

# REGULAR EXECUTIVE BOARD MEETING

Wednesday, December 6, 2000

**ATTENDING:**

Louis p. Fallot	Local President
William F. Freeh	Local Vice-President
Eugene E. Garnes	Local Secretary
Frank G. Snell	Local Treasurer

**EXECUTIVE BOARD:**

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

The meeting was called to order at 9:13 AM with LP Fallot presiding.

## **I. APPROVAL OF THE MINUTES OF THE NOVEMBER 2000 REGULAR EXECUTIVE BOARD MEETING -**

### **Motion #1**

**"Move to accept the November 2000 Executive Board Minutes as corrected."(EBM 00-12-1)**

(Sullivan 2nd Hinrichsen)

UNANIMOUSLY PASSED

## **II. CORRESPONDENCE**

The Correspondence file was available for inspection

## **IV. COMMITTEE REPORTS -**

**c) Elections** - Chairman J. Jones reported. He advised that pursuant to our By-Laws, we would be conducting elections for the following Executive Board Units; #'s 1, 3, 5, 9, 11 and 13. He then proposed the following election timetable:

Notification - January 8, 2001

Petitions Available - January 12, 2001

Petitions must be submitted by 5PM - February 9, 2001

Ballots Mailed - February 23, 2001

Ballots must be postmarked by - March 23, 2001

Ballots must be received by 5PM - March 26, 2001

Count - March 27, 2001

He then advised the Board that he would be conducting Shop Stewards elections in two areas at PTSC. The two areas Field/Equipment Handling in which Rob Sullivan and Fernando Gracia are running for one vacancy; and the CNN Control Room where Grant Smith and Steve Lima are running for one vacancy. He further advised the Board that ballots will be mailed out on December 15, 2000, they must be postmarked by January 12, 2001, received by 5pm on January 16, 2001 and the count will be conducted on January 17, 2001.

## **III NEW MEMBERS**

Carrie A. Hoffman - PTSC - DH

John R. Gernand - NBC-DH

Jane Derenowski - NBC - Staff

Masson F. Gunsch - NBC-DH

Jonathan C. O'Beirne - NBC-DH

It was decided to hold off until later in the meeting to approve the new members.

#### **IV COMMITTEE REPORTS**

**a) Benefits** - No report

**b) By-Laws** - No report

**d) Financial** - LT Snell reported. We are now 2 months into our fiscal year.

He distributed the spreadsheets for the collections made for Local Dues, Sector dues and Initiation Fees. The Voucher folder was available for inspection. A backlog of 1838 reports from May 2000 to October 2000 was distributed to the Board. The Finance Committee will be meeting at a date to be determined for sometime in January 2001. He was informed by Mendick Realty that we have an additional 3 months free rent for our office which gives us a total of 9 months free rent. We have received invoices for the daily LOA's and we have paid about half of them and we are in the process of validating the remainder. We have received the new furniture that was ordered. W. Freeda will report more on this next month. LT Snell reported on the NBC dues arrearage which is a continuing problem unresolved and he has updated his chronology. It has been 3 years since we discovered the arrearage problem. NBC has failed to fix the problem and LT Snell feels that we should go ahead and arbitrate the issue before Dr. Joan Parker. 12/6/00 was the cutoff date for our members with ABC earnings to pay back dues. There is a total of 90 members representing over \$19,000.

**e) Grievance Report - LVP & Grievance Chairman Bill Freeh reported**

**At NBC**

**Nov. 8** - We held the second arbitration session of grievance NN00-40, a discharge case, before Dr. Joan Parker. This is a very sensitive and difficult case which will require many more sessions.

**Nov.9,10** - The quarterly Off-Site Grievance Meeting was held in Spring Lake, NJ. Attending for Local 11 were LP Fallot, R. Focarile, B. Freeda, T. Gorry, F. Snell, J. Salvaggio, and myself. Attending for NBC were I. Brand, J. Kiick, E. Culhane, and MB Scalici. We discussed about nineteen grievances from 2000, involving issues of work schedules, warning letters for absenteeism, WNBC Master Control, abusive managers, and non-NABET personnel performing NABET work. In addition, we covered many issues for discussion and follow-up. These included: holidays/scheduling, 2001 vacations, payroll codes, lighting directors, buyouts, Sector and Local Dues update, Miami news bureau, Genesis, and company investigations of our members. Some grievances and issues were resolved, others need further follow-up work. The remaining WNBC grievances will be discussed at a separate WNBC grievance meeting.

**Nov. 12-14** - I attended the CWA District One Leadership Conference in Hartford, CT. One of the interesting sessions I attended addressed the issue of sick time and how companies try to intimidate employees to cut back on sick time. This is an issue we face with the many warning letters our members receive and which we routinely grieve.

**Nov. 17** - We held the third arbitration session of grievance NN00-40, the discharge case.

**Nov. 20** - We held the fourth arbitration session of grievance NN00-40, the discharge case.

**Nov. 30** - We held the fifth Sector dues arrearage progress meeting before Dr. Joan Parker, as called for in our interim settlement agreement of May 2, 2000. Attending for NABET-CWA were Sector President J. Clark, LP Fallot, LT Snell, Assistant to the Treasurer E. Roth, attorney S. Sturm, and my self. Despite massive efforts by NABET and Local 11, the main problems of improper payroll deduction of dues by NBC remains mostly unresolved. We have filed several subsequent grievances for NBC's failure to collect and remit the proper dues and fees to us. The Company is either unable and/or unwilling to fix the problem. Our next progress meeting will be on Jan. 18,2001. Per the interim agreement, enough time has passed that we can place this grievance back on the active arbitration agenda.

Following this meeting, we continued with the fifth arbitration session of grievance NN00-40, the discharge case. Despite additional arbitration dates from Dr. Parker, we will need several more sessions to complete this very sensitive and difficult case. Our attorney, Barry Peek, is doing an excellent job. The next scheduled date for this case is Dec. 21, although we have asked for additional dates from the arbitrator, including Saturday dates.

#### **At BMG**

**Nov. 17** - LP Fallot and attorney S. Sturm attended a meeting with a member who was accused of poor job performance and facing discharge After . discussions and negotiations, our member was allowed to resign with a favorable settlement package.

**At NBAE** - No report

#### **At PTSC**

**Nov. 16** - Attorney S. Sturm, E Board member L. Greenberg, and I met with two members accused of fighting in the workplace, and facing discharge. Later in the day we met with PTSC management, and after several meetings, we were able to agree on a seven day suspension and warning letter.

**Nov. 21** - I attended a meeting with our members on the PTSC safety committee to discuss the insertion of safety language into the new contract regarding "one man band" ENG field assignments. Later in the day we all met with

PTSC management to explain our proposals.

As part of the continuing contract negotiations with PTSC, we are trying to improve the language regarding NABET visitation rights to the CNN shop at 5 Penn Plaza. Currently such visits by NABET-CWA officers are limited to discussion of a specific grievance.

We have filed an unfair labor practice charge against PTSC for their failure to provide us with a copy of the PTSC-CNN contract.

**At ROC** - No report

## **TWC of NYC**

**Nov. 17** - LP Fallot and attorney S. Sturm met with TWC management to discuss two issues of our members. One issue is discrimination against our member for job consideration/promotion based on gender, and the other issue is verbal abuse of our member by management.

**f) MAP** - No report

**g) Retirement & Pension** - LP Fallot reported. If anyone has applied for a SERO buy out and it has been denied, it may be due to a possible company-wide freeze on hiring and buy outs.

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

**i) Safe** - LS and Safety Chairman G. Garnes reported. He has not yet set-up a date to meet with NBC's Director of Safety, Laura Tankenson, but will do so this week. The Committee hopes to meet with her in January.

**j) Seniori** - LVP & Seniority Chairman W. Freeh reported. He requested an update list from NBC, but when the list arrived, it was found to be unusable and loaded with numerous errors.

**k) Sunshine** -

## **Illness**

Robert Enderlin (PTSC) remains out ill

Vinnie Deale (NBC V/T Opns) remains out ill

Mike Hartry (BMG) is recovering from surgery

Fernando Gracia's (PTSC) daughter is recovering from surgery

## Deaths

Bob Ferlito's (NBC V/T Library) mother passed away

Rob Thomas's (NBC V/T Library) mother passed away

Maxx Collins (NBC V/T Library) mother passed away

Greg Aull's (NBC S/F) mother passed away

Greg Catanzarita's (NBC Graphics) mother passed away

## Other News

April Gilbault (NBC Graphics) is the mother of a baby girl

Ed McShea (PTSC) is the father of a baby girl

Local 11 President Louis Fallot is the grandfather of a baby boy

Kyle Little (NBC V/T Opns) is back to work

Dennis Murray (NBC V/T Opns) is back to work

Jim Casler (NBC Graphics) is back to work

**I) Vacations** - Chairman Tom Cappo reported that the vacation picks have started. If there are any problems, please give him a call.

**m) Membership Services** - R. Calamera reported that he has received minimal response to the survey posted on the web site as to what events the membership feels that we should hold next year. It has been decided that the union will put out a flier to let our members know about the survey and how they can access it.

**n) Website** - R. Calamera reported. We are getting many more hits on our web site as time goes on. If anyone has any articles that they would like to have placed on the web site to please give them to P. Sullivan.

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

**p) Daily Hire Advisory Committee** - LP Fallot reported. The Committee will meet on December 13, 2000.

**r) Training** - LP Fallot reported. The Committee will be meeting tomorrow with Local 1212 and Local 16. Kathy Schrier of the Actors Fund will be submitting a letter to Congressman Rangel. Larry Mancino and Morton Bahr have been asked to be copied on the letters and will help in any way that they can with the grant.

**Motion #2**

**"Move to accept the Committee Reports."(EBM 00-12-2)**

(Garnes 2nd Hinrichsen)

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ABSTAIN: Keyes

## MOTION PASSED

### Motion #3

**"Move to accept the new members contingent upon payment of all applicable dues and fees."(EBM 00-12-3)**

(Hinrichsen 2nd Focarile)

UNANIMOUSLY PASSED

## V.OLD BUSINESS

**j) Election Timetable** - LP Fallot reported. We need to approve the proposed election timetable for the odd numbered Executive Board seats.

### Motion #4

**"Move to accept the election timetable as provided by Election Chairman J. Jones for the conduct of election of odd numbered Executive Board seats." (EBM 00-12-4)**

(Hinrichsen 2nd Pellegrino)

UNANIMOUSLY PASSED

**a) NBC** - LP Fallot reported. He had a meeting with NBC's Susan Peters and discussed the current job/spending freeze. The Company will be meeting among themselves to discuss the above on December 14, 2000. It is not expected to affect any represented employees. We have been informed that we will not be involved with the XFL as far as the field work is concerned. He advised us that he had written NBC in regards to some managers strong-arming our members into participating in the United Way program. Discussion ensued.

**b) TWC of New York City /ROC/BMG** - LP Fallot reported. He had a meeting with TWC management to discuss alleged discrimination of one of our members which has been resolved. They also discussed a problem involving a manager who had a conflict with the Shop Steward. At BMG, we sent a re-opener letter to the Company in regards to the contact expiring. We will have our first meeting with the Company involving negotiations on January 16th.

**c) NBA Entertainment** - LP Fallot reported. We have been informed that 2 Senior Producers have been elevated to exempt managerial positions.

**d) PTSC** - LP Fallot reported. We are currently in a battle for a fair contract and it's quite possible that we may have to take a strike vote. The parties have agreed to extend the contract for one additional week. The main issues are the insurance carrier and Veterans Day Holiday.

**e) Secretary's Report** - L.S. Garnes reported. We have received letters from RVP #1 Rich Gelber approving charges in the matter of Wright vs. Taragano and Fallot vs. Hollis. We are awaiting a response from the defendants.

**f) Organizing** - L.S. & Director of Organizing G. Garnes reported. He updated the Board on the status of organizing within the local.

**g) HIB Grant** - LP Fallot reported. We are working with the Actors Fund on a letter to Representative Rangel. A flier will be posted on the website.

**h) Open House** - LP Fallot reported. He reminded the Board of our upcoming open house which will be held on Wednesday, December 13, 2001 from 10am-10pm. In addition, we will be conducting a general membership meeting at 12 Noon.

**i) District One CWA Conference**- LP Fallot reported. A report from R. Focarile detailing what transpired at the conference was distributed to the Board. It was also our first joint meeting with the IUE, which merged with the CWA in October. All of the delegates from the Local attended various seminars. F. Pellegrino expressed the importance of attending these meetings and suggested that in the future, we should encourage more of our members to attend these functions.

## **VI . NEW BUSINESS (Out of order of Agenda)**

**a) Matt Noonberg/NBAE** - LP Fallot reported. He advised that S. Robblee would not be present to address the issue at today's meeting.

**b) Sideletter 32/70 Meeting** - LP Fallot reported. He advised the Board that the Sideletter 32/70 meeting scheduled to take place in Chicago has been moved to New York. It will be held on January 17th & 18th. Dr. Parker will also attend a Sector dues update meeting on the 18th.

## **V. OLD BUSINESS**

**I) Re-visit Office Move Expenses** - LT Snell reported. Discussion ensued regarding the motion passed at last month's Executive Board meeting for certain expenses occurred during the move. He asked the Board if they were interested in any re-considerations in view of the fact that we were receiving an additional 3 months of free rent. Discussion ensued and it was decided that the motion would be carried through.

## **VI NEW BUSINESS**

**g) Sector Rent** - LT Snell reported. Discussion ensued regarding the possibility of giving the Sector 3 months additional free rent due to us receiving the same from the building.

### **Motion #6**

**"Move that the additional 3 months of free rent afforded to Local 11 by Mendik as result of the move from the 45`" floor (totaling 9 months free rent) be passed along to the Sector as an additional 3 months free rent (totaling 9 months free rent), for Sector President J. Clark's office space for the months of November, December 2000 and January 2001."(EBM 00-12-6) .**

(Snell 2nd Hinrichsen)

Absent: Cappo

**UNANIMOUSLY PASSED**

## **V. OLD BUSINESS**

**m) Local 11 Retirement Benefit** - LVP Freeh reported. Discussion ensued regarding changing the retirement cash benefit to an appropriate gift.

### **Motion #7**

**"Move to replace the Local 11 Cash Retirement Benefit with an appropriate gift representing a member's years of active service in Local 11." (EBM 00-12-7)**

(Freeh 2nd Sullivan)

Discussion ensued with the following motion being made..

### **Motion #8**

**"Move to table motion 00-12-7."(EBM 00-12-8)**

(Hinrichsen 2nd Keyes)

FOR: Snell, Garnes, Keyes, Greenberg, Hinrichsen, Gorry, Cappo, Pellegrino, Calamera, Sullivan, Focarile

AGAINST: Freeh

ABSTAIN: None

ABSENT: None

MOTION PASSED

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## **VI. NEW BUSINESS**

**c) Shop Steward Gifts** - LT Snell. Discussion ensued regarding the possibility of purchasing a gift for the Shop Stewards, Officers, and Committee members to be given out at the annual Shop Stewards Dinner.

### **Motion #9**

**"Move to appropriate up \$5,000.00 for the purchase of Local 11 carry bags, to be distributed to Shop Stewards, Executive Board members and Committee members of Local 11, in appreciation of their service to the Local."(EBM 00-12-9)**

(Snell 2nd Freeh)

FOR: Freeh, Snell, Games, Keyes, Greenberg, Hinrichsen, Gorry, Pellegrino, Calamera, Sullivan, Focarile

AGAINST: Cappo

ABSTAIN: None

ABSENT: None

MOTION PASSED

**d) Hugo Tutino Retirement Benefit** - LT Snell reported. Brother Tutino has retired and is requesting the Local 11 Retirement Benefit.

### **Motion #10**

**"Move to pay the Local 11 Retirement Benefit of \$550.00 contingent upon all financial obligations to NABET-CWA being met by Hugo Tutino."(EBM 00-12-10)**

(Freeh 2nd Calamera)

UNANIMOUSLY PASSED

**e) Herman Sbaschnik Retirement Benefit** - LT Snell reported. Brother Sbaschnik has requested the Retirement Benefit. He meets all criteria.

### **Motion #11**

**"Move to pay the Local 11 Retirement Benefit of \$825.00 contingent upon all financial obligations to NABET-CWA being met by Herman Sbaschnik."(EBM 00-12-11)**

(Freeh 2nd Calamera)

UNANIMOUSLY PASSED

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**f) Carrie Hoffman Initiation Fee Request** - LT Snell reported. Sister Hoffman is requesting that she be afforded the 50% discount as she claims that she was never notified this was an option. Discussion ensued.

No action taken at this time.

**h) Holiday Bonus** - LP Fallot Reported. Discussion ensued regarding holiday bonuses for the OPIEU staff.

**Motion #12**

**"Move to pay a holiday bonus of \$1,250.00 each to Office Staff Members Catherine Leon, Carol Deo Lai and Elise Roth."(EBM 00**

(Focarile 2nd Hinrichsen)

UNANIMOUSLY PASSED

**i) Pediatric AIDS Foundation** - LP Fallot reported. We have received a letter from the CWA requesting that we contribute to this foundation. Discussion ensued with the following motion being made:

**Motion #13**

**"Move to donate \$2,000.00 to the Pediatric AIDS Foundation."(EBM 00-12-13)**

(Hinrichsen 2nd Games)

UNANIMOUSLY PASSED

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

**Motion # 14**

**"Move to adjourn"(EBM 00-12-14)**

(Keyes 2nd Focarile)

UNANIMOUSLY PASSED

The meeting was adjourned at 1:18PM.

Respectfully Submitted,

Gene Garnes,  
Secretary & Director of Organizing