



OTTAWA NEWSPAPER GUILD
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MINUTES: Executive Meeting Friday, September 20, 2013

1. Call to Order

Meeting called to order by Debbie Cole at 12 noon.

In attendance: Rob Bostelaar, Debbie Cole, Tony Cote, Gord Holder, Lois Kirkup, Joanne Laucius, Julie Oliver, Jeff Parks.

Absent: Peter Bennet, CTV Ottawa, Delta and DLR reps.

2. Approval of Agenda

M/ by Jeff Parks to approve agenda. S/ by Gord Holder. CARRIED, as amended.

3. Secretary's Report

(a) Executive Committee - Good Standing Report. All current executive members were in good standing.

(b) Adoption of Minutes: M/ by Gord Holder to adopt the July 17, 2013 Minutes. S/ by Lois Kirkup. CARRIED.

(i) Bargaining mobilization project re T-shirts for Citizen Unit members:

M/ by Lois Kirkup to approve the ONG expenditure of \$1,942.19, plus shipping, to cover cost of printed t-shirt order of 125 shirts for Citizen Unit members for mobilization re contract bargaining/conciliation. S/by Rob Bostelaar. CARRIED, by email vote of 6-2.

(ii) Bargaining mobilization project re bag lunches for Citizen Unit members:

M/ by Lois Kirkup to approve the expenditure of approximately \$900.00 (plus applicable taxes) to cover the cost of 100 bagged lunches at \$9.00 each for the Citizen unit members for mobilization prior to conciliation next week. S/ by Robert Bostelaar. CARRIED, by email vote of 5-1.

(c) Correspondence: Letter from President of ATU Local 279 regarding tragic bus/train collision in Ottawa on Sept. 18, 2013; printouts about Postmedia from the website www.thetyee.ca; note from Martin O'Hanlon, director of CWA/SCA Canada, informing ONG that national executive had chosen Vancouver for 2014 National Representative Council meeting instead of Ottawa; note from Martin O'Hanlon, director of CWA/SCA Canada about the hiring of Datejje Green on a six-month contract as an organizer for freelance workers, starting Sept. 17; thank-you note from Canadian Office and Professional Employees Union re ONG strike donation on behalf of workers at Porter FBO Limited (settlement had been reached); notice from Ontario Federation of Labour re biennial convention at Toronto on Nov. 25-29.

(d) Congratulations and Condolences:

- Donation to Parkinson Society Ottawa in memory of John E. (Jack) Walsh, father-in-law of Deborah Walsh (Citizen/RS&S).
- Basket to Roberta Pennington (Citizen/Editorial) & Rob, marriage.

4. **Treasurer's Report**

(a) Financial Report: (attachment) Treasurer Peter Bennet was not in attendance at the meeting, so the presentation was made by Secretary Gord Holder and President Debbie Cole, also on the executive's finance committee. Gord Holder referred to the update as of Aug. 31, showing a surplus for August because of additional pay periods for members at Citizen and CTV Ottawa. The update was showing a deficit for audit/bookkeeping, which was to be investigated with a possible adjustment/correction expected in the next report. The local was looking at a shortfall in revenue of about \$10,000 by the end of the fiscal year on Sept. 30, but expenses were also expected to come in about \$10,000 less than forecast, meaning the final deficit of about \$8,000 was going to be close to budget.

(b) 2013-2014 Budget (attachment). Debbie Cole reported that the finance committee met in late August to develop the ONG budget for the 2013-14 fiscal year.

Revenue: Took into account the downsizing that had occurred at ONG units and had been based on estimated membership being approximately the same. This was a conservative estimate of revenue projections.

Expenses: Expenses had been trimmed where possible, though some line items were out of the immediate control of the local. On a positive note, lower costs for conventions were expected in 2013-14 because there would not be a CWA Convention or TNG Sector Conference. Another piece of good news was that CWA/SCA Canada had been able to negotiate a lower cost for staff medical benefits, which would also cover the ONG's executive assistant. An unanswered question involved the ONG's lease on its current office space, scheduled to expire at the end of June 2014. The committee's hope is that some savings can be realized. The ONG had also investigated disposing of its fax line, but was instead able to negotiate a new, lower rate for both telephone and fax service.

Overall, the budget was presented with an estimated deficit of about \$10,500.

M/ by Gord Holder. S/ by Lois Kirkup. To approve the budget as presented. CARRIED. (Budget would have to be presented for approval at the membership meeting scheduled for Sept. 25, 2013).

Note: Vice-president Jeff Parks left meeting at this point.

(c) TNG Freedom Award Fund 2013:

M/ by Gord Holder. S/ by Joanne Laucius. That ONG send \$100.00 Cdn contribution to TNG for the 2013 Freedom Award Fund. CARRIED.

5. **Unit Reports**

a) CTV Ottawa: No representative at this meeting. President Debbie Cole was to contact co-chairs for update for presentation at membership meeting on Sept. 25.

b) DLR International: No report.

c) Delta Reprographics: Company had been sold to Toronto-based Reprodux. President Debbie Cole was to contact legal counsel and Martin O'Hanlon, director of CWA/SCA Canada, to discuss impact of the sale on ONG members, and the local would then send a letter to company reps to discuss issues such as outstanding dues and member information.

d) Ottawa Citizen

(a) Contract Bargaining / Conciliation Update: Member-at-Large and bargaining committee member Rob Bostelaar led a discussion on the two days of meetings between the unit bargaining committee, company representatives and a provincially appointed conciliator. Those meetings did not result in an agreement, but there was some back and forth with conciliator John Miller. A summary of agreed-upon issues and those key matters that remained outstanding was presented to the conciliator. Outstanding issues included exclusions and freelance clause language.

Unit bargaining committee pressed, through conciliator, and finally received a written summary of the company's proposals.

Company had agreed to night differential for part-time employees, and there was a proposed letter of agreement with regard to training for members for new technological processes and creation of a joint union/management committee responsible for training.

The unit bargaining committee then reduced its list of proposals.

The committee had not yet agreed to the company's proposal to change vacation accrual for members, with particular concern about the potential impact on employees who left during the year (voluntary vs involuntary).

The committee had asked for two-year contract with salary increases of 0 and 1 per cent. Company offered 0 and 0.

During conciliation, the company had changed language on its proposal for freelance clause. The current clause would remain in force as written for anybody already working in the newsroom as of the date of ratification, but would not apply to new hires.

Another date for conciliation meeting was set for Oct. 8.

There was to be a report on bargaining for Citizen Unit members during a general membership meeting on Sept 25, after which available bargaining committee members would meet with unit members at the ONG office.

6. **Arbitrations**

7. **Committees**

- (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) Election of ONG delegates to CWA/SCA Canada National Representative Council (NRC) meetings for 2014/2015:
M/ by Lois Kirkup. S/ by Rob Bostelaar. To nominate Debbie Cole. CARRIED.
M/ by Tony Cote. S/ by Julie Oliver. To nominate Gord Holder and Lois Kirkup. CARRIED.

(b) CWA/SCA Canada 2014 National Representative Council meeting will take place in Vancouver, BC, April 25-27, 2014 at the Empire Landmark Hotel.

9. **Outside Issues**

(a) ONG Lease:

10. **Other Business**

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

12. **Upcoming Meetings:**

- 📅 Next General Membership meeting is **Wednesday, September 25, 2013, 12 noon** in the Ottawa Citizen Conference Centre.
- 📅 Next Executive Committee meeting is **Tuesday, October 15, 2013, 12 noon**, in the Guild office.

13. **Adjournment**

M/ by Gord Holder to adjourn at 1:38 p.m. S/ by Joanne Laucius. CARRIED.