

Friday, November 7, 1997

Station Break

This Day In History:



- Birth of Canadian singer/songwriter Joni Mitchell (1943)
- Birth of evangelist Billy Graham (1918)
- Edmonton was incorporated as a city (1904)
- Three Canadians won Victoria Crosses as part of a Canadian detachment that covered a British retreat in the Battle of Leliefontain, during the South African war. (1900)
- Craigellachie, B.C. - The last spike of the Canadian Pacific Railway was driven by Donald A. Smith. (1885)



GIRLS RULE !!!!!

We have had an increase in the female population when it comes to babies in News/Operations.... as I mentioned awhile back Andrew & Katharine Heubner had Elyse Gabrielle on Aug. 5th and Dan & Maria Foster had Leah Danielle on Sept. 4th. We now have a couple more to add to that list.... Richard Thomas & his wife Morag Budgeon had little

Neve (the gaelic spelling is Niamh) Catherine on Oct. 22nd and Shane & Tammy Roberts are the proud parents of Amy Rose Muriel Roberts born on Oct. 28th. Congratulations to all !! We'll have to wait and see whether Janine Grespan & Lisa Mayberry have girls as well. Both Janine & Lisa are due in December.

A great big hello & thank you from Wayne !!!! Bruce Johnston & I went over to Wayne's on Thursday, Oct. 30th to give him the card that was signed by everyone. With the money that was collected I purchased a \$200.00 gift certificate from Gus Maue Sports and they in turn threw in a free round of golf at Foxwood Golf Course.

Wayne was very touched by the generosity of everyone and he asked that I pass along his thanks for the gift certificate and everyone's well wishes.

Wayne is coming along very slowly. He has had a couple of minor setbacks but is in good spirits and thanks God everyday for giving him a second chance at life. Wayne thanks everyone for all their good thoughts and prayers during this ordeal.

Again Wayne has asked that people refrain from visiting for a while yet, because he still tires very easily, but thanks everyone for thinking of him.

Tune in on Sunday, November 9th at 6:30 pm for another "Town Hall Meeting" with Daiene Vernile. This one called "Making The Grade" will address the education issue. Don't miss it... could turn out to be a lively one !!

That's it for now..... catch you next time.

Kathy Fedy.



Happy Birthday to the Scorpio's & Sagittarius's of CKCO!

Kelvin Mazik	November 7th
Dennis Watson	November 12th
Robert Cooke	November 14th
Linda Stante-Fricker	November 14th
Chris Gothard	November 15th
Jim Troyak	November 21st
Bruce Johnston	November 25th
Mike Lockston	November 23rd
Kate Ingram	November 24th
Alex Spiridonov	November 26th
Paul Smith	November 28th

Happy Anniversary.....

Janine Grespan	11/09/87
Linda Stante-Fricker	11/11/97
Michele Ayres	11/13/96
Dave Carswell	11/15/82
Bruce Johnston	11/15/70
Robert Cooke	11/19/90
John Arais	11/20/66
Kathy Fedy	11/20/78
Fred Martinovic	11/25/81
John Smith	11/27/72
Tom Otto	11/29/96

THANK YOU

I would like to thank everyone (over 60 employees!) who sponsored me for the Kontinuous Karate Marathon. The event took place October 25th and was a resounding (but grueling) success. Approximately 40 members of the Waterloo Martial Arts Academy took part, and raised over \$6,000 for the Breast Cancer Action & Support group of K-W. Thanks also to the newsroom for covering the event. A very worthwhile group was given a big boost,



and members were overwhelmed by the generous response of the community.

Thanks again.
Howard Fraracci

MODUS OPERANDI

Some hire on the wire from operations this issue. We welcome two new tech-ops to the crew and also welcome a new crew chief.

Phil Molto has become the new crew chief.

Chris Dunsieith and *Paul Smith* are the two new tech ops. Phil and Chris started their new positions on November 3rd. Paul joins us on December 1st. Laurels and hardy handshakes to you all. Congratulations. Welcome. Etc. By the time you read this we will have had another "town hall" show shot.

This time we went to Market Square in Kitchener. Instead of using the mobile, we used a portable set-up with ENG equipment. If anyone is interested in the future of video, I have a few articles available on MPEG and Digital TV. Just ask if you wish to borrow them. That's the show for this issue. Will be back soon with another cornucopia of tantalizing information. AJM



**Children's
Christmas Party**

**Sun. Nov. 30th
Details to come.**

United Way Update

Your last chance.....

We have fallen far short of our United Way objective this year. Only 19 contributors compared with 43 last year.

The total corporate and employee donations come to just over \$5,000. Last year, we exceeded \$10,000. Our target this year is \$10,000.

So, we're providing a final challenge to you.

For each \$1.00 you donate per pay, you will have one chance at our prize draw. (So, if you donate \$5.00 per pay, you'll have 5 chances to win).

The 19 who have already made payroll pledges are also eligible. And, you can increase your pledge too!

Now here are the prizes.....

A weekend for two at the Talisman Lodge
Value \$500.00
Expires - April 30, 1998

A 20" Color TV
Value \$400.00

Please hurry to make your pledge....the draw will take place in the cafeteria at 12 noon, November 14th....that's just one week from today.

Thank you.

Your United Way Committee



Solve the following "Brain Teaser" and you could have a chance to win a pair of tickets to "Guys & Dolls" at the Centre in the Square for the Saturday, November 22, 1997 2:00 pm performance. Please drop by and give your name and answer to Janet Taylor or leave a message at extension 268. All names with correct answer will be entered in a draw. Winner announced in the next issue of Station Break - Friday, November 21st.

Here goes.....

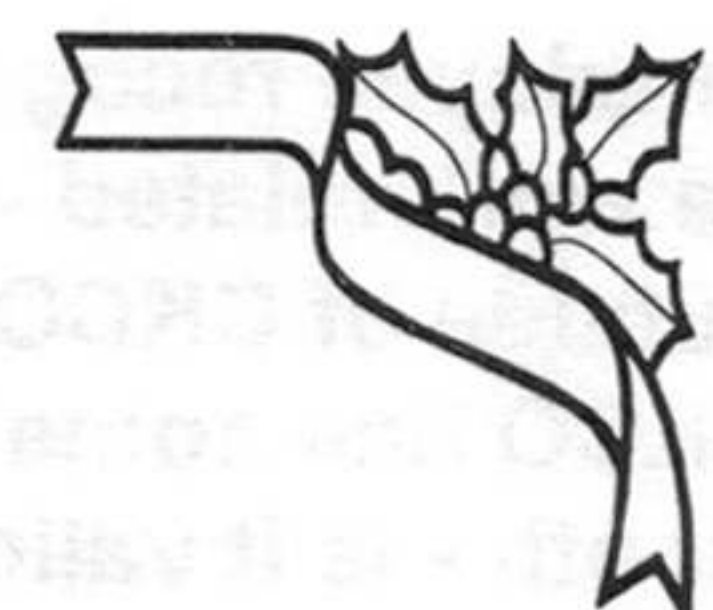
Grey Cup weekend is fast approaching.....

"Who was the winner of the 1996 Grey Cup and who did they defeat?"



Get Your Babysitters Booked____

**Adult Christmas Party
Saturday, December 13, 1997**



General Vision Meeting

Chair: John Smith

Attendees: Open to all staff and management

John thanked Ute for her past participation and recognized all of the current and past members.

John mentioned Lisa Lackenbauer's suggestion regarding the 1998 Oktoberfest and that CKCO and Transylvania Club may try and put something together for a CKCO night next year.

Traffic layoffs - A question posed to Dennis - There has been a meeting with the Traffic Department about this possibility and had a good discussion. He has heard nothing further at this point in time.

Employee reviews - Follow through - Will it continue? Dennis, as management, would like to see it continue. At the moment Baton is looking to consolidate a process that will be the same across all of the Baton stations. Ours for the moment does seem to be too long and management knows that it needs to be streamlined. There is definitely still the need for open communication.

Shifts - Randy was asked to explain how the shift rotation works in Operations. There was agreement that the timing of rotations is sometimes very difficult and something that can not always be controlled. It was suggested that the part-timers work the weekends or the odd times and shifts. This would be ideal, but there is not always enough personpower to do that. The Crew Chiefs are always involved in the shift decision making.

At this time, news shifts seem to be running all right.

Dennis was asked about Merit Increases- At this point in time there are no proposals to have merit increases. The contract has just been finalized. Dennis did point out that the door is not closed and that if someone has gone over and above consistently it is something that could be looked at.

Employee recognition - Doesn't necessarily have to be work related - Many employees have interests outside of CKCO in the community and through them CKCO has some acknowledgment. Employee of the Month - Is it valid? - Perhaps it doesn't need to be once a month - or perhaps there could be 2 in one month based on performance. Andrew Heubner, as

Chair of the Employee of the Month committee will bring up a motion to revamp the structure and criteria of the Employee of the Month.

The question was asked if Baton had a *Grand Plan*. Dennis responded in that since 1995 the plan has been to obtain control of CTV - That has now been accomplished. The stock market has had very positive response to this.

Can we forge our own identity? Does Baton control everything? Baton are our corporate owners and will want to take advantage of all that their combined assets can offer, but they see our local identity as a strength and have encouraged us to continue to build on it.

Supervisors must let Human Resources know about births, deaths, etc. within their group.

Vision - What should we be doing? - Further communication.

There needs to be a better relationship between Baton and CKCO - Dennis pointed out that it needs to be a corporate culture change and that it will be a while in happening.

Suggestion Box - Not being used, but all wanted to keep it in place.

It was suggested that we should have these general meetings perhaps twice a year - Most seemed to be in agreement.

Our goal should be to keep open the lines of communication - Let Janet Taylor or Dave MacNeil know if something in your department is going on. Maybe we should have an editorial section in Station Break so that people can vent productively.

**Next issue of Station Break
will be Friday, November 21st.
Deadline of info Wednesday,
November 19th at Noon_____**