

MINUTES: Executive Meeting

Tuesday, May 6, 2008

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

Absent: Marc Laurin, Jean Renaud.

1. **Call to Order**

The meeting was called to order by Lois Kirkup at 1:15 p.m.

2. **Approval of Agenda**

Add: 5. d. [f] Sick Leave

M/ by Don Smith to approve the amended agenda. S/ by Joanne Schnurr. CARRIED.

3. **Secretary's Report**

a. Executive Committee – good standing report: Terry Garner reported that a letter was sent to Marc Laurin of DLR to advise he is no longer in good standing and no response has been received from Marc. All other executive committee members are in good standing.

b. Adoption of Minutes:

M/ by Jake Rupert to adopt the April 15, 2008 Minutes. S/ by Nancy Noel. CARRIED.

c. Correspondence - Miscellaneous items circulated, including OFL newsletters and OFL 2008 Honour Roll Scholarship info for posting; Mayworks 2008; info on CWA slate for the at-large diversity executive board positions; request from Ontario ALS Society for sponsorship for the annual walk at Lansdowne Park on June 7. Thank you card received from Kate Jaimet for basket sent to her.

CWA Human Rights and Equity Conference info - see item 8 e.

Received TNG-CWA notice advising of the death of Mary Boarman, wife of CWA Vice-President of PP&MW Sector, Bill Boarman. M/ by Gord Holder that the ONG send a \$30 donation to Leukemia and Lymphoma Society in memory of Mary Boarman. S/ by Nancy Noel. CARRIED.

d. Congratulations & Condolences:

·Donation to Canadian Diabetes Association (Ottawa) in memory of Ken Attfield, grandfather of Brenda Zalewski (Citizen/Financial Services).

·Basket to Andrew (Citizen/Editorial) & Andrea Seymour, baby girl, Grace Rita Catherine.

·Donation to the University of Ottawa Heart Institute in memory of Stanley Smith, father-in-law of Howard Kaplan (CTV Ottawa).

4. **Treasurer's Report**

a. Financial Report: Gord Holder gave the financial update to April 30, 2008. Revenue figures are close to the budgeted amount and we will continue to keep a close eye on budget figures.

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For the month of April update, our spending was \$1,713.68 over our income, but basically, over the course of the year, spending is matching the incoming funds. The Conferences line includes most of the national rep council meeting costs, leaving a balance close to \$5,000 to cover the expenses for the CWA convention in June in Las Vegas. The Special Projects deposit for mugs of \$2,162.40 is shown at the bottom of the update. The Defence Fund Balance Sheet value of the long-term investments is \$1,343,792.28. The Defence Fund Income Statement reflects that April was a little rocky with a decrease in value of the funds, but as we usually hold the investments until they mature, the long term view is not to worry. To this point in the fiscal year, Net Income for the Defence Fund is \$57,116.82. Expense figures for the Defence Fund will increase as we commence contract bargaining for the Citizen Unit.

Gord advised he was contacted by a former executive member asking about the taxability of ONG honorariums. The Guild has not been issuing T-4A slips for honorariums. Gord checked with the bookkeeper and honorarium payments are classed as income, similar to director's fees, so effective this year, ONG will issue T-4A slips for all executive honoraria. As the practice relates to Guild leave, the company (Citizen or CTV Ottawa) pays the member's regular salary, benefits etc. while on Guild leave, and then the company invoices the ONG accordingly for the lost time, so we don't have to issue a T-4 or T-4A for Guild leave.

b. Donation to 2008 Freedom Award Fund Banquet - May 21, 2008:
Request for donations was received from TNG; we usually send a \$100 donation each year. M/ by Gord Holder to send a \$100.00 donation to the TNG-CWA 2008 Freedom Award Banquet Fund. S/ by Debbie Cole. CARRIED.

5. Unit Reports

a. **CTV Ottawa (CJOH):** Joanne Schnurr reported they have a new computer system (iNews) that has created a host of problems, including jurisdictional issues, and a lot of work for everyone. There is a steep learning curve with the new system; 4 hours training is being provided to employees. There is nothing new to report about the clothing allowance as sponsors still haven't been found by the company. Kimothy Walker and Joanne will discuss this again with the employer, and we may then need to send a letter from the Guild to move this issue further along. Discussion about the expense for reporters using their own phones as they are not issued cell phones by the employer. It was suggested that employees should request compensation from the employer as per their cell phone charges. Joanne and Kimothy will raise this matter with the company under Article 20.3.

b. DLR International

[a] Grievance update: Ongoing issues; two grievance letters were filed with DLR on May 5 concerning the non-payment of sick leave pay and the incorrect wage rate of an employee.

c. Delta Reprographics

[a] First contract update: Dave Wilson advised that the wage grid has been updated in the draft contract and he is waiting to hear back from the employer about the changes.

d. Ottawa Citizen

[a] Editorial - Newsroom Re-organization: The Guild sent a letter to the company summarizing the feedback received from members on the newsroom reorganization, working conditions and outsourcing. The company has requested additional information, concrete examples, and the Guild has asked to meet with Jim Orban and Graham Green to discuss matters further in person. Questioning whether pages are still being sent to Hamilton. Day deskers are doing some pages as it's easier to do the work instead of sending the pages to Hamilton. What's happening on nights?

[b] Courthouse parking update: The Guild has not yet received a written response from the Citizen on the standing committee meeting; Jake Rupert sent an email request for a response today.

[c] Editorial - Benefits grievance: The Guild has not yet received a response to its April 29 grievance letter filed about changes to the benefits of a member who reached age 65.

[d] Building Services - Mailroom cleaner: Nancy Noel and Debbie Cole met with Linda Ruhl and Joanne Rousseau and were advised that the person involved from the other union was disciplined; to advise our member about what was done.

[e] Unit - Contract Bargaining - May 12, 13, 14, 2008: The Guild bargaining team met May 5 to review and finalize its proposals. Contract negotiations with the Citizen are booked for three days next week.

[f] Editorial - Sick leave: Executive discussion about member who is still impacted by a serious accident he was in about 2 ½ years ago. We understand that the member is going on a modified work week (4-day week and 1-day sick leave?) for an indefinite period. Gord Holder will check further with the member to see if this is modified work or sick leave.

6. Arbitrations

· Ottawa Citizen Family Day Statutory Holiday grievance.

7. Committees -

- a. Personnel - committee to meet.
- b. Communications - Jackie is checking on the outstanding mug order.
Discussed bargaining mobilization – prepare poster on “Work Life Balance” to post next Monday afternoon. Other poster ideas are 35-hour work week; Medical benefits; “We deserve a raise”. Send poster ideas to Jackie Beingessner.
- c. Health & Safety -
- d. Grievance -
- e. Guild Awareness / Mobilization -
- f. Finance -
- g. Organizing -
- h. Elections - Send ONG vote tally re sector election to Andy Zipser at the end of this week. Email from TNG advises that unofficial results will be posted May 11 and official results will be announced May 15.
- i. Bylaws -

8. Internal Guild

a. ONG Communications Policy: Committee met to discuss communications policy and decided against a formal policy. General communications with members should come from the Guild office and should generally be vetted through the executive committee. Written comments should be vetted by the executive committee to avoid putting things in writing that might be in error or have incorrect content. Extensive discussion; committee to look again at written communications policy.

b. ONG Local Website “*ottawanewsguild.ca*”

Local History - need to obtain printing quotes. Gord Holder dug out some artwork from the 1999 sector conference in Ottawa. We can also check with TNG Washington about photos. David Hunter was in the Guild office today for a short website training session.

c. Report from CWA/SCA Canada Spring National Representative Council Meeting, April 25-27, Vancouver, BC: The rep council meeting approved a SIF proposal for submission to CWA and adopted the Way Ahead program to help grow the national union. Canwest locals – need to keep a close eye on CW matters as relationships with management in other cities are not great, and need to watch Montreal where the parties have filed for conciliation before bargaining. Unions are under attack out there. Locals are setting goals, for example, recruitment of executive members. Want language to address major newsroom changes.

d. CWA Convention - June 2008, Las Vegas: Lois Kirkup is the ONG delegate to attend the CWA convention.

e. CWA Human Rights & Equity Seminar, Las Vegas, June 2008: Jackie Beingessner spoke about this one-day session being held in Las Vegas prior to the CWA convention. Detailed information copied for Jackie and Joanne Schnurr. CWA/SCA Canada will pay to send one representative to the conference, so Jackie and Joanne will speak to a couple of ONG members to see if they are interested in putting their name forward to possibly attend the seminar. Discussion.

M/ by Debbie Cole that if an ONG member is highly motivated and interested in attending the Human Rights & Equity seminar in Las Vegas in June, and isn't selected by the national union to attend, that the Guild cover the expenses involved to send one participant to this seminar.

S/ by Jackie Beingessner. CARRIED.

9. Outside Issues

10. Other Business

11. Lost Time Notification

Lost time recorded for Jackie Beingessner, Terry Garner, Lois Kirkup, Claude L'Ecuyer, Nancy Noel, Charlene Ruberry, Joanne Schnurr, Don Smith.

12. Upcoming Meetings

❖ Please note change of date/time for the June Executive meeting to **Tuesday, June 3 at 11:00 a.m.**

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

13. Adjournment

M/ by Claude L'Ecuyer to adjourn the meeting at 3:22 p.m. S/ by Debbie Cole. CARRIED.