

MINUTES: Executive Meeting
Tuesday, February 7, 2012

1. Call to Order

Meeting called to order by Debbie Cole at 2:00 p.m.

In attendance: Peter Bennet, Rob Bostelaar, Debbie Cole, Tony Cote, Gord Holder, Joanne Laucius, Jacquie Miller, Jeff Parks, Jonathan Rotondo.

Absent: Julie Oliver, Delta and DLR reps.

2. Approval of Agenda

M/ by Gord Holder to approve updated agenda. S/ by Tony Cote. CARRIED.

3. Secretary's Report

(a) Executive Committee - Good Standing Report: Current members of the executive were in good standing as of the meeting date.

(b) Adoption of Minutes: M/ by Gord Holder to adopt the January 17, 2012 Minutes.

S/ by Rob Bostelaar. CARRIED.

(c) Correspondence:

CWA/SCA Canada director Martin O'Hanlon had sent one note directly to ONG and another to his CWA/SCA contacts to thank the Local for forwarding its SIF rebate from CWA to the national office for organizing purposes.

An information sheet re-distributed by the Ottawa and District Labour Council contained information regarding a Workers Health and Safety Centre training session on Feb. 29, 2012.

M/ by Gord Holder, S/ by Jonathan Rotondo, that Vice-President Jeff Parks be registered for the training session of Feb. 29. CARRIED. (*Subsequently, it was determined that Jeff Parks was unable to attend training on that date.*)

Another note from CWA/SCA Canada detailed its New Officers Training Seminar at Ottawa on May 26-27. M/ by Gord Holder, S/ by Tony Cote, that Treasurer Peter Bennet be registered as the ONG representative at the seminar, with CTV Unit Co-Chair John Hua registered provisionally as an additional attendee if space permits. CARRIED.

Thank you letter received for memorial donation to Bruyere Centre in memory of Cecil Demier Nevin. Thank you note for floral bouquet sent from CTV Ottawa unit for Cecil Schnurr; Jonathan Rotondo was asked to post the note on the Guild board at CTV Ottawa.

(d) Congratulations and Condolences:

•Basket to Janet Wilson (Citizen/Editorial) - surgery.

•Donation to Bereaved Families of Ont. - Ottawa Region, in memory of Debbie Schilkie, sister-in-law of Doug Menary (Citizen/Editorial).

- Donation to Forest Grove United Church in Toronto in memory of Archie Burrell, father-in-law of Wayne Scanlan (Citizen/Editorial).
- Donation to Holy Cross R.C. Church in Regina in memory of Cecil Schnurr, father of Joanne Schnurr (CTV Ottawa).
- Donation to The Hospice at May Court in memory of Gregrey Etue, husband of Carol Anne Meehan (CTV Ottawa).

4. **Treasurer’s Report**

(a) Financial Report: (attachment) Treasurer Peter Bennet reported that the Simply Accounting training course he had attended was enjoyable and informative. With regard to the financial report as of Jan. 31, he reported that some expenses for Conferences (re: CWA/SCA Canada’s National Representative Council meeting at Victoria in April) and Education (re: TNG New Officers Training Seminar at Washington in March) were prepayments for such costs as course registration/accommodations. There were also some occasional Office expenses, all of which helped lead to a small deficit for the month: worth noting, but not worrisome because of the occasional nature of the expenses.

5. **Unit Reports**

a) CTV Ottawa: Jonathan Rotondo reported that a member who gave birth to a premature baby was placed on short-term disability leave by the company. Her shifts will be backfilled with part-time and junior reporters until the originally scheduled start of her maternity leave. Management is to then seek corporate approval for a posting to fill the position on a temporary basis. Richard Gray, former station president of CTV 2 and radio stations is now also president of CTV Ottawa, though the stations retain separate news directors. An upsetting comment by a senior manager during a recent meeting with employees led to discussions between units of the different unions representing company employees. A joint response management to that comment was being considered.

b) DLR International:

No report.

c) Delta Reprographics:

(a) Contract - 1 year Contract Extension to June 2012. M/ by Gord Holder, S/ by Rob Bostelaar, That the ONG executive approve the agreement reached between ONG, on behalf of the unit members, and the company. CARRIED. Formal signing of the agreement yet to be completed.

d) Ottawa Citizen

(a) Editorial - LTD/Sick leave/Return to work:

Case 1: Manulife, the insurer, denied the changed return to work schedule proposed for the member. Lawyer handling case for the member and the local appealed, but Manulife denied the appeal. President Debbie Cole talked to the lawyer, who wanted to know if company would join in going to bat for the member, who was only being paid for hours actually worked from Jan. 8-9 to Feb. 13, not according to the proposed return schedule. Debbie Cole also talked to a Citizen HR representative, who said the company did not have enough info to decide whether to join in that effort. Lawyer suggested member consider giving that information to the company; member said he would consider the matter. After discussion, consensus of executive members was that the recommendation would be for the member not to provide the information in

consideration of the ONG's position in previous cases over this issue. Debbie Cole was to speak again with the member, and Local was to pursue the matter as required, perhaps in small claims court. M/ by Tony Cote, S/ by Jeff Parks, That the case be pursued on behalf of the member. CARRIED.

Case 2: Unit Chair Jacquie Miller said the situation seemed to be going well, though there was no specific update.

(b) Letters Editor: No update. Jacquie Miller was to follow up with member on the log book of activity that was being maintained.

(c) Building Services - PT Cleaner grievance: Member was back at work. Grievance over loss of vacation time, which was taken to avoid a loss of wages after member was sent home, had been denied. President Debbie Cole and Vice-President Jeff Parks were to check back with member. After discussion, executive consensus was that the matter would likely be taken to standing committee.

(d) Editorial - Newsdesk Scheduling: No update. Situation to be monitored in wake of departure of night news editor.

(e) WSIB – Building Maintenance: Part-time member had filed claim after injury at work. Member did not qualify for sick leave. Had gone back to doctor, who said she shouldn't be working at all. WSIB claim was denied. CWA/SCA Canada staff rep Dave Wilson spoke to the member regarding details of the case and also to a Toronto lawyer; however, more information on the reasons for denial of the WSIB claim were required. Member had just delivered paperwork to Dave Wilson. The issue was to be pursued.

(f) E-7 to E-6 upgrade: Unit Chair Jacquie Miller and President Debbie Cole were called to a meeting with Linda Ruhl of Citizen HR department about a member who had been in the E7 category for a long time before being moved into E6. This member was to be returned to E7 category duties while retaining only part of the E6 duties. After discussion, the company agreed to issue a letter saying the member would continue to be classified E6, no matter what duties were being performed. Jacquie Miller suggested that member make a written request for any training she thought was required.

(g) A member who had recently transferred into a newsroom position from the camera plate department had asked for and received a letter from company with regard to his lifetime job guarantee in the event of a labour dispute involving the ONG. The letter said his job guarantee would remain in place, though he would not be paid for not working during any potential dispute. Executive consensus was that the member would be told he should receive any designated salary increases in the interim, and, in the event of a labour dispute, he would receive required representation at the time.

6. Arbitrations

7. **Committees**

- (a) Personnel
- (b) Communications
- (c) Health & Safety - Ergonomics assessments were done for several Citizen employees, including many in ONG-represented areas, in November. Vice-President Jeff Parks offered to seek information on the followup for those assessments at the next meeting of the joint health-and-safety committee.
- (d) Grievance
- (e) Guild Awareness / Mobilization
- (f) Finance
- (g) Organizing
- (h) Elections
- (i) Bylaws
- (j) Retirees - Member-at Large Tony Cote reported that the Congress of Union Retirees of Canada (CURC) would start training on a course for its members on how to instruct people about transitioning into retirement in March in Toronto. Courses would then be offered across Canada. He promised to distribute additional details on the courses when they became available.

8. **Internal Guild**

- (a) ONG Website

- (b) Postmedia Network Caucus

- (c) CWA/SCA Canada National Rep Council meeting, April 27-29, 2012, Victoria, BC

- (d) CWA/SCA Canada School - May 26-27, 2012, Ottawa - see Correspondence.

- (e) CUP - CWA/SCA Canada Mentorship Program - attachment.

- (f) CWA/SCA Canada Membership Cards - attachment. ONG will advise the national office that the ONG wishes to use the new membership cards.
Retiree member-at-large Tony Cote asked for an update on his status as member. President Debbie Cole was to follow up with CWA/SCA Canada.

- (g) Halifax Local 30130 update - attachment. The Local voted 96 per cent in favour of a strike, if necessary, on Feb. 4. Conciliation talks were scheduled to begin Feb. 8. The contract expired in November 2011.

9. **Outside Issues**

- (a) PSAC Local 73100 Salvation Army Strike. M/ by Tony Cote, S/ by Jonathan Rotondo, that a strike donation of \$50.00 be made and that ONG members be encouraged to send letters/emails to the Salvation Army to encourage settlement of the dispute. CARRIED.

10. **Other Business**
(a) TNG-CWA New Officers Training Seminar, March 9-12, 2012, Washington
Arrangements have been made for Jonathan Rotando and John Hua of CTV Ottawa to attend the new officers training. M/ by Peter Bennet, S/ by Jacquie Miller, that CTV Ottawa Co-Chairs John Hua and Jonathan Rotondo be registered as delegates and that expenses be covered. CARRIED.
11. **Lost Time Notification:** Lost time for Peter Bennet, Rob Bostelaar, Debbie Cole, Joanne Laucius, Jacquie Miller.
12. **Upcoming Meetings:** Meeting schedule for 2012 included in meeting package.
 - Next Executive Committee meeting: **Tuesday, March 6, 2012 - 12 noon**
 - Next General Membership meeting: **Wednesday, March 14, 2012, 12 noon,**
Ottawa Citizen Conference Centre
13. **Adjournment**
M/ by Gord Holder to adjourn at 3:23 p.m. S/ by Joanne Laucius. CARRIED.