

MINUTES: Executive Meeting

Tuesday, May 17, 2011

1. Call to Order

Meeting called to order by Lois Kirkup at 9:10 a.m.

In attendance: Sam Chalati, Debbie Cole, Tony Cote, Gord Holder, Lois Kirkup, Jacquie Miller and Jeff Parks.

Absent: Blair Crawford, Randall Denley, Julie Oliver, David Reevely, CTV Ottawa and DLR reps.

2. Approval of Agenda

M/ by Debbie Cole to approve agenda. S/ by Sam Chalati. CARRIED.

3. Secretary's Report

(a) Good Standing Report: Member-at-Large Blair Crawford is missing his third consecutive meeting. Secretary Gord Holder will send letter notifying him that he is not in good standing and advising him of options for continuing to serve on the executive. Vice-President vacancy remains. Retiree-chapter representative Tony Cote suggests a poster campaign of buildings where ONG members work to help drum up candidates for all executive vacancies and to promote the idea of steward training.

(b) Adoption of Minutes:

Following information received from DLR, the April minutes have been amended to read:

5. b) DLR International:

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

M/ by Gord Holder to adopt the April 19, 2011 Minutes. S/ by Sam Chalati. CARRIED.

(c) Correspondence: Information from ODLC and OFL. Thank-you notes regarding donations on behalf of Wilson, Leung and Brent families.

(d) Congratulations and Condolences:

•Basket to Natalie Pierosara (CTV Ottawa) - sick leave.

4. Treasurer's Report

(a) Financial Report: (attachment) Treasurer Debbie Cole reported that expenses were less than revenue for the month of April, even including expenses for the CWA/SCA Canada National Representative Council meeting in Montreal. A small increase in the per capita paid to CWA/SCA Canada starting with May dues will result in a total increase of about \$35 per month at current membership levels.

(b) Canadian Journalists for Free Expression - 2011 membership. M/ by Debbie Cole, S/ by Gord Holder, That ONG pay its annual membership fee of \$75 and make an additional donation of \$125 for a total of \$200 to CJFE. CARRIED.

5. **Unit Reports**

a) CTV Ottawa:

(a) Steward Training: Jonathan Rotondo has expressed interest in joining executive as Unit Chair, but wants steward training. ONG executive will consult with Dave Wilson, CWA/SCA Canada staff rep, on his availability for such a session for all interested individuals. Suggested date was for June 22, when next executive and general membership meetings are scheduled. Will check on availability of Jonathan Rotondo.

There has been an issue regarding the junior reporters, who are paid at lower rates than part-timers. Junior reporters are being scheduled for day shifts during the summer, and those shifts were previously given to part-timers. Members John Ruttle and Joanne Schnurr have met with the company about the issue, but it is not yet resolved.

b) DLR International:

No report.

c) Delta Reprographics:

Contract to expire in June 2011. A meeting of members with CWA/SCA Canada staff rep Dave Wilson to discuss bargaining issues is to be scheduled soon. Cheques for dues owing have been submitted by the employer, which should bring the company up to date in remittances.

d) Ottawa Citizen

(a) Photographers Grievance update: Member-at-large Julie Oliver and Unit Chair Jacquie Miller have to meet to fill out a pay-equity assessment form. It was suggested that another photographer also be asked to complete the form for comparison purposes.

(b) Letters Editor update: Company agreed to Guild's request for language change in the letter, which stipulates that, if the position is filled again, it will be a Guild position. Company had already agreed to pay ONG equivalent to dues for a full-time member in that position. Issue now settled.

(c) Editorial Assistant City Editor's position: President Lois Kirkup will schedule a meeting with Editor-in-Chief/Publisher Gerry Nott regarding the failure to post the vacancy after City Editor Peter Robb returns to work. The position has been filled, but consensus of executive is that company should be asked for written assurance that future vacancies such as this will be posted.

(d) Article 2.3 Meeting requested with Management: No response yet. President Lois Kirkup was to follow up on the request with Editor-in-Chief/Publisher Gerry Nott.

(e) Building Services Member advisory letter: A member was told to either perform a task normally done by a non-Guild member or to go home. Member went home, then was on sick leave for a few days. Unit Chair Jacquie Miller advised the member to follow management instructions and then, if necessary, grieve those instructions. An advisory letter from the company was received. ONG to seek a minor amendment to the language in the letter.

6. **Arbitrations**

7. **Committees**

- (a) Personnel - Staff salary increase (See in camera below)
- (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: ONG executive assistant Pat Cavalier is to compile a list of updates/documents that President Lois Kirkup will take to designer/consultant Gord Ruffh.

(b) Postmedia Network Caucus: No teleconferences in the past few weeks. The Windsor local did come to an agreement with the Star, as part of a joint council with other unions, and has ratified the contract. It's a three-year deal with a lump sum bonus in year 1, then increases of 1 and 1.5 per cent.

(c) CWA/SCA Canada National Election update: ONG President Lois Kirkup was acclaimed as Deputy Director. For now, she will also hold the position of Treasurer. There will be an election for the position of National Director following the nomination of Martin O'Hanlon of Canadian Media Guild and Ron Carroll of Montreal. Voting by ONG members will be a combination of in-plant and mail balloting between June 2 and June 23.

(d) CWA Convention - July 10-13, 2011, Las Vegas, NV.
There will be an election for Secretary-Treasurer's position. Candidates are Annie Hill, whose previous position of executive vice-president is being phased out, and Ron Tremontozzi of District 1.

9. **Outside Issues**

(a) CLC Ontario Region Summer School - information attached

10. **Other Business**

M/ by Gord Holder, S/ by Debbie Cole, that Executive go in camera to discuss a personnel matter. CARRIED.

M/ by Gord Holder, S/ by Debbie Cole, that Executive return to open session. CARRIED.

M/ by Jacquie Miller, S/ by Jeff Parks, that ONG agree to salary increases of 2 (2011) and 2.5 per cent (2012) for executive assistant Pat Cavalier and add our thanks for her efforts on the ONG's behalf. CARRIED.

11. **Lost Time Notification:** Lost time for Sam Chalati, Debbie Cole, Jacquie Miller, Jeff Parks.

12. **Upcoming Meetings:**

- Steward Training - **Wednesday, June 22, 2011**, 9 a.m., Guild office

- Next General Membership meeting - **Wednesday, June 22, 2011**, 12 noon, Ottawa Citizen Conference Centre

- Next Executive Committee meeting - **Wednesday, June 22, 2011**, 1:15 pm, Guild office.

- Please note change of date re summer meeting: July 19 and August 16 meetings are cancelled; summer executive meeting will be held on **Wednesday, August 3, 2011**, 12 noon, Guild office

13. **Adjournment**

M/ by Gord Holder to adjourn at 10:20 a.m. S/ by Jeff Parks. CARRIED.