



**OTTAWA NEWSPAPER GUILD**  
Unit 7B - 1050 Baxter Rd., Ottawa, ON, K2C 3P1  
Tel. 613-820-6545 Fax 613-820-4770  
email: ong@cwa-scacana.ca

**MINUTES:            Executive Meeting**  
**Tuesday, November 20, 2012**

**1.        Call to Order**

Meeting called to order by Debbie Cole at 12:08 p.m.

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

Absent: Tony Cote, Julie Oliver, Delta and DLR reps.

**2.        Approval of Agenda**

M/ by Gord Holder to approve agenda. S/ by Rob Bostelaar. CARRIED.

**3.        Secretary's Report**

(a) Executive Committee - Good Standing Report: All current members in good standing; still no reps from DLR and Delta.

(b) Fidelity Bond reference in October 16, 2102 Minutes:

Secretary Gord Holder said he had further checked on the issue of why locals of CWA/SCA Canada has not pursued a Canadian bonding option many years earlier. Unfortunately, there was no correspondence available, so it was not possible to confirm whether it was because the cost of a Canadian bonding option was too prohibitive or because there simply wasn't a Canadian bonding option.

(i) Adoption of Minutes - October 16, 2012:

M/ by Gord Holder. S/ by Jeff Parks. That the minutes be adopted as amended above. CARRIED.

(c) Correspondence: CWA/SCA Canada reported on a new collective agreement ratified by members of Schneiders Office Employees Association, featuring increased severance, which was the key issue because of previously announced plans for Maple Leaf Foods to close the office by 2014. A thank-you card in recognition of a previous donation was received from striking workers of MBS radio station in New Brunswick. OFL sent a notice about its Operation Christmas Cheer, seeking donations for a program to purchase grocery gift cards for union members on strike. OFL also distributed a notice about its Town Hall Meeting in Ottawa on Jan. 23, 2013, part of the OFL's Democratic and Economic Rights Campaign and tied to a similar event at the Ontario Liberal leadership convention later that week in Toronto. The Congress of Union Retirees of Canada sent a copy of its petition on pension security issue to be presented to Members of Parliament; this was to be posted on ONG bulletin boards.

M/ by Lois Kirkup. S/ by Jeff Parks. That ONG donate \$50 to Operation Christmas Cheer. CARRIED.

(d) Congratulations and Condolences: No additions.

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

(a) Financial Report: (attachment) Treasurer Peter Bennet reported a deficit for the month of October, the first month in the new fiscal year, largely because of annual update for the accounting software program and an invoice from the ONG bookkeeper regarding year-end financial statements. Peter Bennet also reported that the Defence Fund dropped \$3,000 in October because of an overall drop in the markets.

(b) Approval of Audited Financial Statements (attachments): According to the year-end statements audited by Bouris Wilson LLP, ONG showed a surplus of \$10,089 for the past fiscal year in the General Fund. The Defence Fund showed a surplus of \$75,259. Treasurer Peter Bennet described it as a clean audit with no concerns raised by the auditors.

M/ by Gord Holder. S/ by Peter Bennet. That the Executive approve the audited financial statements for 2011-12. CARRIED.

(c) Changes in Accounting Standards for Non-Profit Organizations: Treasurer Peter Bennet informed the executive that there were two options for the ONG under required changes in financial reporting standards for non-profit organizations. One option was known as International Financial Reporting Standards; the other, known as Accounting Standards for Not-for-Profit Organizations, Part III, is closest to what ONG has previously obeyed, so it would lead to the fewest changes and lead to the simplest transition. It was also recommended by the auditors and would take effect with the current fiscal year, which began Oct. 1.

M/ by Peter Bennet. S/ by John Hua. That ONG accept the auditor's recommendation and adopt Accounting Standards Part III financial reporting standards. CARRIED.

#### 5. **Unit Reports**

**a) CTV Ottawa:** Unit Co-chair John Hua reported that a member who had been on LTD would soon be returning to work on a modified schedule. He had assured the member that the union would monitor her situation and try to help make her transition back to work as easy as possible.

Meanwhile, the late-night anchor vacancy created by a departure in early summer remained unfilled. Backfilling of that had led to shortages of daytime reporters. As well, two reporters in the pool of part-timers had left and not been replaced. This was leading to extra workload and hours for some remaining members.

**b) DLR International:**

No report.

**c) Delta Reprographics:**

(a) Dues Update: The company owner dropped off a postdated cheque representing dues for the months of July to October 2012. Assuming the cheque clears, it would bring the company up to date.

**d) Ottawa Citizen**

(a) Building Cleaners - Mailroom Cleaners Update: Vice-President Jeff Parks and President Debbie Cole had met recently with Citizen VP of Human Resources Debbie Bennett. One of the cleaners under threat of layoff had been given a letter offering enhanced severance if he was laid off within the next year. The other two cleaners, also ONG members, wanted similar letters, but were refused by the company. After the company posted a notice of its intention to lay off 106 part-timers and nine full-timers in the mailroom, represented by another union, Jeff Parks and Debbie Cole were called to another meeting at which they were told that the other two cleaners, if they ended up losing their jobs, would in fact receive the same enhanced severance. Debbie Cole said she believed those three jobs would be safe in any event; if not, however, the affected members would have a good chance of receiving enhanced severance.

(b) Editorial - Interns/Students: After discussion, consensus was that the executive would monitor the situation in the coming weeks and months and, if required, raise its concern with management if the use of student apprentices got as far out of hand as it had one year earlier.

(c) Editorial - Freelance Bylines Tracking: Unit Chair Jacquie Miller had developed a form for use in cataloguing material in the various sections of the print edition of the newspaper. Executive members Gord Holder, Jacquie Miller, Rob Bostelaar and Joanne Laucius, and member Blair Crawford were to assist, with others to be petitioned for help as required. The focus of the survey was to be on the print edition in December, with another survey expected in March to provide a comparison.

(d) Privacy Rights on Work Computers (attachment): A recent story on a Supreme Court decision and a legal column about the case were to be forwarded for consideration by the bargaining committee.

(e) Postmedia Network Retirement Plan (attachment): Those members in the pension plan had received a notice indicating Postmedia had availed itself of the opportunity, under Ontario government action, to extend its contributions to bring the pension plan into solvency to 10 years from five. ONG, as bargaining representative for its members, will respond on their behalf. Member-at-Large Lois Kirkup had talked to CWA/SCA Canada staff rep Dave Esposti, and there were questions about the notice from both Windsor and Montreal locals. A conference call with representatives from all Postmedia locals had been suggested and was to be scheduled shortly. The concerns of the ONG executive to the proposal were to be relayed to other locals during the call. A response was required by Dec. 31, 2012. President Debbie Cole was also to ask Citizen HR representatives to have people available to answer employees' questions during a town hall meeting scheduled for Dec. 6. The ONG executive was to discuss the issue again Dec. 12, and members were to be consulted on that same date.

(f) A former ONG member who had been transferred out of the Guild to non-union digital department had been asked to fill in for an absent ONG member on the photo desk. Debbie Cole was to raise the matter with supervisors and/or Citizen Human Resources.

6. **Arbitrations**

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

7. **Committees**

(a) Personnel

(b) Communications

(c) Health & Safety

(d) Grievance

(e) Guild Awareness / Mobilization - Christmas Goodies: Following tradition, cookies, etc., would be distributed at/after the executive/general membership meetings on Dec. 12.

(f) Finance

(g) Organizing

(h) Elections

(i) Bylaws

(j) Retirees

8. **Internal Guild**

(a) Report on CWA/SCA Canada Student Mentorship Program event/reception: Treasurer Gord Holder reported that Kristyn Filip, editor-in-chief of The Fulcrum, the English-language student paper at the University of Ottawa, had sent a thank-you note via email on behalf of the students. Those executive members who participated in the event said there seemed to be a very good response from the dozen or so students. A list of members who had indicated a willingness to become mentors would be forwarded to Katherine Lapointe, the co-ordinator for CWA/SCA Canada and Canadian University Press.

(b) CMG Members still on strike at MBS Radio in Saint John, NB: M/ by Gord Holder. S/ by Jeff Parks. That ONG send a \$150 strike donation. CARRIED.

9. **Outside Issues**

(a) Operation Christmas Cheer - dealt with under Correspondence.

10. **Other Business**

11. **Lost Time Notification:** Lost time for Rob Bostelaar, Debbie Cole, Gord Holder, John Hua, Lois Kirkup, Joanne Laucius, Jeff Parks.

12. **Upcoming Meetings:**

- Note change of date/time for next Executive Committee meeting to **Wednesday, December 12, 2012, starting at 10:00 a.m.** in the Guild office.
- Next General Membership meeting: **Wednesday, December 12, 2012 - 12 noon,**  
Ottawa Citizen Conference Centre

13. **Adjournment**

M/ by Gord Holder to adjourn at 1:32 p.m. S/ by Rob Bostelaar. CARRIED.