

MINUTES: Executive Meeting

Tuesday, November 9, 2010

1. Call to Order

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

In attendance: Debbie Cole, Blair Crawford, Randall Denley, Gord Holder, Lois Kirkup, Jacquie Miller, Julie Oliver, Jeff Parks, Joanne Schnurr.

Absent: David Reevely, Delta and DLR reps.

2. Approval of Agenda

M/ by Debbie Cole to approve amended agenda. S/ by Julie Oliver. CARRIED.

3. Secretary's Report

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

(b) Adoption of Minutes:

M/ by Gord Holder to adopt the October 19, 2010 Minutes. S/ by Blair Crawford. CARRIED.

(c) Correspondence: Information circulated from ODLC and OFL.

(d) Congratulations and Condolences:

- Donation to Oxfam Canada in memory of Julie Mason, mother and mother-in-law of Glen McGregor and Shelley Page, Citizen/Editorial.

No additions to list at this time.

4. Treasurer's Report

(a) Financial Report: (attachment) Report for October 2010 shows the first month of the fiscal year, with figures indicating a surplus of \$4,444 for the month. Treasurer Debbie Cole reported that the accounting firm of Bouris, Wilson LLP was continuing the audit of the financial statements for 2009-10 and had not yet reported any issues requiring ONG attention. Final statements are expected in time for the ONG annual general meeting on Dec. 8, 2010.

The figure of \$200 under Honoraria reflects the payment of pro-rated honorarium to former vice-president Terry Garner.

Debbie also reported that she had not yet calculated the impact of Citizen Unit buyouts on the local's financial situation.

5. **Unit Reports**

a) CTV Ottawa:

(a) Posting grievance update: Unit and company still bouncing around possible dates for meeting with members.

(b) Newsroom Ergonomics update: Unit Chair Joanne Schnurr talked with company rep Delma Devoe about problems, who said she had only received complaints from a couple of people. Without more complaints, company would not address the issue on a larger scale. Joanne then sent an email to all Unit members, asking them to advise the company if they are experiencing problems. She also said did not believe company would allow outsiders into the building to perform an ergonomic assessment, as discussed at previous executive meetings, unless a medical professional was onsite with the members, perhaps because of a case of workplace illness/injury case.

(c) Bargaining: Collective agreement expires Dec. 31. Unit is trying to organize a bargaining committee, and three people have come forward to express interest. Also trying to solicit information (survey) on members' goals/issues during bargaining. Several members have complained about additional duties, etc., often related to job descriptions that are vague at best.

(d) More security issues have occurred, including a member who was followed into an elevator by someone who was not a company employee. These issues will have to be brought up at bargaining. Unit Chair Joanne Schnurr sent note to all members advising them to be careful. In response to expressions of concern by members, the company brought in a parent CTV security representative, who said there was no problem. Joanne said it appears that the company is not allowing the joint Health & Safety Committee to perform its role. ONG Treasurer Debbie Cole suggests ensuring that union rep on the committee raises these issues at every monthly meeting. Committee reports should be filed with the federal labour department. Executive also discussed idea of obtaining more training for union rep on joint H&SC. Member-at-Large Randall Denley suggested taking issue directly to Ottawa Police Chief Vern White and volunteered to do so.

b) DLR International: No report.

c) Delta Reprographics: No report. TNG contract department official has sent letter advising ONG that contract expires in June 2011.

(a) Dues update: Treasurer Debbie Cole filed a grievance over non-payment of dues and failure to produce member information on Oct. 20. ONG office has since received all outstanding dues lists through the month of October 2010, but the dues cheques have not been received to cover the past number of months. The ONG executive will decide at December meeting whether to proceed to arbitration.

d) Ottawa Citizen

(a) Unit - Voluntary Buyouts: Citizen Unit chair Jacquie Miller said a member who approached HR was told that buyouts were still available. Some members whose departures were announced have indeed left, with the remainder to follow in the coming weeks. No update on status of reorganization plan that was to be submitted by editor-in-chief Gerry Nott; President Lois Kirkup to approach Nott for update. Job duties/assignments of members working in library are being examined; these members were recently transferred from research and information department to Editorial.

(b) Financial Services: Members in the department have been told that a restructuring will be done at Postmedia newspapers; functions will be centralized whenever possible. Decision to be made by end of January. Postmedia representatives were onsite at Citizen for inspection. Members have been told that more buyouts will be offered if there are positions to be eliminated. Estimates suggest 5-6 positions, including management.

(c) Video Release Agreement: Reporters are receiving video training. One section of the training deals with requirement to obtain detailed consent of video subjects. Jacquie Miller will provide copy of the release to Lois Kirkup, who will take the issue to management.

(d) Photographers: Julie Oliver reports that all photographers are doing video (shooting, editing, producing, reporting) in addition to photo shoots, which has changed the jobs dramatically. All members have done what they can to accommodate the duties, but in some cases they are now being sent out in place of reporters, though they are not being compensated for these extra duties.

Doing videos as well as photo shoots has led to significant chunks of overtime. As well, there is often no time to break for lunch.

Member-at-Large Randall Denley suggests having supervisor in charge of scheduling book the lunch break into the schedules. Treasurer Debbie Cole suggests filing overtime for missed lunches, as allowed under the contract.

Unit Chair Jacquie Miller suggests filing claims for differentials for those portions of shifts being worked as reporters.

(e) iPad editor posting has been made by the company. Lois Kirkup has advised management that the job, currently classified E-4, may have to be re-evaluated after job is created and person starts duties.

6. Arbitrations

No report.

7. **Committees**

- (a) Personnel
- (b) Communications
- (c) Health & Safety
- (d) Grievance
- (e) Guild Awareness / Mobilization - Holiday celebrations. Consensus is to obtain snacks/treats and coffee for workplace at CTV Ottawa and Citizen. Members at DLR and Delta will receive budget for snacks etc.
- (f) Finance
- (g) Organizing
- (h) Elections
- (i) Bylaws - proposed Retiree Bylaw changes (*see text below)
Bylaws committee reported on meeting from Nov. 8 with proposal for language to amend the local bylaws. Proposal would remove one general Member-at-Large, to be replaced by voting representative of retiree chapter of CWA/SCA Canada as long as that representative is a former member of the ONG.
M/ by Debbie Cole, S/ by Gord Holder. To forward proposed language to the December general membership meeting. CARRIED.

****(Additions in bold/italics)***

Article 3 - Section 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~~ **four** members-at-large, ~~and~~ one Human Rights & Equity member-at-large, **and one Retiree member-at large**. Positions of members-at-large may be filled by department leaders as described in section 4.04. This retiree member-at-large shall be a former member of the ONG.

Section 3.14 Retiree Member

The retiree chapter representative shall have the right to speak and vote at executive meetings, but shall not have the right to hold a table officer's position or to be elected as a delegate to CWA Convention, TNG Sector Conference or CWA/SCA Canada Representative Council meetings.

Renumber Sections 3.14 Others Present and 3.15 Powers to become 3.15 Others Present and 3.16 Powers.

8. **Internal Guild**

- (a) ONG Website: Will post an update on the site asap. Lois to consult with Gord Ruff about a few technical matters.
- (b) Postmedia Network Caucus: No call recently. Article on buyouts/business office restructuring to be posted soon on CWA/SCA Canada website and ONG website.

(c) TNG Sector Conference, February 2-6, 2011, Orlando, FL

- Resolutions & Credentials deadline - January 18, 2011

(d) Vacancies:

Vice-President's position. M/ by Jeff Parks, S/ by Debbie Cole to appoint Blair Crawford as vice-president on an interim basis, with the appointment lasting until next general membership meeting in December. CARRIED.

Member-at-Large: Two positions vacant. Nominations/elections to be held at December general membership meeting.

9. **Outside Issues**

10. **Other Business**

11. **Lost Time Notification:** Lost time for Debbie Cole, Blair Crawford, Lois Kirkup, Jacquie Miller, Julie Oliver.

12. **Upcoming Meetings:**

- Next General Membership meeting - **Wednesday, December 8, 2010** - 12 noon, Ottawa Citizen Conference Centre.

- Next Executive Committee meeting - **Wednesday, December 8, 2010**, 1:15 p.m., Guild office.

13. **Adjournment**

M/ by Jeff Parks to adjourn at 1:35 p.m. S/ by Blair Crawford. CARRIED.