



OTTAWA NEWSPAPER GUILD
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MINUTES OF GENERAL MEMBERSHIP MEETING

Wednesday, June 19, 2013

1. Membership meeting called to order by Debbie Cole at 12:00 p.m.
2. **Adoption of Agenda**
M/ by Matthew Pearson to approve the agenda. S/ by Julie Oliver. CARRIED.
3. **Adoption of Minutes**
M/ by Matthew Pearson to adopt the Minutes of March 20, 2013 General Membership meeting. S/ by Peter Bennet. CARRIED.
4. **President's Report**
 - (a) Executive activity since last general meeting: Debbie Cole reported that much of the activity since the March meeting had dealt with bargaining of the Ottawa Citizen Unit. As well, ONG delegates had attended the TNG Sector Conference and CWA Convention at Pittsburgh and the National Representative Council meeting of CWA/SCA Canada at Windsor. During the Pittsburgh convention, changes to the CWA Member Relief Fund policies had been adopted, and TNG Sector Executive had also cancelled the \$150 advance that had been previously made to on-strike/locked out members.
 - (b) Presentation of 25-Year TNG Pins:
Debbie Cole presented 25-year membership pins to Claude L'Ecuyer of Citizen In-Plant Printing and Rob Cross and Ken Warren, both of Citizen Editorial.
5. **Financial Report**
 - (a) Update: [see attachment] Treasurer Peter Bennet reported that there was a General Fund deficit of about \$1,500 for May because of conference expenses, bringing the total deficit for the year to \$13,000, which would be in excess of the budgeted deficit of \$10,000, but no major expenses were expected in the final four months of the fiscal year, which should moderate the amount of the deficit. The Local would have to keep a close eye on dues revenue, which has been less than budgeted because of reduced membership. The Defence Fund had total assets of nearly \$1.7 million, which made the Local quite healthy in that regard.

(b) Executive Honoraria: A motion passed by the membership in December 2012 had included honoraria for only the President, Vice-President, Secretary and Treasurer, thus removing the honoraria for other executive members. Since then, discussions at the executive level had led to a proposal to reinstate the remaining honoraria in recognition of the work done by executive members and as an incentive to anyone who might wish to join the executive. There was discussion about the additional amount this would add to the cost of operations, with the final figure being about \$1,200 for the fiscal year ending in September 2013, plus another \$1,200 for the start of 2013-14.

M/ by Lois Kirkup. S/ by Blair Crawford. To reinstate the annual honoraria of \$600 each for Unit Chairs and \$300 each for At-Large members of the executive. CARRIED with one abstention.

6. **Unit Reports**

(a) CTV Ottawa: No report.

(b) DLR International: No report.

(c) Delta Reprographics: No report.

(d) Ottawa Citizen: See Minutes from Unit meeting below.

7. **New Business**

(a) Elections Committee & Executive Committee Elections: 2 Member-at-Large vacancies. No action.

Adjournment: M/ by Gord Holder. S/ by Many. Meeting ended at 12:24 p.m. CARRIED.

NOTE: During the Unit meeting that followed, it was realized that the matter of the proposed changes in the ONG strike policy had not been dealt with during the membership meeting.

With the consent of those in the room, the meeting was recalled at 1 p.m.

M/ by Julie Oliver. S/ by Rob Bostelaar. Resolved that the ONG strike policy be updated as follows:

Current CWA strike/lockout policy is:

*at Day 15, \$300 U.S. weekly from CWA

*at Day 57, \$400 U.S. weekly from CWA

Note that total weekly payments cannot exceed a person's regular weekly wage rate and that a member must perform their designated strike or lockout duties to receive benefits.

The proposed top-up from the ONG Defence Fund is as follows:

*After 1 week, \$350 Cdn.

*At Day 15, \$200 per week (added to \$300 U.S. per week from CWA)

*At Day 57, \$100 per week (added to \$400 U.S. per week from CWA)

CARRIED.

Adjournment: M/ by Gord Holder. S/ by Dave Dutton. Meeting ended at 1:09 p.m.
CARRIED.

8. **Citizen Unit Meeting** - Unit meeting called to order at 12:25 p.m.

(a) Ottawa Citizen Bargaining Update: President and bargaining committee member Debbie Cole reported that four days of bargaining with the company had been held so far.

Company proposals included:

1. Change to Defined Contribution pension plan for new employees hired after July 21, 2013.
2. Change awarding of vacation credits to employees. Members would start earning vacation credit within the same year; between implementation and 2018, members would take an extra weeks vacation each year to bring their accrued vacation to zero.
3. Change pay period from weekly to bi-weekly pay, effective Jan. 2014.
4. Hire new part-time employees in editorial for less than what is now a whole shift in that department, meaning three-hour shifts.
5. Layoffs would be by job title, not classification.
6. Change language stipulating that freelancers would not be engaged/used to the financial detriment of full-time editorial employees to language saying that freelancers could not be used to replace the exact work of full-time editorial employees.

Bargaining committee consensus is that this would be a very difficult standard to grieve and that it would forever remove the option of buyouts. ONG position is that current language protects all editorial employees.

Debbie Cole also reported that company representatives rejected all of the Local's monetary proposals except for granting night differential to part-time employees.

Citizen Unit Chair and bargaining committee member Lois Kirkup stressed that members need to send company a strong message before the next two days of bargaining scheduled for July 3-4. Member-at-Large Rob Bostelaar said members should show due regard for ourselves, our co-workers and for the Ottawa Citizen institution.

9. **Adjournment**

M/ by Gord Holder to adjourn at 1 p.m. S/ by Ken Warren. CARRIED.
No separate CTV Ottawa Unit meeting was held.