



OTTAWA NEWSPAPER GUILD

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SUMMER 2012 - "F Y I"

* The May 15 meeting of the Executive committee was attended by Peter Bennet, Rob Bostelaar, Debbie Cole, Tony Cote, Gord Holder, John Hua, Lois Kirkup, Joanne Laucius, Jacquie Miller, Julie Oliver and Jeff Parks. DLR and Delta reps did not attend.

* The June 19 meeting of the Executive committee was attended by Peter Bennet, Debbie Cole, Tony Cote, Gord Holder, John Hua, Lois Kirkup, Joanne Laucius, Jacquie Miller, Julie Oliver and Jeff Park. Rob Bostelaar, DLR and Delta reps did not attend.

The Citizen Unit Executive committee members also held emergency meetings on June 5 and June 26.

* The July 17 meeting of the Executive committee was attended by Peter Bennet, Debbie Cole, Tony Cote, Gord Holder, Lois Kirkup, Joanne Laucius, Jacquie Miller, Jeff Parks and Jonathan Rotondo. Rob Bostelaar, Julie Oliver, Delta and DLR reps did not attend.

* The next ONG General Membership meeting is scheduled for 12 noon, Wednesday, September 19 in the Ottawa Citizen Conference Centre. Items of business are expected to include: election of an executive member-at-large; consideration of the ONG budget for 2012-2013; appointment of auditors for the 2011-2012 financial statements.

* Education update: CTV Unit Co-Chairs John Hua and Jonathan Rotondo attended the three-day TNG New Local Officers Residential Training seminar in Washington in March. ONG Treasurer Peter Bennet attended the CWA/SCA Canada New Local Officers weekend school held in Ottawa in May.

* The CWA/SCA Canada National Representative Council meeting took place the last weekend of April in Victoria. President Debbie Cole and Secretary Gord Holder were the ONG delegates. Lois Kirkup also attended as the Deputy Director of CWA/SCA Canada. Discussion of recent contract settlements revealed very little in the way of salary increases except for the Halifax local, which bargained annual 2% increases in a four-year agreement. Mobilization of membership was also a key topic.

*** CTV Ottawa**

- It has been a difficult period for morale, with roughly one-half of the station's technical staff being laid off since the winter. The cutback had no immediate impact on the ONG unit, although a couple of Guild members took buyouts or early retirement. Unit chairs advised that a new automated production system was introduced in June; the primary impact so far on Guild members has been the implementation of an earlier deadline for filing stories.

ONG representatives also met with management about scheduling issues involving junior and part-time reporters. The matter was resolved with two of the junior reporters being moved into the part-time category.

* **DLR International** - no report

* **Delta Reprographics**

- The ONG filed a grievance concerning non-payment of dues. The employer has since forwarded all outstanding monthly dues lists to the Guild, along with a post-dated cheque to cover those remittances. A one-year contract extension had been in effect through June 2012. CWA/SCA Canada staff rep David Wilson met with the company on July 24, and parties are looking at what is expected to be another status quo agreement.

* **Ottawa Citizen**

- **Staff Reductions** - An announcement in June that the Citizen was looking to reduce staff led to a buyout program and, following meetings between ONG representatives and Citizen management, an extension of the deadline for buyout applications. In the end, the company approved a total of 28 ONG members for buyouts in July: 22 from Editorial department; 2 from Reader Sales & Service; and 4 from Building Services. One editorial member has also left to take a position with Postmedia in Hamilton.

As the downsizing at the Citizen becomes a reality, much will be asked of Guild members, and it's important to keep in mind all relevant clauses in the contract that apply to us.

Here's a reminder of some of your rights under the collective agreement:

Overtime (Article 8.5.2) applies after 7 or 7.5 hours daily OR 35 or 37.5 hours weekly.

Overtime also applies to hours that are not scheduled two weeks in advance. The schedule must be posted not later than the Monday two weeks prior to the work week in which the work applies (Article 8.5.4). All overtime must be pre-approved and must be filed for.

Many members may also be assigned new duties. If you feel you need training to handle additional work, be sure to let your supervisor know. If there are still issues, let an executive member know. It's also important for each member to feel that their duties are relevant to their classification. Are you being correctly compensated for the work you are doing? If you are temporarily working in a higher classification, you should apply for differential (Article 7.2.1).

If you have any questions or issues, please contact the Guild office or an executive member.

- The Guild executive and its legal counsel have been occupied for many months with a number of cases concerning sick leave, medical information, LTD, and return to work programs for several members. These matters have been satisfactory resolved for the members involved.

- The Guild is proceeding to arbitration with a grievance concerning loss of vacation time which was taken by a Building Services member to avoid loss of wages after the member was sent home from work. Arbitration dates are scheduled for December 2012.

- The ONG and the Citizen signed a letter of settlement concerning the Letters Editor position, stipulating that the position would be classified as 60 per cent E-2 and 40 per cent E-8, based on duties. This job is to be discussed further during the next round of contract bargaining.

* CWA/SCA Canada is creating a list of activists with whom it can communicate when union issues are involved. A request was sent to our members, and a number of them have advised the local that their home email addresses can be forwarded to CWA/SCA Canada. If you are interesting in adding your home email address to the activist list, please advise the ONG office at ong@cwa-scacanada.ca. There are still, however, a number of Guild members and retirees who are not receiving ONG email bulletins because we do not have their home email addresses. We ask that you provide this information to the Guild office.

* The annual Ottawa & District Labour Council (ODLC) Labour Day March and Picnic takes place on Monday, Sept. 3, 2012. Groups gather at Ottawa City Hall for a noon-hour parade march to MacNabb Park at Gladstone & Bronson. The Guild is having an ONG banner made and would like to get together a good-sized delegation to participate in the Labour Day event. The picnic runs from 1:00 to 4:30 p.m., featuring live music, food and drinks, clowns, balloons, pony rides, face painting, etc. Everything is free, so bring along family members and come out and enjoy! Interested Guild members are asked to sign-up on sheets posted on Guild bulletin boards.

* www.ottawanewsguild.ca is the ONG website address. If members have ideas about subjects they would like to see featured on the website, please contact an executive member or the Guild office. Other Guild-related news is available to members on the following websites: www.cwa-scacanada.ca, www.newsguild.org, www.cwa-union.org.

* ***Congratulations & 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).
- Basket to Pauline Tam - sick leave.
- Donation to Heart & Stroke in memory of Rachel Panzeri, mother of Allen Panzeri (Citizen/Editorial).
- Donation to Parkinson Society Ottawa in memory of Andrew Arthur Keyes, grandfather of Kirstin Endemann (Citizen/Editorial).
- Donation to Canadian Cancer Society in memory of Alf Menary, father of Doug Menary (Citizen/Editorial).
- Restaurant gift card to Pat Cavalier (At-Large/Staff) - surgery/sick leave.
- Basket to Norman Fetterley (CTV Ottawa) - 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/sick leave.
- Basket to Catherine Lawson (Citizen/Editorial) - sick leave.
- Basket to Melissa Juergensen (CTV Ottawa) - LTD.
- Basket to Richard Starnes (Citizen/Editorial) - retirement May 1, 2012.
- Basket to Sheila Brady (Citizen/Editorial) - retirement June 1, 2012.
- Basket to Leigh Chapple (CTV Ottawa) - retirement June 18/12.
- Basket to Kathie Donovan (CTV Ottawa) - retirement June 18, 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).

If you know of an ONG member who should be acknowledged with our congratulations or our condolences, please advise a member of the executive committee or contact the Guild office. Your assistance is appreciated.



July 30, 2011

