



OTTAWA NEWSPAPER GUILD
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MINUTES: Executive Meeting Tuesday, March 11, 2014

1. Call to Order

Meeting called to order by Debbie Cole at 12:10 p.m.

In attendance: Peter Bennet, Rob Bostelaar, Debbie Cole, Tony Cote, Gord Holder, John Hua, Joanne Laucius.

Absent: Lois Kirkup, Jeff Parks, DLR rep.

2. Approval of Agenda

M/ by John Hua to approve updated agenda. S/ by Gord Holder. CARRIED.

3. Secretary's Report

(a) Executive Committee - Good Standing Report: No letter of resignation had yet been received from At-Large member Julie Oliver, who had indicated verbally in February that she would be leaving the executive. Secretary Gord Holder suggested her resignation be considered effective immediately. All other current executive members were in good standing.

(b) Adoption of Minutes: M/ by Gord Holder to adopt the February 18, 2014 Minutes. S/ by John Hua. CARRIED.

(c) Correspondence: Letter from Ontario Federation of Union Retirees seeking affiliation from Local; this was referred to Retiree Member-at-Large Tony Cote for investigation. Letter from OFL seeking nomination of retired or deceased trade unionist in whose names the 2014 Labour Post-Secondary Scholarships could be awarded. Notice from Ottawa and District Labour Council about the re-election of Sean McKenny as president and the election of VP Marlene Rivier, treasurer Dan Maxwell, recording secretary David Meinzinger, correspondence secretary Chris Wocjik and members-at-large Renford Thomas, Phillip Lillies, Will Kelly, Jeff Adams, Chris Goodsir, Christine Kelsey and Kimberly Benoit. Notice from ODLC about strike by OPSEU Local 404, the security officers at Carleton University, which began March 10. CWA/SCA Canada director Martin O'Hanlon distributed a notice about a fundraising campaign aimed at stabilizing the financial situation of Canadian University Press; Secretary Gord Holder was to investigate. CWA/SCA Canada also distributed a notice about executive committee nominations and elections to be held at the National Representative Council meeting at Vancouver in April.

(d) Congratulations and Condolences: None added.

4. **Treasurer's Report**

(a) Financial Report: (attachment) Treasurer Peter Bennet reported that the ONG scarves ordered for Guild Awareness purposes had been received and paid for; the invoice showed on the Guild Awareness line in the expense portion of the monthly report, but the transfer of funds from the Special Projects Fund showed near the bottom of the report, effectively zeroing out the cost on the monthly report. Overall expenses in the General Fund remained within range of the budget estimates, Peter reported. Defence Fund investments showed an increase in value of \$8,182 in February, which when expenses mostly related to CTV Ottawa bargaining were considered, still left an overall Defence Fund surplus of \$5,501 for the month. Year-to-date, the Defence Fund was showing an increase of approximately \$52,000 because of improved overall market conditions. The planned transfer of one investment certificate to the General Fund was still tied up in paperwork.

5. **Unit Reports**

a) CTV Ottawa:

(a) Contract Bargaining Update:

M/ by Gord Holder. S/ by Joanne Laucius. To go into in camera session for discussion on bargaining proposals. CARRIED.

M/ by Gord Holder. S/ by John Hua. To come out of in camera session. CARRIED.

Company and union representatives had met for talks on Feb. 26-27. More meetings had been scheduled for March 19-20.

(b) Grievance: A meeting between Unit reps and company management had been held to discuss the grievance filed over the preparation of Sochi Winter Olympic reports by a BellMedia employee who was not in Guild jurisdiction. The Local had also sought a legal opinion on this matter. Another case involving a "celebrity" reporter was handled under a clause in the collective agreement; an appearance fee was given to that individual, who in turn donated it to charity. Unit reps were to go back to management to seek similar fee payment and dues regarding the contested Sochi Olympic reports. M/ by John Hua. S/ by Gord Holder. To proceed to arbitration if required. CARRIED.

(c) Weekend Shifts: Another situation had come up regarding the length of shifts being worked by a weekend sports anchor, with these shifts being shorter (8 hours) than those called for in the collective agreement (10 hours). The affected ONG member was a part-time employee. Unit reps were to raise the issue with company management.

b) DLR International: No report.

c) Ottawa Citizen

(a) Editorial - Voluntary Buyouts Update: President Debbie Cole said company management had not yet confirmed the final number of departures of Guild members in the Citizen newsroom. Discussion among executive members suggested it was possibly 8-10. There were four former Postmedia News bureau employees who had been added as ONG members working at the Citizen, plus an additional hire who had been transferred from the Citizen's Digital department, and two temporary hires that had been posted.

Debbie Cole said the Local would have to wait for dust to settle on all the changes to determine the long-term impact on dues revenue.

As well, the company had apparently backed off on its previous demand that a Citizen columnist start working at the Baxter offices rather than at home and that he expect to have vastly different duties. The affected member seemed to be happy with the outcome, Debbie Cole reported.

(b) Editorial - Senior Reporter - Digital:

M/ by Rob Bostelaar to go to in camera session. S/ by Joanne Laucius. CARRIED.

M/ by Gord Holder. S/ by Joanne Laucius. To rise from in camera session. CARRIED.

President Debbie Cole and Member-at-Large Rob Bostelaar were to contact Citizen human resources department to set up meeting about this recently created position. The discussion was also intended to follow up on the issue of the ratio of managers to Guild members in the Citizen newsroom.

(c) Digital: President Debbie Cole had previously sought legal opinion on issues related to the Digital department. Unit Chair Lois Kirkup (not at this meeting) had reported she was told these employees were working for Postmedia, not for the Ottawa Citizen.

(d) Vacation for Part-time member in Editorial: President Debbie Cole reported that she had been sent a note regarding calculation of vacation pay for part-time members by Citizen HR. (This note was subsequently copied to executive members.) That calculation did indeed change in terms of percentage as members rose up the salary grid over time. Part-time employees in Building Services did indeed receive paid vacation, but they had greatly structured shifts, and in this case the company would not agree to paid vacation for part-timers in Editorial. Executive consensus was that the union would have no grievance in that matter.

(e) Reader Sales & Service - PT District Manager: Voluntary buyout had been offered to the affected member, who was no longer being scheduled for vacation replacement of another full-time DM.

6. **Arbitrations**

7. **Committees**

(a) Personnel

(b) Communications: Retiree Member-at-Large Tony Cote asked Executive members to “like” the Local’s Facebook page and to distribute notices to other ONG members about the social media options. Tony had also recently finished a course on WordPress. Some changes to local website had been made and Tony was starting into issues related to creating an e-newsletter. Another email was to be sent to ONG members to update them on all of these changes.

(c) Health & Safety

(d) Grievance

(e) Guild Awareness / Mobilization:

(f) Finance

(g) Organizing

(h) Elections

(i) Bylaws: Consider reducing number of At-Large Executive positions; look at reducing number of general membership meetings per year (per CWA/SCA Canada proposed bylaw changes). Tabled until after CWA/SCA Canada Rep Council meeting at Vancouver in April.

(j) Retirees: The Congress of Union Retirees of Canada (CURC) was to soon start contacting Locals to notify them that the chapter would be collecting dues. ONG executive had previously agreed to pay first-year fees for former members joining CURC, estimated at \$25 each.

8. **Internal Guild**

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

•April 10 = deadline for submitting Agenda items.

9. **Outside Issues**

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

CWA/SCA Canada director Martin O'Hanlon reported that the national union's offer to purchase office space (at which ONG could lease space) had fallen through. The fallback position was a lease option on another property. Other purchase options were more distant from the union office's current location, which could lead to additional lost-time expense for the local, thus reducing the possible benefit from lower rent costs.

Following executive discussion, President Debbie Cole was to meet again with Martin O'Hanlon.

10. **Other Business**

11. **Lost Time Notification:** Lost time for Peter Bennet, Rob Bostelaar, Debbie Cole, John Hua, Gord Holder, Joanne Laucius.

12. **Upcoming Meetings:**

📎 Next General Membership meeting is **Wednesday, March 19, 2014, 12 noon**, Ottawa Citizen Conference Centre.

📎 Next Executive Committee meeting is **Tuesday, April 15, 2014, 2:00 p.m.**, Guild office

13. **Adjournment**

M/ by Gord Holder to adjourn at 1:50 p.m. S/ by Rob Bostelaar. CARRIED.