

## **MINUTES: Executive Meeting Tuesday, March 6, 2012**

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

Meeting called to order by Debbie Cole at 12:02 p.m.

In attendance: Rob Bostelaar, Debbie Cole, Tony Cote, Gord Holder, John Hua, Jacquie Miller, Julie Oliver, Jeff Parks.

Absent: Peter Bennet, Joanne Laucius, Delta and DLR reps.

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

M/ by Gord Holder to approve amended agenda. S/ by Jeff Parks. CARRIED.

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

(a) Executive Committee - Good Standing Report: All current members of the executive were in good standing, but there continues to be no representation from either DLR or Delta.

(b) Adoption of Minutes: M/ by Gord Holder to adopt the February 7, 2012 Minutes. S/ by Jeff Parks. CARRIED.

(c) Correspondence: Ontario Federation of Labour distributed an information sheet about a Pride conference later this spring. Congress of Union Retirees of Canada sent copy of news release protesting prospective changes to Old Age Security by the federal government. CWA/SCA Canada distributed message about a collective agreement reached between the Halifax Typographical Union and The Halifax Herald Limited (Chronicle Herald); CWA-SCA Canada Director Martin O'Hanlon later confirmed that the tentative agreement had been ratified.

(d) Congratulations and Condolences:

- Donation to The Hospice at May Court in memory of Antonio Rotondo, father of Jonathan Rotondo (CTV Ottawa).

- Donation to St. Judes Mission in memory of Assunta Pisani, mother of Alberto Pisani (Citizen/RS&S).

Advised that Pauline Tam (Citizen/Editorial) had been absent on sick leave.

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

(a) Financial Report: (attachment) With Treasurer Peter Bennet away on jury duty, President Debbie Cole presented the monthly report as of Feb. 29. There was a small deficit for February, but the revenue total did not include dues owed by DLR and Delta. As well, some costs were incurred for New Officers Seminar for John Hua and Jonathan Rotondo of CTV Ottawa and an accounting program training session for Peter Bennet. Secretary Gord Holder suggested monitoring revenue trends closely. In the Defence Fund, the line for Arbitration shows legal costs for two LTD-related cases.

## 5. Unit Reports

**a) CTV Ottawa:** Co-chair John Hua reported that February had been a tough month, in terms of morale, for members. In mid-February, roughly one-half of the station's technical staff was laid off. As well, editors and camera operators were to be performing joint functions after four weeks of training, at which point they would have to apply for remaining positions. The cutbacks had no immediate impact on the ONG unit, though those members were also offered buyout packages. Co-chairs John Hua and Jonathan Rotondo met with management later in February and asked if there was an intention to reduce staffing; the manager they met with said he didn't foresee reducing the number of editorial staff, but staff were warned that jobs would be changing. The situation was expected to remain in something of a holding pattern until the deadline for accepting buyouts came up in mid-June.

### **b) DLR International:**

No report.

**c) Delta Reprographics:** Still no response from company regarding the signing of an extension of the previous collective agreement until June 2012. CWA-SCA Canada staff rep Dave Wilson said he planned to contact the company in April to follow up on the situation. Delta has submitted employee lists to the end of December 2011, but hasn't remitted dues cheques since the end of October 2011.

### **d) Ottawa Citizen**

(a) Editorial - LTD/Sick leave/Return to work update & Legal advice discussion:

One of two members had, on the advice of legal counsel, given medical information to the company. This led to what was described as harassment of the member and the members physician. After discussion, the executive decided to prepare a letter for legal counsel detailing Local's position advising against the provision of medical information to the company. As well, a small group of executive members was to seek a meeting with legal counsel to discuss the issue further. There was further a consensus on the need to talk to the affected member and to consider sending a letter to management about the perceived harassment.

Retiree member-at-large Tony Cote also suggested the compilation of an index/summary of past grievances/arbitration cases to give the Local and its legal counsel additional guidance on past jurisprudence. He was to look at some of the cases in the Local files to help determine the structure of this index/summary.

(b) Letters Editor: The member in question has completed her activity log, but she and Unit Chair Jacquie Miller had yet to meet to discuss the contents. Jacquie Miller said she would try to arrange such a meeting before she and President Debbie Cole met with company management on this and other matters on March 9.

(c) Building Services - PT Cleaner grievance: Standing committee was held, with President Debbie Cole, Unit Chair Jacquie Miller and Vice-President Jeff Parks meeting two company representatives. Company reps agreed to consider a request to restore the lost vacation pay, but subsequently denied that request. Debbie Cole was to call ONG legal counsel again on the matter, and a letter was to be sent to company management.

M/ by Gord Holder, S/ by Jeff Parks. That the Local proceed to arbitration on the matter. CARRIED, with one abstention by Julie Oliver.

(d) Editorial - Newsdesk Scheduling: Secretary Gord Holder met with the supervisor to discuss changes in schedule. No change at this time. He also forecast that the lack of a full-time manager in the evening would likely lead to an incident of an unknown kind in the future.

(e) Editorial - Interns / Students: Secretary Gord Holder reported that in February 2012 there was a Saturday evening when the on-duty reporter was a student trainee, and such trainees were being regularly used to cover news assignments, in other words as a cheap form of labour. Retiree member-at-large Tony Cote suggested researching correspondence with the company that had led to the payment of honoraria to student interns. ONG Executive Assistant Pat Cavalier was directed to do some research and prepare a report for the executive. A request was to be made at the March 14 general membership meeting for a member to volunteer to assist with that research project.

(f) Building Services - WSIB: Member's claim was terminated. Subsequently there was a meeting involving the member, an ONG executive representative, two Citizen HR representatives and an official from the WSIB. Since then, the member had returned to work on modified duty with an indefinite term.

(g) In-Plant Printing: One ONG member reported to Vice-President Jeff Parks that their manager had told them that any time lost because of medical appointments would have to be made up by working through lunch breaks, etc. The manager reportedly added that the issue had been discussed with the union, which had consented; this was not true. This issue was added to the agenda for the March 9 meeting between President Debbie Cole, Unit Chair Jacquie Miller and company representatives.

(h) Complaint about freelancer entering the building and working beside ONG members as the editor of Style magazine, which is funded by the advertising department, but uses some resources of the editorial department. Unit Chair Jacquie Miller discussed the issue with a manager, who said the freelancer was aware of the obligations/requirements with regard to not using company resources. That manager was also going to raise the issue of the use of online equipment by freelancers and was to get back to Jacquie Miller.

6. **Arbitrations**

7. **Committees**

(a) Personnel

(b) Communications

(c) Health & Safety - New policies governing accommodations for people with disabilities took effect in Ontario in 2012. Julie Oliver volunteered to read the guidebook sent with the notice and to report back to the executive on requirements for the ONG.

(d) Grievance

(e) Guild Awareness / Mobilization

(f) Finance

(g) Organizing

(h) Elections

(i) Bylaws

(j) Retirees

(1) Pension documents: Retiree member-at-large Tony Cote said several Citizen employees have contacted him in recent months to ask about the status of the Postmedia pension plan. As a result of that and other issues, he made an appointment with Citizen HR to look at the plan documents.

M/ by Jacquie Miller, S/ by Julie Oliver. That ONG cover the cost of photocopying these documents. CARRIED.

8. **Internal Guild**

(a) ONG Website

(b) Postmedia Network Caucus

(c ) CWA/SCA Canada National Rep Council meeting, April 27-29, 2012, Victoria, BC. Debbie Cole and Gord Holder attending.

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

9. **Outside Issues**

(a) ODLC Delegates Election: M/ by Gord Holder, S/ by Jeff Parks. That Tony Cote and Debbie Cole be nominated as ONG delegates to the ODLC. CARRIED.

There were three remaining spots for delegates; the matter was to be added to the agenda for the March 14 membership meeting.

(b) Salvation Army strike: M/ by Gord Holder, S/ by Jeff Parks. That ONG donate \$50 to the PSAC local that had been on strike for two months against the Salvation Army Booth Centre in Ottawa. CARRIED.

10. **Other Business**

(a) TNG-CWA New Officers Training Seminar, March 9-12, 2012, Washington John Hua & Jonathan Rotondo attending.

11. **Lost Time Notification:** Lost time for Rob Bostelaar, Debbie Cole, John Hua, Jacquie Miller, Jeff Parks.

12. **Upcoming Meetings:**

- Next General Membership meeting: **Wednesday, March 14, 2012, 12 noon,**  
Ottawa Citizen Conference Centre

- Next Executive Committee meeting: **Tuesday, April 17, 2012 - 2 p.m.,** Guild Office

13. **Adjournment**

M/ by Gord Holder to adjourn at 1:50 p.m. S/ by John Hua. CARRIED.