

MINUTES: Executive Meeting

Tuesday, February 20, 2007

Amended

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

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) Unit - Ergonomics Committee; 5 [c] (f) Editorial - Snowstorm
M/ by Debbie Cole to approve the amended agenda. S/ by Jordan Juby. 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 January 9, 2007 Minutes. S/ by Don Smith. CARRIED.

c. Correspondence - Nancy Noel circulated various correspondence items including:

- ODLIC Minutes and Union Counsellors course info and notice of election of executive member .
- OFL newsletters and correspondence; Union Mission newsletter; CWA Retired members council info.
- Thank you letter received from the family of Dr. Tom Wood for memorial donation (father-in-law of Blair Crawford).

d. Congratulations & Condolences:

- Basket to Natalie (CTV Ottawa) & Jay Pierosara - baby boy, Nathan Mark.
- Basket to Graham Hughes (Citizen/Editorial) - surgery.
- We need to send basket to Rob Cross (Citizen/Editorial) who will be off work for approximately six weeks on sick leave.
- We will check re memorial donation information following the death of father/father in-law of Charlene Ruberry (Citizen/Library) and Dennis Leung (Citizen/Editorial).

4. Treasurer's Report

a. Financial Report: Gord Holder reviewed the financial statements dated January 31, 2007, which is one-third way into this fiscal year. He reported we are a little under the budget figure for membership dues to date, but this is likely due to the timing of the cheques received to this point and Gord will keep an eye on the revenue figures. Effective with the January/2007 per caps, (paid February 15), the monthly payments are no longer sent to CWA Washington, but are paid to the TNG Canada/CWA office in Ottawa. Gord advised the total long term assets figure of \$1,278,597.14 reported on the Defence Fund Balance Sheet shows a loss on paper since the December statements, and this is reflective of the accounting practice changes instituted by the auditors. As long as the Guild holds its investments to maturity, we will receive what we are supposed to get for them. Under the updated method of reporting, we will show losses some months and gains/profits other months. Gord has checked the Wood Gundy account online and the investments total is increased again for February to date.

Expenses for January for the Defence Fund are to cover CJOH contract bargaining costs.

A strike appeal request has been received from the OFL for COPE Local 343, on strike against FirstOntario Credit Union in Hamilton. M/ by Debbie Cole that the ONG send a \$50 strike donation. S/ by Janet Hunter. CARRIED.

5. Unit Reports

a. CTV Ottawa (CJOH)

[a] Contract Bargaining - Approval of new 4-year contract effective January 1, 2007 to December 31, 2010 (Memorandum of Agreement included in meeting package):

Joanne Schnurr reported that contract negotiations went well, and four days of bargaining resulted in the new 4-year contract. Wage increases are 2.75, 2.5, 2.75 and 3% over the term of the contract. On-air talent fees will increase starting next year. Improvements were made to the vacation and bereavement leave clauses, and a new 5% merit pay provision will begin in 2009. It was also agreed at bargaining to include Eric Longley, in the entertainment reporter/ weathercaster position, in the Guild. The contract was ratified by the unit membership at a meeting January 25. M/ by Joanne Schnurr that the executive committee approve the new CTV Ottawa / ONG 4-year contract. S/ by Debbie Cole. CARRIED.

Joanne also advised that Charlie Greenwell has retired and a reporter from Halifax will be starting in March to replace him.

Pension Plan - Joanne advised that someone from Toronto will be coming in to speak to the employees about their pension. There are two company pension plans that cover Guild unit members. Joanne says that the pension plan is currently under-funded.

[b] Motion to destroy ratification ballots: Ballots from the CJOH contract ratification meeting are in the Guild office. Executive decided that the unit members should be the body to consider a motion to destroy the ballots, so they were given to Joanne to take back to CJOH for a membership vote there.

b. DLR International

[a] Contract update: TNG Canada/CWA staff rep Dave Wilson updated on the DLR contract. He last spoke with Guy Laurin a couple of weeks ago. A major stumbling block for the company is the grievance clause. At this point, we believe the two choices for the local are decertification or conciliation. The executive committee discussed the situation and it was decided we should contact the Guild lawyer with a request to file for conciliation.

c. Citizen

[a] Editorial - Corrections: The Citizen is attempting to cut down on errors in the paper and reduce mistakes. Tony Cote said that Graham Green is interviewing the members involved, taking notes and tracking the errors and corrections on a spreadsheet. Tony is concerned about members not having Guild representation in a meeting that potentially could result in discipline. We need to advise our members and stress the importance of having a Guild steward attend such a meeting. Lois Kirkup and Tony Cote will also speak with Drew Gragg and Graham Green.

[b] RS&S - Performance Reviews: Debbie Cole and Lois Kirkup met with RS&S VP Sue Armstrong to discuss the performance review process. Some members were quite upset about the process and having to set work goals etc. Discussion; Guild executive believes performance reviews are a good thing, and the goal setting exercise helps people focus and set priorities.

[c] Editorial - Opinion Page Editor: Lois Kirkup reported that the company will be bringing the excluded position of Opinion Page Editor (Peter Robb) back to the front of the contract to the exclusions list in Article 1.

Question was raised about Ken Gray (an editorial exclusion) writing a recent story on LRT.

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[d] Building Services Issues: Lois Kirkup attended a meeting with a part-time cleaner who received a

letter on her file concerning an e-mail she wrote to her supervisor. Lois said that the matter was resolved through the meeting and that the member apologized to her manager.

Guild members are reminded that it is important to be respectful of your colleagues and to keep work areas cleaned up. Executive committee also discussed other Building Services issues, including a member who received a sign/note at work from co-worker(s) to 'stop complaining and do your work'. Stated there are problems with day staffers having to clean up mess left from people working on nights; there is a need for management on nights. Discussion of possibility of holding a departmental meeting to hash out some of these matters.

Jordan Juby reported that at a recent discipline meeting concerning a couple of Building Services members and the ending time of their afternoon shift, the Building Supervisor checked the actual departure time of the employees by accessing the time their ID cards were swiped on company security system. This raises question about security and access to information. The Guild wants to remove the requirement for card swiping when exiting the building; look at drafting a letter to the company about Guild concerns.

[e] Unit - Ergonomics: Debbie Cole reported that the Ergonomics Committee is starting up again. Debbie received an e-mail from Joanne Rousseau in HR, and the company is looking for volunteers interested in serving on the committee.

[f] Editorial - Snowstorm: Tony Cote advised of a reporter who did not want to travel to cover a story out of town because of a snowstorm. The reporter cancelled 12 hours in advance of the assignment, and Tony said she should have waited until closer to the time of the assignment to make the call. Employees can refuse dangerous or unsafe work conditions, but can't make that call too far in advance due to weather conditions because the weather can change. We'll put a note about this in the next ONG newsletter.

6. Arbitrations - n/a

7. Committees -

- a. Personnel -
- b. Communications -
- c. Health & Safety -
- d. Grievance -
- e. Guild Awareness / Mobilization -
- f. Finance -
- g. Organizing -
- h. Elections -
- i. Bylaws -

8. Internal Guild

a. ONG Local website: "ottawanewsguild.ca"

Discussed local history project. The Victoria local project took about four weeks to complete. Tony Cote will speak with Charlie Gordon and Bob Rupert about writing something for the ONG history project. We will try to bring a proposal to the March membership meeting.

Checked out possible dates for a few hours of website training and Janet Hunter will try to arrange for the afternoon of Tuesday, March 27. [Janet Hunter, Gord Holder, Tony Cote, Jordan Juby, Pat Cavalier]

b. TNG Canada/CWA National Representative Council Meeting, Toronto, ON, April 14-15, 2007: Local delegates to the spring NRC meeting are Lois Kirkup, Gord Holder, Janet Hunter, Debbie Cole and Tony Cote. Lois already has her train reservations and Gord will check his travel dates. We will book VIA train reservations for Janet, Debbie and Tony, traveling to Toronto on Friday and returning to Ottawa on Sunday afternoon.

c. TNG Sector Conference - Toronto, ON, July 13-14, 2007 &

d. CWA Convention - Toronto, ON, July 16-17, 2007:

Discussed delegates for this year for the sector conference and convention in Toronto. The ONG will need to elect its delegates at the March 21 membership meeting. Executive members are asked to think about who is interested in attending the meetings. M/ by Debbie Cole that the ONG send its full complement of delegates (TNG 5; CWA 2) to the sector conference and convention in Toronto. S/ by Janet Hunter. CARRIED.

e. CWA Training for Local Financial Officers - July 13-14, 2007: Information has been received from CWA about training courses being offered before the convention in Toronto, but the material to be covered appears to be aimed at the U.S. locals.

9. Outside Issues

a. Spring 2007 OFL/Workers' Health & Safety Centre Course information was included in meeting package.

b. Simon Fraser University Research Study: We have received a call for participants relating to a research project for journalists and photojournalists and will include this information in the upcoming newsletter in case Citizen newsroom or CTV Ottawa members are interested in participating in the project.

10. Other Business

11. Lost Time Notification

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

12. Upcoming Meetings

➤ Next General Membership Meeting - **Wednesday, March 21, 2007 - 12 noon; Ottawa Citizen Conference Centre**

➤ Next Executive Meeting - **Wednesday, March 21, 2007 - 1 p.m. - Guild Office**

13. Adjournment

M/ by Debbie Cole to adjourn the meeting at 3:10 p.m. S/ by Tony Cote. CARRIED.