

MINUTES OF GENERAL MEMBERSHIP MEETING

Wednesday, June 22, 2011

1. Membership meeting called to order by President Lois Kirkup at 12:00 p.m.
2. **Adoption of Agenda**
M/ by Gord Holder to approve the agenda. S/ by Blair Crawford. CARRIED.
3. **Adoption of Minutes**
M/ by Dawn Butler to adopt the Minutes of April 6, 2011 General Membership meeting. S/ by Johanne Vincent-Haffner. CARRIED.
4. **President's Report**
 - a. President Lois Kirkup mentioned the election for National Director of CWA/SCA Canada, the voting for which was being disrupted by the lockout of Canada Post unionized employees. At the time of this meeting, the national elections committee had extended the voting period until July 7, 2011.
President Lois Kirkup, Secretary Gord Holder and Citizen Unit Chair Jacquie Miller met on June 10 with Citizen Publisher/Editor-in-Chief Gerry Nott and VP of Human Resources Debbie Bennett to discuss workloads, training and perceived stress on ONG members. Nott and Bennett made no concrete commitments to changes. There was some discussion about the need for training; Jacquie Miller offered to help identify those who were struggling with new assignments and/or needed training. Nott and Bennett also said, in a letter before the meeting, that there was no increase in EAP cases due to work-related stress; ONG representatives offered letter in return to seek details on related matters such as sick leave. Lois described this meeting as the start of discussions on these issues, with follow-up sessions expected to take place. Debbie Bennett also disclosed that the company's liability regarding timebank/vacation had not been substantially reduced despite past declarations that it would do so.

ONG President Lois Kirkup also informed the members that she had been acclaimed as Treasurer of CWA/SCA Canada at the National Representative Council meeting at Montreal in April. Subsequently, she was asked to run as candidate for Deputy Director and was also acclaimed as Deputy Director.

Dawn Kassis (Citizen Editorial) suggested that the Local become more proactive in addressing stress/training/workload issues in the Citizen newsroom. Lois Kirkup replied that the executive hoped to continue discussions after Debbie Bennett returns from vacation.

President Lois Kirkup and Secretary Gord Holder have discussed the idea of conducting a survey of Citizen members to collect information regarding the impact of workload, training issues. It was suggested that this survey be done in mid to late September, after the bulk of the summer vacation period had ended.

Wes Dearham (Citizen Editorial) asked whether some people had been on stress-related leave. Secretary Gord Holder noted that company's letter before the June 10 meeting had referred only to a decrease in reported EAP cases of work-related stress, not to sick leave or other matters.

b. Presentation of TNG 25-Year Pins: A 25-year Guild service pin was presented to Dawn Butler, Citizen/Reader Sales & Service, by President Lois Kirkup. George Szabo, Citizen/Reader Sales & Service, was not at the meeting. Arrangements to present the pin to him at another time were to be made.

5. **Financial Report**

a. Update: (attachment) Treasurer Debbie Cole said that, for the second month in a row, expenses were less than revenues in May. The executive has been closely watching revenue-vs-expenses because of recent decreases in membership. It looks as if Local will be in good financial shape for this fiscal year, which has four months remaining. Defence Fund is also healthy. The Finance committee will meet over the summer to discuss budget proposals for the next fiscal year, starting Oct. 1.

6. **Unit Reports**

a. CTV Ottawa - Jonathan Rotondo, recently elected as Unit Chair, was introduced to the members. He expressed excitement at the opportunity, saying that there had been a youth movement at the station, and many of the new members were interested in getting involved and in continuing the work done in the past by such members as Joanne Schnurr, Kimothy Walker and Natalie Pierosara. There will be new challenges in future, but the members are in great position to deal with them.

b. DLR International – no report

c. Delta Reprographics – no report

d. Ottawa Citizen - see section on President's report above.

7. **New Business**

a. Executive Committee Elections: Vice-President; Member-at-Large.
No nominations made.

President Lois Kirkup also announced to the membership that she would not be seeking re-election to that position in December, but was considering a run for the position of Vice-President. Lois also asked the members for suggestions of candidates.

David Reevely asked a question about the new contract for the Guild at the Montreal local. Salary increases were approximately 1.5 per cent annually. The Local also lost an arbitration case on jurisdiction and had applied for judicial review; that process is yet to be decided.

Lois Kirkup also reported that there was a new contract for the Windsor Local, with a signing bonus and modest increases over the final two years.

Victoria and B.C. Locals were in bargaining, as part of a joint council, to replace a contract that expired Jan. 1. The company was seeking several concessions. More sessions for the newsroom unit were scheduled for June 28-30, with a meeting for the mailers unit set for June 24. Postmedia appeared to be in no hurry to get these negotiations pushed through. Victoria has had strong jurisdiction language, but this was expected to be one of the targeted issues of management.

8. **Ottawa Citizen Unit Meeting**

No Citizen Unit meeting held.

9. **CTV Ottawa Unit meeting**

No CTV Ottawa unit meeting held.

10. **Adjournment**

M/ by Dawn Butler, S/by Debbie Cole, to adjourn at 12:27 p.m. CARRIED.