

## Fulcrum Publishing Society Minutes- May 12, 2010

Meeting called to order by Wing at 8:07

New point 14, "Letterhead" added

Agenda motioned by Wing, second by Bedard, approved

Minutes approval motioned by Bedard, second by Hawley, approved

### 4. President's report given by Bedard

- Time capsule problems, won't need to pay \$6500 for data recovery
- Hiring committees struck for four open positions
- Some policy amendments still needed; EIC discipline
- Finance committee met and approved budget
- Ombudsman still needed

### 5. General manager's report, prepared by Appleyard, read by Bedard

- Financial situation is excellent, only \$300 in bad debt
  - Bound editions will be coming soon
  - No ad rep report, because we have no ad rep
- Wing moves to receive, Bedard seconds, approved

### 6. EIC report

- Working on volunteer guides to be prepared for the fall
- Meetings with section editors to get visions
- Meetings with campus figures
- Issue at the end of July, all staff, 16 pages

### 7. Ratifications

Motion to ratify Will Robinson as Webmaster, Katrina Lukich as Volunteer and Visibility Coordinator, moved by Bedard seconded by McClelland.

- Shendruk happy with picks
- Hawley asks number of candidates, three or four for each, Shendruk says they were tough decisions
- Walton asks if Robinson has previous Fulcrum experience, he has none

Approved.

### 8. Budget

- Expectations cut from national ad revenue.
- No major budget cuts, however cell phone allowance cut for everyone except EIC.
- Mel Wood fund is intact, Bedard affirms

- Shendruk asks about staff appreciation, Bedard says up to \$1400 from \$1200 last year; will hopefully increase links between Board and Ed Board
- Day asks about context for improving links, citing pictures on Rancourt's blog: should we be concerned? Bedard explains he wants to improve the understanding of volunteers towards what the board does; hopes that more events will cement the board's place within the organization. Walton recalls feeling a disconnect from board both as a member of ed board and as a volunteer, says it is important due to the board controlling the budget, and ed board + volunteers using that budget.
- Wing asks about advertisers paying by credit card; line has been increased. Also asks about insurance at \$1800 re: outdoor boxes, policy for them included in that line. Decreased from last year's line due to last year being budgeted for worst case.
- Hawley asks about salary cuts due to online editor; done in Feb. Wing notes that increase in employee appreciation makes sense in this context.
- Hawley asks how much editors now getting paid; slight pay cut.
- Wing asks about local ad numbers, about the same as last year \$103K vs. \$105K.

Bedard moves to approve budget, Hawley seconds, approved

#### 9. Appointment of Auditors

- Connelly & Koshy have been Fulcrum auditors in the past, give us a discount.

Bedard moves we adopt C&K, Wing seconds, approved

#### 10. Appointment of legal counsel

- Great deal on counsel through CUP, used this past year, have been very prompt and helpful when dealing with legal concerns. Bedard feels that they are an excellent choice.
- Wing asks if being in Toronto could be a hindrance, Bedard says he encountered no problems.
- Walton asks about conflicts of interest; legal firm also represents university teachers' union, Bedard says this was decided to be not a big problem. Wing notes that most large firms will have some conflict of interest.

Motioned to approve CUP firm by Bedard, seconded by Hawley

#### 11. Production schedule approval

- One change to listed dates, 17th of Feb. cut for 24th of Feb.
- 28 issues in previous year, now 27
- Walton asks when skipping a week for Nash began; 3 years ago
- Printing budget has been dropped since last year, Shendruk doesn't feel this will be a problem, now a few thousand over last year's final numbers
- Sept. 2nd to be frosh issue

- Gallette adds that 101 week starts on Sept. 6th
- Bedard passes on comment from Appleyard that last year board approved salaries based on two summer issues, on the basis that two summer issues better serves summer campus population and for staff training purposes. McClelland says he feels online issue a bit pointless\unread, Hawley adds that online issue stole content from second, printed issue.
- Day asks about Frank's point, Bedard says salaries were made slightly higher or two issues.
- Bedard suggests publishing during Nash. Walton says quality of paper might have dropped, McClelland says he wouldn't have wanted to produce during Nash.

Wing moves to approve, seconded by McClelland, approved

## 12. Policy Manual Change - Outside Employment Policy

### Outside Employment Policy

WHEREAS an employee's outside employment may reduce, or appear to reduce, the journalistic integrity of the Fulcrum,

BE IT RESOLVED THAT the following Policy be added to the Policy Manual as Section 6.18:

6.18 Outside Employment. Any employee who holds employment with any organization outside of the Society at the time of their hiring, or who takes such employment during their term, must have that employment approved:

- a. Editorial Employees. By the Editor-in-Chief and the Board of Directors.
- b. Business Employees. By the Board of Directors.

- Wing asks about precedent; Bedard explains it comes from General Manager contract, makes sense to have it for other FPS employees.
- Hawley asks who it pertains to: all Fulcrum employees
- Walton asks if precedent from other CUP papers; none known
- Shendruk asks how this will play out, why not skip EIC? Just make it BOD? Bedard responds that it allows each party to disagree and explain their reasoning. BOD can't just overrule the EIC, should act as safeguards, EIC can communicate day-to-day POV.
- Day asks how this goes beyond conflict of interest policy: Bedard says questions could arise based on employment without that person having written something that's necessarily a conflict. Wing wonders if it could become a rubber stamp. Day wants concrete example, HR so Wing moves to go in camera, Bedard seconds.

Wing motions ex camera, Bedard seconds

- Walton will consult informally with Labour, Bedard will request direction from CUP and examine other media organizations.

Wing motion for tabling of motion, Bedard seconds, approved

### 13. Letterhead

- Shendruk asked to create FPS logo when production manager, came up with something based on a cohesive Fulcrum brand.
- Bedard asks if address could be added to logo; Shendruk would prefer not to for the sake of the aesthetics.
- Walton asks about adding since 1942, doesn't make sense since does not apply to FPS.
- Day brings up time travel, could be invented some day and invalidate dates.
- Wing asks if address should be included in logo. Response is it can be included in address.
- Bedard: "The Fulcrum will never move, but it may move in time."
- Logo could easily be used for stickers, envelopes, etc. according to Shendruk.

Bedard motions to accept the stylized F as a logo, McClelland seconds, approval

### 14. Policy Manual Change 2 - EIC Discipline

- Current policy separates editorial and business employees, Bedard wants EIC discipline to fall under editor in chief.

Motion to change this by Bedard, seconded by Hawley, approved.

### 15. Social committee + 5th year anniversary

- FPS became independent on June 1st, 2005, social committee thinks we should celebrate this. Shindig will take place on June 5th at the Fulcrum offices.
- Shendruk says alumni will be invited, working under the assumption that we can get 50 people.
- Bedard hopes that as much of the board as possible will attend, also to bring a bag of chips and a bag of salsa. Five board members have been press ganged into bartending duty.
- Charge will be \$10.
- Any profit will go towards Nash fundraising.

### 16. Other business

Day moves to petition that June 1st be recognized as FPS Independence Day, and that on that date the President of the FPS recite Bill Pullman's speech from Independence Day to the soundtrack of said movie, seconded by Hawley, approved.

Bedard abstains

Hawley moves to rename the social committee the Party Planning Committee, chair to be named Angela, second by Walton

Hawley motions to name Andrew Wing A-Wing, seconded by Bedard.

Bedard motions to adjourn, seconded by Hawley.