

MINUTES: Executive Meeting

Wednesday, June 22, 2011

1. Call to Order

Meeting called to order by Lois Kirkup at 1:15 p.m.

In attendance: Debbie Cole, Tony Cote, Blair Crawford, Gord Holder, Lois Kirkup, Jeff Parks and Jonathan Rotondo.

Absent: Sam Chalati, Jacque Miller, Julie Oliver, David Reevely and DLR rep.

2. Approval of Agenda

M/ by Gord Holder to approve agenda. S/ by Debbie Cole. CARRIED.

3. Secretary's Report

(a) Good Standing Report: Secretary Gord Holder will send a letter to Member-at-Large David Reevely who is missing his third consecutive meeting and is no longer in good standing.

Vice-President vacancy remains, and with the resignation of Randall Denley, there is also a vacancy for Member-at-Large.

(b) Adoption of Minutes:

M/ by Tony Cote to adopt the May 17, 2011 Minutes. S/ by Jeff Parks. CARRIED.

(c) Correspondence: A letter to the ONG and other Locals was sent by Ron Carroll, one of the candidates for the position of Director of CWA/SCA Canada, asking Locals to report whether members had received ballots, given the Canada Post labour dispute. After discussion, the executive determined that the Local would refer the issue to the National Elections Committee.

(d) Congratulations and Condolences:

- Basket to Andrew (Citizen/Editorial) & Andrea Seymour - baby boy.

- Fruit basket to David Reevely (Citizen/Editorial) - surgery.

- Basket to Greg Lumsden (Citizen/Financial Services) - back surgery.

Reported that Peter Simpson was away for a number of weeks on sick leave.

M/ by Gord Holder, S/by Blair Crawford, that the usual \$30 donation to charity be made in memory of the mother of Pat Hyndman, the Citizen's newsroom manager. CARRIED.

4. Treasurer's Report

(a) Financial Report: (attachment) Treasurer Debbie Cole said that, for the second month in a row, expenses were less than revenues in May. The executive has been closely watching revenue-vs-expenses because of recent decreases in membership. It looks as if Local will be in good financial shape for this fiscal year, which has four months remaining. Defence Fund is also healthy. The Finance committee will meet over the summer to discuss budget proposals for the next fiscal year, starting Oct. 1.

(b) ODLC - 2011 Labour Day March & Picnic donation: M/ by Debbie Cole, S/ by Gord Holder, That ONG donate \$50. CARRIED.

(c) Executive Honorarium: There was a discussion about possibility of changing honoraria to offer option of taking an equivalent amount of time off from work instead of receiving honorarium payment, if the executive member wished to do so. This would not affect the honoraria due in June 2011, but could be considered for future payments. Treasurer Debbie Cole was to check with the ONG's bookkeeper/accountants to determine whether this was possible and how it should be processed, reporting back to the executive in the coming months.

5. **Unit Reports**

a) CTV Ottawa: New Unit Chair Jonathan Rotondo said he was looking forward to working with everyone else, learning about union movement and matters. There's a youth movement coming through the company, and some of the new members are interested in participating in the union process. Regarding the issue of junior reporter being selected for summer replacement shifts rather than part-timers, discussions are continuing.

b) DLR International:

No report.

c) Delta Reprographics:

Contract Bargaining: ONG executive assistant Pat Cavalier said a bargaining questionnaire was sent to Unit Chair for the members. CWA/SCA Canada staff rep Dave Wilson was to talk with Unit Chair Sam Chalati.

d) Ottawa Citizen

(a) Photographers Grievance update: It was thought that the pay equity forms to be completed as part of the evaluation of photographers' duties had been done yet.

(b) Editorial Assistant City Editor's position: Position had not been posted when it became vacant. The company tried to argue that the person who ended up in that position was an online employee who was doing more than online duties because of illnesses, etc. After discussion, the executive decided to send Citizen management a letter expressing our understanding of the current situation in the newsroom, but asking for a written commitment that all required job postings would be made in the future.

(c) Article 2.3 Meeting requested with Management: President Lois Kirkup, secretary Gord Holder and Citizen unit Leader Jacquie Miller met on June 10 with Citizen Publisher/Editor-in-Chief Gerry Nott and VP of Human Resources Debbie Bennett to discuss workloads, training and perceived stress on ONG members. Nott and Bennett made no concrete commitments to changes. There was some discussion about the need for training; Jacquie Miller offered to help identify those who were struggling with new assignments and/or needed training. Nott and Bennett also said, in a letter before the meeting, that there was no increase in EAP cases due to work-related stress; ONG representatives offered letter in return to seek details on related matters such as sick leave. Lois described this meeting as the start of discussions on these issues, with follow-up sessions expected to take place. Debbie Bennett also disclosed that the company's liability regarding timebank/vacation had not been substantially reduced despite past declarations that it would do so.

6. **Arbitrations**

7. **Committees**

- (a) Personnel
- (b) Communications
- (c) Health & Safety
- (d) Grievance
- (e) Guild Awareness / Mobilization
- (f) Finance - Budget prep meeting. Committee to discuss meeting date for summer discussion of budget for next fiscal year.
- (g) Organizing
- (h) Elections
- (i) Bylaws
- (j) Retirees

8. **Internal Guild**

(a) ONG Website: Gord Rufh updated website and offered to continue doing so for \$50 per month. M/ by Jeff Parks, S/ by Gord Holder, that Gord Rufh be contracted to perform those updates to the end of the fiscal year, Sept. 30. CARRIED.

(b) Postmedia Network Caucus: New contract for the Guild at the Montreal local included a bonus of 1.5 per cent and salary increases of approximately 1.5 per cent annually. President Lois Kirkup also reported that there was a new contract for the Windsor Local, with a signing bonus and modest increases over the final two years. Victoria and B.C. Locals were in bargaining, as part of a joint council, to replace a contract that expired Jan. 1. The company was seeking several concessions. More sessions for the newsroom unit were scheduled for June 28-30, with a meeting for the mailers unit set for June 24. Postmedia appeared to be in no hurry to get these negotiations pushed through. Victoria has had strong jurisdiction language, but this was expected to be one of the targeted issues of management. Regina Local, where SAXO was just being introduced, has had three copy editors made into reporters. Remaining copy editors are called page managers. A new 40-page lifestyle magazine was being launched. Postmedia has begun listing shares on TSX and will apparently be offering new shares for sale.

(c) CWA/SCA Canada National Election update: Voting period to end July 7, with ballots to be counted July 9.

(d) CWA Convention - July 10-13, 2011, Las Vegas, NV. CWA President Larry Cohen asked for Local's support for Annie Hill, a candidate for secretary-treasurer.

9. **Outside Issues**

10. **Other Business**

11. **Lost Time Notification:** Lost time for Debbie Cole, Lois Kirkup, Jeff Parks, Jonathan Rotondo.

12. **Upcoming Meetings:**

- Next Executive Committee meeting - **Wednesday, August 3, 2011, 2:00 p.m.**, Guild office.

13. **Adjournment**

M/ by Gord Holder to adjourn at 2:05 p.m. S/ by Blair Crawford. CARRIED.