



**OTTAWA NEWSPAPER GUILD**  
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## **MINUTES OF GENERAL MEMBERSHIP MEETING**

### **Wednesday, September 19, 2012**

1. Membership meeting called to order by Debbie Cole at 12:07 p.m.
2. **Adoption of Agenda**  
M/ by Lois Kirkup to approve the agenda. S/ by Chris Vernell. CARRIED.
3. **Adoption of Minutes**  
M/ by Chris Vernell to adopt the Minutes of June 13, 2012 General Membership meeting and June 28, 2012 Citizen Unit Emergency meeting. S/ by Lois Kirkup. CARRIED.
4. **President's Report**  
(a) Executive activity since last general meeting: President Debbie Cole reported that the Citizen Unit members targeted for layoffs in June were either bought out or were spared because others took buyouts. In early September, though, Debbie Cole and Member-at-Large Joanne Laucius were told there would be three more layoffs: one ONG member and two in another non-Guild department. The Guild approached company representatives and asked for buyout for the affected ONG member, and company agreed to do so. One member from financial services and another from in-plant printing were to be transferred to the mail room, one as a cleaner (ONG jurisdiction) and the other as a lead hand (non-Guild), starting on or about Oct. 7.
5. **Financial Report**  
(a) Update: [see attachment] Treasurer Peter Bennet had reported previously that expenses in education and conferences were high at that time, but the ONG spent less than budget in other categories, so it was within the forecast budget overall for 2011-12. Because of the forced buyouts at the Citizen, dues revenue will be less than forecast for this fiscal year, but Peter believed the local would also be significantly under budget on expenses and would end the year slightly under budget overall.  
Peter also reported that the ONG Defence Fund had increased in value to approximately \$1.6 million, with income of about \$57,000 so far in this fiscal year.

(b) Approval of Budget 2012 - 2013: Again because of the forced buyouts, dues revenue was expected to fall in the coming fiscal year. The finance committee had a difficult time getting budgeted expenses down the same level and came up short about \$12,000. Fortunately, expenses were often less than budget and revenue in previous years, and those reserves were put aside for a rainy day. The reserves were currently about \$132,000, which can be used to get the local through the next fiscal year. Raising dues was not considered. The budgeted expenses were cut as thin as possible this year, and there is room to do more next year. Treasurer Peter Bennet said he expected to have the budget balanced again in a year or two. After a question by Secretary Gord Holder, the Special Project line was removed from the 2012-13 budget document. Special Project funds are topped only if funds are spent on projects during a fiscal year, and the top-up back to \$25,000 would come from reserves.

M/ by Peter Bennet. S/ by Lois Kirkup. That the budget be adopted as presented. CARRIED.

(c) Appointment of Auditors:

M/ by Gord Holder. S/ by Chris Vernell. That Bouris Wilson LLP be appointed as auditors of the financial statements for 2011-2012. Quoted cost was \$5,875 plus taxes, the same as for the previous year. CARRIED.

## 6. **Unit Reports**

(a) CTV Ottawa - No report.

(b) DLR International - No report.

(c) Delta Reprographics - No report.

(d) Ottawa Citizen: In response to a question, President Debbie Cole explained that the three layoffs identified in early September were three positions in the unit. One was a mailroom clerk in business office; that person has a lifetime job guarantee to age 62 and has been moved back into the mailroom. The other position being eliminated in our jurisdiction was one of two Guild positions in in-house printing. That person will transfer back into a mailer position. The member being laid off was the most junior member in the mailroom cleaner category, and that member would be given a buyout.

Unit Chair Jacquie Miller reminded members in the E-3 Reporter category at the Citizen that they were entitled to claim a \$10 photo fee for each photo they took that was used in the newspaper or online.

Jacquie also reported that some members had asked about having their positions reassessed because of additional duties, etc., since the newsroom reorganization and buyouts. She recommended that members keep logs of their activity to help the process.

Unit Chair Jacquie Miller and Secretary Gord Holder were to seek a meeting with management regarding student apprentices, both in the number and duties they would be allowed to handle. There had been an agreement many years ago limiting the number of students in the newsroom over a year.

President Debbie Cole also talked about a new project of the executive to track content in the paper to determine how much was being supplied by employees/ONG members and how much was coming from sources such as freelancers. The goal is to use that information at bargaining and to have it available for use if a grievance on the issue was ever filed. Unit Chair Jacquie Miller said the data would be needed if the Citizen ever tried to lay off a reporter.

7. **New Business**

(a) Executive elections – Member-at-large position vacant: No election held.

(b) Online: In response to a question from a member about the Citizen's online paywall and how well it was doing (or not), President Debbie Cole said there had been no information from the company on that subject.

(c) Call centre: President Debbie Cole also reported that Postmedia had given notice to end the contract with its call centre in the Dominican Republic and would be creating a new call centre in Halifax around the end of September.

8. **Adjournment**

M/ by Lois Kirkup. S/ by Tony Lofaro. Meeting ended at 12:35 p.m. CARRIED.

9. No separate Citizen Unit meeting held.

10. No separate CTV Ottawa Unit meeting held.

•25 Year TNG Pin to CTV Unit chair to present to Terry Marcotte, Sports Director.