



**OTTAWA NEWSPAPER GUILD**  
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**MINUTES:            Executive Meeting**  
**Tuesday, January 15, 2013**

**1.        Call to Order**

Meeting called to order by Debbie Cole at 9:35 a.m.

In attendance: Peter Bennet, Rob Bostelaar, Debbie Cole, Tony Cote, Gord Holder, Lois Kirkup, Joanne Laucius, Julie Oliver, Jonathan Rotondo.

Absent: Jacquie Miller, Jeff Parks, Delta and DLR reps.

**2.        Approval of Agenda**

M/ by Rob Bostelaar to approve agenda. S/ by Lois Kirkup. CARRIED.

**3.        Secretary's Report**

(a) Executive Committee - Good Standing Report. All regular members of the executive are in good standing. No reps from DLR or Delta units.

(b) Adoption of Minutes: M/ by Gord Holder to adopt the December 12, 2012 Minutes. S/ by Lois Kirkup. CARRIED.

(c) Correspondence: OFL sent followup notice about its Rally for Rights and Democracy in Toronto leading up to Jan. 26 gathering at Toronto Liberal Party leadership convention. Thank-you cards from Shepherds of Good Hope re donation in memory of father of Kelly Egan, from ONG executive assistant Pat Cavalier re Xmas gift certificate, from Secretary Gord Holder re get-well basket and from the MBS Seven members on strike in Saint John, N.B.

(d) Congratulations and Condolences:

- Donation to Extendicare Van Daele Residents Council in Sault Ste-Marie in memory of Derno Carlo Esposti, father of David Esposti (CWA/SCA Canada staff rep; At-Large member).

- Donation to Ottawa Food Bank in memory of Antanas Laucius, father of Joanne Laucius (Citizen/Editorial).

- Donation to The Hospice at May Court in memory of Frances Laliberte, mother-in-law of Kim Auclair (Citizen/Financial Services).

- Basket to Gord Holder (Citizen/Editorial) - surgery.

- Baby basket to Catherine Lathem (CTV Ottawa) & James Anas, baby boy "TJ".

- Baby basket to Jeff (Citizen/Building Services) & Natasha Parks, baby girl, Trinity.

- Donation to Ottawa Regional Cancer Foundation in memory of Joan Ambridge, mother-in-law of Daniel Dewan (Citizen/RS&S).

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

(a) Financial Report: (attachment) Treasurer Peter Bennet reported a General Fund deficit of \$2,694 for December, which was close to the amount of the executive honoraria paid for the last half of 2012. That deficit was also in range with what was expected for the first three months of the fiscal year.

The Defence Fund investments lost about \$2,000 in value for December, reflecting overall market conditions. There were also expenses of \$9,000 related to an arbitration hearing re a Citizen Building Services grievance and a long-standing Citizen Editorial case.

There was a second rebate, as expected from CWA's SIF rebate program. This was originally credited to the Defence Fund, but, after discussion, it was to be reclassified as a General Fund item, the logic being that the original payments to CWA/SCA Canada (which transferred part of it to CWA) were for General Fund per capita payments.

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

**a) CTV Ottawa:** Unit Chair Jonathon Rotondo reported on a previous case involving a member who has returned to work from an extended LTD. There is a long return-to-fulltime work schedule, and the member has expressed an interest in working a reduced work-week long-term; there is some resistance from company management. Another member who had been on a reduced week has returned to full-time hours. The newly returned member was about five weeks into a 26-week return-to-work protocol.

Jonathon Rotondo also said scheduling of hours for part-timers and students was being monitored.

As well, Jonathon Rotondo reported on a dispute with management about previously negotiated leave for Guild activity, such as attending executive meetings. Management was not filling his position for the shift for the Jan. 15 meeting and had called him in for the first part of the shift, not booking him off for the eight hours as negotiated in last round of bargaining. After discussion, it was decided that the executive would send a letter to CTV Ottawa management reiterating the negotiated arrangement and addressing ONG concerns about perceived interference with legitimate Guild activity.

#### **b) DLR International:**

(a) Contract Bargaining: According to ONG executive assistant Pat Cavalier, CWA/SCA Canada staff rep Dave Wilson was expecting to get together with the company owner later in January. Not expecting much beyond a contract extension with a small salary increase.

#### **c) Delta Reprographics:**

No report.

**d) Ottawa Citizen**

(a) Editorial - Freelance Bylines Tracking: December byline surveys had been given to Unit Chair Jacquie Miller for assessment. Generally, it was believed the data would show a lot of freelance material in Arts & Life, but less in Sports and Business. Another survey was to be conducted in March 2013. Member-at-Large Julie Oliver was to check with supervisors re use of freelance photographers for assignments.

(b) Postmedia Network Retirement Plan: Retiree Member-at-Large Tony Cote reported that Postmedia had received approval to switch to a 10-year pension shortfall repayment plan, up from five years; not enough members had objected during what was essentially a negative-vote process. Another letter detailing vote results was to be sent to all plan members. Responses to the ONG office, which guided the Local's vote on the matter, were roughly two-thirds against.

Member-at-Large Lois Kirkup said it was likely that pension plans would be part of the company's proposal for Citizen Unit bargaining later in 2013. Other likely topics would include sick leave, benefits and medical, plus scheduling.

There was also discussion about the need to start mobilizing for the start of those negotiations, with one idea being preliminary caucuses to help determine member priorities.

(c) Former Member asked to fill in on Photo Desk: The employee was receiving frequent requests to fill in at his previous position, in Guild jurisdiction, but was concerned about not being able to adapt to his new position outside of Guild jurisdiction. He went to his supervisor and asked to be left in the new position. A couple of subsequent requests to fill in had been rejected.

(d) Ramp attendants: Following repeated requests for updates, Citizen management had finally said that all six jobs would be going as of Jan. 21, 2013. Three of the affected members had 1993 or earlier hire dates, which under the contract meant they received double severance to four weeks per year. The other three affected members, two of whom had expressed a desire to stay, were to get three weeks per year. President Debbie Cole reported that she told company management it was unlikely ramp attendant duties would go away, but was told there was a plan to govern the process. If it turns out that those duties do in fact remain, the two members who had wanted to stay were on a recall list.

**6. Arbitrations****7. Committees – No Reports**

- (a) Personnel
- (b) Communications
- (c) Health & Safety
- (d) Grievance

- (e) Guild Awareness / Mobilization
- (f) Finance
- (g) Organizing
- (h) Elections
- (i) Bylaws
- (j) Retirees

8. **Internal Guild**

a. TNG January 2013 Officer Update: There was discussion about matters/proposals on the agenda for CWA Convention at Pittsburgh in April, including measures related to size of locals, dues structure and CWA Defense Fund. More discussions with CWA/SCA Canada were to continue.

9. **Outside Issues**

a. Nelligan O'Brien Payne - Feb. 14, 2013 Public & Private Pension Seminar: Treasurer Peter Bennet had expressed an interest in attending, and Retiree Member-at-Large Tony Cote was to check on his availability.  
M/ by Gord Holder. S/ by Rob Bostelaar. Resolved that Peter Bennet be registered for the seminar, plus Tony Cote if available. CARRIED.

10. **Other Business**

11. **Lost Time Notification:** Lost time for Peter Bennet, Debbie Cole, Joanne Laucius, Julie Oliver, Jonathan Rotondo.

12. **Upcoming Meetings:**

•2012 Meeting schedule attached.

✍ Next Executive Committee meeting is scheduled for **Tuesday, February 19, 2013, 2:00 p.m.**, Guild office.

✍ Next General Membership meeting: **Wednesday, March 20, 2013, 12 noon**, Ottawa Citizen Conference Centre

13. **Adjournment**

M/ by Gord Holder to adjourn at 10:38 a.m. S/ by Julie Oliver. CARRIED.