

MINUTES: Executive Meeting

Thursday, February 18, 2010

1. Call to Order

Meeting called to order by Lois Kirkup at 12:05 p.m.

In attendance: Sam Chalati, Debbie Cole, Blair Crawford, Terry Garner, Gord Holder, Lois Kirkup, Jacquie Miller, Julie Oliver, Jeff Parks, David Reevely, Joanne Schnurr, Andrea Sirman.

Absent: Randall Denley, DLR.

2. Approval of Agenda

M/ by David Reevely to approve the amended agenda. S/ by Julie Oliver.

CARRIED.

3. Secretary's Report

(a) Good Standing Report: All members currently in good standing.

(b) Adoption of Minutes:

M/ by David Reevely to adopt the January 12, 2010 Minutes. S/ by Debbie Cole.

CARRIED.

(c) Correspondence: Information received on OFL Pension Summit in Toronto at the end of March. ODLC Minutes and meeting notice. Thank you letter from Providence Healthcare Foundation for donation in memory of James Scanlan. Thank you letter from Jo-Anne Polak and Don Campbell for donations made in memory of Jo-Anne's parents.

(d) Congratulations and Condolences:

·Donation to Royal Victoria Hospital Foundation, "I Believe" campaign, Barrie, ON, in memory of Bernadette Walsh, mother-in-law of Don Campbell (Citizen/Editorial).

·Basket to Leigh Chapple (CTV Ottawa) - surgery/sick leave.

·Flowers to CTV Ottawa Newsroom staff (at ATV) - major fire at CTV Ottawa building on Sun. Feb. 7, 2010.

·Donation to Heart & Stroke Foundation in memory of Cindy Fortin, sister of Lionel Fortin (Citizen/RS&S).

·Basket to James (Citizen/Editorial) & Amanda Gordon - baby boy, Owen Robert Thomas.

·Basket to Nancy Ladouceur (Citizen/RS&S) - advised moved from salary continuance to retired effective April 1, 2009.

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4. **Treasurer's Report**

(a) Financial Report: (see attachment) Treasurer Debbie Cole presented the financial statements to Jan. 31, 2010. She reported that expenses for President Lois Kirkup to attend a CWA/SCA Canada seminar in Toronto had been shown on the Education line of the General Fund report, but those expenses would be subject to rebate from the national office. After discussion, it was determined there should be enough left in this year's budget line item for Conferences to cover expenses for sending two delegates to CWA Convention/TNG Sector Conference in Washington in July. Defence Fund investments were worth \$1,385,061.92 as of Jan. 31, 2010.

5. **Unit Reports**

a) CTV Ottawa:

(a) Fire at CTV Ottawa: Much upheaval following a fire that destroyed the newsroom in early February and a lot of stress on ONG members who work there. At a meeting with management on Feb. 16, EAP representatives were also in attendance. No news yet on the future plans for the station, though it seems unlikely that station will return to damaged location. Newsroom sharing space at A Channel building, but there is a lack of space and the stations' computer programs aren't compatible, meaning slower than usual time to prepare reports and additional stress on employees.

(b) Posting grievance update: ONG representatives met with management on Jan. 24 to seek compensation for members negatively impacted because the chief anchor position vacancy was not posted, as required under the collective agreement. Unit Chair Joanne Schnurr reported that unit had sent management a letter agreeing to delay the grievance temporarily in the wake of the fire. President Lois Kirkup said Local was ready to take matter to arbitration because of the severity of the infraction. A second meeting with management has yet to be scheduled. One member who had been affected by the non-posting of the position was invited to lunch with the station manager; meeting was postponed after fire; local will ask that, instead, any offer to be made to the employee be made "up front."

(c) Security issues: With employees now working downtown at A Channel building, parking has become a problem. Employees who previously received escorts to their vehicles after late-night shifts are no longer receiving them; this issue is to be addressed further with management. As well, CTV is only paying parking charges for employees until the end of February.

(d) Collective agreements of many employees were destroyed in the fire. More copies given to Unit Chair for distribution. Current agreement expires Dec. 31,

2010.

(e) Joanne Schnurr gave a thumbs-up report on her Ontario Ministry of Labour education course.

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b) DLR International

(a) Bargaining update: CWA-SCA Canada staff rep Dave Wilson reported that a bargaining session had been scheduled for Feb. 23, but it might have to be rescheduled because he had a scheduling conflict with a matter in North Bay that same day.

c) Delta Reprographics: nothing new to report.

d) Ottawa Citizen

(a) Unit - Canwest update: One deadline for submission of bids for newspaper group has been extended to March 5. Unit Chair Jacquie Miller asked whether CWA-SCA Canada had intervenor status in the CCAA process; Lois Kirkup to check with CWA-SCA Canada director Arnold Amber, but it's now believed intervenor status only applies in the event of voluntary or forced bankruptcy. Arnold Amber to meet with Canwest officials in Winnipeg on Feb. 22 to address issue of benefits clauses in collective agreements; those benefits cannot be changed without approval of locals. Pension plan guidelines are not defined in most Canwest collective agreements.

(b) Building Services - Member shift rescheduling update: Unit Chair Jacquie Miller reports there had been three outstanding grievances regarding one member. In one case, the member agreed to take the penalty for reporting late to work. In the second case, a disciplinary letter from management will be reduced to a letter of warning, but Unit Chair and management still discussing the wording of the letter. Third grievance regarding an unposted early start time related to job training remains. After discussion, executive decided to have Unit Chair consult ONG legal counsel.

M/ by Gord Holder. S/ by Debbie Cole. That, if the legal counsel recommends proceeding with the matter to arbitration, executive will do so. CARRIED.

(c) Editorial - Member discipline (suspension): Member apologized for email circulated to newsroom employees and accepted a two-day suspension.

(d) Night desk/Hamilton: More Citizen pages being paginated in Hamilton. President Lois Kirkup met with editor in chief Gerry Nott, who said company was trying to shift more staffers to online operations. Concerns expressed by executive about online posting of unedited copy; executive to monitor situation for potential impact on members.

(e) Special Project video material prepared by Algonquin College students was

posted on Citizen website. Concern expressed about propriety of having non-employees or students not governed by official intern policies doing work that might be done by members; it also appears that this work product is not being paid for. Unit Chair Jacquie Miller to discuss matter with online editor Melanie Coulson, highlighting professional concerns.

6. **Arbitrations**

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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 Website - To send ONG contracts and upcoming events to Andrea Sirman to post on website.

(b) Canwest Caucus

(c) Delegates to CWA/SCA Canada National Representative Council annual meetings for 2010-2011: M/ by Terry Garner that Lois Kirkup, Debbie Cole, Blair Crawford and Gord Holder be ONG delegates for CWA/SCA Canada NRC meeting in Ottawa, April 23-25.
S/ by David Reevely. CARRIED.

(d) CWA/SCA Canada 2010 NRC Meeting, April 23-25, 2010, Ottawa, ON

(e) CWA/SCA Canada - John Belcarz / Dan Zeidler Memorial Scholarships: Information posted on bulletin boards and emailed to members.

(f) TNG Sector Conference, July 23-24, 2010 & CWA Convention, July 26-27, 2010, Washington, DC: ONG delegates will be elected at the March 24 membership meeting.

9. **Outside Issues**

(a) 2010 CLC Ontario Regional Summer School: Course information brochure distributed to executive.

10. **Other Business**

11. **Lost Time Notification:** Lost time for Sam Chalati, Debbie Cole, Blair Crawford, Terry Garner, Lois Kirkup, Jacquie Miller, Julie Oliver, Jeff Parks, David Reevely, Andrea Sirman.

12. **Upcoming Meetings:**

- ★Next General Membership meeting - **Wednesday, March 24, 2010 - 12 noon,**
Ottawa Citizen Conference Centre
- ★Next Executive Committee meeting - **Wednesday, March 24, 2010 - 1:15 p.m.**
Guild office

13. **Adjournment**
M/ by Gord Holder to adjourn at 1:35 p.m. S/ by David Reevely. CARRIED.