Kirkup advised that the classification issue has been resolved for the former E-6 members who were working as copy editors and filing for differential. The members have been re-classified to the E-4 positions.

[c] Building Services - Department rep: For now, there is no Building Services rep on the executive committee for 2009; revisit in January after buyouts are finalized.

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6. **Arbitrations**

·DLR Sick Leave grievance hearing is scheduled for Dec. 11 and 12, 2008; Gord Holder to attend.

7. **Committees -**

- a. Personnel - Agreement settled for 2008-2010.
- b. Communications -
- c. Health & Safety - Terry Garner updated on safety groups and workplace inspections. Note that we need a new rep in the new year for inspections in the newsroom.
- d. Grievance -
- e. Guild Awareness / Mobilization - Mugs deposit refund: Terry Garner will need paperwork on the mugs deposit to send to collection agency; she will check with Jake Rupert who has documents.
- f. Finance -
- g. Organizing -
- h. Elections - Executive elections took place for 2009-2011 term at the Dec. 3/08 membership meeting.
- i. Bylaws - Article 3.01 amended at Dec. 3/08 membership meeting.

8. **Internal Guild**

a. Resolution on Retired Members:

A proposed resolution from Jim Scheer regarding retired members was included in meeting documents. The proposal would require a bylaw change and that could be dealt with by members at the general membership meeting to be scheduled in March 2009. In the meantime, the member could remain in the Guild as a member on leave.

b. ONG Communications Policy update: Tabled to early in 2009.

c. ONG Local Website & Local History: Jackie Beingessner updated on the book layout for printing and she is hoping to have everything done soon.

d. Canwest Caucus; Report on Inter-Union Meeting, Toronto, Dec. 1/08: Lois Kirkup reported on the Canwest inter-union session in Toronto and advised that heads of the unions (Arnold Amber, Peter Murdoch etc.) will be asking for a meeting with Canwest executives to ask financial questions.

e. TNG/CWA New Officers Training Residential Seminar, Feb. 13-16, 2009, Silver Spring, MD: We can revisit in January, but recommending that the ONG not send anyone for the 2009 training; wait and send someone in their second year on the executive.

f. CWA Media Sectors "Future of the Industry" summit, Jan. 10-12/09, Baltimore:

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Information from TNG-CWA on the industry summit was included in the meeting package. There will be a Canwest group included in the breakout sessions. Lois Kirkup will check with the Canwest caucus reps to see if anyone is planning to go to the summit, and if a group of people are attending from Canada, it would be a good idea for ONG president to attend. Registration deadline is December 19, 2008.

9. Outside Issues

10. Other Business

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11. Lost Time Notification

Lost time recorded for Jackie Beingessner, Debbie Cole, Terry Garner, Lois Kirkup, Claude L'Ecuyer, Charlene Ruberry, Joanne Schnurr.

12. Upcoming Meetings

_ Next Executive Committee meeting and Steward training - **Tuesday, January 6, 2009,**
starting at **10:00 a.m.**

(Note - we will hold an all-day session on Jan. 6/09 to include steward training, etc. with staff rep Dave Esposti following the executive meeting .)

13. Adjournment

M/ by Jackie Beingessner to adjourn the meeting at 12:30 p.m. S/ by Gord Holder.
CARRIED.