

MINUTES: Executive Meeting

Tuesday, November 13, 2007

Present: Lois Kirkup, Nancy Noel, Gord Holder, Terry Garner, Debbie Cole, Chris Day, Jordan Juby, Claude L'Ecuyer, Don Smith and Pat Cavalier (staff).

Absent: Marc Laurin and Tony Cote.

1. **Call to Order**
The meeting was called to order by Lois Kirkup at 1:00 p.m.
2. **Approval of Agenda**
M/ by Nancy Noel to approve the agenda. S/ by Debbie Cole. CARRIED.
3. **Secretary's Report**
 - a. **Executive Committee – good standing report.**
Terry Garner reported that executive committee members are all presently in good standing.
 - b. **Adoption of Minutes:**
M/ by Nancy Noel to adopt the October 10, 2007 Minutes. S/ by Don Smith. CARRIED.
 - c. **Correspondence - Various items were received from the Ontario Federation of Labour and Ottawa & District Labour Council. Certificate received from CWA for our Union-to-Union Solidarity Fund donation. Thank you notes received from Tony Cote and Norm Provencher for baskets sent to them. Info received from TNG about the January 2008 Residential Seminar for New Local Officers (copied for meeting packages).**
 - d. **Congratulations & Condolences:**
 - Basket sent to Nancy Campbell (Citizen/Reader Sales & Service) - sick leave.
 - Basket sent to Zev (Citizen/Editorial) & Gabrielle Singer - baby boy.
 - The ONG will send a donation to the Winnipeg Humane Society in memory of CWA/SCA Canada staff rep Dan Zeidler, who died suddenly on October 29, at age 56.
 - The ONG will send a donation to Sutter VNA and Hospice in memory of Charles (Chuck) Dale, retired international president of The Newspaper Guild, who passed away October 23, at age 79.
 - Gary May (Citizen/Editorial) - retired from Citizen and has moved to Cobourg; discussed type of gift card to mail to Gary.
 - Advised of the death of grandmother of Leslie Lamer (Citizen/Financial Services); to obtain details re memorial donation.
4. **Treasurer's Report**
 - a. **Financial Report:** Gord Holder advised that the accountants will have the ONG year-end audit report completed for the December annual membership meeting. Gord presented the

financial update to October 31, 2007, the first month of the new fiscal year. Gord reviewed key figures of the report, advising that most items were the usual and expected numbers. Expenses were higher than Revenues for the month, largely due to conference expenses from the national rep council meeting in Halifax.2

Gord advised that potential buyouts in the Citizen newsroom could impact the ONG Membership Dues Revenue and we will have to revisit the budget early next year. The Defence Fund Balance Sheet records the long-term investments of the Local at \$1,292,802.59. October was a good month for the investments. It was a quiet month on the Defence Fund Income Statement, with only one legal bill for \$20.14, resulting in Net Income of \$7,431.91. The ONG Defence Fund has a couple of strip bonds that will mature in 2008.

5. Unit Reports

a. CTV Ottawa (CJOH)

[a] New Web Postings and Waiver re FT Position: Email from Kimothy Walker and info from Chris Day indicates that this matter is on-going; company advises this is all still in development.

[b] Christmas Tickets for Part-timers: Email request received from Joanne Schnurr that the ONG pay for the Christmas party tickets for the part-timers at CTV Ottawa. The company pays for tickets for the full-time employees, and CEP covers the cost of all its part-timers. Discussion; usually about 6 tickets required at a cost of \$15 each and the company would invoice us. M/ by Debbie Cole that the ONG cover the cost of the Christmas party tickets for the Guild part-time members at CTV Ottawa, as part of Guild Awareness. S/ by Gord Holder. CARRIED.

[c] Maternity Leave - Chris Day advised there is a dispute about the number of weeks duration of a member's maternity leave and her return to work date. The Guild had requested a legal opinion and the response from Dougald Brown is included in the meeting information. Chris will pass this information on to Joanne Schnurr to discuss further with Human Resources.

b. DLR International

No report. The Guild will request annual updated information for DLR members.

c. Delta Reprographics

[a] Contract Bargaining: Lois Kirkup and Debbie Cole met yesterday with Jean Renaud, Delta employee rep, to review the Guild's contract proposals, and then met this morning with the company owner for contract discussions. Lois reported the parties have agreed on the majority of the contract clauses, with the exception of monetary items: salary grid, sick leave and vacation pay. Two possible bargaining sessions have been arranged for later this month.

d. Citizen

[a] Editorial - CanWest Buyout Offers: CanWest posted a buyout offer on November 1 for newsroom staff only. They are looking for 15 or 16 people to take the buyout and are targeting people between the ages of 55 and 62. We believe there are currently 6 people who are thinking of taking the buyout and understand that CanWest is counting people who have left in the last couple of months as part of their numbers. Buyouts will be approved by November 30. At the recent town hall meeting the company advised that no layoffs will result if its target numbers are not met. Also stated that the buyouts will not be extended to other departments.

[b] Editorial - Pages to Hamilton: Executive discussion; advised that there are still foul-ups on nights but don't hear anything much during the day. Increased errors and the product quality is not that great.

[c] Editorial - Employee Survey: The results submitted by newsroom members were copied for executive members to peruse.

[d] Editorial - Courthouse Parking: Lois Kirkup reported that the company extended paying parking charges for the courthouse reporter to the end of the year but has given notice to the member that payments will end effective January 2008. Paid parking was not a condition of employment and had previously been National Arts Centre parking that was available during the day.

[e] Unit: Pay Equity Review: The joint committee has settled the positions in Financial Services and Reader Sales & Service departments. Editorial jobs will be dealt with next. Arnold Amber knows someone who can provide a one-day Pay Equity workshop for the ONG before we address the editorial department; decided the ONG should take advantage of this training.

[f] Unit - Family Day (Feb/2008): People in Ontario are to get an additional statutory holiday created by the provincial government and covered by Ontario Employment Standards. Confirm with Dougald Brown if Guild members would qualify for new holiday. Ottawa Citizen contract is under provincial jurisdiction, while the CTV Ottawa agreement is under federal jurisdiction. Housekeeping for new contract; also next negotiations, Guild should update holidays clauses to include holidays proclaimed by federal, provincial and municipal governments.

6. Arbitrations

7. Committees -

- a. Personnel -
- b. Communications -
- c. Health & Safety -
- d. Grievance -
- e. Guild Awareness / Mobilization
- f. Finance -
- g. Organizing -
- h. Elections - Discussed 2008 TNG elections and voting process; it will be the locals choice how to handle the election.
- i. Bylaws -

8. Internal Guild

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

We need to contact David Hunter to set up a website training session – Pat Cavalier, Debbie Cole, Gord Holder and Nancy Noel for now.

Local History project - have received and printed the history from Dan Drolet and we need help to edit the history. Lois Kirkup will call Tony Cote about doing this.

- b. ONG - New Letterhead: The ONG soon needs to get a new order of letterhead printed with "Local 30205 of CWA/SCA Canada" designation; leave off the affiliations info.

- c. Report from CWA/SCA Canada - Fall National Representative Council Meeting, Oct. 26-28/07, Halifax, NS: Reported that the meeting was fairly straight forward. There were some bylaw changes approved concerning the election of director of CWA/SCA Canada etc. There was discussion of the staff rep layoff. Following the recent death of rep Dan Zeidler, Arnold Amber was to contact Dave Wilson about return to work. ONG to prepare a letter to CWA/SCA Canada director to request another representative.

- d. TNG-CWA Residential Seminar for New Local Officers, January 18-21, 2008, George

Meany Campus, Washington, DC: Information on the 2008 residential training seminars included in meeting package; to see if Jackie Beingessner would like to attend.

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e. TNG Sector Conference, February 2008 - Providence, RI:

·ONG 1/4 page booklet ad: Copy of old ONG ad given to Jordan Juby to update. The Local will pay for banquet tickets for delegates but they must pay for Follies tickets themselves. M/ by Terry Garner to approve payment for banquet tickets for three delegates to the 2008 TNG sector conference. S/ by Gord Holder. CARRIED.

·Canadian Party -

f. TNG Forum to Focus on News Industry Jobs: Citizen/Editorial member Kit Collins attended the forum on behalf of the ONG. The agenda and Kit's report on the conference are included in the meeting package.

9. Outside Issues

a. Lockout/Strike - Journal de Quebec in Quebec City: Discussed the 6-month long strike/lockout at the Journal de Quebec and strike donation (three CUPE locals involved). The strike was also discussed at the Halifax representative council meeting and CWA/SCA Canada will be sending money to buy ads in the strike newspaper, as well as donating for the striking workers.

M/ by Don Smith that the ONG send a \$250.00 strike donation for the Journal de Quebec employees, and we can revisit again at the December executive meeting. S/ by Gord Holder. CARRIED.

b. Nov. 19/07 Rally - CRTC Gatineau, QC re CanWest purchase of Alliance Atlantis: Lois Kirkup provided info on the rally taking place next Monday morning at the CRTC hearings; need bodies/ support to protest at the rally. We'll try to get details posted on bulletin boards.

10. Other Business

Christmas - Guild Awareness – discussion about what the ONG is doing this year. Decided we could serve food items at the December 12 membership meeting and Nancy Noel will check with caterer in the Citizen building about cost of sandwiches. CTV Ottawa can serve coffee, cookies and treats as before.

11. Lost Time Notification

Lost time recorded for Debbie Cole, Chris Day, Terry Garner, Jordan Juby, Lois Kirkup, Claude L'Ecuyer, Nancy Noel, Don Smith.

12. Upcoming Meetings

✧ Next Executive Meeting - **Wednesday, December 12, 2007 - 1:15 p.m.** - Guild Office.

✧ Next General Membership Meeting - **Wednesday, December 12, 2007 - 12:15 p.m. start;** Ottawa Citizen Conference Centre.

13. Adjournment

M/ by Jordan Juby to adjourn the meeting at 2:35 p.m. S/ by Don Smith. CARRIED.