

# **MINUTES: Executive Meeting**

## **Tuesday, April 19, 2011**

### **1. Call to Order**

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

In attendance: Sam Chalati, Tony Cote, Gord Holder, Lois Kirkup, Jacquie Miller, Julie Oliver, Joanne Schnurr.

Absent: Debbie Cole, Blair Crawford, Randall Denley, Jeff Parks, David Reevely and DLR rep.

### **2. Approval of Agenda**

Add 8 d. National Election.

M/ by Joanne Schnurr to approve amended agenda. S/ by Sam Chalati. CARRIED.

### **3. Secretary's Report**

(a) Good Standing Report: All current members in good standing except for DLR International Unit Chair. Vice-President vacancy remains. During discussion, retiree group at-large member Tony Cote suggests a bylaw change setting out a hierarchy of table officers, allowing others to step in temporarily for president when required. Current executive members also discussed the need to approach potential candidates for vice-president.

(b) Adoption of Minutes:

M/ by Gord Holder to adopt the March 15, 2011 Minutes. S/ by Tony Cote. CARRIED.

(c) Correspondence: Information from ODLC and OFL.

(d) Congratulations and Condolences:

- Flowers to Connie Defalco (Citizen/Editorial) & Ray Blanchette - marriage
- Donation to Alzheimer Society of Ottawa in memory of Eleanor May, grandmother of Dawn Butler (Citizen/RS&S)
- Basket to David (Citizen/Editorial) & Susan Reevely - baby boy, Nicholas Peter
- Basket to Bruce Ward (Citizen/Editorial) - retirement Feb 1/11
- Donation to Canadian Cancer Society in memory of Fung Tai Leung, mother and mother-in-law of Dennis Leung and Charlene Ruberry (Citizen/Editorial)
- Donation to Camp Trillium in memory of Eleanor Wilson, mother of Janet Wilson (Citizen/Editorial)
- Donation to Canadian Cancer Society in memory of Alice Asquini, mother-in-law of Paul Brent (CTV Ottawa)
- Joanne asked about sending a basket to Natalie Pierosara who has been off on sick leave for an extended period.

4. **Treasurer's Report**

(a) Financial Report: (attachment) A small number of changes were made to the report distributed at the April 6 general membership meeting, such as an adjustment to the lost-time accrual on the Conference line. Secretary Gord Holder, on behalf of Treasurer Debbie Cole, noted that dues revenue was slightly below budget at the six-month point of the fiscal year, a situation that will bear watching over the coming months.

5. **Unit Reports**

**a) CTV Ottawa:**

(a) Contract was ratified in vote of Unit members on March 21, 2011. Joanne Schnurr, while proof-reading the agreement before printing, found an item requiring followup. Unit participation in a study of the proposed reconfiguration of the CTV Ottawa newsroom was agreed to in bargaining, but was not in the contract. Plans of the reconfiguration were shown at a recent staff meeting, but changes are likely to be on hold until after the 2012 London Summer Olympics. The proposed plans show a single assignment desk to be shared by employees of CTV national bureau, A Channel and CTV Ottawa. Senior officials of BellMedia were in the Ottawa building recently to discuss the renovations and give updates on other issues. Junior and weekend reporter positions (part-time) agreed to during bargaining are to be filled soon. A member who previously bumped into a lower classification because of layoff and then went on maternity leave is expected to return in May as the part-time weekend reporter while also continuing in the editorial assistant category on a part-time basis. Company is willing to post the other two days of the editorial assistant's position as another part-time job. Another part-time member (weekends) had their probationary period extended, but was recently doing training for weekday replacement position.

**b) DLR International:**

It is reported that DLR is in talks considering the purchase of DMI, another printing-services company in Gatineau.

**c) Delta Reprographics:**

March dues yet to be received, and December dues cheque remained outstanding. Unit Chair Sam Chalati will check with company owner regarding quote for printing of CTV Ottawa collective agreement.

**d) Ottawa Citizen**

(a) Photographers Grievance update: Member-at-Large Julie Oliver and Unit Chair Jacquie Miller represented ONG at Standing Committee. After Julie's presentation, the company has agreed to re-evaluate the photographer's job. Two photographers will fill out pay-equity assessment forms. Grievance has been put on hold by ONG, but can be revived, if necessary, pending the results of the re-evaluation.

(b) Letters Editor Company Proposal (attachment): Company management responded with proposed settlement, offering to pay dues equivalent to those of a full-time letters editor. After discussion, executive decides to reaffirm that this is a Guild position and asks company to amend the proposed settlement.

(c) Editorial Assistant City Editor's position: ONG President Lois Kirkup met with Citizen Publisher/Editor-in-Chief Gerry Nott and said he was surprised by the situation because the job, which hadn't been posted, wasn't what it had been intended to be. Nott said he would talk with deputy news editor Peter Robb, but he is on sick leave and other assistants are also away. Discussion led to proposal for ONG executive delegation to meet with management for need to discuss workload and setting of priorities; it is expected that this would start a paper trail that might lead to action.

(d) RS&S Sick Leave letter: An advisory letter concerning absenteeism and sick leave was copied to the Guild.

(e) Financial Services - Title Changes, Excluded positions: Title changes for excluded positions were made, but there was no change in total number of exclusions.

6. **Arbitrations**

7. **Committees**

(a) Personnel

(b) Communications

(c) Health & Safety

(d) Grievance

(e) Guild Awareness / Mobilization

(f) Finance

(g) Organizing

(h) Elections

(i) Bylaws

(j) Retirees - Member status of Tony Cote, Member-at-Large: Tony Cote says he's in limbo in that he can't vote at general membership meetings because he's not a Local member, but can vote at executive meetings as a designated member-at-large representing retirees. ONG Executive is to consult with CWA in Washington for guidance on the status of retiree members.

8. **Internal Guild**

(a) ONG Website: Executive discussed need to take action on updating the website. President Lois Kirkup reported that consultant Gord Rufh of Victoria will update it for us for nominal fee. M/ by Gord Holder, S/ by Joanne Schnurr to approve an expenditure of up to \$150 for Gord Rufh to update the website and to ask him to provide a quote on training ONG staff. CARRIED.

(b) Postmedia Network Caucus: Montreal Newspaper Guild recently ratified a three-year contract for Editorial, Reader Sales and Advertising departments. Business office contract still to be negotiated. Montreal Local lost its jurisdiction arbitration (newsroom), but now wants to seek judicial review. A pay-equity review process was settled after 11 years. Regina: No copy editors remain. Instead, there are three "page managers" who send stories/photos/pages to Hamilton. However, company is hiring for online positions.

(c) Report from National Representative Council meeting, Montreal, QC, April 15-17, 2011: Good meeting. Three long days, but a lot of work got done, and seminar speakers were quite good. One former employee of the Journal de Montreal reported on the end of a long, bitter

labour dispute, cautioning against relying on legal points in such a campaign and recommending instead that Locals try to win the hearts and minds of members. A researcher from McGill University described a story on the portrayal of mental-health issues in the media. Derek Finkle, an agent for freelancers who work for major publications, described the work of his agency, The Canadian Writers Guild; he remits dues to Canadian Media Guild, and a link on the CMG website allows writers to apply for membership in his agency.

As well, CWA/SCA Canada is poised to launch The Kingston Project, a campaign to highlight deterioration of what was once a top-calibre newspaper. There has been a lot of buy-in from the community, and the campaign is poised to launch on May 9.

ONG President Lois Kirkup was acclaimed as Treasurer of CWA/SCA Canada, replacing ONG Secretary Gord Holder, who left the position after 13 years. Lois Kirkup also announced that she will not be seeking another term as Local president when elections are held in December.

Tony Cote talked about the discussion on retiree issues at the National Representative Council meeting as well as work to provide benefits to retirees.

(d) National Election for Director and Deputy Director. Gord Holder, a member of the national election committee, reported that the nomination period would start April 21, ending May 12, followed by a campaign period from May 12 to June 2, and then a voting period from June 2 to June 23. Local executive decided to do in-plant voting except for at-large, DLR, Delta and other members not based at the workplace.

9. **Outside Issues**

(a) April 28<sup>th</sup> - National Day of Mourning (attachment)

10. **Other Business**

11. **Lost Time Notification:** Lost time for Sam Chalati, Lois Kirkup, Jacquie Miller, Julie Oliver, Joanne Schnurr.

12. **Upcoming Meetings:**

- Next Executive Committee meeting - **Tuesday, May 17, 2011**, 12 noon, Guild office.
- Next General Membership meeting - **Wednesday, June 22, 2011**, 12 noon, Ottawa Citizen Conference Centre (to be followed by the June Exec. mtg.)

13. **Adjournment**

M/ by Joanne Schnurr to adjourn at 1:42 p.m. S/ by Gord Holder. CARRIED.