

MINUTES OF GENERAL MEMBERSHIP MEETING

Friday, December 17, 2010

1. Membership meeting called to order by President Lois Kirkup at 12:05 p.m.
2. **Adoption of Agenda**
M/ by Chris Vernell to approve the agenda. S/ by David Reevely. CARRIED.
3. **Adoption of Minutes**
M/ by Debbie Cole to adopt the minutes of September 22, 2010 General Membership meeting. S/ by Jeff Parks. CARRIED.
4. **President's Report**
 - a. Executive activity since last General meeting – President Lois Kirkup reported a grievance has recently been filed over photographers being refused differential pay they filed for when asked to do reporter's duties. The grievance has not proceeded to standing committee as yet.
In response to a question about reporters being asked to shoot video, Lois Kirkup responded the issue was addressed at bargaining, but we were not successful in negotiating an agreement with the company on this issue.
In response to questions about the forthcoming newsroom reorganization, Lois Kirkup recommended all newsroom employees speak to Gerry Nott about their scheduling preferences. With fewer employees and expanded need for content to fill online needs, schedules will probably change. There is uncertainty about the amount of content available overnight and the interest from consumers during those hours.
In response to a question from Tony Lofaro there was also discussion about more general reporting instead of beat reporters who write about their special topics. David Reevely commented that a beat reporter will invariably have better insight into a story, as opposed to general purpose reporters. The result of changes to schedules and beats could have a negative effect on the content of the product, possibly making it less desirable to consumers.
The contract gives the company a great deal of freedom in scheduling our members.
Lois Kirkup reported a national initiative to connect newspapers with local universities is proceeding. It will include research into changes in the newspaper industry over the past decade. A public awareness campaign will begin shortly.

b. Darla Reid was presented with her TNG-CWA 25-Year Pin, to applause from the other members.

5. **Financial Report**

a. Update – the monthly update was included; no questions came from the floor. Treasurer Debbie Cole reported the loss of 17 Guild members in the local, and resulting loss of revenue would be partly offset by drop in per capita payments we make to our National union and other labour organizations. Members remaining at the paper may have to work overtime, adding to revenue. A close watch on other expenses for the rest of the fiscal year will affect next year's budget planning. There was a surplus of approximately \$12,000.00 in last year's General Fund budget after expenses, which probably means we will still be able to balance this year's expenses with a reduced revenue stream.

b. Audit Report of Financial Statements 2009-2010

Copies of the audit statements prepared by Bouris, Wilson were made available for members to peruse.

c. Executive Honoraria for 2011.

M/ by Debbie Cole that executive honoraria be left at the same rates as last year, \$2000 for the President, \$1500 for the Treasurer, \$600 for Unit Leaders of the Citizen and CTV News and \$300 for all others. S/ by Blair Crawford. CARRIED.

6. **Unit Reports**

a. CTV Ottawa – Lois Kirkup reported the CTV contract expires at the end of this month but they have been unable to elect a bargaining committee or agree on proposals yet. The unit has been very unhappy with the working conditions since the fire that forced the move in with A-Channel News. Safety concerns including ergonomic ones have been raised with the employer without a positive result. The grievance filed over the hiring of a new anchor outside of contract language has been resolved, but not to anyone's satisfaction. Bargaining may be able to address these issues in a more positive way. Tony Lofaro commented a new building is in the works but it may be some time before this will help.

b. DLR – no report

c. Delta – no report

d. Citizen - A question from Jeff Parks about possible layoffs and seniority dates prompted a discussion that included the different dates each member may have for different purposes. The union will grieve any layoffs.

7. New Business

a. Elections Committee – Lois Kirkup and Debbie Cole were nominated to the Elections Committee by David Reevely; seconded by Anita Murray. There were no further nominations.

b. Executive Committee Elections – there were no nominations for either positions.

c. Proposed Bylaw changes – Lois Kirkup read the proposed bylaw changes regarding creation of a Retiree Member-at-Large position on the ONG executive.

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.

M/ by Chris Vernell and S/ by Blair Crawford. CARRIED.

d. Nominated by Dawn Butler that Tony Cote be the Retiree Member-at-Large. Seconded by Joanne Laucius. CARRIED.

8. General meeting adjourned at 12:40 p.m.

9. Citizen Unit Meeting

a. Election of Joint Health & Safety Committee Representative

Nominated by Dawn Butler, Seconded by Debbie Cole that Jeff Parks be the JHSC Rep. CARRIED.

10. Adjournment – M/ by Debbie Cole to adjourn at 12:42 p.m. S/ by David Reevely. CARRIED.