



OTTAWA NEWSPAPER GUILD
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MINUTES

EXECUTIVE COMMITTEE MEETING: **Tuesday, April 17, 2012**

Attendance: Cole, Holder, Bennet, Parks, Miller, Oliver, Rotondo, Cote, Laucius, Bostelaar.
(Everybody except DLR and Delta)

1. Call to Order: 2:05 p.m.

2. Approval of Agenda. M/Gord Holder. S/Jeff Parks. CARRIED.

3. Secretary's Report

a. Executive Committee - good standing report. All current executive members except unit chairs for Delta and DLR in good standing.

b. Adoption of Minutes – March 6, 2012. M/Gord Holder. S/Jeff Parks. CARRIED.

c. Correspondence. Thank-you cards in recognition of donation (Etue/Meehan) and gift basket (Tam). CUP representative responded to message regarding proposed mentorship program; agreed fall would be good time to start, but there was one student who was looking to contact someone this spring; message was circulated to executive members. Ottawa and District Labour Council sent a message about the annual Day of Mourning for killed/injured workers event at Vincent Massey Park on April 28. ODLC also reported on its recent executive elections, including the re-election of president Sean Kenny.

d. Congratulations & Condolences. Gift certificate for Pat Cavalier. Additions: baby girl for Neco Cockburn, baskets for Laura Robin and Norman Fetterley, memorial donation re mother of Joanne Scheel

4. Treasurer's Report

a. Financial Report (attachment). Treasurer Peter Bennet submitted the report as of the end of March and said things seemed to be in order to the mid-point of the fiscal year. Expenses for month of March were less than revenue. Question from Gord Holder about dues revenue line: Amount seems low, which might be because of lag in remittance of dues; Peter Bennet and President Debbie Cole to check on the accounting entries. Defence month investments dropped \$10,000 in March, based on statements from Wood Gundy, due to overall market conditions. However, the defence fund remains just less than \$1.6 million in total value.

5. Unit Reports

a. CTV Ottawa. Unit co-chair Jonathan Rotondo reported that the TNG Sector New Officers Seminar he and co-chair John Hua attended in March was very educational and quite useful for their duties. They were particularly pleased to have had an opportunity to speak with representatives of NABET locals in the U.S., saying that technological/staffing trends now being seen in Canada were something that had been seen in the U.S. eight to 10 years ago. This included the use of automated production systems. Some of the local U.S. stations that had used such systems slide from No. 1 in their markets to No. 2 and even to No. 3. Jonathan Rotondo said this gave the CTV Unit an idea of what to expect. There was a lot of bargaining material packed into a short period of time, but it, too, was quite useful.

One member has transitioned from short-term disability leave to maternity leave following the birth of a premature baby. Management was expected to post for a replacement during the maternity leave.

Another member whose term contract to replace another member on LTD was to have ended in late March or early April, but the member was still in her position. The potential return date of the full-time member on LTD remained uncertain.

Following up on a March report by John Hua regarding buyout offers to all CTV Ottawa employees, Jonathan Rotondo reported that two ONG members had indicated they would be taking buyouts. Another, who has been on medical leave, was given an extension on the deadline for a decision. These members were expected to leave soon because of time owed for vacation, etc., but would not be officially gone until mid-June at earliest.

b. DLR International. No report.

c. Delta Reprographics. No report. President Debbie Cole was to contact CWA/SCA Canada staff rep Dave Wilson and, if necessary, Delta reps for update on signing of extension to collective agreement and other related matters.

d. Ottawa Citizen

(a) Editorial - LTD/Sick leave/Return to work update. No update on March report regarding discussion on the Local's position against turning over medical information to company representatives. Debbie Cole to contact ONG legal counsel to set up meeting with executive members.

(b) Letters Editor. Unit Chair Jacquie Miller met with the affected member, who had been in the position temporarily, but on an extended basis, and her manager to discuss how duties had changed over time. Consensus from that meeting was that the position was roughly 60 per cent E2 and 40 per cent E8, based on duties. This recommendation was communicated to Citizen HR department, which sent President Debbie Cole a settlement letter.

Following discussion, the executive agreed to the letter, which is an agreement without prejudice that the member be paid 18 hours a week at E2 and the remainder of her hours at E8. However, the executive would only agree to the letter with the deletion of a paragraph stating that any additional hours—on the member’s return to full-time hours—would be at E8. The consensus was that it could not agree to a pay scale for undetermined work that the member might be doing in the future.

As well, the executive agreed that the job would be added to the list of matters for discussion during the next round of bargaining in order to come up with a fair consultation.

The member has agreed to compile a detailed work log to guide future discussions.

(c) Building Services - PT Cleaner grievance update. An arbitrator has been agreed to, and dates in August or September were being considered. Vice-President Jeff Parks reported that the member knew the grievance was headed for arbitration and was to determine the member’s availability to attend the hearings.

(d) Editorial - Interns / Students (attachment). Following discussion on the number and duties of student apprentices in the newsroom, executive consensus was to file a letter of grievance. Unit Chair Jacquie Miller was to compose the letter for review by other executive members.

(e) Other unions representing Citizen employees: Teamsters recently agreed to first contract on behalf of press room employees. Jeff Parks said there were concessions, including reductions in manning and forced buyouts. It was a three-year contract with no salary increases, but with a 1.25-per-cent signing bonus. Sick-leave changes were proposed by the company, but were dropped during bargaining.

Retiree Member-At-Large Tony Cote suggested building relationship with other unions in the building to get information on what company may propose for ONG members. Tony Cote also suggested sending letter inviting the press-room chapel chairman to an ONG executive meeting; Vice-President Jeff Parks volunteered to contact him.

(f) Complaint about freelancer entering the building and working beside ONG members as editor of Style magazine. Jacquie Miller reported that a manager said the freelancer in question knew the restrictions on not using company equipment. Member-At-Large reported that some material produced by ONG members for the Citizen was being posted to the Style section of the Citizen’s website.

6. Arbitrations

7. Committees –

a. Personnel

b. Communications

c. Health & Safety. Member-at-Large Julie Oliver submitted a report on the OFL's guidebook on accessibility and accommodation issues following the implementation of recent legislation in Ontario. Guidebook describes general requirement to be more sensitive to needs of people with disabilities and to accommodate them, but there did not seem to be any other specific measures that applied to the ONG.

d. Grievance

e. Guild Awareness / Mobilization

f. Finance

g. Organizing

h. Elections

i. Bylaws

j. Retirees

1) Postmedia Pension Plan update: Retiree Member-at-Large Tony Cote met with Citizen HR department representatives about the Postmedia pension plan. It is a defined-benefit plan, but new Teamsters contract was an indication of current trends as it contained a defined-contribution plan for new employees.

The Postmedia Pension Plan was 72-per-cent funded as of Dec. 31, 2010, the most recent date for which information was available.

In the previous report, 2009, the plan was 80-per-cent funded. Plan itself earned 7.8-per-cent return in 2010. Company is putting in its share, plus an additional \$20 million last year, but, because of downsizing, fewer employees are contributing. It is \$30 million underfunded, as compared to \$26 million underfunded in 2009. As long as the company is solvent, it's not a big issue because people are still paying in. If the company became insolvent, the 72-per cent would drop to about 60 per cent because a different formula would be used. In two different situations: CHCH pension plan members ended up with 26 per cent less when that fund was folded up. Hollinger has been wound up, but it looks as if everyone on that plan will going to lose only the \$10,000 in medical benefits, but will still get their full, unindexed pensions.

There are number of different parts of Postmedia that are not in defined contributions plan; all that money seems to be going into the same big pot; Tony Cote has asked for clarification, but is waiting for answer on this matter. Tony Cote will also prepare a written report for future meetings of the executive and membership. It was suggested that Tony Cote and Debbie Cole speak with CWA/SCA Canada director Martin O'Hanlon, who was scheduled to meet with Postmedia executive Paul Godfrey in early May.

As a final note, ONG was not charged by the Citizen for copies of pension documents. A motion approving payment of the expected charges had been passed at a previous executive meeting.

8. Internal Guild

a. ONG Website

b. Postmedia Network Caucus

c. CWA/SCA Canada National Representative Council meeting, April 27-29, 2012, Victoria, BC

d. CWA/SCA Canada School - May 26-27, 2012, Ottawa - Peter Bennet attending.

9. Outside Issues

a) Day of Mourning April 28, 2012

10. Other Business

a. TNG-CWA New Officers Training Seminar, March 9-12, 2012 - John Hua & Jonathan Rotondo.
See CTV Unit report above.

11. Lost Time Notification:

Lost time for Bennet, Cole, Laucius, Miller, Oliver and Rotondo.

12. Upcoming Meetings

➡ Next Executive meeting is Tuesday, May 15, 2012, 12 noon, Guild office

13. Adjournment. M/Gord Holder. S/Rob Bostelaar. CARRIED. Meeting ended 3:45 p.m.