

# **MINUTES: Executive Meeting**

## **Wednesday, August 3, 2011**

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

Meeting called to order by Lois Kirkup at 2:05 p.m.

In attendance: Debbie Cole, Tony Cote, Blair Crawford, Gord Holder, Lois Kirkup, Jacquie Miller, Julie Oliver, Jeff Parks, David Reevely and Jonathan Rotondo.

Absent: Delta and DLR reps.

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

M/ by David Reevely to approve agenda. S/ by Julie Oliver. CARRIED.

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

(a) Good Standing Report: Secretary Gord Holder reported all current members of the executive are back in good standing.

ONG President Lois Kirkup has accepted a one-year term position at the Victoria Times-Colonist, meaning she will be taking a leave-of-absence from her position at the Ottawa Citizen. This, in turn, means she will not be completing her term as Local President, which was to end in December.

Treasurer Debbie Cole points out that ONG bylaws prohibit the appointment of a president on a temporary basis, but rather require that an election be held at the next general membership meeting. The Local executive can, however, make a temporary appointment to fill the vacancy of vice-president, and this person could serve as acting president until the next membership meeting on Sept. 21.

M/ by Tony Cote, S/ by David Reevely. That Debbie Cole be appointed vice-president on a temporary basis until the next general membership meeting.

Discussion held about whether one person could hold more than one executive position, even on a temporary basis. Consensus among executive members is that it's allowable as long as the person is not both president and vice-president.

Motion is CARRIED.

(b) Adoption of Minutes:

M/ by Gord Holder to adopt the June 22, 2011 Minutes. S/ by Debbie Cole. CARRIED.

(c) Correspondence: Thank you from Cancer Society re donation in memory of Norma Weedmark (mother of Citizen newsroom manager Pay Hyndman).

(d) Congratulations and Condolences:

- Basket to Peter Simpson (Citizen/Editorial) - illness.

- Donation to Canadian Cancer Society in memory of Norma Weedmark, mother of Pat Hyndman (Citizen/Newsroom Office Manager).

- Flowers to Bobbi Leblanc (Citizen/RS&S) - illness.

- Basket to Brian Robinson (Citizen/Fin. Services) - retirement July 1/11.

- Fruit basket to Martin Cleary (Citizen/Editorial) - illness.
- Basket to Catherine Lawson (Citizen/Editorial) - shoulder surgery.
- Death of Connie Knox (former TNG-CWA International Chair). M/ by Gord Holder, S/ by Debbie Cole. That the ONG's normal C&C donation be made in memory of long-time Guild activist and former TNG-CWA International Chair Connie Knox to the designated recipient, a jazz radio station in New Orleans. CARRIED.

4. **Treasurer's Report**

(a) Financial Report: (attachment) Treasurer Debbie Cole reported that the ONG was likely to end the current fiscal year with a small surplus, in large part because expenses had been kept under budget. The fiscal year ends Sept. 30.

(b) Proposed 2011-2012 Budget (attachment) A proposed budget from the Finance Committee (Cole/Holder) was presented to executive. Of note, there will not be a CWA Convention in 2011-12, but the proposal includes some funds in the Conferences line item that could be used for other conferences or for other use as approved by the executive.

M/ by Debbie Cole, S/ by Gord Holder. That the executive recommend this proposed budget to the membership at the general membership meeting scheduled for Sept. 21. CARRIED.

(c) 2011 TNG Freedom Award Fund: After discussion, M/ by David Reevely, S/ by Julie Oliver. That ONG make its customary \$100 donation to the TNG-CWA Freedom Award fund. CARRIED.

5. **Unit Reports**

**a) CTV Ottawa:**

(a) Motion to destroy Contract Ratification Ballots:  
M/ by Jonthan Rotondo, S/ by Blair Crawford. CARRIED.

Unit Chair Jonathan Rotondo reported that two new members, Patricia Boal and Lee Versage had been hired in the Sports department.

One member has complained recently that a fill-in shift as co-anchor was given to another member in violation of a grievance settlement letter from 2010, i.e. that three other senior members would receive first chance at such fill-in shifts as required. The affected member is considering the options, and the matter is to be pursued further.

A term contract for replacement of a member on LTD included references to job functions that were not traditional responsibilities of ONG Unit members, but rather were job functions of employees in another union. The company's initial response to questions about the matter was that it had been a standard posting, but, following a challenge by the unions, the company has since backed away from the posting and says the hiring will not be based on those qualifications. Some discussions have been held between the CTV Unit and the other union.

A senior part-time reporter expressed concern after a junior reporter was called in ahead of her for a replacement day-time shift, which appears to be a violation of a previous letter of understanding. This issue has come up previously. The affected member has been asked to document such cases. After discussion, the executive decided to send a grievance notice to the company.

A posting for a tech reporter's job is expected to come in the fall. Rumours circulating at CTV Ottawa suggest that some are pushing a senior male reporter to get the post, but at least one other member has an issue with that. The Local executive's view is that the position should be posted, and all members who are interested should receive an opportunity to compete for the position.

**b) DLR International:**

No report.

**c) Delta Reprographics:**

Contract Bargaining: ONG Executive Assistant Pat Cavalier reported that CWA/SCA Canada staff rep Dave Wilson had not heard back from Unit representatives about the pre-bargaining surveys that were distributed. This issue was to be pursued again after Labour Day.

**d) Ottawa Citizen**

(a) Photographers Grievance update: Member-at-Large Julie Oliver had misplaced the assessment survey, but had found it again and would soon complete it. She and Unit Chair Jacquie Miller were to then review the assessment before submitting it to the company as part of the grievance process.

(b) Editorial Assistant City Editor's position: ONG President Lois Kirkup had told Citizen publisher/editor-in-chief Gerry Nott that a letter citing the company's failure to post the vacancy, as required under the collective agreement, would be coming. It has not yet been sent, but soon will be.

(c) Article 2.3 Meeting requested with Management: Citizen VP of Human Resources Debbie Bennett sent an email about the questions left with her by President Lois Kirkup and Secretary Gord Holder. Lois Kirkup was to forward the email to Gord Holder and Unit Chair Jacquie Miller.

(d) Editorial - Temporary Full-time Employees: One member in the newsroom department had been a summer replacement, then a maternity-leave replacement was now a one-year intern. That term will soon end. Another member who had been hired as a leave-of-absence replacement has been with the company for more than three years now; the member on leave has talked about returning to work this fall, but company hasn't yet figured out the matter. After discussion, consensus was that President Lois Kirkup would make an initial approach to Citizen management about the issue, and follow-up will be made in September.

(e) Discussion about page-layout work being done both in Hamilton and the Philippines. The issue is on the radar of CWA/SCA Canada, as is the page-layout operation in Hamilton.

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

8. **Internal Guild**

(a) ONG Website: Gord Rufh has been updating it regularly. M/ by Tony Cote, S/ by Julie Oliver. That the arrangement with Gord Rufh to update the ONG website for a fee of \$50 per month be extended by one year to Sept. 30, 2012. CARRIED.

(b) Postmedia Network Caucus: President Lois Kirkup reported that there had been no recent teleconferences, but she planned to try again in early September. One recent development was that some bargaining sessions between the Victoria/Vancouver Island Local and the Times-Colonist had been held.

(c) CWA/SCA Canada National Election Report: Martin O'Hanlon of Canadian Media Guild was elected as national director, defeating Ron Carroll of the Montreal Newspaper Guild. Martin and Lois Kirkup are to be sworn in as director and deputy director in late August. The National Elections Committee will be recommending some bylaw changes in the hope of facilitating the election process in the future.

(d) Report from CWA Convention, July 2011, Las Vegas, NV: President Lois Kirkup reported that this convention was largely uneventful. One highlight was the election of Annie Hill as Secretary-Treasurer. Delegates also passed the per-cap rebate for qualifying locals, as proposed by the CWA executive. The next CWA Convention and TNG-CWA Sector Conference are scheduled for Pittsburgh in April 2013.

9. **Outside Issues**

10. **Other Business**

A card and cake were presented to President Lois Kirkup in appreciation for her efforts on behalf of the Local. Her one-year term in Victoria starts in September.

11. **Lost Time Notification:** Lost time for Debbie Cole, Blair Crawford, Lois Kirkup, Julie Oliver, Jeff Parks, David Reevely.

12. **Upcoming Meetings:**

- Next Executive Committee meeting - **Wednesday, September 21, 2011, 1:15 p.m.**, Guild office.
- Next General Membership meeting - **Wednesday, September 21, 2011, 12 noon**, Ottawa Citizen Conference Centre

13. **Adjournment**

M/ by David Reevely to adjourn at 3:15 p.m. S/ by Gord Holder. CARRIED.