

MINUTES: Executive Meeting

Tuesday, January 6, 2009

1. Call to Order

Meeting called to order by Lois Kirkup at 10:35 a.m.

In attendance: Debbie Cole, Blair Crawford, Randall Denley, Terry Garner, Gord Holder, Lois Kirkup, Jacquie Miller, Julie Oliver, Natalie Pierosara, David Reevely, Jake Rupert, Joanne Schnurr, Andrea Sirman. Observer: Dave Esposti, CWA/SCA Canada staff representative. Absent: Marc Laurin, Jean Renaud.

2. Approval of Agenda

M/ by Debbie Cole to approve the amended agenda. S/ by Jake Rupert.

CARRIED.

3. Secretary's Report

a) Good Standing Report: All executive members in good standing as of first meeting of the year.

b) Adoption of Minutes:

No amendments; M/ by Terry Garner to adopt the December 9, 2008 Minutes. S/ by Debbie Cole. CARRIED.

c) Correspondence: Thank you notes received for donations to Kidney Foundation of Canada and Sick Kids Foundation.

d) Congratulations and Condolences:

·Basket to Connie Defalco (Citizen/Editorial) - sick leave.

·Donation to The Salvation Army (Ottawa Booth Centre) in memory of Lenore Dewan, mother of Daniel Dewan (Citizen/Reader Sales & Service).

·Basket to Stephen Boucher (Citizen/Building Services) - sick leave.

·Donation to Ottawa Hospital Foundation (Cancer Centre) in memory of Wayne Alexander, husband of Gail Alexander (Citizen/Reader Sales & Service).

·Basket to Dave Rogers (Citizen/Editorial) - sick leave.

·Donation to Britannia United Church in memory of Bob Lumsden, father, and father-in-law, of Greg Lumsden (Citizen/Financial Services) and Lynn Lumsden (Citizen/ Editorial).

·Basket to be sent to Nancy Noel (Citizen/Financial Services) - surgery.

4. Treasurer's Report

a) Financial Report: New treasurer Debbie Cole and former treasurer Gord Holder reported on finances to Dec. 31, 2008. Impact of staff reductions at the Citizen Unit will be monitored for potential impact on revenues. ONG Defence

Fund value at Dec. 31 was \$1,342,984.94, which represented an increase of approximately \$40,000 in the month of December.

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b) CALM 2009 Membership Dues: Motion to approve payment of 2009 membership dues (\$100.00). M/ by Debbie Cole; S/ by Terry Garner. CARRIED.

c) Simply Accounting Training (Ottawa): After discussion, motion to approve sending Debbie Cole to two-day training seminar in February 2009. M/ by Andrea Sirman; S/ by Julie Oliver. CARRIED.

5. **Unit Reports**

a) CTV Ottawa: Joanne Schnurr reported that members of unit have also been subject to fears of impending buyouts/layoffs, and funding for a reporter position may also be at risk. Also, a web reporter is being asked to do work from home; discussion followed about use of personal equipment in face of contract requirement for employer to provide necessary equipment for employees.

b) DLR International: Gord Holder reported that arbitration hearing scheduled for Dec. 11 did not take place. Company and Guild agreed to settlement under which company paid an agreed amount to member for the part of the grievance claiming the member had not been paid at the appropriate rate for the duties she was performing. Parties also agreed that medical professional would examine member and give assessment on whether she was in fact ill at the time in question, and this assessment will determine whether member is to be paid sick leave by the employer. An application to the CSST, Quebec version of WSIB, led to letter from employer's lawyer alleging that member had been incessantly calling co-worker/former co-worker in attempt to ask this individual to testify as part of the CSST application. Guild counsel regarded part of this letter as a form of intimidation and issued letter of response. Executive will have to follow up with counsel, etc.

The DLR unit contract also expired in November. Letters have been sent to members asking for proposals. At suggestion of Lois Kirkup, CWA-SCA representative Dave Wilson will be asked to contact employer regarding start of negotiations.

c) Delta Reprographics: Still have not received member information/dues remittances from employer. After discussion, executive to tell ONG counsel we wish to proceed to arbitration.

d) Ottawa Citizen

a) Voluntary Buyouts Update: Ten ONG members were granted buyouts (Jackie Beingessner, Graham Hughes, Martti Lahtinen, Lynne Owen and Jim Scheer in Editorial; Nancy Frame in Financial Services; Don Smith and Ron Barnaby in Building Services; Nancy Ladouceur and Danny LaPlante in Reader Sales & Service). Todd Hartwick of Financial Services transferred out of ONG jurisdiction to Advertising. Bobbi Leblanc transferred from newsroom to RS&S, and Scott Stimpson and Peter Bennett transferred from RS&S to Building Services. Kim Auclair was reassigned from collection clerk duties to cashier duties, replacing

Todd Hartwick, in Financial Services; no loss in salary.
Debbie Cole reported that company wants to cut returns by 50 per cent and has pulled 350 vending boxes, approximately one-third of total./3

b) Jake Rupert met with Graham Green, Rob Warner, Drew Gragg and was told of impending restructuring of newsroom. Some members may be reassigned to new duties. David Reevely said newsroom managers were asked to report to Graham Green by Jan. 9 on responsibilities that needed doing and how to do them.

Jacquie Miller suggested survey of members to ask them to highlight problem areas/solutions. Jake Rupert did interviews along same line previously. Randall Denley suggested submitting report based on survey to new editor-in-chief, whenever one is appointed. After discussion, executive proposed devising survey form to be sent/ delivered to newsroom members.

c) Building Services - Department rep: No department rep on executive. Terry Garner will speak with Jeff Parks who may be interested in representing the department.

d) Term employees: Two copy editors hired as summer vacation relief remain on duty. Issue referred to ONG executive's grievance committee for possible filing of grievance.

6. **Arbitrations**

DLR International - see unit report above.

Ottawa Citizen unit request to withhold bylines grievance. Company had not responded to ONG counsel's request to discuss selection of arbitrator before holiday break. Executive to contact counsel for followup.

7. **Committees** (See below)

8. **Internal Guild**

a) ONG Communications Policy: Reviewed and amended per motion. M/ by Jacquie Miller; S/ by Debbie Cole; CARRIED. Amended policy approved per motion: M/ by Jake Rupert; S/ by Gord Holder; CARRIED.

b) ONG Website: No discussion.

ONG Local History: After discussion, motion to approve quote for printing by Citizen In-House Printing Department, cost of 500 copies approx. \$1,000; M/ by Jake Rupert; S/ by Gord Holder; CARRIED.

c) Canwest Caucus Report: Lois Kirkup reported on Canwest caucus meeting at Toronto in December. Representatives of unions for Canwest workers have requested face-to-face meeting with David Asper. President of CMG, which represents workers at Alliance Atlantis, discussed making representations to federal government regarding financial support.

d) CWA/SCA Canada Spring Representative Council Meeting to be held in Ottawa. Committee formed to deal with selection of host hotel, etc.; Lois Kirkup, Debbie Cole, Andrea Sirman. Discussion about whether to combine

impending 60th anniversary of ONG with hospitality suite event for visiting delegates.

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7. **Committees**

- a) Personnel: includes table officers Lois Kirkup, Debbie Cole, Terry Garner, Gord Holder
- b) Communications: David Reevely, Jake Rupert, Lois Kirkup, Jacquie Miller, Andrea Sirman
- c) Health & Safety: Terry Garner is ONG's elected rep on joint H&S committee at Citizen
- d) Grievance: vice-president (Terry Garner), chair of applicable unit, Blair Crawford, Julie Oliver, Andrea Sirman
- e) Human rights: no appointments
- f) Guild awareness/mobilization: Gord Holder, Terry Garner, Joanne Schnurr, Natalie Pierosara
- g) Finance: Debbie Cole, Gord Holder, Randall Denley
- h) Organizing: Jake Rupert, Andrea Sirman, Terry Garner
- i) Elections: no appointments
- j) Bylaws: no appointments

9. **Outside Issues:** none

10. **Other Business**

- a) Discussion about Citizen unit member who questions whether her position is in the appropriate classification under the contract. No action taken.
- b) Discussion about possibility of taking pre-emptive action to prevent issuing of layoff notices. No action taken.

11. **Lost Time Notification:** All executive members had been previously booked off for one day for January 6, 2009 executive meeting. (See attendance list at top)

12. **Upcoming Meetings:**

Proposed schedule for remaining 2009 executive meetings is Feb. 24, March 17, April 14, May 12, June 9, July 14 or Aug. 11, Sept. 9 (Wednesday), Oct. 14 (Wednesday), Nov. 10, Dec. 8. Meetings to start at 12 noon.

- Next Executive meeting is **Tuesday, February 24, 2009, 11 a.m.**
- Next ONG General Membership meeting tentatively scheduled for **12 noon on Tuesday, March 17** at ONG office.

13. **Adjournment**

M/ by Terry Garner; S/ by David Reevely; CARRIED. Meeting ended 1:30 p.m.