

MINUTES: Executive Meeting
Tuesday, May 15, 2012

1. Call to Order

Meeting called to order by Debbie Cole at 12:00 noon.

In attendance: Peter Bennet, Rob Bostelaar, Debbie Cole, Tony Cote, Gord Holder, John Hua, Lois Kirkup, Joanne Laucius, Jacquie Miller, Julie Oliver, Jeff Parks.

Absent: Delta and DLR reps.

2. Approval of Agenda

M/ by Rob Bostelaar to approve agenda. S/ by Jeff Parks. CARRIED.

(a) Bargaining Report from Chapel Chairman of the Citizen Pressroom Unit:

Richard DeKeyser, chapel chairman of the Teamsters local representing pressroom employees of the Ottawa Citizen, accepted an invitation to speak to the ONG executive about his union's recent negotiations with Citizen management. He described it as a very different process from those he had experienced previously, with the Citizen's lead negotiator seemingly required to obtain approval from superiors for almost all decisions.

Most of the concessions sought by the company were eventually withdrawn, though the union did agree to a new defined-contribution pension plan for new employees and a reduction in the manning clause. It seemed that the most important issues for the company were manning, pensions and sick leave.

Because of the reduced numbers, manning will become an issue, particularly on Friday nights during the peak vacation season. As well, employee morale has taken a hit.

The company never threatened to lock out the pressroom employees, but did say they were looking at other (used) presses. Any newer presses, which often use robots, would likely lead to another attempt to reduce manning.

3. Secretary's Report

(a) Executive Committee - Good Standing Report: All executive members in good standing except for the units chairs of DLR and Delta.

(b) Adoption of Minutes: M/ by Gord Holder to adopt the April 17, 2012 Minutes.
S/ by Jeff Parks. CARRIED.

(c) Correspondence: Thank you cards received from ONG executive assistant Pat Cavalier, the family of Jonathan Rotondo, Norman Fetterley (both CTV Ottawa) and Pauline Tam (Ottawa Citizen).

There was also a note from CWA/SCA Canada providing a synopsis of the recent agreement made between the Kingston local and the Kingston Whig-Standard: 0, 1.0 and 1.5-per-cent salary increases over three years, plus increases in mileage rates and cellphone rebates.

(d) Congratulations and Condolences:

- Basket to Norman Fetterley (CTV Ottawa) - surgery/sick leave.
- Basket to Neco (Citizen/Editorial) & Angela Cockburn - baby girl, Winona Avani.
- Donation to CHEO Foundation in memory of Theresa Merrifield, mother of Joanne Scheel (At-Large/CWA-SCA Canada staff).
- Basket to David Esposti (At-Large/CWA-SCA Canada staff rep) - surgery.
- Basket to Catherine Lawson (Citizen/Editorial) - illness.

Advised of upcoming retirements of Leigh Chapple and Kathie Donovan of CTV Ottawa; will send baskets at retirement date.

4. **Treasurer's Report**

(a) Financial Report: (attachment) Treasurer Peter Bennet reported that spending for CWA/SCA Canada's National Representative Council meeting and recent education seminars for executive members had led to a small deficit in April, though he believes the Local will be OK by year end. He committed to doing an analysis of the membership dues revenue line for the next executive meeting in June to help provide guidance for the local over the long term.

CTV Ottawa and Ottawa Citizen were up to date in remittance of dues cheques to the local. DLR was paid up through February 2012, but Delta was about six months in arrears. Peter Bennet was to contact the company's owner, by phone if necessary, to discuss the issue. If necessary, the executive was to discuss filing a grievance over non-remittance of dues at its next meeting.

(b) 2012 CWA Union-to-Union Program (Eduardo Diaz Union-to-Union International Solidarity Fund). M/ by Gord Holder, S/ by Jeff Parks, that ONG make a \$75.00 donation. CARRIED.

(c) 2012 CWA Pediatric AIDS Foundation Giving campaign: After discussion, consensus was not to make a contribution to the U.S.-based organization backed by CWA.

5. **Unit Reports**

a) CTV Ottawa: One member who had been on sick leave was to meet soon with management to discuss a return to work. Two other members, Leigh Chapple and Kathie Donovan, were soon to leave after accepting buyouts. The show Regional Contact was to be folded into evening newscasts. There had been no announcement regarding the late-night anchor position; temporary fill-ins had been in use.

The maternity leave for one member had created an opening in the Monday-Friday slot on the schedule. Another member who had been working Saturday to Wednesday negotiated a move to Monday-Friday with management, so a one-year contract was posted for Saturday-Wednesday, and an outside hire was made. A part-time member had been contemplating a grievance about the outside hire, but discussions had revealed little upon which the unit or local could take action.

Overall, a lot of overtime was being worked, with the company not balking, so far, at paying it. Work atmosphere and morale were down.

b) DLR International:

No report.

c) Delta Reprographics:

No report. See Treasurer's report above for discussion on dues remittances owing.

d) Ottawa Citizen

(a) Editorial - LTD/Sick leave/Return to work update & Legal advice discussion: The member who had been refused payment for hours not worked under a return-to-work protocol had since received that money, and the local was awarded court costs up to the limit set out by the small-claims court process. Member was reportedly quite happy with the settlement of the issue.

Another possible issue with a member in printing and storage had come up. The member was asked by the company to consult with his doctor for approval to change the duties on the return-to-work protocol. The member was to see his physician later in May. President Debbie Cole had asked legal counsel for heads-up on what issues might occur. She was also to set up a meeting with the lawyer to discuss the issue of company requests for medical information; the meeting would also include Unit Chair Jacquie Miller and Retiree Member-at-Large Tony Cote.

(b) Building Services - PT Cleaner grievance update: Waiting to determine the availability of dates with arbitrator Lorne Slotnick, with December 2012 a possibility. ONG legal counsel had requested a meeting with the member to prepare for the hearing.

(c) Editorial - Interns/Students: The local had not filed a grievance on the matter, but Unit Chair Jacquie Miller, Member-at-Large Rob Bostelaar and Secretary Gord Holder had met to discuss a letter of concern that would be sent to Citizen management, requesting a meeting. The executive was to follow up on the issue after that meeting took place.

6. Arbitrations

- Ottawa Citizen PT Cleaner Grievance - December 2012

7. Committees

- (a) Personnel
- (b) Communications
- (c) Health & Safety
- (d) Grievance
- (e) Guild Awareness / Mobilization
- (f) Finance
- (g) Organizing
- (h) Elections: M/ by Jacquie Miller, S/ by Gord Holder. That Lois Kirkup be appointed to the executive as Member-at-Large, with the appointment effective until the date of the next general membership meeting, as allowed under ONG bylaws. CARRIED.
- (i) Bylaws
- (j) Retirees: Retiree Member-at-Large Tony Cote informed the executive that the Congress of Union Retirees of Canada had recently finalized an education program aimed at those workers expected to retire within the next three years. The program, which would be free, was expected to start in September in various cities across Canada, including Ottawa. Details were to be sent to locals.

8. Internal Guild

- (a) ONG Website

(b) Postmedia Network Caucus: Lois Kirkup, also the deputy director of CWA/SCA Canada, reported that occasional conference calls had stopped. The issue was to be reassessed. One possibility was a caucus of presidents of locals with members at Postmedia outlets, but that had yet to be finalized.

(c) Report from CWA/SCA Canada National Rep Council meeting, April 27-29, 2012, Victoria, BC. Secretary Gord Holder, President Debbie Cole and Member-at-Large Lois Kirkup reported that discussion of recent contract settlements revealed very little in the way of salary increases except for the Halifax local, which bargained annual two-per-cent increases in a four-year agreement. Negotiations involving the Victoria-Vancouver Island and B.C. locals with the Victoria Times-Colonist may have been postponed because of an injury to the administrative officer of the VVING.

Mobilization was key topic of the conference, including such ideas as doing a better job of meeting new members and perhaps doing a survey of all members to determine the issues that were important to them. The executive was to discuss this issue again in June.

The members of the executive's Guild Awareness and Mobilization Committee were to set up a meeting to discuss a potential social event.

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

(e) CWA/SCA Canada Activist Email List Request: CWA/SCA Canada has asked for help in creating an activists list to whom it could communicate when union issues were involved. After discussion, consensus was that the local would use its own email list to send a message to members asking if their addresses could be forwarded to CWA/SCA Canada for such a purpose.

9. **Outside Issues**

(a) CJFE - Canadian Journalists for Free Expression annual membership renewal: M/ by Jacquie Miller, S/ by Julie Oliver. That ONG renew its annual membership for \$75 and add an additional donation of \$125 for a total of \$200. CARRIED.

10. **Other Business**

11. **Lost Time Notification:** Lost time for Peter Bennet, Rob Bostelaar, Debbie Cole, John Hua, Joanne Laucius, Jacquie Miller, Julie Oliver.

12. **Upcoming Meetings:**

- Next General Membership meeting: **Wednesday, June 13, 2012, 12 noon,**
Ottawa Citizen Conference Centre
- Next Executive Committee meeting: **Tuesday, June 19, 2012 - 2 p.m.,** Guild Office

13. **Adjournment**

M/ by Gord Holder to adjourn at 1:30 p.m. S/ by John Hua. CARRIED.