

MINUTES OF MEMBERSHIP MEETING

Wednesday, September 16, 2009

1. Membership meeting called to order by President Lois Kirkup at 12:05 p.m.
2. **Adoption of Agenda**
M/ by Gord Holder to approve the agenda. S/ by Blair Crawford. CARRIED.
3. **Adoption of Minutes**
M/ by Chris Vernell to adopt the Minutes of the June 9, 2009 General Membership meeting. S/ by Blair Crawford. CARRIED.
4. **President's Report**
Executive activity since last general meeting: President Lois Kirkup reported a generally quiet summer period for executive activity, but a few issues have popped up recently.
 - a) One issue that has come up is Canwest's agreement with Quebecor in Reader Sales and Service, under which the Ottawa Citizen has responsibility for home delivery, while the Ottawa Sun has responsibility for trucking and management of metro dealers. This will impact the work of four ONG members in the Citizen's RS&S department. Lois Kirkup and Treasurer Debbie Cole to meet with company representatives to discuss the situation. One potential effect already mentioned would be a reduction in hours for part-time members.
 - b) Arbitration hearing over Citizen bylines grievance scheduled to resume Sept. 22. More dates, if required, scheduled for January 2010.
 - c) H1N1 preparation. Citizen management has indicated it will distribute packs to all employees and will install additional hand sanitizer stations throughout the building. Each department will have its own plans for dealing with H1N1 absences. It's expected that the issue of leave for ONG members who need to care for ailing relatives will be up to the respective supervisors. Citizen Unit members were reminded that they are entitled to one emergency leave day per year under terms of the collective agreement. It was suggested that the executive should prepare a notice for Citizen Unit members on H1N1-related issues.
5. **Financial Report**
 - a. Update: (Financial statements were included in the meeting package). Treasurer Debbie Cole said she estimated that there would be a surplus of about \$6,000 at the end of the fiscal year on Sept. 30. Revenue (member dues) was down following significant staff reductions at the Citizen Unit, but expenses were also less than budgeted.
 - b. Approval of Budget for 2009/2010 Fiscal Year:
M/by Debbie Cole to approve the proposed budget. S/by Gord Holder. Some discussion of line items, but no changes made to proposed budget. CARRIED.

...../2

c. Appointment of Auditors: M/by Debbie Cole that ONG appoint Bouris Wilson LLP as auditors for the financial statements for the 2008-2009 fiscal year. S/by Gord Holder. CARRIED.

6. **Unit Reports**

a. **CTV Ottawa** - Still struggling to deal with issues related to staff reductions. A second meeting between unit members and company management was to be held Sept. 24.

b. **DLR International** - Contract expires in November 2009.

c. **Delta Reprographics** - No report.

d. **Ottawa Citizen** -

(1) Canwest update: Canwest caucus of union leaders holds regular teleconferences. Most other locals are reporting similar experiences to those of Citizen Unit members. Victoria/ Vancouver Island local is dealing with grievances over letters of discipline to copy editors over errors; local believes these errors are related to staff cutbacks. Victoria/Vancouver Island also reporting issues with company dress code, while mailers unit is experiencing cutback in hours for members because of reduction in inserts in paper. Victoria/Vancouver Island members also not being forced to deal with Canwest Editorial Services in Hamilton because of strong jurisdiction language, though local believes this will be a significant issue in the next round of collective bargaining in 2011. Regina paper doing quite well, though ad layout employees were cut. Windsor reports hiring of mailers. A memo from Leonard Asper asked for questions before the online town hall expected in early October. Citizen (non-union) advertising department members were forced to take some of their current vacation allotment during the summer period, though ONG executive has not received reports of any Guild members being forced to do so. Brief discussion of concessions with Citizen management did not lead to any action; ONG reps told company any such discussions would have to be at the national level. No discussion of concessions reported by locals in Victoria, Vancouver, Montreal or Regina.

7. **New Business**

a. Election of Executive Committee Member - Vacant Member-at-Large position: No nominations made, but executive to approach Jeff Parks (Citizen Building Services) to see if he is still interested. If so, executive could exercise its authority to appoint him until the vacancy could be filled by election at the next general membership meeting.

b. Guild Awareness - ONG 60th Anniversary - ideas/option for discussion: T-shirts; Scholarship for online courses; Defend Fund/Reserves transfer.

Discussion revolved around ways to mark the occasion, including purchasing shirts for members, offering scholarships for online courses or professional development in general, organizing workshop seminars for such topics as byline defence, outsourcing and Canwest discussions.

M/by Gord Holder. S/by David Reevely. To offer one-time segregated fund with \$5,000 to support professional development, to a maximum of \$300 per member. After further discussion, the motion was withdrawn.

8. **Adjournment**

M/by Debbie Cole to adjourn at 1:00 p.m. S/by Paula McCooey. CARRIED.

9. **Citizen Unit Meeting** - no separate meeting required.