

## **MINUTES: Executive Meeting Tuesday, November 15, 2011**

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

Meeting called to order by Debbie Cole at 12 noon.

In attendance: Rob Bostelaar, Debbie Cole, Tony Cote, Blair Crawford, Gord Holder, Jacquie Miller, Julie Oliver, Jeff Parks, David Reevely, Jonathan Rotondo.

Absent: Delta and DLR reps.

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

M/ by Gord Holder to approve agenda as amended. S/ by David Reevely. CARRIED.

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

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

(b) Adoption of Minutes:

M/ by Gord Holder to adopt the October 18, 2011 Minutes. S/ by David Reevely. CARRIED.

(c) Correspondence - Circulated.

(d) Congratulations and Condolences: Nothing new to report since last meeting.

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

(a) Financial Report: (attachment) President/Treasurer Debbie Cole reported figures for first month of new fiscal year. Routine numbers for the period so far. No changes to signing authorities have been made recently, given that officers may change with regular elections scheduled for mid-December.

### **5. Unit Reports**

**a) CTV Ottawa:** Unit Chair Jonathan Rotondo reported on assorted staff changes: former editorial assistant and part-time reporter has been promoted to full-time reporter; another reporter has been hired on a six-month term contract to fill in for a member on LTD. Unit has letter of understanding with company regarding possible conditions of return for the member on LTD. Another member who had been in a contract position has now been hired on a permanent basis as editorial assistant and the company has hired a weekend co-ordinating producer (regular 2 days/week). Company had indicated its intention to mix and match the weekend co-ordinating producer and part-time editorial assistant duties. Unit reps intervened, and the idea

was withdrawn. Instead, company hired a full-time editorial assistant and a part-time weekend co-ordinating producer.

John Hua has agreed to serve as co-chair, but election meeting has yet to be scheduled. A potential issue over time off at holiday season was resolved to members' general satisfaction. Members took something less than full time off to allow everyone to have some time off.

**b) DLR International:**

No report.

**c) Delta Reprographics:**

(a) Contract Bargaining: CWA/SCA Canada staff member Dave Wilson was to meet with company representative Nov. 15 to discuss bargaining. ONG investigating possible issue with employee/member who was let go by company. Company was also behind in remitting dues to ONG.

**d) Ottawa Citizen**

(a) Photographers Grievance update: Completed surveys from two members were delivered to a company HR executive. ONG was waiting for the scoring of the surveys and a response from the company.

(b) Assistant City Editor's position: Debbie Cole to follow up on draft of letter to Citizen management repeating its obligation to post all applicable job vacancies.

(c) Article 2.3 Meeting requested with Management: Dealt with at last executive meeting.

(d) Editorial - LTD/Sick leave for two members: One member has returned part-time; confusion over his doctor's letter led to a discrepancy in scheduling of afternoon shifts he was not supposed to work; the member was waiting for a second doctor's letter before meeting with a company HR representative. No recent update on the second member on LTD. A third member on LTD had sent an email to a co-worker suggesting a potential return to work, but there was no update on that possibility.

(e) Editorial - Letters Editor: Term of temporary hire was to have ended Oct. 7, but member continued in the position. She had met weekly with management about her status in the position, but was told Citizen had not received permission to make a permanent hire. Another part of the handling of letters (verification) was taken away from a copy person and was given to the temporary employee. After discussion, it was agreed that President/Treasurer Debbie Cole and Unit Chair Jacquie Miller would request a meeting with Citizen VP of Human Resources Debbie Bennett.

(f) Vacation Entitlement former term employee: A member who had worked as a temporary full-time employee for more than three years was hired as full-time permanent recently. Member was to be advised to check with management on service credit for vacation entitlements for that period of time, or, if necessary, an ONG rep would do so on her behalf.

6. **Arbitrations**

7. **Committees**

(a) Personnel

(b) Communications

(c) Health & Safety

(d) Grievance

(e) Guild Awareness / Mobilization – December goodies: Thursday, December 15, 2011, is the target date for both Citizen and CTV Ottawa.

(f) Finance

(g) Organizing

(h) Elections

(i) Bylaws - Article 5.06 - signing authority: Secretary Gord Holder is preparing proposed bylaw amendment language for the December general membership meeting.

(j) Retirees: Tony Cote, on behalf of Congress of Union Retirees of Canada, updated executive members on a debate on the future of medicare in Canada scheduled for Nov. 30. As well, there was to be a major lobby effort directed at members of Parliament on Dec. 1, with a training session for potential lobbyists on the evening of Nov. 30.

Pensions: Tony Cote updated the executive on the wind-up of the Hollinger pension plan, which comprises some former ONG members. The pension members were advised that the pension plan was fully funded, thus all members were to receive their full shares, placed in annuities.

8. **Internal Guild**

(a) ONG Website - no report.

(b) Postmedia Network Caucus: A teleconference took place on Nov. 1. Much of the discussion dealt with pending change in ownership at the Victoria Times-Colonist, which Postmedia was selling to Glacier. Victoria-Vancouver Island president Chris Carolan said the BC labour code required a meeting between the selling company and affected unions within 60 days. A long-term ownership transfer process was expected, and payroll issues were considered possible. The status of the one-year contract for former ONG president Lois Kirkup as a TC employee was yet to be determined.

9. **Outside Issues**

10. **Other Business**

11. **Lost Time Notification:** Lost time for Rob Bostelaar, Debbie Cole, Blair Crawford, Jacquie Miller, Julie Oliver, David Reevely, Jonathan Rotondo.
  
12. **Upcoming Meetings:**
  - Next Executive Committee meeting - **Tuesday, December 13, 2 p.m. start**
  - Next General Membership meeting - **Wednesday, December 14, 2011, 12 noon, Ottawa Citizen Conference Centre**
  
13. **Adjournment**

M/ by Gord Holder to adjourn at 1:02 p.m. S/ by David Reevely. CARRIED.