

MINUTES: Executive Meeting

Tuesday, January 11, 2011

1. Call to Order

Meeting called to order by Lois Kirkup at 12:10 p.m.

In attendance: Debbie Cole, Tony Cote, Gord Holder, Lois Kirkup, Joanne Schnurr.

Absent: Blair Crawford, Randall Denley, Jacquie Miller, Julie Oliver, Jeff Parks, David Reevly, Delta and DLR reps.

2. Approval of Agenda

M/ by Joanne Schnurr to approve agenda. S/ by Debbie Cole. CARRIED.

3. Secretary's Report

(a) Good Standing Report: Unit chairs for Delta and DLR not in good standing. Letters to be sent to Sam Chalati and Marc Laurin.

•CTV Ottawa Unit Leader resignation. Joanne Schnurr has tendered her resignation, but has agreed to be part of bargaining team.

(b) Adoption of Minutes:

M/ by Gord Holder to adopt the December 14, 2010 Minutes. S/ by Debbie Cole. CARRIED.

(c) Correspondence: Thank you notes received from Bert Hill and Kurt Johnson for retirement baskets (former Citizen editorial unit members). Thank you note from Eric Lee re donation to LabourStart. Executive assistant Pat Cavalier offers a verbal thank you for Christmas gift card she received.

(d) Congratulations and Condolences:

•Fruit Basket to Martin Cleary (Citizen/Editorial) - illness.

4. Treasurer's Report

(a) Financial Report: (attachment). Debbie Cole advises that this is the last such report before local can expect to see a significant drop in membership dues revenue as a result of the wave of buyouts at the Citizen. A preliminary estimate is that annual revenue will drop about \$15,000, but will be partially compensated by an estimated drop of \$5,000 in per caps and fees paid to other levels of the union and affiliates. During the previous fiscal year, the local ended up with a surplus of about \$12,000. Executive will have to monitor financial situation over the coming months.

(b) CALM - 2011 Membership invoice: M/ by Debbie Cole to renew the membership at a cost of \$110. S/ by Gord Holder. CARRIED.

(c) New cheque signing policy: Only three signing officers at the present time because of a vacancy in the position of vice-president. Following discussion: M/ by Debbie Cole. S/ by Gord Holder. That executive assistant Pat Cavalier be made a signing officer for ONG (such a process is allowed under Article 11.01 of local bylaws), subject to all other applicable cheque-signing policies previously approved. CARRIED.

5. **Unit Reports**

a) CTV Ottawa:

(a) Posting grievance update: The settlement has been finalized. The final step in the settlement, in the form of a meeting between company management and members was held just before Christmas, attended by a couple of members as well as company representatives Louis Douville and Delma Devoe. It went really well, Joanne Schnurr reports; the two members who had expressed interest in applying for the chief anchor position posed several questions and took advantage of the opportunity to express their comments on the issue.

(b) Newsroom Ergonomics update: On hold because the health and safety committee rep is off work.

(c) News Promos grievance update: Executive has asked for legal opinion. A motion to approve going to arbitration was approved in an email poll of executive members after the December meeting took place. (That motion has been appended to these minutes.) Copies of the promos, both those previously produced by ONG members and those since produced by other CTV Ottawa employees, have been obtained, but have not yet been transferred to the legal counsel. Executive to forward this material.

(d) Contract Bargaining: Surveys of unit members have been completed, and volunteers have expressed interest in joining the bargaining committee. A unit meeting to elect the bargaining committee is to be held on Monday, Jan. 17 at 10 a.m., at the CTV Ottawa building.

b) DLR International: No report.

c) Delta Reprographics:

Cheques from employer to pay past dues have been deposited into ONG accounts and appear to have cleared. Company has also sent the required December dues list.

d) Ottawa Citizen

(a) Editorial - Video Release Agreement: President Lois Kirkup talked with Deputy Online Editor Drew Gragg, who advised that there was no need to obtain detailed consent from interview subjects for video clips. The member who raised issue is to be advised of that company position.

(b) Photographers update: No response from company at this point. Executive is to follow up.

(c) Editorial - Scheduling: Meeting between ONG reps and Editor-in-Chief Gerry Nott has yet to be scheduled. Lois talked to him about the impending newsroom reorganization, but obtained no indication of when it would be released. Executive will also send Gerry Nott a letter regarding the position of letters editor and online letters editor.

(d) Editorial - Reclassification Request: No response from company to request for reclassification of member in Newsroom. Lois Kirkup is to send an email to follow up with Night News Editor Dave Guy.

(e) Financial Services buyouts: Company is transferring the work to Winnipeg and Toronto. It wants to downsize staff in the department by three Guild positions and one manager. Buyouts are being offered (deadline for applications is Jan. 19), but company will conduct layoffs if there aren't enough buyout candidates.

(f) RS&S Ramp: Ramp attendants all received letter saying that company would be implementing stricter monitoring of their hours. Part of the issue involves attendants claiming time for breaks (ex. Lunch) that they don't take during their shifts. Members have been advised to take breaks as allowed, though they say they often have trouble doing so.

(g) Unpaid overtime (workload) for employees on the night news desk is an increasing issue related to downsizing of staff and newsroom organization. Tony Cote suggests creating an email template for members to seek immediate authorization for overtime from managers on occasions when managers are absent/unavailable. This issue is also to be included in the discussion when the meeting with Citizen management takes place.

6. **Arbitrations**

See CTV Ottawa News promo grievance above.

7. **Committees**

(a) Personnel

(b) Communications

(c) Health & Safety

(d) Grievance

(e) Guild Awareness / Mobilization

(f) Finance

(g) Organizing

(h) Elections - Local Election Committee was formed at last general membership meeting on December 17.

(i) Bylaws

8. **Internal Guild**

(a) ONG Website: Lois Kirkup is to work on updating the site during the coming weeks. She will call designer/consultant Gord Rufh in Victoria if necessary.

(b) Postmedia Network Caucus: Victoria/Vancouver Island local is going into bargaining, but isn't expecting dates until late February or March. This local is also going to arbitration on mailer-related issues (inserts, precollating and dayside workers) in March and May. This local will also be filing a grievance (jurisdiction) over online work in the newsroom.

Regina paper is seeing a lot of managers leave. Company may combine position of editor-in-chief for its Saskatoon and Regina papers.

Windsor local is in bargaining now, with the company seeking major concessions from mailers.

Montreal - More bargaining was set for Jan. 26-27, continuing a three-year process. A long-running pay-equity process is also yet to be resolved.

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

- Resolutions & Credentials deadline - January 18, 2011
- Shuttle; Banquet tickets

Canadian Party: M/ by Debbie Cole. S/ by Joanne Schnurr. To donate \$100.00 as local's contribution to the Canadian Party at the Sector Conference. CARRIED.

9. **Outside Issues**

(a) CLC Convention, May 9-13, 2011, Vancouver, BC: No action. Lois Kirkup to discuss possibility of/need for local's attendance with CWA/SCA Canada director Arnold Amber.

10. **Other Business**

11. **Lost Time Notification:** Lost time for Debbie Cole, Lois Kirkup, Joanne Schnurr.

12. **Upcoming Meetings:**

- Set dates/times for 2011 Executive Committee meetings and General Membership meetings; schedule attached.
- Next Executive Committee meeting - **Tuesday, February 8, 2011**, 12 noon, Guild office.
- Next General Membership meeting - **Wednesday, March 23, 2011**, 12 noon, Ottawa Citizen Conference Centre.

13. **Adjournment**

M/ by Joanne Schnurr to adjourn at 1:20 p.m. S/ by Gord Holder. CARRIED.