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**NABET: DIVERSITY AND INCLUSIVENESS COMMITTEE MEETS A SECOND TIME WITH HIGH RANKING HR OFFICIALS OF NBC UNIVERSAL.**

Following the May meeting with Marc Saperstein, Senior Executive Vice President of Human Resources & Communications, NBC Universal and other high ranking NBC Officials, the NABET Local 11 Diversity and Inclusiveness Committee [DAIC] members Jose R. Endara, Joy Cook, Gil Muro and Local 11 Executive Board Member Thomas Cappo, met this time around with Tom Cairns, Senior Vice President, Human Resources for Media Works, NBC Universal, and Alexandra McCauley, Vice President Employer of Choice, NBC Universal.

The objective this time was to address more specific issues regarding GE policies of Inclusiveness and Diversity. After some difficulty attempting to meet with the company over the summer, we were finally able to do so on this day. The meeting lasted an hour and forty minutes and in that time, we were able to lay out some of our concerns to the company.

One issue we brought up was the lack of career development and opportunities for Staff employees. We made the company aware that if you are a staff employee many doors, for many reasons, are closed. Also, many jobs are not posted but given out in ways possibly contrary to GE policies. The committee requested NBC make available a list on a monthly basis of job openings within the company.

A huge problem, agreed upon by both sides, is the mismanagement of Daily Hires employees. Many Perma-temps, who should have been hired long ago, have great value to the company with no commitment. They are free to leave at any time and take years of training and experience with them. Some have done so. Many Daily Hires feel intimidated by management because of their temporary status. This mismanagement has also greatly impacted Staff over the years as they are displaced to maintain a Perma-temp work force. The real cost involved in this practice is high.

Training issues were addressed. At this time, there is no organized training for Engineering or Writers despite the fact that this is a critical concern in our business.

Many of us end up training ourselves and each other the best we can. It would be advantageous to the company to maintain a qualified training program for NABET employees.

Diversity was discussed. We expressed our concerns about a lack of diversity in the workplace. It seems there is no system in place to measure management conformity to GE diversity policy when employing Daily Hires.

At the conclusion of this meeting, NBC agreed to meet with the committee every month to address some specific items now on the table.

The Diversity and Inclusiveness Committee would like to hear from Staff employees and Daily Hires regarding these issues. We are now providing you with a mail-box:

[DAIC@NabetLocal11.org](mailto:DAIC@NabetLocal11.org)

Your comments will be handled with the utmost of confidentiality.

Contact:

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