



OTTAWA NEWSPAPER GUILD
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MINUTES: Executive Meeting
Tuesday, June 19, 2012

1. Call to Order

Meeting called to order by Debbie Cole at 2:05 p.m.

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

Absent: Rob Bostelaar, Delta and DLR reps.

2. Approval of Agenda

M/ by Lois Kirkup to approve agenda. S/ by John Hua. CARRIED.

3. Secretary's Report

(a) Executive Committee - Good Standing Report: All executive in good standing.

(b) Adoption of Minutes: M/ by Gord Holder to adopt the May 15, 2012 and June 5, 2012 Minutes. S/ by Lois Kirkup. CARRIED.

(c) Correspondence: Thank you notes from CHEO (re Theresa Merrifield), Cancer Society (re Alfred Menary) and CWA/SCA Canada staff member Dave Esposti (hip surgery). There were also pamphlets/letters from an Ottawa law firm and CUPE Local 503 re a seminar on workplace issues, the CWA Executive regarding new Internal Appeal Procedures, CWA/SCA Canada director Martin O'Hanlon regarding mobilization of members (Lois Kirkup said one member had suggested a day at the ball park) and a letter from a British man trying to contact ONG charter member Ralph Vickers. (It was suggested that the local contact retired members Jim Scheer and Bob Rupert for possible leads.)

(d) Congratulations and Condolences:

•Basket to Melissa Juergensen (CTV Ottawa) - LTD.
CTV Ottawa retiree baskets to be sent.

4. Treasurer's Report

(a) Financial Report: (attachment) Treasurer Peter Bennet reported that expenditures in education had been slightly higher than budgeted. Dues revenues have been slightly lower than expected, leading to an overall deficit of about \$2,500 to the end of May. However, with less than four months remaining in the fiscal year, Peter expected that the deficit would be covered by the end of September.

In response to a question from an earlier meeting, Peter Bennet had also done an analysis of dues revenue, and he expected that it would be down about \$20,000 from last year. The anticipated buyouts/layoffs at the Ottawa Citizen would also have an impact, though much less for the current fiscal year.

The finance committee will be meeting later this summer to draw up a budget for 2012-2013, and it will have to give consideration to the reduced dues revenue.

Regarding the unit at Delta Reprographics, Peter Bennet reported that the company had still not submitted dues for the period between November 2011 and May 2012, and had also fallen behind on required member information.

M/ by Gord Holder. S/ by Lois Kirkup. That the ONG file a grievance on the outstanding documentation and dues. CARRIED.

5. **Unit Reports**

a) CTV Ottawa: Unit Co-Chair John Hua reported that the new automated newsroom system had been introduced on June 19. The primary impact, so far, on ONG members was the implementation of an earlier deadline. John said he had talked with several younger members about the implications on them.

John Hua also reported that he had talked with CWA/SCA Canada staff rep Dave Wilson about the case of a part-time member who was not hired for a full-time, one-year contract position. They were still pushing company management for a meeting for a discussion with the member about why he didn't get the contract and how to improve his chances for the next such opening.

John Hua and co-chair Jonathan Rotondo had also met with company management to discuss a scheduling issue involving a junior reporter and a part-time member. Dave Wilson had also been consulted on this, and ONG reps were attempting to schedule a second meeting with management over the issue.

b) DLR International:

No report.

c) Delta Reprographics:

(a) Dues Update: See Treasurer's Report above.

d) Ottawa Citizen

(a) Unit - Voluntary Staff Reduction Program: ONG President Debbie Cole had talked to company VP of Human Resources Debbie Bennett, who said 12 newsroom staff had asked for buyouts, and three others elsewhere in the building. Other unions had experienced five layoffs (three pressmen and two in the mailroom).

Unit Chair Jacquie Miller had discussed the issue of summer students and year-long interns. Debbie Bennet and HR rep Linda Ruhl said layoffs would be by classification and seniority, and those jobs were considered temporary and would not be counted against the company's desired goal of approximately 20 positions.

In the event of bumping, Jacquie Miller reported, anyone bumping into a lower classification could do so, but someone who was bumped could not then bump into a temporary position in the same classification.

The only lateral bump allowed would be into part-time status.

Jacquie Miller also reported on ONG legal counsel's position regarding how bumping would work: It was believed that the person doing the bumping could choose the individual they wanted to bump so long as they had more seniority and the competence to do the job.

Jacquie said the only precedent we had was an attempted layoff of an E-2 columnist in 2001. A company manager told the columnist that he could bump any one of three reporters in E-3, but the fairest way to do so was to bump the person with the least experience. This was done, and that member was bumped into a vacant one-year intern position.

The executive would have to wait and see what the company's moves were once the buyout deadline (June 25) had passed. President Debbie Cole was to be out of town for several days, but was to be back by about June 27. In her absence, Unit Chair Jacquie Miller and Member-At-Large Lois Kirkup would take the lead on this file.

If there was an official notice of layoff to the ONG, the executive would have 14 days to submit cost-saving suggestions in response.

M/ by Gord Holder. S/ by Lois Kirkup. In the event of a layoff notice from the Ottawa Citizen to the ONG, the executive approves the calling of an emergency membership meeting to discuss the situation and its options. CARRIED.

(b) Editorial & In-House Printing - Medical info/RTW and legal advice: No update for this meeting. President Debbie Cole had sent company representatives Debbie Bennett and Linda Ruhl an email stipulating that we were putting the matter on hold until the staff-reduction process is complete.

(c) Editorial - Interns/Students: Jacquie Miller reported that the matter had been on hold because of the staff-reduction process. To be followed up after that.

(d) Editorial - Attendance/sick leave letter to member: Grievance to be filed after job reduction process is complete.

(e) Editorial - Transfer of member: Two members had been asked to transfer back to Ottawa. Had heard a lot from one member, but not the other. First member had been advised by Jacquie Miller to ask the company about what moving expenses, etc., would be covered before ONG would proceed.

6. **Arbitrations**

- Ottawa Citizen PT Cleaner Grievance - Hearing dates finalized for December 6, 11-13, 2012.

7. **Committees**

- (a) Personnel
- (b) Communications
- (c) Health & Safety
- (d) Grievance
- (e) Guild Awareness / Mobilization - Survey of members. Issue to be revisited in the fall.
- (f) Finance
- (g) Organizing
- (h) Elections:
- (i) Bylaws
- (j) Retirees

8. **Internal Guild**

- (a) ONG Website

(b) Report from CWA/SCA Canada Weekend School: Peter Bennet said it was an interesting session. Instructors went through the various executive positions, which he described as useful in terms of putting things in context. He said he hadn't realized the size of the responsibility of executive members, but the sessions were enjoyable.

9. **Outside Issues**

10. **Other Business**

11. **Lost Time Notification:** Lost time for Peter Bennet, Debbie Cole, John Hua, Lois Kirkup, Joanne Laucius, Jacquie Miller, Julie Oliver, Jeff Parks.

12. **Upcoming Meetings:**

- Next Executive Committee meeting: **Tuesday, July 17, 2012 - 12 noon**, Guild Office

President Debbie Cole thanked everyone for their work during this very tough time at the Citizen unit. It was agreed that crisis situations do tend to be mobilizing factors for members.

13. **Adjournment**

M/ by Gord Holder to adjourn at 3:10 p.m. S/ by Joanne Laucius. CARRIED.