

# REGULAR EXECUTIVE BOARD MEETING

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

The meeting was called to order at 9:10am with LP Fallot presiding.

### I. ATTENDANCE - Attendance was taken at this time.

A moment of silence was held for NBC retiree (S/F) Nick Ponella who passed away.

### II. APPROVAL OF THE MAY 2000 REGULAR EXECUTIVE BOARD MINUTES

#### Motion #1

“Move to accept the May 2000 Executive Board Minutes as corrected”

(EBM 00-6-1)

(O'Hanlon 2nd Hinrichsen)

FOR: Freeh, Garnes, Snell, Keyes, Greenberg, Hinrichsen, Gonzalez, Donatien, O'Hanlon, Calamera, Robblee, Focarile

AGAINST: None

ABSTAIN: Freeda

ABSENT: None

### **III. CORRESPONDENCE**

The Correspondence file was available for inspection.

**IV. NEW MEMBERS** - It was decided to hold off until later in the meeting to read and approve the new members.

### **V. COMMITTEE REPORTS**

a) Benefits - No report

b) By-Laws - No report

c) Elections - (please see item "g" under Old Business)

#### **Motion #2**

"Move to go out of order on the agenda to discuss item "g" under Old Business." (EBM 00-6-2)

(Hinrichsen 2nd Calamera)

PASSED UNANIMOUSLY

### **VII. OLD BUSINESS**

g) Unit's 4 & 6 - Kaessler Appeal - L.S. Garnes reported. We have received a letter within the prescribed time period challenging the election that was held in Unit's 4 & 6 by Karl Kaessler. Copies of the letter were distributed to the Board. Discussion ensued regarding the combination of the two seats and the historical background in connection of the two seats.

#### **Motion #3**

"Moved to void the Executive Board election in Unit #6 due to confusion in notification of the seats to be run for and who shall run for seats 6 & 4. Further ballots shall be reissued for seat #6 containing only the names of those

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candidates having filed a valid nominating petition for Unit #6 (Tom Cappel & Karl Kaessler).' (EBM 00-6-3)

(Hinrichsen 2nd Calamera)

FOR: Hinrichsen

AGAINST: Freeh, Snell, Keyes, Greenberg, Gonzalez, Donatien, O'Hanlon, Freeda, Robblee, Focarile

ABSTAIN: Garnes, Calamera

ABSENT: None

MOTION FAILS

**f) MAP** - LP Fallot reported. He has approached NBC to see if they would pay the cost of George Hug's tuition. We are awaiting an answer from the Company. It was decided to take no action until we hear one way or another.

**g) Retirement & Pension** - William Freeda reported. He has received a chart which shows the condition of the GE Pension Trust Fund and will attempt to have copies made for those who request them. Overall, the fund is in excellent condition.

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

**q) Diversity** - John Rivera reported that the Committee held its monthly meeting on June 5th. They have been going over all of the data that they have received so far from NBC. They are also currently working on a NABET profile, which will include both Staff and Daily Hire employees. The Committee has requested a meeting with NBC's Paula Madison and Tony Loney. Once we receive all of the data, there will be a tremendous amount of work to do.

**i) Safety** - L.S. Garnes reported. He reported on his recent meeting with Larry Pastana of TWC of NYC. Discussion ensued regarding an incident in Los Angeles where a KABC EJ Crew was electrocuted. We will check with NBC's Leslie Hulse regarding training for our EJ and Field Crews. Steve Gonzalez reported that the PGA has implemented a system where during thunderstorms, an alert system has been developed to notify people of suspension of golf during these storms. We will also be using this system for our people assigned to the golf matches. Larry Greenberg discussed the OMB issues at PTSC and suggested that we need to start up a Safety Committee at PTSC. LP Fallot will try to set up a meeting.

**d) Financial** - LT Snell reported. Income, expense summaries and the 1838 report were distributed. He is gathering all the expenses incurred during our move and will submit them to the landlord for reimbursement. The phone

system is still not completely functional and we are working with Lucent and Bell Atlantic to resolve the problems. Extension 2233 is still not working and this is very inconvenient for our NBC membership. We plan on installing security cameras and monitors for the front door and lobby area in the near future. William Freeda reported that the signs for the front door and offices are in the process of being made and should be ready in the near future. LT Snell reported on the Sector dues issue. 310 members have not responded to letter #3 which was sent out by the Sector. The deadline to pay or make arrangements is June 30th.

The Expense voucher file was passed around for inspection.

e) **Grievance** - LVP & Grievance Chairman William Freeh reported.

## **At NBC**

**May 2:** We met before arbitrator Dr. Joan Parker to continue the National Grievance, NIO 97-2, the failure by the Company to collect and remit union dues of employees who are on check-off. This all-day session was attended by Sector President John Clark, Sector Secretary-Treasurer Dan Mahoney, LP Fallot, LT Frank Snell, B. Freeda, Elise Roth, Attorney S. Sturm, and myself. We reached an interim agreement in order to continue with the collection of unpaid dues. The Company issued us a check for \$13,000.00 representing an estimate of currently uncollectible Sector Dues. We will have a ninety day period to continue the collection process, and if we are not satisfied with the results, we can go back to arbitration. In the meantime we will hold periodic reviews with the Company, with the arbitrator present, to resolve ongoing problems. The first review will be June 15th with Dr. Parker. The deadline for our members to respond to NABET-CWA regarding their dues arrearage is June 30th.

**May 11:** We were scheduled to arbitrate grievance NN99-47, regarding non-payment of an on-camera appearance fee to one of our members. We reached a settlement agreement for some payment to our member, so the arbitration was canceled.

**May 15:** The Grievance Committee met to prepare for the June 1st Grievance Meeting with the Company. We discussed about 14 grievances involving: failure to collect initiation fees, Sector Dues, Local dues, overseas pay, Traffic, workload, Skypath, warning letters and denial of personal days.

**May 17:** A meeting was held at WNBC to discuss newswriter issues. E-Board member Tom O'Hanlon attended this meeting. A follow-up meeting was scheduled for the next week.

May 23 LP Fallot and I met with a member who is accused of poor work performance. We are trying to head off a written warning.

**May 24:** The follow-up meeting with WNBC newswriters was held, and we reviewed some solutions to resolve our issues.

Later in the day, LP Fallot and I held a shop meeting with our members assigned to the “Access Hollywood” program.

Our next scheduled arbitration date is June 15.

#### **At BMG**

Accused of poor job performance, a response letter defending one of our members had been sent to the Human Resources Director.

#### **At NBAE**

We are in the process of finalizing the arrangements for the Company’s request to exceed the number of exemptions allowed under Section 7.1 (c) of the contract - the transfer of contracting of our work to individuals on a daily or freelance basis.

#### **At PTSC**

PTSC and CNN have finally signed a new contract, after almost a year without one. This should ease some of the tensions that have escalated during this last year. We have some issues that we hope to resolve, including group 2 upgrades, payroll problems, and insurance and safety questions.

LP Fallot and I will attend a safety meeting with PTSC members on June 20th.

The NABET-CWA contract with PTSC expires December 7th this year. The Company missed payments to the 401(k) Plan and Medical Insurance Co.

#### **At ROC**

We have a new ratified contract in place. The grievance and arbitration language of Article V is unchanged. LP Fallot, A. Donatien and I will meet with the shop on June 16th at Yankee Stadium to discuss any issues our members may have.

#### **At TWC of NYC**

There are some outstanding issues of job assignments and our proposal for a four-day work week that need to be resolved. A meeting is scheduled with our members and E-Board member Anthony. Donatien on June 14th.

**j) Seniority** - No report.

**k) Sunshine**

**Illnesses**

Assistant-to-the-Treasurer Elise Roth is recovering from surgery

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Wes Paulsen (Mtce) is out on medical leave

Rich Olsen's (Graphics) son is recovering after being injured

## **Deaths**

Manny Albert (Net EJ Retiree) passed away.

## **Other News**

Arthur Finklestein (V/T Opns) has retired

Gil Hulsen (Couriers) has retired

Former Local 11 Secretary Melanie Rock accepted a buyout

**l) Vacations** - Ray Calamera reported that the 4th floor EJ Maintenance area is experiencing some difficulties in getting a 2nd week of individual vacation days. Discussion ensued and resulted that Ray Calamera will explain the vacation rules to the affected shop, so that there will not be any confusion next year.

**m) Membership Services** - No report.

**n) Web Site** - Ray Calamera reported. The Committee met and has selected Peter Sullivan as the Chair of the Committee. He then gave an overview of the proposed web site to the Board. The total cost of the package of new updated computer hardware and software will be \$2,668.00. Discussion then ensued regarding the chain of command as to who reviews what goes onto the web site. LP Fallot will review everything with the exception of certain items, such as the minutes, which will go on the site without LP Fallot's approval. The Committee was commended on doing an excellent job in setting up the overview.

## **Motion #4**

“Move to go out of order on the agenda to discuss item “p” under Old Business.”(EBM 00-6-4)

(Hinrichsen 2nd Snell)

PASSED UNANIMOUSLY

**p) Web Site Computer** - R. Calamera reported. We will need to allocate monies to purchase the necessary equipment and software in order to update and upgrade our web site. Discussion ensued.

## **Motion #5**

“Move to appropriate up to the sum of \$3,000.00 to purchase a Dell Dimension XPS-T 700 computer and Adobe Go-Live software for the purpose of upgrading and updating the Local 11 Website.”(EBM 00-6-5)

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(Hinrichsen 2nd Freeda)

PASSED UNANIMOUSLY

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

**p) Daily Hire Advisory Committee** - W. Freeda reported. He has selected 3 people from NBC who are interested in serving on the committee. They are Tracy Dell, Liz Fulton and Stephen Kent.

**Motion #6**

“Move to go out of order on the agenda to address item “o” under Old Business.”(EBM 00-6-6)

(Freeda 2nd Robblee)

PASSED UNANIMOUSLY

**VI OLD BUSINESS**

**Daily Hire Advisory Council Members** - William Freeda reported. Discussion focused on Tracy Dell and the fact that he owes money to the Local in regards to the Sector dues issue. It was decided to hold off on his appointment until the issue with him is resolved.

**Motion #7**

“Move to appoint to the Daily Hire Employee Advisory Committee created in Executive Board Motion 97-12-7, Stephen Kent and Liz Fulton.”(EBM 00-6-7)

(Freeda 2nd Hinrichsen)

PASSED UNANIMOUSLY

**r) Training** - LP Fallot reported. The Committee has expressed its thanks to the Board for allowing them to attend the Working For America Convention. We have written a grant and it has been submitted. Kathy Schrier of the Actors Fund is working with us in this endeavor. In addition, she will be offering certain classes for our members without charge.

**Motion #8**

“Move to accept the Committee Reports.”(EBM 00-6-8)

(Garnes 2nd Focarile)

PASSED UNANIMOUSLY

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## IV: NEW MEMBERS

Todd M. Sodano NBAE - DH

Jeffrey A. Hansel NBAE - DH

Christopher S. Alperti NBAE - DH

Lance A. Thompson NBAE - DH

Rawn E. Brown NBAE - DH

Quiana R. Jenkins NBAE - DH

John F. Hess NBAE - DH

Brian E. Stovall NBAE - DH

John H. Schinella NBAE - DH

William D. Hayes NBAE - DH

Wilfred S. Kirkaldy NBAE - DH

Raymond C. Burris NBAE - DH

Conard Howe PTSC - DH

John R. Gullotta, III NBC - DH

Joann C. D'Alessandro PTSC - DH

Maria Sapozhnikov PTSC - DH

James M. Pertz PTSC - DH

Kevin F. Healey PTSC - Staff

Francis M. Luzzi ROG - DH

Heidi L. Rodney NBC - DH

Genevieve L. Michel-Bryan NBC - DH

Cynthia Louissaint NBC - DH

Erik Kyriacou NBC - DH

Brett Habersham NBC - Staff

Genora C. Dancel NBC - Staff

James O. Donohue-Duran NBC - DH

Michael A. Clarke NBC - DH

Gil Ben Zeev NBC - DH

**Motion #9**

“Move to accept the new members contingent upon payment of all applicable dues and fees.”(EBM 00-6-9)

(Calamera 2nd Robblee)

ABSENT: Snell

PASSED UNANIMOUSLY

**VII: OLD BUSINESS**

a) NBC - LP Fallo reported that some issues have arisen involving the Newswriters and they are being addressed. Susan Peters will succeed Ed

Scanlon as Vice President of Employee Relations. LP Fallot will be setting up a meeting with her to formally introduce himself and NABET-CWA. The Company has hired a sub-contractor to do drafting work that we formerly did. There will still be plenty of work for our members in that group to do. The U.S. Open starts on June 15th. It is expected that Local 53 will supply a union rep to police the contract.

**b) TWC of New York City** - LP Fallot reported. There are some issues on the contract that need to be resolved including the 4 day work week. He will set up a meeting with the shop.

**c) NBA Entertainment** - Scott Robblee reported. Shop Steward David Logue has left NBAE. It is a big loss for the shop and for NBAE. Discussion on the Daily Hire members being extended ensued. Based on the Company's track record of hiring staff, we signed off on the agreement.

### **Motion #10**

“Move to recognize the time and efforts of David Logue of NBA Entertainment for his extraordinary contribution to the growth of NABET-CWA at the shop. David's participation on the past two negotiating committees helped insure the future for the shop's members for years to come and the Executive Board wishes him the best luck in his future endeavors.”(EBM 00-6-10)

(Robblee 2nd Hinrichsen)

PASSED UNANIMOUSLY

**d) PTSC** - LP Fallot reported. The Company has signed an agreement with CNN which is a 3 year deal. Our talks will start in the fall. We will be conducting a meeting at PTSC to discuss issues that have arisen.

**e) Secretary's Report** - L.S. Garnes reported that in the matter of Donovan vs. Sullivan, the accused has pleaded “not guilty” and has requested that the RVP appoint a trial body. We received a letter from RVP #1 Gelber appointing Orlando Burgos (Chairman), Richard Conde (Member) and Frank Schiraldi (Member) to hear the above case.

**f) Organizing** - L.S. Garnes updated the Board on the status of organizing in Local 11. He continues to work with shops that are interested in NABET-CWA.

**h) Office Furniture** - William Freeda reported. There was discussion on what to do with our old furniture if our request for new furniture is approved by the building. The grey storage cabinets brought down from our old offices will be

disposed of.

**i) Albany CWA Conference** - William Freeda reported. He distributed a report to the Board detailing what occurred over the two days he was present. He did meet with several politicians while there.

**j) Sideletter 32/70 Meeting** - LP Fallot reported. He distributed copies of his report to the Board. Several issues were discussed at the meeting. Steve Kent represented the Daily Hires from Local 11 and did an excellent job. At this meeting we took issue with NBC's Leslie Hulse in regards to the proposed GE vehicle safety policy.

**k) Training Grant** - (please see "r" under committee reports)

**l) Charges** - LVP Freeh reported. In the matter of Donovan vs. Garnes, the accused has entered a plea of "not guilty" and has requested that the RVP appoint a trial body.

**m) Phones** - Ernie Hinrichsen reported. He questioned as to why NBC extension 2233 is not working. Discussion ensued. The problem is apparently divided between NBC, Bell Atlantic and Lucent. All three companies are in essence pointing fingers at each other.

**n) Vacations** - (Please see "i" under committee reports)

## **VIII NEW BUSINESS**

**a) NBC Lawsuit** - LP Fallot reported. The Board discussed the lawsuit and Article X of the NABET-CWA By-Laws. There was some concern about one of our members sitting on a committee filing suit against fellow union members. Discussion ensued regarding two of the Committee members sitting on the Diversity Committee.

**b) PTSC/CNN Agreement** - (please see "d" under old business)

**c) August E-Board Meeting** - LP Fallot reported. Discussion ensued regarding when to hold the August E-Board meeting. It was decided to hold it on our normal day.

**d) OPEIU Temp** - LP Fallot reported. Catherine Leon, our Assistant Secretary, will be going on a 12 week maternity leave commencing in late July and we will need to replace her.

### **Motion #11**

"Move to allocate up to the sum of \$5,000.00 to employ a temporary replacement receptionist commencing upon the beginning of Cathy Leon's

maternity leave of absence and lasting approximately 12 weeks.”(EBM 00-6-11)

(Garnes 2nd Freeh)

ABSENT: Calamera

PASSED UNANIMOUSLY

**e) Four Day Work Week Salary Loss** - LT Snell reported. A member who works a normal 10 hour day, four days a week was brought in for a sixth day in the union. This member put in for a sixth day based on a 10 hour day. Should they be paid for an eight hour or ten hour stipend? Discussion ensued.

### **Motion #12**

“Move that with regard to Mark Albin and Mark Boshnack’s past salary loss submissions for those tours that were fifth, sixth or seventh days, they will be compensated at 10 hours of time and one half on a no-precedent basis. However, for those days that were LOA days, the half-time salary loss will based on 8 hours. For those occurrences where an LOA was incurred and we were billed by NBC, the salary loss will be limited to normal half-time. This being done because in some instances, both Mark Boshnack and Mark Albin were compensated incorrectly.”(EBM 00-6-12)

(Snell 2nd Hinrichsen)

ABSENT: Gonzalez

PASSED UNANIMOUSLY

**f) Mark Hollis Letter** - Ernie Hinrichsen reported. He distributed a letter from member Mark Hollis in regards to the Flex Plan. LP Fallot has sent him a letter answering his questions.

**g) Retiree Board Member** - Ernie Hinrichsen reported. Mark Hollis inquired as to the lack of representation in Net EJ. Discussion ensued. William Freeda is the only representative that Net EJ Editing has and will continue to represent the area until the expiration of his current term of office.

**h) Manny Alpert Death Benefit** - LT Snell reported. Brother Alpert recently passed away. He had 10 years of active service. Discussion ensued. No action taken pending investigation of his membership status.

**i) Charles Davison Retirement Benefit** - LT Snell reported. Brother Davison has requested the Local’s Retirement Benefit. Discussion ensued.

### **Motion #13**

“Move to pay the Local 11 Retirement Benefit of \$875.00 contingent upon all financial obligations to NABET-CWA being met by Charles Davison.”(EBM 00-6-13)

(Freeh 2nd O’Hanlon)

ABSENT: Hinrichsen

PASSED UNANIMOUSLY

**g) NBA Entertainment Initiation Fee Payment Relief-** LT Snell reported. Brothers Christopher Alperi, William Hayes, Quiana Jenkins and Brian Stovall all have requested that their initiation payment schedules be extended due to financial hardships. Discussion ensued.

### **Motion #14**

“Move to extend the Local 11 initiation pay period from 80 weeks to 120 weeks for the following members; Christopher Alperi, William Hayes, Quiana Jenkins and Brian Stovall.”(EBM 00-6-14)

(Robblee 2nd Calamera)

PASSED UNANIMOUSLY

LT Snell then read a letter from Conard Howe requesting the 50% discount as he was never informed of the availability of such. Discussion ensued.

### **Motion #15**

“Move to afford the 50% discount to Conard Howe.” (EBM 00-6-15)

(Greenberg 2nd Donatien)

FOR: Garnes, Keyes, Greenberg, Hinrichsen, Gonzalez, Donatien, O’Hanlon, Calamera, Freeda, Robblee, Focarile

AGAINST: None

ABSTAIN: Snell, Freeh

ABSENT: None

MOTION PASSED

Discussion then shifted to a letter received from Brother John Gulotta requesting that he be

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afforded the 50% discount as he was unsure of the rules regarding the benefit. Discussion ensued.

**Motion #16**

“Move to afford the 50% initiation discount fee to John Gulotta, Jr.”(EBM 00-6-16)

(Hinrichsen 2nd Focarile)

FOR: Freeh, Garnes, Keyes, Greenberg, Hinrichsen, Gonzalez, Donatien, O’Hanlon, Calamera, Robblee, Focarile

AGAINST: None

ABSTAIN: Snell

ABSENT: Freeda

MOTION PASSED

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

**Motion #17** “Move to adjourn”(EBM 00-6-17)

(Robblee 2nd O’Hanlon)

PASSED UNANIMOUSLY

The meeting was adjourned at 3:49pm

Respectfully Submitted,

Gene Garnes,

Secretary

cd/opeiu153:afl-cio