



OTTAWA NEWSPAPER GUILD
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MINUTES: Executive Meeting
Tuesday, February 19, 2013

1. Call to Order

Meeting called to order by Debbie Cole at 2:00 p.m.

In attendance: Peter Bennet, Debbie Cole, Tony Cote, Gord Holder, John Hua, Lois Kirkup, Julie Oliver, Jonathan Rotondo.

Absent: Rob Bostelaar, Joanne Laucius, Jacquie Miller, Jeff Parks, Delta and DLR reps.

2. Approval of Agenda

M/ by Peter Bennet to approve agenda. S/ by John Hua. CARRIED.

3. Secretary's Report

(a) Executive Committee - Good Standing Report. All current members were in good standing. Citizen Unit Chair Jacquie Miller, who had indicated her intention to resign to Member-at-Large Lois Kirkup, was not in attendance at the meeting. No reps from DLR or Delta units.

(b) Adoption of Minutes: M/ by Gord Holder to adopt the January 15, 2013 Minutes. S/ by Lois Kirkup. CARRIED.

(c) Correspondence: Thank-you notes were received from: Dan Dewan (Citizen RSS)/Jane Ambridge and Ottawa Regional Cancer Foundation for a memorial donation; the family of Dave Esposti (Member-at-Large) for a memorial donation; and Joanne Laucius and the Ottawa Food Bank for a memorial donation. Messages from CWA/SCA Canada reported on its associate membership program for student journalists and layoffs affecting Local 30248 in Peterborough. A recent Guild Reporter article on bargaining at the New York Guild was circulated to executive members and was to be referred to the members of the Citizen bargaining committee to be elected later in the spring.

(d) Congratulations and Condolences: No additions at this time.

4. Treasurer's Report

(a) Financial Report: (attachment) Treasurer Peter Bennet highlighted two expenditures in the General Fund update: \$565 in Education was for a pension seminar attended by Peter Bennet and Tony Cote; \$400 under Conference was for airfare for Gord Holder to attend TNG Sector Conference at Pittsburgh in April.

As well, the SIF rebate from CWA which had been showing on the Defence Fund report in December had been reclassified to the General Fund in the January report. It showed in the line called "Professional Fees/CWA SIF Reb."

Peter Bennet also said he had not yet done any calculations on the impact from the layoff of members at CTV Ottawa.

Overall, he said, expenses were basically going according to budget.

With regard to the Defence Fund, Peter Bennet reported that it was another tough month in terms of the value of the investments, which declined about \$14,500 because of overall market conditions, though he was not overly concerned because of the long-term nature of the investments. He had also processed the reinvestment of some bonds that had been scheduled to mature within the next year.

(b) 2013 CALM Membership: M/ by Gord Holder, S/ by Lois Kirkup, that ONG renew its membership in the Canadian Association of Labour Media for 2013 at a cost of \$110.00. CARRIED.

5. **Unit Reports**

a) CTV Ottawa:

(a) Layoffs: Co-chairs John Hua and Jonathon Rotondo reported on a round of layoffs announced Jan. 31. Four full-time employees and one part-time employee within the ONG unit were affected. Two positions were eliminated, while production duties for the 6 p.m. newscast were shuffled to a senior assignment editor. One full-time job was cut to part-time hours.

The Unit exercised bumping rights for three of the full-time members, but a junior member could not do so.

However, company management argued that, regardless of their seniority, two of the affected members lacked the proper expertise to bump into other positions in the unit. CWA/SCA Canada staff rep Dave Wilson was involved in the meetings following the announcement of the layoffs.

During those meetings, unit representatives reached settlement for enhanced severance for two of the members.

Another full-time member was laid off from the ONG unit, but was offered a contract term position at a non-unionized sister station.

The fourth full-time member was interested in bumping into another position. He originally accepted an offer of part-time hours, but maintained his right to fight the layoff through the grievance process and, following discussions with ONG legal counsel, declined that offer because of the terms written into it by the company (probationary period, waiving severance). The member had not reported back to work. A standing committee meeting resolved nothing.

After the layoffs were announced, Unit Co-chairs Jonathon Rotondo and John Hua reiterated to members that they should protect their contract rights by exercising all rights to claim overtime, take meal breaks, etc., and, if their workloads became excessive, to ask managers to set priorities on which tasks to perform first.

Unit reps were to check with the laid-off part-time member to make sure that they had received all severance, etc., to which they were entitled under federal labour regulations.

M/ by Gord Holder. S/ by Julie Oliver. That ONG proceed to arbitration on this case. The Local applied for expedited arbitration, hoping for hearing dates in March 2013. CARRIED.

b) DLR International:

(a) Contract Bargaining: CWA/SCA Canada staff rep Dave Wilson had been scheduled to meet company representatives on Feb. 19. There was no report for this meeting.

c) Delta Reprographics:

No report.

d) Ottawa Citizen

(a) Editorial - Freelance Bylines Tracking: Member-at-Large Lois Kirkup was to check with Unit Chair Jacquie Miller on the status of the project.

(b) Contract Bargaining: The contract between ONG and the Citizen was to expire July 21, 2013. Bargaining-committee elections were tentatively scheduled for March 20, 2013, the same day as the next general membership meeting. Secretary Gord Holder repeated his earlier request that the bargaining committee establish regular meetings with members to assess their priorities for bargaining.

(c) Intern: Citizen management had posted a nine-month reporting position to complete the unused term of an intern who had been hired on a full-time permanent basis. The posting did not lead to a hiring, so management had asked for a "notwithstanding" letter of agreement to extend the term of a second intern for approximately nine months through September 2013.

M/ by Lois Kirkup. S/ by Julie Oliver. That the ONG executive accept the offer of an extension for nine months. CARRIED.

(d) Ramp: President Debbie Cole reported on a meeting with company management about the case of a former member who had accepted a buyout while telling others that he had a contract to continue the same duties. The company said it had new technology in place that would replace that former member. Debbie reported that she inspected the area and that the equipment was in place.

6. Arbitrations

7. **Committees** – *choose 2013 committee members; list of the committee members from 2012 attached - no action taken.*

- (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 Sector Conference, April 18-20, 2013, Pittsburgh, PA. Delegates are Debbie Cole and Gord Holder.

(b) CWA Convention, April 21-23, 2013, Pittsburgh, PA. Delegate is Debbie Cole.

(c) CWA/SCA Canada National Representative Council meeting, May 3-5, 2013, Windsor, ON. Proposed Bylaw changes to be submitted by March 19. Proposed Agenda items to be submitted by April 19.

(d) Strike Donation - MBS strikers in Saint John, NB. M/ by Tony Cote. S/ by Gord Holder. That ONG make another \$150.00 donation to the workers who were still on strike. CARRIED.

(e) \$150 TNG Strike/Lockout Advance: TNG executive had ended the policy implementing a \$150 advance on Member Relief Fund benefits from CWA. This issue was to be referred to the bargaining committee to determine whether there was any need to update ONG policies.

(f) CWA/SCA Canada highlights from January 2013 meeting attached.

9. **Outside Issues**

(a) Report from Nelligan O'Brien Payne Pension Seminar, Feb. 14, 2013.

Retiree Member-at-Large Tony Cote reported that the session provided a lot of good general information, though not a lot directly affected the ONG. Two key points:

(1) A former chief accountant for CPP reported that when companies received or took contribution holidays, it was a recipe for disaster; if they're not topping up, the losses aren't ever made up. (2) A report on an education campaign by the Houston Police Association, including meetings and leaflets, over a period of a year. According to Tony, the representative who gave the report said HPA obtained maybe the best contract in Texas because association members people knew what they wanted out of bargaining and what they risked losing, etc.

Treasurer Peter Bennet said his take was that pensions had been created in an unrealistic fashion. When pensions became 100-per-cent funded, “holidays” from contributions took place for companies. The argument made during the seminar was that legislation should be changed to remove the option of contribution holidays. Most pensions were not fully funded.

10. **Other Business**

11. **Lost Time Notification:** Lost time for Peter Bennet, Debbie Cole, Gord Holder, John Hua, Lois Kirkup, Julie Oliver, Jonathan Rotondo.

12. **Upcoming Meetings:**

✍ Next Executive Committee meeting is scheduled for **Tuesday, March 19, 2013, 12 noon**, 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 3:25 p.m. S/ by Peter Bennet. CARRIED.