

MINUTES: Executive Meeting Tuesday, January 12, 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, Lois Kirkup, Jacquie Miller, Jeff Parks, David Reevely, Joanne Schnurr, Andrea Sirman.

Absent: Randall Denley, Gord Holder, Julie Oliver, DLR.

2. Approval of Agenda

M/ by Debbie Cole to approve the agenda. S/ by Joanne Schnurr. CARRIED.

3. Secretary's Report

(a) Good Standing Report: All current members are in good standing. Jeff Parks (Citizen/ Building Services) is appointed by the executive to the vacant at-large position until election can be held at the March 24 general membership meeting.

(b) Adoption of Minutes:

M/ by Debbie Cole to adopt the December 8, 2009 Minutes. S/ by Joanne Schnurr. CARRIED.

(c) Correspondence from ODLC, TNG and OFL - Sexual Harassment in the Workplace Video/DVD. Thank you letters for ONG donations were received from the Ukrainian Orthodox Church of Saint Andrew the Apostle and University of Ottawa Heart Institute. Thank you cards received from Maria Cook; Don Campbell and Jo-Anne Polak; Pat Cavalier.

(d) Congratulations and Condolences:

·Basket to Linda Denley (Citizen/Editorial) - surgery/sick leave.

·Donation to Houses of Providence (Toronto) in memory of James Bernard Scanlan, father of Wayne Scanlan (Citizen/Editorial).

·Donation to Children's Wish Foundation of Canada in memory of Alexander Dutton, son of Dave Dutton (Citizen/Editorial).

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4. **Treasurer's Report**

(a) Financial Report: (see attachment) Treasurer Debbie Cole presented the financial statements to December 31, 2009. December expenses covered the final honorarium cheques for 2009, as well as ONG 60th Anniversary celebrations. We also received payment from a collection agency of almost \$1500 for the ONG mug deposit from 2008. This deposit helped offset Guild Awareness anniversary expenses. Rent expense was increased for December as we paid CWA/SCA Canada its share of the rent rebate received in November from Minto. We experienced some loss in the Defence Fund long-term investments; value of the fund is currently \$1,355,370.87.

(b) CALM - Canadian Association of Labour Media 2010 membership: M/ by Debbie Cole to renew the CALM membership for 2010 at a cost of \$100.00.

S/ by Joanne Schnurr. CARRIED.

5. **Unit Reports**

a) CTV Ottawa:

(a) Posting grievance update: The company apologized for not posting the Chief Anchor position in its grievance response letter, but they still violated the contract. Guild reps held a conference call with legal counsel to discuss options and then sent a letter to the company advising that we wish to proceed to arbitration with the grievance. In response, the company requested a further meeting with the Guild to identify what specific remedy the Guild is seeking. A meeting is scheduled for January 26.

Also discussed issue of Boxing Day stat.

b) DLR International

(a) Bargaining update: Staff rep Dave Wilson is waiting to hear back from company owner Guy Laurin.

c) Delta Reprographics

(a) Sam Chalati advised that things are pretty quiet right now at Delta. They have obtained Health Insurance coverage for employees, with a 50-50 premium split. Will need a letter of understanding to add to the contract. Unit Co-chairs will be Sam Chalati and Mike Huard.

d) Ottawa Citizen

(a) Unit - Canwest update: Canwest CCAA filing on Friday, January 8, 2010. Town hall meeting was held and a Guild bulletin was issued to members on Friday. Things should continue to be business as usual for now for members as they are employees of the company and the collective agreement remains in place. Freelancers and students don't have the same protections. Severance and salary continuance payments have been stopped and the Guild intends to fight for those people to ensure that all money owing is paid; there are two ONG members affected who were still on salary continuance.

Lois Kirkup also reported about a newsroom member who has been issued a 2-day suspension following an email that he sent to everyone in the newsroom. Member has apologized and Lois said they will review the discipline letter when

it is received.

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(b) Building Services - Member update: Jacquie Miller advised about a meeting with HR; company says member was advised/made aware of shift change. Jacquie is trying to get in touch with member concerned.

(c) Editorial - Member sick leave: Lois Kirkup updated on a member with a chronic illness who will soon run out of sick leave. Company had suggested last summer that the member apply for LTD but employee said no. Guild is exploring a couple of options that could help out member.

(d) Editorial - Newsroom Management exclusion: No longer an issue as person concerned is currently writing editorials (non-Guild).

6. Arbitrations

Ottawa Citizen Unit Bylines grievance: Copy of Arbitrator Keith Whitaker's decision dated December 24, 2009 was included in meeting documents. Whitaker allowed the Guild grievance, stating that without a declaration of an illegal strike by the OLRB, the Citizen cannot refuse to withhold bylines at the request of Guild members. However, the arbitrator also expressed the view that the call for a bylines strike during the life of the contract could amount to an illegal strike. There were also some distinctions spelled out in the decision about pieces written by columnists as opposed to reporters; between columns and news items and other types of stories. Guild counsel has recommended that if there are situations in the future where the Guild wishes to call for mass withholding of bylines, some consideration should be given to structuring the action so that the employer cannot make the argument that columns are in jeopardy.

7. Committees

"Terms of Reference" for committees provided in meeting packages. Executive members are asked to think about what committees they would like to serve on for 2010.

- (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 - Andrea Sirman will update site. We should post all our bulletins on the website.

(b) Canwest Caucus

(c) Delegates to CWA/SCA Canada National Representative Council annual meetings for 2010-2011. ONG executive needs to name its NRC delegates for the next two years. Debbie Cole will check to see how many delegates we have budgeted for. No location named yet for the 2010 meeting this spring.

9. **Outside Issues**

10. **Other Business**

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

12. **Upcoming Meetings:**

- Next Executive Committee meeting - **Thursday, February 18, 2010 - 12 noon**
- 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 David Reevely to adjourn at 1:25 p.m. S/ by Debbie Cole. CARRIED.