

MINUTES OF GENERAL MEMBERSHIP MEETING

Wednesday, April 6, 2011

1. Membership meeting called to order by President Lois Kirkup at 12:07 p.m.
2. **Adoption of Agenda**
M/ by Johanne Vincent-Haffner to approve the agenda. S/ by Wes Dearham. CARRIED.
3. **Adoption of Minutes**
M/ by Debbie Cole to adopt the Minutes of December 17, 2010 General Membership meeting. S/ by Johanne Vincent-Haffner. CARRIED.
4. **President's Report**
 - a. President Lois Kirkup reported that the most significant event since the previous membership meeting in December was the restructuring/downsizing of the business office at the Ottawa Citizen, resulting in buyouts for two ONG members and the transfer of another member to a non-union department. There are five ONG members left in the Financial Services department.
As well, the Guild executive has agreed to the company's request to change the way that floaters are accounted. Floaters will now cover a calendar year, rather than the vacation year, and have been issued for 2011.
The ONG has also filed a grievance on behalf of photographers who are conducting interviews as part of the process of producing videos for the Citizen website, seeking an upgrade to reporter rate for that work. The company denied the grievance. Standing committee meeting was held. At the meeting, the company agreed to have the photographers complete a pay-equity evaluation form as a means of assessing duties related to video production. The ONG has suspended the grievance pending the completion of this process.
The Letters Editor position was not filled after the member who had held the position took a buyout in late 2010, with duties performed at least part of the time by non-Guild, non-manager excluded employees. President Lois Kirkup raised the issue with Citizen management, which has offered to pay the dues equivalent for those duties, but is not offering to fill the position. Another newsroom ONG member has been given more responsibility in selecting letters for publication.
President Lois Kirkup also indicated to the meeting that she hoped to schedule a meeting with senior Citizen management to discuss workload, working conditions, etc. She also raised the idea of having the ONG conduct workplace seminars, etc., for its members.
As well, it was reported that a Citizen member whose LTD claim had been denied by the insurer won that case with legal expenses covered by the local. This is the second such victory for the local and a member in an LTD case. As was the case in the first instance, the local's legal expenses were also reimbursed.

The CTV Ottawa Unit also completed bargaining on a new collective agreement. It's a three-year deal with annual salary increases of 2, 2.5 and 2.5 per cent. The company also agreed to add Family Day to the list of stat holidays. Working conditions remain cramped in shared space with A Channel; the company has agreed to bring in its workplace specialist to deal with issues raised by members.

Tony Cote, a retiree member on the executive, also gave a presentation. He and fellow retiree group committee member Gerry Jones have decided that a onetime \$25 membership fee will be charged to those who join the CWA/SCA Canada retiree group. They are also attempting to come up with a list of benefits that can be offered to members.

Tony Cote also reported that the Hollinger pension plan was being wound up. Some former ONG members who retired when it was a Hollinger plan (as opposed to current employees, who are now in the Postmedia pension plan) had been told their pension benefits would be reduced, with the final determination to be made in about a year. In another recent case in Southern Ontario, retirees had their benefits reduced 21-22 per cent. As well, the former ONG members have been told they are losing the remaining portion of their \$10,000 lifetime medical benefits. Tony Cote said the retiree committee would continue to raise the issue at local executive, CWA/SCA Canada, etc.

5. Financial Report

a. Update – (attachment)

Treasurer Debbie Cole reports that dues revenue has taken a hit because of people that have left, particularly at the Citizen unit. In some line items, the amount of money going out is also less because of those departures. The executive and the finance committee will be keeping an eye on the trends, with the finance committee to factor it into budget preparations during the summer. The local has already started reducing discretionary expenses where possible.

6. Unit Reports

- a. CTV Ottawa - see Executive Activity report above.
- b. DLR – no report
- c. Delta – no report
- d. Citizen - see Executive Activity report above.

7. New Business

- a. Executive Committee Elections - Vice-President.
No nominations received. Position remains vacant.

8. Adjournment

M/ by Dawn Butler, S/by Gord Holder to adjourn at 12:32 p.m. CARRIED.

9. Citizen Unit Meeting

No Citizen Unit meeting held.

10. CTV Ottawa Unit meeting

No CTV Ottawa unit meeting held. Unit Co-chair position remains vacant.