



OTTAWA NEWSPAPER GUILD
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MINUTES: Executive Meeting Tuesday, May 21, 2013

1. Call to Order

Meeting called to order by Debbie Cole at 12 noon.

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

Absent: Delta and DLR reps.

2. Approval of Agenda

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

3. Secretary's Report

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

(b) Adoption of Minutes: M/ by Gord Holder to adopt the April 16, 2013 Minutes. S/ by Jeff Parks. CARRIED.

(c) Correspondence: Note from CWA-SCA Canada regarding the continuing strike at MBS Radio in New Brunswick. Note from Ottawa and District Labour Council advising of Ottawa Common Front Town Hall meeting on evening of May 29 at City Hall. Note from Canadian Journalists for Free Expression regarding that group's annual general meeting at Toronto on June 6. Note from Ontario Federation of Labour regarding the Day of Mourning in late April; this notice contained a long list of statistics showing workers who had died and been injured in Ontario workplaces since 1980, including 298 deaths and 54,000 lost-time claims in 2012. Note from CWA/SCA Canada regarding ratification of collective agreement by the unionized workers at the Red Deer Advocate.

M/ by Gord Holder. S/ by Lois Kirkup. That ONG send a \$150 strike donation to the CMG workers on strike against MBS Radio. CARRIED.

M/ by Tony Cote. S/ by Jonathan Rotondo. That former ONG members who were in the Guild when they retired from their places of employment be added to the list of those covered by the ONG's congratulations/condolences policy. CARRIED.

(d) Congratulations and Condolences:

•Basket to James (Citizen/Editorial) and Amanda Gordon, baby boy, William.

4. **Treasurer's Report**

(a) Financial Report: (attachment) Treasurer Peter Bennet was not at this part of the meeting. (He arrived later.) Secretary Gord Holder expressing concern about the dues revenue figure for April 2013, noting that the year-to-date total was well below budget. There was a reported deficit of over \$8,000 for April, mostly related to expenses from the TNG Sector Conference and CWA Convention in Pittsburgh. Finance committee will have to meet over the summer to discuss long-term implications of the dues revenue problem, with implications for the budget process going forward.

(b) Executive Honorarium: A motion will be brought forward at the next general membership meeting to reinstate honoraria for all executive members.

5. **Unit Reports**

a) CTV Ottawa: Company has agreed to a reduced work week (four days) for one member when she completes a return-to-work protocol from LTD. Several meetings had been held, but right before Unit reps were at the point of bringing the matter to the executive for a vote about going to arbitration, the company granted the member's application.

b) DLR International: No report.

c) Delta Reprographics:

(a) Dues Grievance: No payment or information received from the company following the filing of the grievance. M/ by Lois Kirkup. S/ by Gord Holder. That ONG proceed to arbitration on this grievance. CARRIED.

d) Ottawa Citizen

(a) Editorial - Freelance Bylines Tracking: Unit Chair Lois Kirkup yet to talk with predecessor Jacquie Miller, who had been handling the study. The goal was to obtain the relevant information before bargaining meetings with company set for May 28-29.

(b) Targeted Buyouts: Citizen publisher called Unit Chair Lois Kirkup to talk about approaching a couple of members about targeted buyouts. Conditions were made known, such as allowing the affected members to have Guild representation, etc. One member has agreed to a buyout, but there was no update on another member who was thought to have been approached. Affected employees, including one newsroom manager, were to be off payroll by June 1.

(c) Contract Bargaining (attachment): Committee reviewed its raft of proposals with the executive. President Debbie Cole and Unit Chair Lois Kirkup said the committee hoped to initiate a general discussion with Citizen representatives about long-term plans for staffing, etc. Debbie Cole said Lois Kirkup's opening statement from bargaining in 2008 would have been quite appropriate for this round, given the nature of the issues involved. Debbie Cole also said the committee would be requesting a wage increase;

this part of the negotiations usually took place near the end of the process, and it was expected that the bargaining committee would have a strong argument. Rob Bostelaar also highlighted the need to conduct a long-term discussion on the Citizen's digital department.

Bargaining committee members Debbie Cole, Lois Kirkup, Jeff Parks and Rob Bostelaar were to meet after the executive meeting to discuss a handful of points raised during the executive discussion.

There was also a brief discussion about mobilization efforts leading up to the bargaining sessions.

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: •Hollinger Pension: Retiree Member-at-Large Tony Cote reported that trustees had previously announced an intention to wind down the Hollinger Pension plan, but had since decided to keep it going. This was described as a very rare occurrence. The four smallest of five groups in the plan were still to be wound down, but the largest group would not be. The cost of purchasing an annuity so the pension plan could be wound down had increased from an early estimate of \$916,000 to an estimated \$13 million. Trustees may eventually revert to the original plan to wind down the pension plan. A Windsor group that had been in the pension plan, but was split out, had a surplus, so an annuity was bought for that group.

There is also a chance that retired members with experience in pension matters may take over management of this retirement plan. This would potentially affect former ONG members who retired about the time that Conrad Black (Hollinger) bought the Citizen and other Southam papers.

•Delegate to Retirees Council - November 2013: During the National Representative Council meeting of CWA/SCA Canada, delegates voted to provide up to \$20,000 to fund a founding convention for a retirees council. That founding convention was scheduled for early November in Toronto. There are to be two delegates from this area.

M/ by Tony Cote. S/ by Lois Kirkup. That ONG send a delegate to the first retirees council in November 2013 and that it be Tony Cote. CARRIED.

M/ by Lois Kirkup. S/ by Peter Bennet. That ONG offer the same per diem to that conference as it would for delegates to other conferences. CARRIED.

8. **Internal Guild**

(a) Report from TNG Sector Conference, April 18-20, 2013, Pittsburgh, PA.

(b) Report from CWA Convention, April 21-23, 2013, Pittsburgh, PA.

(c) Report from CWA/SCA Canada National Representative Council meeting, May 3-5, 2013, Windsor:

President Debbie Cole said one of the key themes she took out of those three meetings was that, at a time of shrinking membership, unions must find common ground with people who support the issues that unions support. It was reported that private sector unionization in the U.S. was down to about six per cent, and public-sector unions in that country were under attack on many fronts.

Debbie Cole said one idea was to try to reach out to people that we met on a daily basis about the benefits of being unionized.

Another issue that came up at the NRC in Windsor was that mobilizing our own members and making them feel in touch with the group as a whole were important. This could even involve social events, etc., when they can meet and talk about common issues and bring attention to other matters. A motion passed during the NRC requires CWA-SCA Canada locals to include mobilization as a budget-line item; ONG already has this under Guild Awareness.

Jonathan Rotondo reported on a recent get-together of CTV Ottawa members following the recent layoff/bumping process. About 15 of 25 unit members attended.

9. **Outside Issues**

10. **Other Business**

11. **Lost Time Notification:** Lost time for Rob Bostelaar, Debbie Cole, Julie Oliver, Jeff Parks, Jonathan Rotondo.

12. **Upcoming Meetings:**

📅 Next Executive Committee meeting is scheduled for **Tuesday, June 18, 2013, 2:00 p.m.**, Guild office.

📅 Next ONG General Membership meeting is scheduled for **Wednesday, June 19, 2013, 12 noon**, Ottawa Citizen Conference Centre.

13. **Adjournment**

M/ by Gord Holder to adjourn at 1:30 p.m. S/ by Tony Cote. CARRIED.