

# **MINUTES: Executive Meeting**

## **Tuesday, March 15, 2011**

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

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

In attendance: Debbie Cole, Tony Cote, Randall Denley, Gord Holder, Lois Kirkup, Jacquie Miller, Julie Oliver, Jeff Parks, David Reevely.

Absent: Blair Crawford, Sam Chalati, CTV Ottawa and DLR reps.

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

Add 5 d. (d) Letters Editor; 5 d. (e) Harassment; 5 d. (f) Editorial Posting.

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

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

(a) Good Standing Report: All current members in good standing. CTV Ottawa unit chair is currently on leave. Vice-President vacancy remains.

(b) Adoption of Minutes:

M/ by Julie Oliver to adopt the February 8, 2011 Minutes. S/ by David Reevely. CARRIED.

(c) Correspondence: Circulated information from CWA, OFL and ODLC. Thank you card received for donation to Miller's Oven in memory of Lynn Saxberg's father.

(d) Congratulations and Condolences:

- Donation to Canadian Red Cross in memory of Stanley H. Snoodly, father of Lois Kirkup (Citizen/Editorial).

- To send flowers to Connie Defalco (Citizen/Editorial) & Ray Blanchette in honour of their recent marriage.

### **4. Treasurer's Report**

(a) Financial Report: (attachment) Conferences expenses put expenses just over revenue for February, but Treasurer Debbie Cole reported that there would be a small rebate from TNG Sector for expenses related to Gord Holder's membership on the Sector Election and Referendum Committee. Debbie Cole also reported that there had been a small drop in dues revenue because of the recent departures/buyouts from the Citizen unit.

### **5. Unit Reports**

#### **a) CTV Ottawa:**

(a) Newsroom Ergonomics update: See report on bargaining below.

(b) News Promo grievance update: See report on bargaining below.

(c) Contract Bargaining Report (attachment): Four days of bargaining in February and March produced a tentative agreement.

CWA/SCA Canada staff rep Dave Wilson described it as a good deal. Weekend shift rotation for reporters eliminated. Employer has agreed to hire one permanent part-timer for weekends and two for weeknight evenings. Another key issue was job security. Contract covers Jan. 1, 2011, to Dec. 31, 2013, with annual increases of 2, 2 ½ and 2 ½ per cent. Additional stat holidays proclaimed by federal, provincial and municipal authorities are included.

Contract resulted in the withdrawal of the grievance about news promos. Fully produced promos will be outside the Guild jurisdiction, but all other newsbreaks and teasers shall remain in Guild jurisdiction. As well, in exchange for withdrawing the grievance, unit members were given Family Day as stat holiday.

There is also a letter of understanding on ergonomics. Company has committed to bringing up an official from corporate headquarters in Toronto to meet with members on ergonomic issues as required.

With regard to job security, the recent blurring of lines between CTV Ottawa and A Channel had led to fears. Contract now includes a letter of understanding that no Guild member can lose employment for 12 months after a forced merger, which covers both the station and the unions. During those 12 months, members being potentially affected could take a buyout package (4 weeks per year to a maximum of 78 weeks).

Clothing allowance has been bumped up.

As well, company will grant one Guild Leave day per month for designated unit chair, as required. Lost time cost to be covered by the local.

Meeting for ratification vote began March 10, but issues raised by one member led to the suspension of the voting process. Those issues have since been dealt with, and the voting was to resume at another meeting set for March 21.

M/ by Gord Holder, S/ by Debbie Cole that ONG executive approve the tentative agreement.  
CARRIED.

**b) DLR International:** No report.

**c) Delta Reprographics:** No report.

**d) Ottawa Citizen**

(a) Photographers Grievance update: An appointment for standing committee will be made, with executive at-large member Julie Oliver to attend as well. Letter from company had denied grievance, but a second letter sent by Treasurer Debbie Cole led company to agree to set up a meeting. Sample of videos from four photographers, plus list of story package slugs has been compiled.

(b) Editorial - Reclassification Request update: Grievance was settled in local's favour. Member has been reclassified from E-4 to E-2, and some retroactive pay differentials were paid.

(c) Unit - Annual floaters: Citizen HR representative contacted local table officers to propose recalculating floaters by calendar year rather than by vacation year. For 2011, members would be granted two floaters in addition to any unused floaters for the previous period ending May 31. Members to be advised in next update.

(d) Letters Editor: Company has not replaced letters editor, who took buyout at end of 2010, and excluded employees who are not managers are doing that work. Executive's position is that it is Guild jurisdiction. Grievance to be filed.

(e) Harassment grievance: Guild member was screamed at by manager in the newsroom, leading to a formal complaint by the member. Unit Chair Jacquie Miller talked to the senior manager who is supervisor for the department. Manager immediately sent apology. Member still wants formal action because of past history with this manager; senior management is aware of this. Executive waiting to see what happens with regard to newsroom reorganization to see what impact this might have.

(f) Editorial Assistant City Editor's position was not posted, as required. ONG President Lois Kirkup to discuss the issue with Citizen's publisher/editor-in-chief.

(g) Part-time member asked Unit Chair Jacquie Miller about possibility of being reclassified as full-time, saying she had been working more than part-time hours. Member to be advised to document her hours for the purpose of comparing it to a 1994 arbitration decision that resulted in several part-timers being designated as full-time members.

(h) Legal proceeding regarding insurer's denial of LTD claim for newsroom member was settled to member's satisfaction. Granting of LTD to be reviewed at year's end. The Local's legal expenses were reimbursed. This is the second such victory for the local.

6. **Arbitrations**

CTV Ottawa News Promo grievance was withdrawn Feb. 17, 2011; see CTV Ottawa Contract Bargaining report.

7. **Committees**

(a) Personnel

(b) Communications

(c) Health & Safety

(d) Grievance

(e) Guild Awareness / Mobilization

(f) Finance

(g) Organizing – One possible target referred to organizing director of CWA/SCA Canada.

(h) Elections

(i) Bylaws

(j) Retirees – At-large executive member Tony Cote advised that Hollinger pension plan had been wound up. Former ONG members who retired when it was a Hollinger plan (not Canwest or Postmedia) have been advised that their pension benefits will be reduced, with the final amount to be determined in about a year. As well, those members have lost the remaining portion of their \$10,000 lifetime medical benefit. As a comparison, when a Hamilton TV station was split off, pensions went down 22 per cent.

CWA/SCA Canada Retirees chapter is hoping to obtain former members' contact info for the purpose of asking them to join. It was suggested that letters might be distributed on chapter's behalf by the local in lieu of giving out home addresses, etc. The retirees will have representation at the CWA/SCA Canada National Representative Council meeting at Montreal. The chapter will also likely be seeking financial support from the local for its activities/operations.

8. **Internal Guild**

(a) ONG Website: President Lois Kirkup to ask consultant/contractor Gord Rufh for refresher to help with updating.

(b) Postmedia Network Caucus: One recent teleconference was held, but there was not much news. Victoria/Vancouver Island local hadn't started bargaining yet. The mailers unit at the Times-Colonist had an arbitration hearing in early March, but no decision yet. Montreal still in pay-equity meetings, and bargaining was continuing. Montreal business office had been reorganized, with some jobs lost, but the affected members were transferred to other positions.

(c) CWA/SCA Canada Membership Cards 2011-2015: Samples sent to ONG office. Local to ask for 50 to be held at office for use as required. Members to be advised that the membership cards are available.

(d) CWA/SCA Canada Organizing School: attachment

(e) Charles B. Dale Guild Service Award: attachment

9. **Outside Issues**

(a) CLC Convention, May 9-13, 2011, Vancouver, BC: CWA/SCA Canada will have representation.

10. **Other Business**

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

12. **Upcoming Meetings:**

- Note change of date for next General Membership meeting - **Wednesday, April 6, 2011**, 12 noon, Ottawa Citizen Conference Centre.
- Next Executive Committee meeting - **Tuesday, April 19, 2011**, 12 noon, Guild office.

13. **Adjournment**

M/ by David Reevely to adjourn at 1:20 p.m. S/ by Julie Oliver. CARRIED.