

# MINUTES: Executive Meeting

## Wednesday, May 16, 2007

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

**Absent:** Terry Garner, Don Smith.

1. Call to Order

The meeting was called to order by Lois Kirkup at 11:00 a.m.

2. Approval of Agenda

Add - 5 c. [c] Days & Nights Shifts; [d] Photo Correction; [e] Corbett Resignation.  
M/ by Claude L'Ecuyer to approve the updated agenda. S/ by Debbie Cole. CARRIED.

3. Secretary's Report

a. Executive Committee – good standing report.

Nancy Noel recorded that all executive members are in good standing. DLR Unit Chair Marc Laurin attended the executive meeting and his good standing status is restored.

b. Adoption of Minutes:

M/ by Debbie Cole to adopt the April 18, 2007 Minutes. S/ by Janet Hunter. CARRIED.

c. Correspondence:

- Nancy Noel circulated correspondence received from CWA, ODLC, OFL and the CLC.
- Thank You card received from Nancy Noel for donation to the Perley & Rideau Foundation in memory of her father-in-law, as well as a thank you letter from the Perley.
- Thank You card from Nancy Ladouceur for donation made in memory of her mother.
- Thank you letter for the ONG strike donation from the locked out members of the Toledo Council of Newspaper Unions, as well as a thank you card from Al & Therese Taylor, locked out members at the Toledo Blade. Executive discussion regarding updated information received from CWA about *Adopt-a-Family* concerning the locked out Toledo workers. Tony Cote proposed that the ONG make a further donation from the Special Projects Fund to the Toledo workers, to help pay health insurance costs, for example, for a six-month maximum period. Following executive discussion, it was decided that the Guild would bring this matter to the June 4 membership meeting for further action.

d. Congratulations & Condolences:

- Donation to Casey House Foundation in memory of the late June Callwood, journalist and broadcaster.

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- Donation to The Princess Margaret Hospital Foundation in memory of Joan Marguerite Burrell, mother-in-law of Wayne Scanlan (Citizen/Editorial).

.Tony Cote advised that Dave Rogers will be on sick leave for about six weeks following surgery on May 17; we will send a basket to Dave when he is home from the hospital.

#### 4. **Treasurer's Report**

a. Financial Report: Gord Holder presented the financial update to April 30, 2007, seven months into the fiscal year. Revenues are pretty well on target. Gord said that we will be over the budgeted amount for Interest Income, and that's a good thing. He advised that the dues per capita amounts payable to CWA Canada will increase slightly effective with the May/07 per caps, payable in mid-June. Conference expenses cover the national representative council meeting in Toronto. The Toledo strike donation (\$2,400 Cdn) has put us over budget on the Strike Donation line. Transfers to the Defence Fund in April amount of approximately \$3,400 primarily covers DLR contract conciliation costs. The Defence Fund Balance Sheet records the value of the long-term investments at \$1,295,552.60. There is an amount over \$8,000 Payable to General Fund, and Gord will transfer money from the Defence Fund in September, before the fiscal year end, to clear this amount. There was not a lot of change in value on the Defence Fund Income Statement for the month of April.

b. 2007 Membership renewal - Canadian Journalists for Free Expression:  
Notice was received from CJFE about annual membership renewal. The usual annual ONG donation has been \$200; \$25/membership and \$175/donation.  
M/ by Tony Cote to send \$200 to CJFE to renew our membership for 2007. S/ by Janet Hunter. CARRIED.

c. OFL Strike Appeal - IAM Local Lodge #2243: A strike appeal has been received from the OFL on behalf of IAM Local Lodge #2243, on strike against R-Theta Thermal Solutions in Mississauga. M/ by Gord Holder to send a \$50 strike donation. S/ by Joanne Schnurr. CARRIED.

#### 5. **Unit Reports**

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

Joanne Schnurr reported on a recent meeting with the company and a discipline letter that a member has had placed on their file. The ONG will grieve that the letter on file is excessive discipline.

##### b. **DLR International**

[a] Contract update: Marc Laurin reported that the four members voted in favour of the new contract. The new agreement is being translated. The graphics artist has left DLR and Marc advises that he will be replaced; also discussed co-op student.

##### c. **Citizen**

[a] Building Services Issues: Nancy Noel updated the executive committee on the followup to complaints filed by a mailroom cleaner. The Guild has received a copy of the detailed report prepared by the Citizen committee. The company met with managers to try to address the problems and to make sure that night supervisors are informed on how to handle situations that develop. Executive discussion; this appears to be a poisoned work environment and we need to keep an eye on things.

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[b] Editorial - Miscellaneous: Online training is completed. People seem to have either caught on to posting stories online and are doing okay with that, or they are having difficulty with the work. Advised also of "turnaround" issues (Art. 8.5.5) where some members may not be properly receiving turnaround pay. Reported that a newsroom member applied for turnaround pay and was denied. Lois Kirkup will speak with the member and then with Pat Hyndman. If not resolved, this should be grieved.

Discussion about vacations and timebank – supervisors/managers should be keeping proper

records. General e-mail send out by Graham Green about timebank and the company plans to enforce the policy in the newsroom about employees not accumulating more than one week's worth of timebank (or two weeks' worth with the approval of a senior editor). Time in timebank is sacred - don't give it up; advise members that, if the company threatens to take away this time or forces them to take time off, they should discuss this with a Guild executive member.

[c] Editorial - Days & Nights Shifts: The Guild has become aware that for about the last three weeks a page designer has been working a mix of day and night shifts in the same week. At the request of the member, he is working Monday night, and then day shifts for the balance of his week. Guild would have to agree to special request to allow the mix of shifts. Recent online training also complicated days/nights shift combinations in the same week. Executive committee discussion. Guild will send a letter from the Citizen unit leader to the company advising that scheduling of days/nights in the same week is a violation of Article 8.1.6 of the contract.

[d] Editorial - Photo Correction: Tony Cote updated the executive on the situation of a misidentified photo that appeared on the front of the City section in today's paper. Tony talked with Graham Green this morning. The case involved a child molester and the wrong person was identified in the photo. This is the third situation in the past six months in which Merlin system information was incorrect and led to a major error. The Guild has made suggestions to the company in the past about how to improve Merlin and the photo system; cutlines are a problem.

[e] Editorial - Corbett resignation: Tony Cote reported that Ron Corbett, who was to start at his new rewrite chief job on Monday, instead resigned that day from the Citizen.

## 6. Arbitrations

## 7. Committees -

- a. Personnel -
- b. Communications -
- c. Health & Safety -
- d. Grievance -
- e. Guild Awareness / Mobilization -
- f. Finance -
- g. Organizing - Delta Reprographics update: Dave Wilson advised that the labour board conducted a vote in early May. There was a question raised by the board about union status of TNG Canada/CWA and Dave forwarded the supporting documentation to the OLRB.
- h. Elections -
- i. Bylaws -

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## 8. Internal Guild

- a. ONG Local website "*ottawanewsguild.ca*"

Local History project: Janet Hunter reported that website work is coming along and that she and Tony Cote are still looking at people to work on the local history; Dan Drolet is interested in the project.

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

- c. CWA Convention - Toronto, ON, July 16-17, 2007

An ONG sponsored amendment to the CWA Constitution was submitted May 14, 2007. Lois Kirkup updated on the constitutional amendment which proposed a seat on the CWA executive board for the Canadian director. The amendment needed a local sponsor so ONG was selected. The responses (5 votes in favour) were submitted to Lois, and the amendment was forwarded by ONG to the CWA on May 14. Executive discussion; Gord Holder expressed concern with how the issue was handled; felt it was dealt with in an 'on the fly manner', while others responded that emergency situations sometimes call for having to handle matters in such a way. The executive committee can always reaffirm actions/results at an executive meeting to complete the process.

**9. Outside Issues**

Lois Kirkup attended the Freedom Fund Award Banquet while in Washington on May 3<sup>rd</sup> and the ONG was thanked in the banquet booklet for our donation to the 2007 fund. Lois also reported from the Sector Executive Council meeting that Bernie Lunzer will be running for President of TNG in 2008. The sector conference will be held in February 2008 in Rhode Island.

**10. Other Business**

**11. Lost Time Notification**

Lost time recorded for Debbie Cole, Tony Cote, Jordan Juby, Marc Laurin, Claude L'Ecuyer, Nancy Noel, Joanne Schnurr.

**12. Upcoming Meetings**

☞ Next General Membership Meeting - **Monday, June 4, 2007 - 12 noon**, Ottawa Citizen Conference Centre

☞ Next Executive Meeting - **Monday, June 4, 2007 - 1 p.m.** - Guild Office.

**13. Adjournment**

M/ by Gord Holder to adjourn the meeting at 12:55 p.m. S/ by many. CARRIED.