

MINUTES: Executive Meeting

Tuesday, November 11, 2008

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

Absent: Charlene Ruberry, Marc Laurin, Jean Renaud.

1. Call to Order
The meeting was called to order by Lois Kirkup at 11:05 a.m.
2. Approval of Agenda
M/ by Nancy Noel to approve the agenda. S/ by Jackie Beingessner. CARRIED.
3. Secretary's Report
 - a. Executive Committee – good standing report: Terry Garner advised that everyone is in good standing except Marc Laurin and Jean Renaud.
 - b. Adoption of Minutes:
M/ by Gord Holder to adopt the October 16, 2008 Minutes. S/ by Joanne Schnurr. CARRIED.
 - c. Correspondence: Various items circulated; OFL/ODRT Worker's Compensation Essentials Workshops; OFL Bill 107 info - an Act to Promote Workforce Training; OFL Symposium on Poverty Reduction; various OFL newsletters. Thank you letter from Ottawa Regional Cancer Foundation for donation sent in memory of Margaret Colwin. Thank you letter from Carleton Lodge for donation made in memory of Vicky Armitage.
 - d. Congratulations & Condolences:
 - Basket to Janet Wilson (Citizen/Editorial) - sick leave.
 - Donation to Hamilton/Burlington SPCA in memory of Ella Joyce Jenkins, mother of Alan Jenkins (Citizen/In-House Printing).
 - Donation to Kidney Foundation of Canada in memory of Audrey McGrath, mother of Pat McGrath (Citizen/Editorial).
4. **Treasurer's Report**
 - a. Financial Report: Gord Holder advised that the auditors had a few questions about the year-end data that he's responded to. He expects there will be a couple of year-end adjusting entries to be made. The financial audit reports should be ready for the December membership meeting. Gord presented the financial update to October 31, 2008, covering the first month of the new fiscal year. Expenses for October were higher than Revenue, largely due to Conferences expenses from the NRC meeting in Kingston. On the Defence Fund Balance

Sheet, the value of the long-term investments is \$1,267,288.51. It was another rough month for Defence Fund investments, with a total drop in value of \$18,836.98.

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b. ODLC Request for United Way Labour Community Pledge donation: Discussed; no motion.

c. Support Request for Puerto Rico Lockout Paper: Locked out Guild members (Local 33225) at the San Juan Star have started a lockout paper called the Puerto Rico Daily Sun. Over half of the locked-out workers have bought shares in the paper and they are currently publishing 15,000 copies per day. The owner of the Star has announced he will publish a final edition around Thanksgiving, making the Daily Sun the English paper of record. The Puerto Rico Local is looking for support; donations, purchase of ceremonial shares or stocks (\$100/share), as well as ads of support.
M/ by Debbie Cole that the ONG buy one ceremonial share of the Puerto Rico Local lockout paper at a cost of \$100.00 (U.S.). S/ by Nancy Noel. CARRIED.

d. CUPE Local 3903 Strike Donation Request: Information received that CUPE Local 3903 is on strike at York University. The Local represents 3,400 teaching, graduate and research assistants and contract faculty at York.
M/ by Gord Holder that the ONG send a \$50.00 strike donation to CUPE Local 3903. S/ by Debbie Cole. CARRIED.

5. Unit Reports

a. CTV Ottawa (CJOH)

[a] Christmas Party Tickets for Part-timers: Joanne Schnurr requested that the ONG pay for the Christmas party tickets for part-time members. The company pays for tickets for the full-time staff and CEP covers ticket costs for its part-timers (\$15/ticket). Discussion.
M/ by Debbie Cole that the ONG cover the ticket cost for the part-time CTV Ottawa unit members. S/ by Jake Rupert. CARRIED.

Extensive discussion concerning a member's question about his standing in the Guild; says he pays full dues, but he performs both Guild work and excluded work. Consensus is that the member is a full union member and protected by the Guild contract, as per the letter of understanding in the contract signed at the last round of bargaining.

Joanne Schnurr updated on the continued stress in the newsroom; lack of resources, overload of work, communications, etc. A unit meeting is scheduled for November 13 for members to discuss their concerns and issues and they will then set up a meeting with the company to address the issues. Joanne asked about buying some appetizers for the members at the meeting.

M/ by Debbie Cole to approve the expenditure of up to \$100.00 for CTV Ottawa Guild awareness for the unit meeting. S/ by Terry Garner. CARRIED.

b. DLR International

[a] Grievance update: The lawyer has arranged a pre-hearing meeting with the member on December 4. The arbitration hearings are scheduled for December 11 and 12, 2008.

[b] Contract expires November 17, 2008: Dave Wilson will contact DLR about bargaining.

c. Delta Reprographics

[a] Dues Update: Still no dues received from Delta and Lois Kirkup reported on legal opinion received from our lawyer. We will request that Nelligan's send a letter to Delta instructing them to pay union dues owed to the Guild or we will proceed to arbitration.

d. Ottawa Citizen

[a] Editorial - Bylines Update: No response received from October 9 Guild grievance letter to the Citizen; send letter to Debbie Bennett requesting to proceed to standing committee on this matter.

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[b] Editorial - Newsroom Issues: The Guild hasn't received a response to its November 3 letter to the Citizen about newsroom issues and its request to revive the joint union/management committee. We will copy the ONG letter to post on Guild boards, with a notation that we haven't received a reply yet, as well as attach to the monthly update for members. Suggested we could also email to homes. Advised also of member who became sick while away on vacation and asked for vacation days back and her manager says no; the contract does read that sick benefits are not paid for scheduled days off, vacation and stat holidays.

[c] Editorial - Night Desk Differentials (E-2): In the old contract, Canada Editor and World Editor positions were listed in the E-2 wage grid but these classifications no longer appear in the grid, having been moved to Letter #8 at the back of the contract. Guild members need to be advised/ reminded to claim for their differentials for a shift when working as an E-2. Suggestion that we include this information in the next newsletter to members. One summer hire was not told about filing for differentials; claimed back and differential was received.

The Guild will also send a letter to HR to check the classification of two members who were in E6S and E6P positions, as both these classifications were also moved to Letter #8 during bargaining. The two members have been filing for E-4 differential, but receive only straight pay when not in the office. We'll write the company to suggest the members be re-classified as E-4 because their E-6 positions no longer exist under the contract.

6. Arbitrations

·Ottawa Citizen Family Day Statutory Holiday grievance - The November 3, 2008 decision award from Arbitrator Barry Stephens was included in the meeting documents. The grievance was denied by the arbitrator; decision discussed.

·DLR Sick Leave grievance hearing is scheduled for December 11 and 12, 2008.

7. Committees -

a. Personnel - M/ by Gord Holder to go in-camera to discuss personnel matters. S/ by Jackie Beingessner. CARRIED.

M/ by Gord Holder to end in-camera session. S/ by Don Smith. CARRIED.

b. Communications -

c. Health & Safety -

d. Grievance -

e. Guild Awareness / Mobilization - Mugs deposit refund - updated by Jake Rupert that a lawsuit was filed in Toronto and they are trying to find Shy Jacoby to serve him notice; could involve a nominal fee to serve. Discussion; the Guild will also look at sending this matter to a collection agency.

Discuss Christmas goodies, newsroom party contribution, open house with munchies, goodies, raffle for prizes etc. etc. Nancy Noel will check availability of the Citizen Conference Centre for a date during the week of Dec. 15, from 3 p.m. to 7 p.m.

M/ by Jake Rupert that the ONG spend up to \$500.00 for the Citizen Christmas get-

together. S/ by Jackie Beingessner. CARRIED.

f. Finance -

g. Organizing -

h. Elections - Executive elections for 2009-2011 term (Dec. 3/08 membership meeting).

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- i. Bylaws - Information distributed and discussed concerning the following proposed bylaw change prepared by Debbie Cole to bring to the December 3 membership meeting. The proposed language will be included on the meeting notice posted.
Article 3.01 - The affairs of the ONG shall be managed by a committee composed of the Local Officers, as described in Section 5, each unit leader, five members-at-large and one Human Rights and Equity member-at-large. Positions of members-at-large may be filled by department leaders as described in Section 4.04.
Perhaps Mohammad Adam would speak to the membership meeting about the equity course/training he attended in Toronto.

8. Internal Guild

- a. ONG Communications Policy update: Tabled to early in 2009.
- b. ONG Local Website & Local History: Claude L'Ecuyer obtained a quote from In-House Printing to print the history booklet: 500 copies, Cerlox binding, (50 pages) = \$1,000. 300 copies = \$675.00. The cost would be \$150 less if non-Cerlox binding is used.
- c. Report from CWA/SCA Canada Fall National Rep Council meeting in Kingston: Discussed SIF; Canwest changes; Negotiating school and Organizing school. Location of the spring 2009 meeting is still to be determined.
- d. CWA/SCA Canada Organizing School, Toronto, Nov. 21-23/08: Information was emailed to ONG members and no one responded as interested in attending the school.
- e. Canwest Caucus: Joint Meeting with CEP, CAW, CUPE, Toronto, Dec. 1/08: Lois Kirkup advised of a joint Canwest meeting proposed by CEP, CAW and CUPE. The meeting will be in Toronto on December 1. Discussion; consensus is that we should send at least one rep to this meeting and Lois Kirkup and Jake Rupert have agreed to attend for ONG. M/ by Debbie Cole to cover the requisite expenses to send two ONG reps to the joint meeting in Toronto. S/ by Don Smith. CARRIED.
- f. CWA Media Sectors "Future of the Industry" summit, Jan. 10-12/09, Baltimore: Information included in the Nov./2008 'Local Officers' Update' included in meeting package. Agenda is likely more geared to issues in the United States; Canwest Caucus can revisit this.

9. Outside Issues

10. Other Business

11. Lost Time Notification

Lost time recorded for Jackie Beingessner, Debbie Cole, Terry Garner, Lois Kirkup, Claude L'Ecuyer, Nancy Noel, Jake Rupert, Joanne Schnurr, Don Smith.

12. Upcoming Meetings

- Next General Membership/Citizen Unit meeting - **Wednesday, December 3, 2008, 12 noon**, (location changed to Guild office)
- Next Executive Committee meeting - **Tuesday, December 9, 2008, starting at 11:00 a.m.**

13. Adjournment

M/ by Terry Garner to adjourn the meeting at 1:15 p.m. S/ by Gord Holder. CARRIED.