

# **MINUTES: Executive Meeting**

## **Wednesday, September 21, 2011**

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

Meeting called to order by Debbie Cole at 1:25 p.m.

In attendance: Debbie Cole, Gord Holder, Jeff Parks.

Absent: Tony Cote, Blair Crawford, Jacquie Miller, Julie Oliver, David Reevely, Jonathan Rotondo, and Delta and DLR reps.

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

M/ by Gord Holder to approve agenda. S/ by Jeff Parks. CARRIED.

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

(a) Good Standing Report: All current executive members are in good standing.

(b) Adoption of Minutes:

M/ by Gord Holder to adopt the August 3, 2011 Minutes. S/ by Jeff Parks. CARRIED.

(c) Correspondence: Lois Kirkup submitted an email notice of her resignation as ONG President; she has taken a one-year term position in Victoria and has left the Ottawa Citizen.

A letter from CWA/SCA Canada director Martin O'Hanlon asked for expressions of interest as host of the National Representative Council meeting to be held in April 2012. President Debbie Cole will send such a letter on behalf of the ONG.

(d) Congratulations and Condolences:

- Donation to WWOZ Jazz Radio Station in New Orleans in memory of Connie Knox, former TNG-CWA International Chair.

- Fruit basket will be sent to Rob Cross (Citizen/Editorial) - illness.

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

(a) Financial Report: (attachment) As treasurer, Debbie Cole presented the update as of Aug. 31. She indicated it looked as if ONG would be under budget for expenses for the fiscal year ending Sept. 30, with only a couple of items over budget and most others under. Revenue, based largely on membership dues, will also be slightly under budget, but the overall result was expected to be a surplus of revenue over expenses of about \$5,000.

(b) Executive Honorarium (President +): Tabled to next meeting.

5. **Unit Reports**

**a) CTV Ottawa:** A written report from Unit Chair Jonathan Rotondo was submitted. One member was hired as a full-time reporter/editor/producer, creating an opening as a full-time editorial assistant. Another member was hired into a 6-month full-time contract position, covering the opening created by another member's LTD. A weekend co-ordinating producer had resigned, creating a pending posting.

A format change for a Saturday evening news show meant a regular part-time weekend day reporter position was no longer needed. Unit Chair Jonathan Rotondo and CWA/SCA Canada staff rep Dave Wilson drafted a letter of understanding to be submitted to management covering the use of substitutes in the event of illness, etc. John Hua has expressed interest in assuming the traditional duties as a co-chair of the unit. This would require a Unit meeting and election.

As well, the ONG rep on the company's joint health and safety committee stepped down. The search for a replacement had begun.

Consensus to tell Jonathan that the letter of understanding was acceptable and to ask him to keep the executive informed of developments. The executive was to ask Jonathan to clarify the status of John Hua, who has expressed interest in helping with union matters. A unit meeting and election may have to be scheduled.

**b) DLR International:**

No report.

**c) Delta Reprographics:**

(a) Contract Bargaining: Unit Chair Sam Chalati met with CWA/SCA Canada staff rep Dave Wilson earlier this week to talk about the contract. A unit meeting for bargaining purposes is to be arranged.

**d) Ottawa Citizen**

(a) Photographers Grievance update: The grievance continued to progress slowly. Surveys were being completed using a pay-equity form, according to a short written report from Unit Chair Jacquie Miller.

(b) Assistant City Editor's position: Executive will follow up with Lois Kirkup to determine whether a letter was sent to Citizen management about ONG's expectations for future postings such as this, then with Citizen publisher/editor-in-chief Gerry Nott.

(c) Article 2.3 Meeting requested with Management: Executive will follow up on previous meeting, which produced no concrete developments.

(d) Editorial - Temporary Full-time Employees: President Debbie Cole and Unit Chair Jacquie Miller are to follow up on the issue of the member who had been a temporary full-time employee for several years with publisher/editor-in-chief Gerry Nott.

(e) Editorial – LTD/sick leave for member: ONG was copied on letter from company to the member regarding the end of his sick-leave benefits. The member will no longer be permitted to work from home. The letter also described the possible impact of a failed return to work on a possible LTD application. The member has since applied for LTD. Sick leave was to run out Sept. 23, but member still had some vacation leave available to act as bridge to LTD. Next step is to find out what happens with LTD application. President Debbie Cole to follow up with HR.

6. **Arbitrations**

7. **Committees**

- (a) Personnel
- (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
  
- (b) Postmedia Network Caucus
  
- (c) Special Project - Anniversary items (Service/Merit awards)

9. **Outside Issues**

10. **Other Business**

11. **Lost Time Notification:** Lost time for Debbie Cole, Jeff Parks.

12. **Upcoming Meetings:**

- Next Executive Committee meeting - **Tuesday, October 18, 2011, 2:00 p.m.**, Guild office.

13. **Adjournment**

M/ by Gord Holder to adjourn at 1:55 p.m. S/ by Jeff Parks. CARRIED.