



OTTAWA NEWSPAPER GUILD
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**MINUTES: Executive Meeting
Tuesday, July 17, 2012**

1. Call to Order

Meeting called to order by Debbie Cole at 12 noon.

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

Absent: Rob Bostelaar, Julie Oliver, Delta and DLR reps.

2. Approval of Agenda

M/ by Jeff Parks to approve agenda. S/ by Jonathan Rotondo. CARRIED.

3. Secretary's Report

(a) Executive Committee - Good Standing Report: All executive in good standing except DLR and Delta reps.

(b) Adoption of Minutes: M/ by Gord Holder to adopt the June 19, 2012 and June 26, 2012 Minutes. S/ by Joanne Laucius. CARRIED.

(c) Correspondence: Thank you note from Joanne Scheel re donation to CHEO in memory of her mother. Other conference- and training-related material, mostly from the Ontario Federation of Labour, circulated to executive at meeting.

(d) Congratulations and Condolences:

- Basket to Leigh Chapple (CTV Ottawa) - retirement June 18/12.
- Basket to Kathie Donovan (CTV Ottawa) - retirement June 18/12.
- Basket to Sheila Brady (Citizen/Editorial) - retirement June 1, 2012.
- Basket to Richard Starnes (Citizen/Editorial) - retirement May 1, 2012.
- Basket to Paula McCooey (Citizen/Editorial) & Jean Levac (Citizen/Photo) - adoption of 15-month old baby girl, Gabrielle.
- Donation to The Hospice at May Court in memory of Cecil Max Colwin, father of Pauline Colwin (Citizen/Editorial).
- Donation to Parkinson Society Ottawa in memory of Andrew Arthur Keyes, grandfather of Kirstin Endemann (Citizen/Editorial).

4. Treasurer's Report

(a) Financial Report: (attachment) Treasurer Peter Bennet reported that revenue exceeded expenses for the month of June, bringing many line items back into balance for the fiscal year in the General Fund. Partly this was because there were no major

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expenses, such as conferences, in June. There were some legal expenses in the Defence Fund, much of that related to the Citizen's job-reduction process.

Secretary Gord Holder presented an estimate of a loss of \$27,000 per year in dues because of the departures of Citizen ONG staff. As well, there would be a reduction of about \$7,500 in expenses related to per capita and other affiliation fees.

Treasurer Peter Bennet, Secretary Gord Holder and President Debbie Cole will schedule a Finance Committee meeting to set the budget, and other executive members will be invited to attend.

(b) ODLC 2012 Labour Day March & Picnic donation. M/ by Gord Holder. S/ by Lois Kirkup. That ONG make a \$50 donation to the ODLC for the event. CARRIED.

Retiree Member-at-Large Tony Cote asked about the possibility of organizing participation in the event. Member-at-Large Lois Kirkup suggested purchasing a banner for use in such an event as well as other events.

M/ by Tony Cote. S/ by Lois Kirkup. That ONG purchase a banner bearing the ONG logo for possible use in the 2012 Labour Day march and for other future events, with an upper limit of \$500 for the expenditure from the Guild Awareness line item of the budget. CARRIED.

5. **Unit Reports**

a) CTV Ottawa: Unit Co-Chair Jonathan Rotondo reported that there had been a recent issue regarding junior and part-time reporters. The company had hired up to four junior reporters, who are paid at a lower rate than part-timers, when only two were allowed under the contract. ONG reps brought this to company's attention. Two of the four were then moved into part-time category. They were to be assigned shifts as they became available.

Regarding another part-time reporter, ONG reps asked the company to hold a meeting with the member regarding professional development. This was done.

b) DLR International:

No report.

c) Delta Reprographics:

(a) Dues Update: Treasurer Peter Bennet had called the company owner regarding payroll information and dues cheques that were outstanding. All dues lists through June 2012 had been received, showing that the unit was down to three members. Company owner had said he would be coming to the ONG office with a cheque for dues owing, but did not show. CWA/SCA Canada staff rep Dave Wilson was to meet with the company owner regarding the contract. President Debbie Cole was to speak with Dave before then regarding the dues owing. A grievance letter had been sent, so ONG was to proceed accordingly.

d) Ottawa Citizen

(a) Unit - Staff Reduction Program / Buyouts: Some members have already left the building, using up accrued vacation and time owing, while one member had moved to Hamilton.

President Debbie Cole said every person involved in the buyout process had to make their own decisions, which in some cases had created difficult situations.

The last such situation involved a member in E-4, who was told that, if he did not agree to a buyout, he would be laid off, and that the company would renege on all buyouts and then choose those members to be bought out or laid off.

Unit Chair Jacquie Miller said that if this member had been laid off, ONG would have had to fight over the priority of E-3 or E-4 under layoff language. If company won that fight, this member would only have been able to bump into E-8 category, and most likely he would have ended up with a part-time office person position.

The member said he wanted to keep his job, but didn't want to bump into part-time status and didn't want to cause problems for others. He was also counting on being on the two-year re-hire list.

Jacquie Miller and Debbie Cole said the member knew that the buyout decisions belonged to the company.

Debbie Cole said another issue for the member was that he had it in his head that he would be getting the same job back if the ONG won a grievance on his layoff. This was not necessarily so.

Secretary Gord Holder raised the issue of the fallout from the staff-reduction process on remaining members, including scheduling and duties. Member-at-Large Lois Kirkup said ONG executive needed to remind its Citizen Unit members that they couldn't let things slide any more, such as overtime and scheduling.

After discussion, it was decided to prepare a notice for posting to remind members of their entitlements regarding scheduling, shift differentials, training, etc.

Unit Chair Jacquie Miller also discussed an inquiry from a buyout recipient regarding the legality of the buyout agreement. An opinion was sought from ONG legal counsel, who said that some portions of the non-compete clauses in the agreement may be legally unenforceable. After discussion, copies of that opinion were to be sent to all affected members.

Retiree Member-at-Large Tony Cote suggested sending retiree information packages to all departing members.

Vice-President Jeff Parks reported on a rumour that there would no longer be inserts in the newspaper, with all flyers to be distributed by Flyer Force, another Postmedia-affiliated operation. This would lead to the departure of all mailroom staff and, possibly, the reassignment of former mailroom employees who had been shifted to other departments at the Citizen, including two now working in Guild jurisdiction, back to the mailroom. There were two such members at the time of this meeting. As well, there may be an impact on mailroom cleaners, who were ONG members. This may require consultation with ONG legal counsel, depending on what was to happen. Rumoured change was to take place in September 2012.

According to another rumour, Citizen was investigating possible purchase of another press, which would require fewer staff (pressmen) for operation.

(b) In-House Printing - Medial info / RTW and Legal advice: No update.

(c) Editorial - Interns/Students: Consensus was that executive representatives would try to speak with Citizen management in August after the dust settled from the staff-reduction process.

6. **Arbitrations**

▪Ottawa Citizen PT Cleaner Grievance - Hearing dates finalized for December 6, 11-13, 2012.

7. **Committees**

(a) Personnel

(b) Communications

(c) Health & Safety

(d) Grievance

(e) Guild Awareness / Mobilization

(f) Finance – Meeting set for Tuesday, August 28, 2012 - 2 p.m. in the Guild office.

(g) Organizing

(h) Elections

(i) Bylaws

(j) Retirees

8. **Internal Guild**

(a) ONG Website

9. **Outside Issues**

10. **Other Business**

11. **Lost Time Notification:** Lost time for Debbie Cole, Lois Kirkup, Joanne Laucius, Jacquie Miller, Jeff Parks, Jonathan Rotondo.

12. **Upcoming Meetings:**

•Next Executive Committee meeting: **Tuesday, September 18, 2012 - 12 noon**, Guild Office (August 21st meeting is cancelled).

•Next General Membership meeting: **Wednesday, September 19, 2012 - 12 noon**, Ottawa Citizen Conference Centre

13. **Adjournment**

M/ by Gord Holder to adjourn at 1:20 p.m. S/ by Joanne Laucius. CARRIED.