

# **REGULAR EXECUTIVE BOARD MEETING**

**Wednesday, August 2, 2000**

**ATTENDING:**

Louis p. Fallot	Local President
William F. Freeh	Local Vice-President
Eugene E. Garne (Vaco)	Local Secretary
Frank G. Snell	Local Treasurer

**EXECUTIVE BOARD:**

#1. J Keyes	#10. A.Donatien
#2. L.Greenberg	#11. T. O'Hanlon
#3. E.Hinrichsen (Vaco)	#12. R. Calamera
#4. S.Gonzalez	#13. W.Freeda
#5. T.Gorry	#14. S.Robblee
#6. T.Cappo	#16. P.Sullivan
#7.	#18. R.Focarile
#9. F.Pellegrino	

The meeting was called to order at 9:20 Am with LP Fallot presiding.

A moment of silence was observed for Retiree Francis McKiernan (NBC Radio) who passed away since our last meeting.

## **II APPROVAL OF THE MINUTES OF THE JULY 2000 REGULAR EXECUTIVE**

## **Motion #1**

“Move to accept the July 2000 Executive Board Minutes as corrected.”(EBM 00-8-1)

(O’Hanlon 2nd Calamera)

FOR: Freeh, Snell, Keyes, Greenberg, Gonzalez, Gorry, Cappo, Pellegrino, Donatien, O’Hanlon, Calamera, Freeda, Robblee, Sullivan

AGAINST: None

ABSTAIN: Focarile

MOTION PASSED

## **III - CORRESPONDENCE**

The Correspondence file was available for inspection

## **V - NEW MEMBERS**

Douglas Black NBC - DH

William P. Braun NBC - DH

Brian M. Bluemke NBC - DH

Daniel P. Sciortino NBC - DH

Robert E. Soehl NBC - DH

Gina Marie Vastola NBC - DH

Franco Coello Salgado NBC - DH

Dino Tutino ROC - DH

It was decided to hold off until later in the meeting for approval of New Members.

## **VI - COMMITTEE REPORTS**

a) **Benefits** - No Report

**b) By-Laws** - No Report

**c) Elections** - LP Fallot reported. An election count was conducted for the PTSC Negotiating Committee under the supervision of Election Chairman Jon Jones and Executive Board Member Larry Greenberg. The results were: Peter Ballante was elected from CNN/FN. In Engineering and Field Fred Schang was elected to the Committee.

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**d) Financial** - LT Snell reported. We are now ten months into our fiscal year. He distributed the income and expense reports. The NBC Sector Dues situation seems to be getting fixed although we must analyze the data. We made proposals on the remaining outstanding dues owed to the union. Letters went out to all members who have not yet made arrangements to pay outstanding dues or be declared in bad standing. He also reported on our members who work at ABC who have not paid dues to Local 11. We hope to have 200 invoices go out to the members within the next week who are in arrears. We will send check-off forms to the members who work at ABC. We have resolved our issue with Bell-Atlantic involving the charges incurred for the phone lines at our old offices at 135 W. 50th Street. We will be receiving a check for approximately \$38,000.00 in monies owed. Our telephone problems with Lucent continue as NBC Ext. 2233 and one other line are not working. LT Snell reported on the death benefit involving Donald Schrimpf. Due to the fact that the main beneficiary cannot be located, we will not be paying the benefit. Members should be encouraged to maintain a current beneficiary form. He reported on our current web accounts and what we pay per month. The voucher folder was available for inspection.

**e) Grievance Report** - LVP & Grievance Chairman W. Freeh Reported.

## **At NBC**

July 5 - NABET-CWA attorney Matt Harris and I traveled to Philadelphia to the site of the Republican National Convention. Our crew was in the process of setting up for the NBC coverage of this event and was confronted by members and business agents of IBEW Local 98 of Philadelphia. They made a lot of jurisdictional claims and were verbally abusive to our members. NBC decided to delay further set-up until the jurisdictional problems were resolved. All broadcast companies were affected by the IBEW's claims.

July 6 - We prepared grievance NN00-16 for arbitration. This case involved improper overseas pay for our members in Long Island City, when the Company changed their days off in order to save money. The arbitration will be July 13th .

July 7 - Matt Harris and I returned to Philadelphia after another confrontation with our crew and the IBEW members. Once again, set-up was delayed. NBC Labor Relations attorneys and production personnel were involved in trying to help resolve the jurisdictional issues.

July 9 - Grievance Committee member/E-Board member Rich Focarile and I made another visit to Philadelphia. Representatives from the networks, CNN, and Fox held a five-hour meeting with Philadelphia Mayor John Street, his staff, and representatives of the Republican Committee in order to work out a protocol agreement and settle the problems caused by IBEW Local 98. The Companies issued an ultimatum to the Mayor, saying they would not cover the convention if he couldn't resolve the problems with IBEW Local 98. An agreement was reached, and the set-up began on July 10, when I returned again to monitor the agreement.

July 11 - LP Fallot, William Freeda, Rich Focarile, and TD Olonzo Roberts attended a meeting with WNBC management to discuss the new work we will get from Pax TV. The studio 6B crew will be used for the live 7:00pm -7:30pm program for channel 31 Monday to Friday. In addition, another person will be assigned to Master Control at WNBC, and they intend to hire two staff and two daily-hire engineers for this new work. I attended a rehearsal in 6B on July 12.

July 13 - We held a Sector dues update meeting with Dr. Joan Parker, as called for in the interim agreement, to get a progress report from the Company on the collection of Sector dues (see financial report for details and amounts). June 30th was the deadline for members to respond and/or make arrangements to pay the arrearage. A letter will go out to those not meeting the deadline to inform them that they may risk their employment at NBC.

Later in the day we met to arbitrate grievance NN00-16, an overseas pay case, before Dr. Joan Parker. The Company changed the days off for several of our members on their return from Europe in an attempt to save money. We settled the case by agreement that the Company will pay each of our members \$750.00 for those days off. Special thanks to Shop Stewards Gerry Butler and Rob Weiss for their assistance with this case.

July 14 - I spent another day in Philadelphia for the set-up of the Republican Convention coverage with the NBC crew.

July 16 - LP Fallot and I visited the NBC Sports crew at the JAL Big Apple Classic golf remote in New Rochelle, NY.

July 17 - A meeting was held in Labor Relations with LP Fallot, William Freeda, myself, and Stacy Brady (VP News Operations - via phone). Among the issues we discussed were: proper posting of the nine-day schedules, meal penalties, and overseas per diem rates/days off. We also made a strong pitch that all our members assigned to news coverage of the Sydney Olympics work under the Olympic Agreement instead Sideletter 10 (flat rate). They will consider our request.

July 19 - Matt Harris and I returned to Philadelphia to get an update on any further problems caused by IBEW Local 98. The situation was greatly improved, and our members reported only some minor problems.

July 20 - 21 We held our quarterly Off-Site Grievance Meeting in Spring Lake, NJ. Attending were: LP Fallot, William Freeda, Rich Focarile, Frank Snell, attorney Lowell Peterson, and me for Local 11, and Irv Brand, Jim Kiick, E. Culhane, MB Scalici, and Mark Zulli for NBC. Of the approximately one hundred open grievances from 1993 thru 2000, we abandoned about fifteen due to them being filed more than five years ago and being unresolved . Another twenty were settled by virtue of retirements, buyouts, or resignations by our members. Of the remaining sixty five, we were able to settle many by agreements, removal of warning letters, changes in warning letters, and other acceptable concessions by the Company. About twenty-five grievances will remain on hold, pending further investigation. About eight grievances involve WNBC only, and will be on the agenda for the next WNBC Grievance Meeting. Two grievances involving Traffic and Skypath are currently in arbitration. We also discussed the 2000 political conventions, Sydney Olympics, Today/Later Today Shows, dues update, and holidays. A more complete list will follow next month after we finalize the settlement agreements.

July 25 - LP Fallot, William Freeda, and I visited Philadelphia to meet with the full NABET-CWA crew working on the Republican Convention.

July 27 - We met to prepare grievance NN99-43 for arbitration. This is a WNBC grievance where the Company used a non-NABET employee to enter promos into the Krispin system, using our vtr's. We will arbitrate this case on Aug. 3rd.

July 31 - I traveled to Philadelphia for a final visit with our members prior to the start of the Republican Convention. There was no further interference from the IBEW.

Special thanks to John Clark, Matt Harris, Mike Noseworthy, and Rob Weiss for staying on top of the ongoing situation with the IBEW in Philadelphia.

### **At BMG**

July 18 - A meeting was held with LP Fallot, E- Board member Anthony Donatien, and the BMG Shop Stewards.

We are setting up a shop meeting for some preliminary work on next year's contract negotiations.

**At NBAE** - We received the June 2000 report of freelancers working at NBAE, which LP Fallot has forwarded to the CWA to determine their eligibility for the CWA 401(k) plan.

**At PTSC** - We are looking into the issue of studio engineers doing editors' work, as well as CNNfn using non-union crews for field camerawork.

**At ROC** - Our members have been paid the contract raises that were due to them as a result of the most recent contract. As a result, we will withdraw the unfair labor charge against the Company.

**At TWC** - A meeting about schedules was held with E-Board member Anthony Donatien.

**f) MAP** - No report

**g) Retirement & Pension** - No report.

**h) Quality of Life** - No report.

**i) Safety** - Peter Sullivan reported on the NYC Fire Department response at NBC. Rich Focarile reported that NBC's Leslie Hulse gave him a tape on microwave safety which he turned over to WNBC's Larry Seary Manager at Moonachie, who is going to set up a safety program.

**j) Seniority** - No report.

**k) Sunshine** -

### **Births**

Local 11 Assistant Secretary Catherine Leon is the mother of a baby boy

Local 11 President Lou Fallot's son Andre and his wife Alexandra are expecting a child in December.

Andy Fowler (Net EJ) is the father of a baby boy

### **Illness**

Election Chairman Jon Jones is recovering from surgery.

**l) Vacations** - LP Fallot reported. He notified NBC that Tom Cappo will be our Chairman. Jim Kiick and Alex McCauley will be on NBC's team.

**m) Membership Services** - Chairman Ray Calamera reported. Great Adventure has been booked. October 14th is the date of the outing. In last month's report we had erroneously reported an improper price for the tickets. We had quoted the children's rate as opposed to the adult rate which is an additional \$1.60 or \$39.22 per ticket.

**n) Website** - Peter Sullivan reported. We had some minor technical problems, but have resolved them and we have the site up and running on Bell Atlantic. The Committee is very pleased with the results and look of the new website. He also reported on possible security issues involving our computers and the proposed LAN system.

**o) E-Board Reorganization** - No report.

**p) Daily Hire Advisory Committee** - LP Fallot reported. He has contacted the 3 members from NBC that the Board appointed. A number of Daily Hires have contacted us and have requested that we set up a membership meeting of all the Local's Daily Hires.

**q) Diversity Committee** - LP Fallot reported. The committee will be meeting on Monday, August 7th. A letter was sent to NBC's Vice President of Diversity, Paula Madison, outlining the fact that although some of the Committee members have individually taken action against the Company, the Committee has other issues that need to be addressed and still wants to meet with her. We are awaiting a response.

**r) Training** - (Please see item "i" under New Business.)

## **Motion #2**

"Move to accept the Committee Reports."(EBM 00-8-2)

(Pellegrino 2nd Greenberg)

ABSENT: Snell, Gorry, Calamera

UNANIMOUSLY PASSED

## **Motion #3**

"Move to accept the new members contingent upon payment of all applicable dues and fees."(EBM 00-8-3)

(Focarile 2nd Gonzalez)

ABSENT: Snell, Gorry, Calamera

UNANIMOUSLY PASSED

**VII - NEW BUSINESS -**

**a) Nancy Gentile-** At this time Nancy Gentile of the National Labor College appeared before the Executive Board to discuss the college's degree program and its benefit to our members. The college now offers seven different degrees in the labor area and offers life experience credit where applicable.

**VII - OLD BUSINESS**

**a) NBC -** LP Fallot reported. MSNBC will be producing a program called Home Page and it will originate from Secaucus. The Union and the Company signed an agreement and the Local 11 Scholarship Fund will receive a check for \$10,000.00 in the interest of harmonious relations. We have a rather large number of members being sent to the various conventions in Philadelphia and Los Angeles. We don't expect to have the same problems out in Los Angeles that we had in Philadelphia. LP Fallot will be leaving for Sydney on Labor Day. Pursuant to our agreement with NBC, we have a large contingent of staff and daily hires working the Olympics in Sydney. LP Fallot also discussed communications between himself, LVP Freeh and the Union office. Discussion ensued regarding a global communications system for the use of LP Fallot & LVP Freeh.

**Motion #4**

“Move to appropriate the sum of up to \$1,000.00 for the purpose of establishing global communications for Louis Fallot and Bill Freeh during the Sydney Olympics.”(EBM 00-8-4)

(Robblee 2nd Freeda)

ABSENT: Snell

UNANIMOUSLY PASSED

**b) TWC of New York City /ROC -** LP Fallot reported. Anthony Donatien will be attending a meeting regarding scheduling. The Company has worked out a new schedule which will afford most people a four day week and better hours. At ROC, a shop meeting will be held on August 21st and Anthony Donatien will also be present for that meeting.

**c) NBA Entertainment** - LP Fallot reported. Part of the labor contract at NBAE allows the freelance members to sign up for the CWA 401(k) plan. We will wait until the October Freelancer report is issued prior to having any meetings with the freelance members regarding the plan.

**d) PTSC** - LP Fallot reported. August 8th will be the first internal negotiating committee meeting. We will be formulating proposals. The current contract expires on December 7th and we would like to wrap up negotiations early. We expect the Company to attempt to make changes in the current health plan. The company has been hiring freelance crews through a sub-contractor. We are taking issue with this as one of the companies does not send their people to join the Union. LP Fallot will be pursuing this matter and will report back next month.

**e) Secretary's Report** - No report

**f) Organizing** - No report.

**g) PTSC Negotiating Committee** - (Please see "c" under Committee reports.)

**h) CWA District 1 Leadership Conference** - LP Fallot reported. The meeting is fast approaching and we need to decide who to send to the meeting. Discussion ensued regarding how many people to send.

#### **Motion #5**

"Move to appropriate the sum of \$3,000.00 for the purpose of sending the Local President, Local Vice-President, Local Secretary, Local Treasurer and Executive Board Representatives Richard Focarile, Steve Gonzalez, Frank Pellegrino and Peter Sullivan to the CWA District 1 Leadership Conference in November at Hartford, Connecticut." (EBM 00-8-5)

(Freedra 2nd Freeh)

UNANIMOUSLY PASSED

**i) Training School** - (please see "a" under New Business)

**j) Olympics Sydney** - (please see "a" under Old Business)

**k) Charges** - LVP Freeh reported. In the matter of Garnes vs. Donovan and Donovan vs. Garnes, RVP Gelber suggested combining both trials into one and a letter was sent to both individuals. They have responded and we are awaiting a further response from RVP Gelber.

**l) Studio/Field** - Steve Gonzalez reported. He reported problems in the field with Tech Managers Bill Paranello, Terry Brady, and Steve Raymond involving harassment over meal periods and operation of technical equipment. He also discussed methods used by the Company to determine mileage for staffing purposes.

**m) Dues Extension** - Tom O'Hanlon reported. Last month Barbara Raab requested an extension on her initiation fee. Discussion ensued regarding that request. She is requesting 120 payments.

**Motion #6**

“Move to extend to Barbara Raab’s initiation fee payment from 80 pay periods to 120 pay periods provided that should her employment as a Daily Hire increase, the Board reserves its right to rescind the extended payment option.” (EBM 00-8-6)

(O'Hanlon 2nd Freeh)

UNANIMOUSLY PASSED

**VIII NEW BUSINESS**

**b) Pocket Calendars 2001** - LP Fallot reported. He discussed with the Board the possibility of purchasing pocket planners for our members.

**Motion #7**

“Move to appropriate the sum of \$2,500.00 for the purpose of buying pocket planners for Local 11 members for 2001.” (EBM 00-8-7)

(Pellegrino 2nd Greenberg)

UNANIMOUSLY PASSED

**c) Holiday Open House** -LP Fallot reported. He discussed picking a date for our open house. It was decided to combine it with our General Membership meeting on December 13th.

**d) November NCC Meeting** - LP Fallot reported. He will need funding for his trip to the NCC meeting to be held in San Antonio, Texas from November 2nd thru November 5th.

## **Motion #8**

“Move to appropriate the sum of up to \$800.00 to send LP Fallot to the November NCC meeting in San Antonio, Texas.”(EBM 00-8-7)

(Freeh 2nd Focarile)

ABSENT: Donatien

UNANIMOUSLY PASSED

**e) Grant Smith Petition** - Larry Greenberg reported. He discussed a recall petition, filed by members of the CNN Control Room for Shop Steward Grant Smith. Brother Smith has protested the petition based on the fact that the proper form was not used and that some of the names on the petition were not valid. Discussion ensued. Election Committee Chairman Jon Jones will oversee the process and conduct any recall election that may occur.

**f) CWA Scholarship Program** - LT Snell reported. The CWA is requesting our assistance in funding the Joseph Beirne Scholarship Fund. They are requesting a donation of \$9,912.00 as our share. Discussion ensued regarding the amount, if any, we should contribute.

## **Motion #9**

“Move to appropriate the sum of \$1,000.00 to contribute to the CWA Joseph Beirne Scholarship Program.”(EBM 00-8-9)

(Calamera 2nd Freeda)

ABSENT: Donatien

UNANIMOUSLY PASSED

**g) Labor Day Parade Letter** - LT Snell reported. We received a letter from CWA District One requesting assistance for funding in regards to the Labor Day Parade. Discussion ensued regarding the amount that we should send.

**Motion #10**

“Move to appropriate the sum of \$500.00 as a contribution to the CWA Labor Day Parade to cover their suggested contribution.”(EBM 00-8-10)

(Focarile 2nd Robblee)

ABSENT: Donatien

UNANIMOUSLY PASSED

**h) Initiation Fee Letters** - LT Snell reported. He read a letter from Michael Clarke requesting reconsideration of the 50% discount. Brother Clarke was unaware of the time factor involved.

**Motion #11**

“Move that Local 11 afford Michael Clarke the 50% discount initiation fee.”(EBM 00-8-11)

(Focarile 2nd Greenberg)

ABSENT: Donatien, Freeda

UNANIMOUSLY PASSED

LT Snell then read a letter from Franco Coello requesting extension of his initiation fee due to financial hardship. Discussion ensued.

**Motion #12**

“Move that Local 11 afford Franco Coello the extended payment plan of 120 weeks.”(EBM 00-8-12)

(Calamera 2nd Freeh)

ABSENT: Donatien

UNANIMOUSLY PASSED

LT Snell then read a letter from Gina Vastola requesting that her initiation pay periods be extended due to financial hardship. Discussion ensued.

**Motion #13**

“Move that Local 11 afford Gina Vastola the extended payment plan of 120 weeks.” (EBM 00-8-13)

(Pellegrino 2nd Gonzalez)

ABSENT: Donatien

UNANIMOUSLY PASSED

**i) Retirement Benefits** - LT Snell reported. He read a letter from Frank C. Belding requesting the retirement benefit. Brother Belding retired in 1997 with 32 years of service.

**Motion #14**

“Move to pay Frank Belding the Local 11 retirement benefit of \$800.00(EBM 00-8-14)

(Freedra 2nd Calamera)

ABSENT: Donatien

UNANIMOUSLY PASSED

LT Snell then read a letter from Louis Giacchetto requesting the retirement benefit. Brother Giacchetto retired on February 2000 with 20 years of active service.

**Motion #15**

“Move to pay Louis Giacchetto the Local 11 retirement benefit of \$500.00.” (EBM 00-8-15).

(Freedra 2nd Keyes)

ABSENT: Donatien

UNANIMOUSLY PASSED

LT Snell then read a letter from George Nicolau requesting the retirement benefit. Bro. Nicolau retired in 1985 with 21 years of service.

**Motion #16**

“Move to pay George Nicolau the Local 11 retirement benefit of \$525.00.” (EBM 00-8-16)

(Pellegrino 2nd Gorry)

FOR: Snell, Keyes, Greenberg, Gorry, Cappel, Pellegrino, Donatien, O’Hanlon, Calamera, Freedra, Robblee, Sullivan, Focarile

ABSTAIN: Freeh

ABSENT: Donatien, Focarile

MOTION PASSED

There was a discussion regarding Retiree Steve Roskin who retired and received the Local 11 benefit. He is now working as a Daily Hire and he is objecting in returning the benefit. We will check with our attorneys as to our options.

There being no further business, a motion to adjourn was in order.

**Motion # 17**

“Move to adjourn”(EBM 00-8-17)

(Pellegrino 2nd Gonzalez)

UNANIMOUSLY PASSED

The meeting was adjourned at 3:50 PM.

Respectfully Submitted,

Peter Sullivan,

Acting Secretary

csa/opeiu153:afl-cio