



OTTAWA NEWSPAPER GUILD
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MINUTES: Executive Meeting Tuesday, January 14, 2014

1. Call to Order

Meeting called to order by Debbie Cole at 12:05 p.m.

In attendance: Peter Bennet, Rob Bostelaar, Debbie Cole, Tony Cote, Gord Holder, John Hua, Lois Kirkup, Jeff Parks.

Absent: Joanne Laucius, Julie Oliver, DLR rep.

2. Approval of Agenda

M/ by Gord Holder to approve updated agenda. S/ by Lois Kirkup. CARRIED.

3. Secretary's Report

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

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

(c) Correspondence: Martin O'Hanlon, Director of CWA/SCA Canada, had sent a notice about the sudden death of Andrew Matte, president of the Saskatchewan Media Guild. Thank-you letters had been received from: The Gideons International re a donation in memory of John Hua's father; the Ottawa Humane Society re donation in memory of former CTV Ottawa Unit member Leigh Chapple; the Saint John 7 strikers against MBS Radio for a strike donation; and from Pat Cavalier, ONG executive assistant and at-large member re a Christmas gift. Various correspondence items and minutes were received from the ODLC.

(d) Congratulations and Condolences:

- Donation to Ottawa Humane Society in memory of Leigh Chapple (CTV Ottawa retiree).
- Babies R Us gift card to Zev (Citizen/Editorial) and Gabrielle Singer; baby girl, Malka Feiga.
- Fruit basket to Lynn Saxberg Lumsden (Citizen/Editorial) - 12-year old son Tom diagnosed with cancer.
- Notified of recent death of grandmother of Citizen/Editorial member.

4. **Treasurer's Report**

(a) Financial Report: (attachment) Treasurer Peter Bennet reported that the accumulated deficit for the first three months of the 2013-14 fiscal year was \$5,800. There was a deficit for the month of December itself, mostly because of the payment of semi-annual honoraria to executive members. Overall, he reported, the ONG was on target with the budget estimates for 2013-14 in the General Fund. The transfer of an investment certificate from the Defence Fund to the General Fund, intended to cover the amount owing from Defence to General as well as to generate some income for General, was in the process of being completed. The Defence Fund showed a deficit of approximately \$8,000 for the month of December 2013, reflecting the impact of overall market conditions on the investment certificates, but Peter described this as a relatively normal market fluctuation, and he was confident of the investments' value over the long term.

5. **Unit Reports**

a) CTV Ottawa:

(a) Contract Bargaining: The Unit bargaining committee and its members were still waiting for the company to set a date for the start of negotiations to replace the collective agreement that had expired Dec. 31, 2013. CWA/SCA Canada staff rep Dave Wilson had send a note to the company asking when the process would begin, but there had been no official response from the station manager. The manager was to check with the lead negotiator for Bellmedia. Unit co-chair John Hua said he would prepare a notice for members reminding them that, even though the collective agreement had expired, its terms and conditions remained in effect.

In another matter, Unit representatives were still awaiting the company's response on a request to reclassify one member to what the ONG felt was the proper category under the collective agreement. The station manager had referred this matter to the Human Resources department manager. Unit reps were to continue to monitor this case.

b) DLR International: No report.

c) Ottawa Citizen

(a) Layoffs: Company was proceeding with 10 layoffs previously announced, including two in Building Services and eight in Reader Sales. President Debbie Cole raised an issue with two RS&S members who had been expected to remain with the company. Because their hours would be reduced beyond what had been initially expected, one of those two part-timers had asked about being laid off, which might lead to continued employment for someone else. Debbie said she was waiting to hear back from the member who might be approached to stay.

Debbie Cole reported that Citizen managers had also again been told by Postmedia to reduce distribution costs. This had been having a serious downward impact on morale in the workplace.

The two expected layoffs in Building Services had been made. This meant remaining full-time employees were often left to work alone.

Treasurer Peter Bennet said the department manager seemed to understand the situation. President Debbie Cole was working on a letter to remind Citizen management that the ONG would object to any disciplinary action that might result from complaints about the state of cleanliness/repair of the building.

(b) Freelance: Member-at-Large Rob Bostelaar reported on meeting with Member-at-Large Joanne Laucius and Unit Chair Lois Kirkup. Their assessment was that there were two individuals who were working virtually full-time hours, but were being paid as freelancers (one writer/editor and another writer).

Their discussion also touched on the Digital department, whose work seemed to be bleeding over into Editorial areas.

Lois Kirkup was to consult with legal counsel about options that ONG might consider.

Rob Bostelaar also reported hearing chatter that the Citizen would be reducing its freelance budget even more in the near future.

6. **Arbitrations**

7. **Committees**

(a) Personnel

(b) Communications

(c) Health & Safety

(d) Grievance

(e) Guild Awareness / Mobilization: Retiree Member-at-Large Tony Cote, whose hiring on a part-time basis (max. 15 hours per week) to handle social media for ONG had been approved at a general membership meeting in December, reported that he had created an account for an e-newsletter similar to that produced by CWA/SCA Canada. The intention was to produce an e-newsletter every two months or so, but with possible additional editions depending on events such as bargaining. Tony suggested setting up a meeting with the ONG communications committee to discuss this idea further.

Tony also reported that the ONG Facebook page seemed to be working well. The most popular items posted there seemed to be stories about the news media business. Tony said he was aggregating material from a handful of Canadian-based sites and planned to do the same on both the ONG website and the Facebook page.

As well, Tony reported that he was spending about an hour a day on such initiatives. It might rise somewhat when the ONG website was updated before levelling off or even dropping after that.

(f) Finance

(g) Organizing

(h) Elections: Secretary Gord Holder noted that the normal ONG election cycle, calling for nominations and/or elections in late 2014, might affect bookings for flights and accommodations for any ONG delegates for the TNG Sector Conference, scheduled for January 2015.

- (i) Bylaws
- (j) Retirees

8. **Internal Guild**

(a) CWA/SCA Canada 2014 National Representative Council meeting, April 25-27, 2014, Vancouver, BC

- March 11 is deadline for submitting Proposed Bylaw Changes. Retiree Member-at-Large Tony Cote suggested that representation for the CWA/SCA Canada retiree chapter at National Representative Council meeting be suggested as a bylaw change to CWA/SCA Canada. Consensus was that the request for such a change might be best coming from the retiree chapter itself, but the matter might come back to the ONG executive for additional consideration in February 2014.
- April 10 is deadline for submitting Agenda items

9. **Outside Issues**

(a) ONG Office Lease (current Minto lease expires June 30, 2014)

Member-at-Large Rob Bostelaar said he and Member-at-Large Joanne Laucius had met with CWA/SCA Canada Director Martin O’Hanlon to discuss future space requirements and considerations. Rob said it was fair to say that CWA/SCA Canada would like to be in new surroundings, with the current office’s relative lack of accessibility a factor in that discussion. Martin O’Hanlon was looking at available options and sites. Joanne and Rob suggested to him that a west-end location with suitable parking were issues ONG would like considered, along with working space for executive assistant Pat Cavalier and a meeting room.

10. **Other Business**

11. **Lost Time Notification:** Lost time for Rob Bostelaar, Debbie Cole, John Hua, Lois Kirkup, Jeff Parks.

12. **Upcoming Meetings:**

- ☞ Next Executive Committee meeting is **Tuesday, February 18, 2014, 2:00 p.m.**
Guild office.
- ☞ Next General Membership meeting is **Wednesday, March 19, 2014, 12 noon,**
Ottawa Citizen Conference Centre.

13. **Adjournment**

M/ by Lois Kirkup to adjourn at 1:00 p.m. S/ by Jeff Parks. CARRIED.