



**OTTAWA NEWSPAPER GUILD**  
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## **MINUTES OF GENERAL MEMBERSHIP MEETING**

### **Wednesday, September 25, 2013**

1. Membership meeting called to order by Debbie Cole at 12:00 p.m.
2. **Adoption of Agenda**  
M/ by Don Butler to approve the agenda. S/ by Dawn Butler. CARRIED.
3. **Adoption of Minutes**  
M/ by Gord Holder to adopt the Minutes of June 19, 2013 General Membership meeting. S/ by Jeff Parks. CARRIED.
4. **President's Report**  
(a) Executive activity since last general meeting - See Unit meeting.
5. **Financial Report**  
(a) Update and (b) Approval of Budget 2013-2014: [see attachments]  
Treasurer Peter Bennet reported that the expected deficit for the 2012-13 fiscal year, ending Sept. 30, would be close to \$10,000, or approximately what had been predicted in the budget. Revenue was expected to be about \$164,000, while expenses were to be \$174,000-\$175,000.  
A proposed budget for 2013-14 fiscal year was also presented. Expenses were projected at \$176,280, with revenue at \$165,700, leaving a deficit of \$10,580. Peter Bennet reported that the ONG still had adequate reserves to cover that shortfall, and the finance committee had trimmed everywhere it was reasonable to do so at this point. More trims were to be examined as possibilities in future fiscal years.  
M/ by Jeff Parks. S/ by Matthew Pearson. To approve budget as presented. CARRIED.  
  
(c) Appointment of Auditors  
M/ by Gord Holder to appoint Bouris Wilson LLP as auditors for the 2012-13 financial statements. S/ by Peter Bennet. CARRIED.
6. **Unit Reports**  
(a) CTV Ottawa: No report.  
  
(b) DLR International: No report.

(c) Delta Reprographics: The company has recently been sold, and the Local was in the process of contacting the new owners to discuss the union's relationship with the company.

(d) Ottawa Citizen: See Unit meeting.

7. **New Business**

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

**Adjournment:** M/ by Gord Holder. S/ by Rob Bostelaar. Meeting ended at 12:20 p.m. CARRIED.

8. **Citizen Unit Meeting** - Unit meeting called to order at 12:20 p.m.

(a) Contract Bargaining & Conciliation meeting updates:

Two days of conciliation with a provincially appointed conciliator had taken place.

ONG President and bargaining committee member Debbie Cole said the process had moved along, but some issues remained: wages; excluded positions in the editorial department; and the "freelance" clause affecting job-security language.

The meeting featured significant discussion about the "freelance" clause.

Members were also told that agreement had been reached on vacation accrual, but there remained a disagreement on potential repayment for those employees who left the company during the year, particularly anyone who was discharged. Another agreement would permit the implementation of minimum three-hour shifts for new hires in Editorial, and there would be a switch to a defined contribution pension plan for new hires.

It was also determined during bargaining that all employees were eligible to claim for split-shift differential if they worked such shifts.

Debbie Cole also reported that the only "gains" by the ONG during bargaining, to that point, had been a letter of intent on training programs and the addition of night-differential eligibility for part-time employees.

Another day of conciliation had been scheduled for Oct. 8, members were told.

Postmedia representatives were also bargaining with unionized employees in Vancouver and Regina.

9. **Adjournment**

M/ by Gord Holder to adjourn at 1:05 p.m. S/ by Rob Bostelaar. CARRIED.

No separate CTV Ottawa Unit meeting was held.