

# **SPRING 2011**

## **“FYI” UPDATE**



\* The January 11 meeting of the Executive committee was attended by Debbie Cole, Tony Cote, Gord Holder, Lois Kirkup, Joanne Schnurr. Absent: Blair Crawford, Randall Denley, Jacquie Miller, Julie Oliver, Jeff Parks, David Reevely, Delta and DLR reps.

\* The February 8 meeting of the Executive committee was attended by Sam Chalati, Debbie Cole, Tony Cote, Blair Crawford, Randall Denley, Gord Holder, Jacquie Miller, Julie Oliver, Jeff Parks, David Reevely. Lois Kirkup, CTV Ottawa and DLR reps did not attend.

\* The March 15 meeting of the Executive committee was attended by Debbie Cole, Tony Cote, Randall Denley, Gord Holder, Lois Kirkup, Jacquie Miller, Julie Oliver, Jeff Parks and David Reevely. Blair Crawford, CTV Ottawa, Delta and DLR reps did not attend.

\* The next General Membership meeting of the ONG will be held on Wednesday, April 6, 2011, at 12 noon in the Ottawa Citizen Conference Centre. Items of business include an executive committee election for Vice-President.

### \* **CTV Ottawa**

- The Chief Anchor posting grievance settlement has been finalized. The final step in the settlement was a meeting held between company management reps and Guild members who had expressed interest in applying for the chief anchor position.

- The Guild filed a grievance concerning the mid-day promo of the evening newscast that was done for many years by Guild members. The new news director decided that CEP would do this function again, with the idea of turning the material into a ‘promo’ rather than a ‘news update’. At bargaining sessions in February, the Guild agreed to withdraw the grievance regarding promos written and produced by Promotions/Creative Services Dept. The Guild agreed it did not have jurisdiction over fully-produced news promos outside the body of any newscast, but on-camera teasers/newsbreaks shall remain the jurisdiction of the Guild. In return, CTV Ottawa agreed to add Family Day as a stat holiday under Article 12 of the Collective Agreement.

- Contract Bargaining:** Unit bargaining committee members Paul Brent, Michael O’Byrne, John Ruttle and Joanne Schnurr joined CWA/SCA Canada staff rep David Wilson for four days of contract bargaining with CTV Ottawa in February and March to reach a new contract that was ratified by the membership on March 21.

The highlights of the new contract, which covers the period between Jan. 1, 2011 and Dec. 31, 2013, include annual increases of 2, 2.5 and 2.5 per cent, the elimination of weekend shift rotations for reporters and an agreement by the employer to hire one permanent part-timer for weekends and two for weeknight evenings. As well, if an additional stat holiday is proclaimed by federal, provincial or municipal governments, it will be added to the contract.

With regard to job security, the contract now includes a letter of understanding that no Guild member can lose employment for 12 months after a forced merger of either the station or the unions representing its employees. During those 12 months, members being potentially affected could take a buyout package (4 weeks per year to a maximum of 78 weeks).

The clothing allowance has also been increased in each year of the contract.

#### \* Ottawa Citizen

•**Floater (Article 9.1)** The Guild has agreed to a request made earlier this year by the Citizen to move the roll over date for the annual floaters from June 1 to January 1. The floaters are listed in the collective agreement along with the stat holidays, which are based on the calendar year. What this means for 2011 is that instead of waiting until June for floaters, Guild members have them now. If you still have floaters to take from your June to May vacation allotment period, you still have them, but you also now have the 2 new floaters for 2011. Then each year in January you will receive two floaters added to your time off allocation. If you have any questions about your floater days, please talk to an executive member or contact the Guild office.

•**Financial Services:** Buyouts - The department has been downsized by three Guild positions and one manager. Two Guild members took the buyout package and one Guild member transferred to a non-Guild position in Advertising.

The three members in In-Plant Printing have been advised they will be trained as vacation replacements for mail delivery when the Financial Services staffer who normally handles that task is away.

•**Reader Sales & Service:** One member has been given an advisory letter concerning attendance and sick leave while another member had a note placed on file concerning a discipline meeting.

•Ramp attendants received a letter stating that the company would be implementing stricter monitoring of their hours. Members have been advised to take the breaks allowed under the contract, though they say they often have trouble doing so.

•**Editorial:** The Guild filed a grievance saying photographers (E-5) should receive reporter differential (E-3) when performing reporter duties. The company denied the grievance, but standing committee meetings to discuss the issue further continue.

•The ONG was successful in a reclassification grievance concerning a copy editor, E-4, now reclassified to the position of E-2, assistant editor, with some retroactive pay differentials. The member had been working in the E-2 or E-1 classifications more than 70% of the time for the past year. Guild members working regularly in higher job classifications are urged to keep track of such shifts.

•The Guild has filed a grievance concerning the letters editor position, E-2, which has not been filled since a member took a buyout at the end of 2010, and the work is being done by excluded non-managers. The company has responded with a proposed settlement to the Guild.

•The legal proceedings regarding Manulife's denial of an LTD claim for a newsroom member was settled to the member's satisfaction, with granting of LTD to be reviewed at the end of 2011. The Local's legal expenses were reimbursed.

\* **Delta Reprographics**

• Dues remittances to ONG have been brought up-to-date to February 2011 inclusive, with the exception of the December cheque which the company has yet to forward to the Guild.

\* **DLR International** - no report.

\* President Lois Kirkup, and Secretary Gord Holder were ONG local delegates to the TNG Sector Conference at Orlando, FL, on Feb. 2-6, 2011. In his report to the Local from the conference, Gord Holder advised that the situation in Canada seems to be somewhat better than it is for several U.S. locals. Local mergers in the States have been occurring and have been encouraged to some degree by TNG headquarters in a bid to allow those locals to maintain servicing and influence with employers. There was also discussion among delegates about the need to include social-media issues in future rounds of bargaining, as well as development of model contract language on such issues by TNG-CWA.

\* The CWA/SCA Canada National Representative Council meeting is being held April 15-17, 2011 in Montreal, QC. ONG delegates to the meeting are Gord Holder and Lois Kirkup.

\* ONG Retiree executive at-large member Tony Cote advises that the Hollinger pension plan has 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 benefits.

Tony said the CWA/SCA Canada Retirees chapter is hoping to obtain former members' contact info from the locals for the purpose of asking retired members to join the chapter. ONG executive suggested that letters might be distributed on chapter's behalf by the local in lieu of giving out home addresses etc.

\* Scholarships information is posted on Guild boards. Members should also regularly check the CWA/SCA Canada website under "Awards/Scholarships" for scholarship information pertaining to Guild members. [www.cwa-scacanada.ca](http://www.cwa-scacanada.ca)

\* **"Congratulations" & "Condolences"**

- Basket to Nancy Campbell (Citizen/RS&S) - retirement Oct 29/10
- Basket to Terry Garner (Citizen/Fin Serv) - retirement Oct 29/10
- Basket to Jenny Green (Citizen/Editorial) - retirement Oct 29/10
- Basket to Bert Hill (Citizen/Editorial) - retirement Oct 29/10
- Basket to Alan Jenkins (Citizen/In-House Printing) - retirement Oct 29/10
- Basket to Dave Rogers (Citizen/Editorial) - retirement Oct 29/10
- Basket to Vanessa Lee (CTV Ottawa) - baby girl, Avery
- Basket to Kurt Johnson (Citizen/Editorial) - retirement Nov 30/10
- Basket to Paula McLaughlin (Citizen/Editorial) - retirement Dec 3/10
- Fruit basket to Martin Cleary (Citizen/Editorial) - illness
- Donation to The Miller's Oven in memory of Robert Saxberg, father of Lynn Saxberg (Citizen/Editorial)
- Basket to Kelly Roesler (Citizen/Editorial) - baby girl, Chloe
- Donation to Canadian Red Cross in memory of Stanley H. Snood, father of Lois Kirkup (Citizen/Editorial)
- Flowers to Connie Defalco (Citizen/Editorial) & Ray Blanchette - marriage
- Basket to David (Citizen/Editorial) & Susan Reevely - baby boy, Nicholas Peter
- Basket to Bruce Ward (Citizen/Editorial) - retirement Feb 1/11

## 2011 ONG Executive Committee

President	Lois Kirkup	613-596-3733
Vice-President	vacant	
Secretary	Gord Holder	613-726-5961
Treasurer	Debbie Cole	613-726-5861
Citizen Unit Leader	Jacque Miller	613-726-5999
CTV Ottawa Unit	Natalie Pierosara	613-562-6705
“ Co-Chairs	vacant	
DLR International	Marc Laurin	819-778-2252
Delta Reprographics	Sam Chalati	613-594-8899
“ Co-Chairs	Mike Huard	613-594-8899
Members-at-Large	Tony Cote (Retiree)	613-729-9101
	Blair Crawford	613-726-6856
	Randall Denley	613-596-3756
	Julie Oliver	613-240-1958
	Jeff Parks	613-239-9862
	David Reevely	613-726-5956

March 31, 2011

