

# **MINUTES: Executive Meeting**

## **Tuesday, January 17, 2012**

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

Meeting called to order by Debbie Cole at 12 noon.

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

Absent: Delta and DLR reps.

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

M/ by Gord Holder to approve agenda as amended. S/ by Julie Oliver. CARRIED.

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

(a) Good Standing Report: First meeting of the new term. All members currently in good standing.

(b) Adoption of Minutes: M/ by Gord Holder to adopt the December 13, 2011 Minutes. S/ by Jeff Parks. CARRIED.

(c) Correspondence - Thank you letters from Canadian Cancer Society for donations in memory of Connie Defalco-Blanchette and Rosemary Parsons. Minutes and updates received from the Ottawa & District Labour Council. Thank you cards received from the Parsons/Bennet family for memorial donation and from staff person Pat Cavalier for Christmas gift card.

(d) Congratulations and Condolences:

- Donation to Operation Christmas Cheer.
- Donation to Bruyere Foundation in memory of Cecil Demier Nevin, father of Carolyn Tremblay (Citizen/RS&S).
- Cookies & Teddy bear to Lee Greenberg (Citizen/Editorial) and his wife - baby girl, Maude McKenna Greenberg.
- Basket to Pauline Colwin (Citizen/Editorial) - illness.
- Basket to Kate (CTV Ottawa) & James Eggins - baby boy, Jack.

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

(a) Financial Report: (attachment) Treasurer Peter Bennet reported on the statements through Dec. 31, 2011. In the General Fund, the line item for photocopier expenses showed as a negative for December because of a quarterly invoice sent to CWA/SCA Canada. Overall General Fund expenses for December were slightly more than revenue

for the month because of the semi-annual honoraria for executive members. The SIF Rebate from CWA paid to the ONG was deposited into the Defence Fund, but the local executive will now have to decide what to do with these funds. TNG Sector and CWA have recommended that it be used for organizing.

(b) Additional Executive Signing Authority: At the December 2011 general membership meeting, a bylaw change was approved to add a new signing officer to the previous list, which included the table officers and the ONG executive assistant, from among the members of the executive.

M/ by Gord Holder, S/ by Rob Bostelaar, That member-at-large Joanne Laucius be approved as the additional signing officer. CARRIED.

(c) CWA - SIF Rebate: Retiree chapter member-at-large Tony Cote recommended that the \$4,437.16 received back from CWA be given by the ONG to CWA/SCA Canada. M/ by Tony Cote, S/ by Gord Holder. CARRIED.

(d) Simply Accounting Training Course: A training session was to be offered in Ottawa on Feb. 2. Cost would involve registration fee of \$299, plus tax, as well as lost time and minimal expenses. M/ by Gord Holder, S/ by Jonathon Rotondo, That new treasurer Peter Bennet be registered for the course. CARRIED.

(e) 2012 CALM Membership: M/ 00000 by Jeff Parks, S/ by Gord Holder, That ONG renew its annual membership in the Canadian Association of Labour Media at a cost of \$110.00. CARRIED.

5. **Unit Reports**

**a) CTV Ottawa:**

Unit Co-chair Jonathan Rotondo reported that the only issue of note at the moment related to a vacancy on the Monday-Friday reporting shift because of the premature maternity leave of one member. Because of a hiring freeze imposed by corporate headquarters, the position had not been posted yet. Company HR and news director had been away, meaning Jonathan Rotondo and co-chair Jon Hua had yet to meet with them on the matter. The issue was that two full-time members had been working weekends, which is different from the language in a letter of understanding regarding the staffing for weekend news shows. The question is what happens to the available Monday-Friday shifts and whether they would now go to a full-timer previously working weekends. Unit co-chairs to follow up on the matter.

**b) DLR International:**

No report.

**c) Delta Reprographics:**

(a) Contract Bargaining: Five members. Dave Wilson talked to unit chair and company owner. ONG sent a letter to the company asking if there was any interest in a one-year rollover of the previous agreement, but had received no response. Dues had been paid through October, and the company had sent information sheets for November and December, but had not yet remitted the dues for that period. The matter was to be monitored.

**d) Ottawa Citizen**

(a) Photographers Grievance Settlement offer: Following the company's assessment of pay-equity forms completed by two members, management offered a settlement. Photographers were to be moved into E-3 classification (previously E-5), equal again with reporters, and with retroactive salary to October 2011. The issue related to the duties of photographers in the digital era, particularly with regard to production of video. A letter of intent was to be completed, and the change was to be formalized during the next round of bargaining. Member-at-large Julie Oliver said affected members were pleased with this settlement.

(b) Editorial - LTD/Sick leave/Return to work: Jacquie Miller reported on the case of one member working in the graphics department, whose initial return to work schedule had failed because appropriate medical information from doctors was not forwarded to Citizen management or ManuLife. Legal counsel became involved in the case, at which point things began to change quickly. Citizen management, which had insisted on member working nights, agreed to a new return to work schedule leading to day shifts eventually. The member's doctor wrote a note, saying member should work days, on Dec. 28. Manulife sent letter Dec. 29 saying he had to return to work and benefits would be ended. On Dec. 30, Manulife received the Dec. 28 doctor's letter. ONG lawyer appealed the Dec. 29 decision by ManuLife, and that was where the matter stood as of the executive meeting. Member had been on vacation. Manulife had rejected payment for hours not worked under the original return to work schedule, so ONG was contesting the non-payment of wages for parts of a few weeks.

(c) Editorial - Letters Editor: Member had been filling out a log book. ONG executive planned to use that information in future discussions regarding classification, etc.

(d) Building Services - PT Cleaner: A member became very ill at work. An ambulance was called, but the member refused treatment at hospital. Citizen management gave the member a letter saying he wouldn't be allowed back without a doctor's note and sent him home. The member told Vice-President Jeff Parks that he had been on new medication at the time of the incident at the Citizen, but had been returned to his previous medication. After discussion, executive decided to talk to the member about his situation and to draft a letter to respond to company regarding the handling of personal information. The member had also been forced to use up accrued vacation to make up for lost wages, so ONG executive was filing a grievance on that matter.

(e) Editorial - Newsdesk Scheduling: The Citizen's arts editor is going to part-time employee status as a Guild member, with the current city editor taking over the arts department. A posting for city editor was using the vacancy created by the impending departure of the night news editor. Secretary Gord Holder reported that this was expected to have serious impact on the duties and shifts of members on the night news desk. After discussion, it was decided that Gord Holder would approach newsroom management to raise these concerns.

(f) Editorial department transfer: A member living outside Ottawa was met with by the Publisher/Editor in Chief, who apparently wanted to know if the member was interested in moving back to Ottawa. The member did not wish to leave his current location. Retiree member-at-large Tony Cote said there might be previous jurisprudence on the issue dating back to the era when the Citizen had Ottawa Valley bureaus. ONG legal counsel had recommended against taking any action unless and until a transfer order was given.

6. **Arbitrations**

7. **Committees** - Terms of Reference for committees attached.

- (a) Personnel - Debbie Cole, Gord Holder, Jeff Parks
- (b) Communications - Rob Bostelaar, Debbie Cole, Gord Holder, Jacquie Miller
- (c) Citizen Health & Safety reps were elected at December 2011 General Membership meeting - Jeff Parks (rep); Bruce Campbell (alternate)
- (d) Grievance - Jeff Parks (chair), Jacquie Miller, Jonathan Rotondo, John Hua, Sam Chalati, Marc Laurin
- (e) Guild Awareness / Mobilization - Debbie Cole, Joanne Laucius, Jacquie Miller, Julie Oliver
- (f) Finance - Peter Bennet (chair), Debbie Cole, Gord Holder
- (g) Organizing - none
- (h) Elections - none
- (i) Bylaws (December 2011 Bylaws attached) - Debbie Cole, Gord Holder
- (j) Retirees - Tony Cote

8. **Internal Guild**

(a) ONG Website - No report.

(b) Postmedia Network Caucus: No caucus call had been held recently. There was a brief discussion about a Globe and Mail story regarding buyouts offered at Pacific Press with a Jan. 13 deadline for applications.

(c) Delegates to 2012 CWA/SCA Canada National Representative Council meeting; April 27-29, 2012, Victoria, BC

- Any proposed Bylaw changes must be submitted by March 13
- Hotel reservation deadline is March 28
- Proposed Agenda items must be submitted by April 12

M/ by Jeff Parks to nominate Debbie Cole and Gord Holder as delegates to the NRC meeting. S/ by Many. ACCLAIMED/CARRIED.

(d) Staff surgery: The ONG's executive assistant was scheduled to have surgery on March 20 and was expected to be off work for an estimated six weeks. Executive members will try to share the load in terms of checking mail, fax, messages, etc. A couple of employment agencies were to be contacted for cost estimates in the event that such an arrangement was later deemed ineffective. Tony Cote may also be able to help out or check with other retirees to see if any of them were interested in helping out.

9. **Outside Issues**

10. **Other Business**

(a) TNG-CWA New Officers Training Seminar, March 9-12, 2012, Washington (attachment). Jonathan Rotondo had talked to John Hua and both members would like to go to the Washington training seminar in March. Will check further into flights, registration etc.

11. **Lost Time Notification:** Lost time for Peter Bennet, Rob Bostelaar, Debbie Cole, Joanne Laucius, Jacque Miller, Julie Oliver, Jonathan Rotondo.

12. **Upcoming Meetings:**

- Next Executive Committee meetings: **Tuesday, February 7, 2012 - 2:00 p.m.**  
**Tuesday, March 6, 2012 - 12 noon**  
**Tuesday, April 17, 2012 - 2:00 p.m.**
- Next General Membership meeting: **Wednesday, March 14, 2012, 12 noon,**  
Ottawa Citizen Conference Centre

13. **Adjournment**

M/ by Gord Holder to adjourn at 2:00 p.m. S/ by Joanne Laucius. CARRIED.