

# REGULAR EXECUTIVE BOARD MEETING

Wednesday, May 3, 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 (Vaco)
#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 9:17am with LP Fallot presiding.

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

## **II. SWEARING IN OF NEW OFFICERS**

At this time, LP Fallot administered the oath of office to Peter Sullivan (Unit #9).

## **III. APPROVAL OF THE MAY 2000 REGULAR EXECUTIVE BOARD MINUTES**

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

#### **IV. CORRESPONDENCE**

The Correspondence file was available for inspection

#### **VI. COMMITTEE REPORTS**

a)**Benefits** - No report

b)**By-laws** - No report

c)**Elections** - (please see item "f" under New Business)

d)**Financial** - LT Snell reported. He distributed summaries through April 2000, along with the Sector dues summary spreadsheet. Because of the move, there were no initiation and local dues spreadsheets, but we will be given copies of them next month. The expense voucher folder was available for inspection. The move went rather well with a few minor problems that we will be working on. The phone system is up and running and training for the office staff will commence on May 4th. He distributed to the Board a copy of a letter sent to Bell Atlantic from our attorneys in regards to the overcharge we received for the phone lines at our former 135 W. 50th street offices. We are compiling a list of furniture that we will need for our new offices in the building. The Sector dues issue is ongoing as we met in arbitration on May 2nd. We have a tentative interim agreement.

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

#### **At NBC**

**Apr. 4** - We prepared Grievance NN00-12 for arbitration. This case involves one of our members who was docked several hours of overtime pay while attending to a family emergency during a workday. We will arbitrate this grievance on April 13th .

**Apr. 6** - Grievance committee member Rich Focarile and I attended shop meetings in Moonachie with the WNBC camera crews, to discuss the WNBC Grievance Meeting on March 28th .

**Apr. 7** - Two of our members attended meetings in Labor Relations to discuss their future assignments at NBC. LP Fallot and I were with them at these meetings.

Later in the day LP Fallot and I met with members from the HVAC unit to discuss some problems in their area and possible grievances.

**Apr. 10** - Grievance committee member Bill Freeda attended a production meeting

with several of our members to discuss operating procedures that the show expects all staff to follow.

**Apr. 11** - A meeting was held with one of our members to discuss a buyout offer.

I met with Frank McCulloch to get an update on the Company's staffing of this year's Sydney Olympics. About 70% of the staffing is complete, and the Company is adhering to the Olympics Agreement.

**Apr. 13** - We arbitrated grievance NN00-12 before Dr. Joan Parker. This case, involving a pay docking issue, was settled after hearing our attorney Steve Sturm's opening statement, when Dr. Parker told the Company to pay our member in full for the workday. Our member will be made whole.

**Apr. 14** - B. Freeda and I met with some of the shop stewards in Long Island City to discuss several outstanding issues for the network news technical services unit. We will file one grievance for improper overseas pay.

We received the arbitration award from Dr. Joan Parker on Grievance NN00-08, alleging changes in the application of the sick leave policy for our members in B&NO, and improper disciplinary meetings with them. She agreed with much of our argument and position, stating the Company violated our settlement agreement of Dec. 16, 1999, when certain NBC managers held counseling meetings with our members before they reached six occurrences of absence in calendar year 2000. She directed the Company to cease and desist from counseling our members with six occurrences of absence based upon a rolling year, and to erase any notations, if they exist, of such counseling from the records of those members who were improperly counseled. She also stated in the opinion portion of the award that neither NBC's original memo, or the revised version, both in December 1999, in any way changed NBC's sick leave policy. In the award, she also wrote that the Company has the right to discipline members for attendance problems based on a rolling year, without regard to a fixed number of occurrences. The full text of this award is available from the Local 11 office or the NBC Executive Board members. I also want to thank several of our members who came to the arbitration sessions on their own time.

**Apr. 18** - We held a meeting with NBC to further discuss the Company's failure to collect and remit the Sector Dues of our members, going back to 1993, and failure to fix the problem on an ongoing basis. The meeting was attended by Sector President John Clark, LP Fallot, LT Snell, Asst. to the LT Elise Roth, B. Freeda, Attorney S. Sturm, and myself. NBC presented documentation on how they were addressing the problem, but their explanation fell far short of our needs. Following the recommendation of the Local 11 Finance Committee, we will continue arbitrating this case on May 2nd. Our members have been notified again of the amount of their dues arrearage. Some have paid the amount owed, and others have made arrangements to pay. Those who did not respond at all will receive a final notice from Local 11.

**Apr. 27** - A meeting was held to defend a member accused of smoking in the workplace.

**At BMG**

A letter has been drafted to the Company to defend a member accused of poor job performance.

**At NBA**

No report.

**AT ROC**

The Yankee season has begun, but there is still no signed contract between NABET-CWA and the Company.

**At PTSC**

There is still no signed contract between PTSC and CNN, which is contributing to a morale problem among our members. Several managers have left the Company, and although NABET-CWA has a contract with PTSC, that contract will expire on December 7th.

**At TWC of NYC**

**Apr. 24** - LP Falloot attended a meeting with E. Board member A. Donatien to discuss some ongoing problems with schedules, shifts, and workload. These were mostly resolved.

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

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

q)**Diversity** - J. Rivera reported that the Committee held its monthly meeting and discussed the criteria for work assignments during the Olympics and its impact on our members. The Committee is working on a company profile and they will meet with NBC's Paula Madison and go over it with her.

n)**Web Site** - R. Enderlin reported. He reports progress on the web site. We will need to purchase updated hardware as the computer that we are currently using is obsolete and will not work for our purposes. He estimates that a replacement computer with all of the bells and whistles will cost approximately \$2,000.00.

i)**Safety** - L.S. Garnes had no report. E. Hinrichsen reported that stairway "c" on the eighth floor in the Studio Building continues to be blocked. S.

Gonzalez reported that problems in the field involving the breaking down of cameras during darkness has been temporarily solved due to daylight savings time. J. Keyes reported that the new alarm system in the West Building is still not on line. W. Freeh reports that the problem with soot dropping out of the vents in 8G has re-appeared again.

j)**Seniority** - No report.

k)**Sunshine**

### **Illnesses**

Juan Ortiz (PTSC) is recovering from back surgery.

Robert Enderlin (PTSC) remains out ill.

DeWitt Luff (Skypath) remains out ill.

### **Deaths**

Joe Honerkamp's (S/F) mother passed away.

Rich Rahner's (PTSC) grandmother passed away.

Dick Leible's (V/T Opns) mother passed away.

### **Births**

Julie Buchfirer-Platt (Graphics) is the mother of a baby boy.

Richard Platt (Graphics) is the father of a baby boy.

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### **Back To Work**

Executive Board member Peter Sullivan is back to work.

### **Other Great News**

Trevor Schmid and Tara Russo, both of NBAE became Husband and Wife

l)**Vacations** - T. Cappo reports that he has continuing problems in his area with getting people to make their vacation picks.

f)**MAP** - George Hug reported that the Committee continues to assist our members and their families in need of assistance and referrals. He also requested monies so that he can achieve certification under CASAC. It is an 11 month course that he will take on his own time and when completed, will

be of extreme value to the Local. The cost would be \$4,450.00.

## **VIII. NEW BUSINESS**

a) **Lowell Peterson** - Attorney Lowell Peterson appeared before the Executive Board to discuss the current IATSE/Hyphenate situation. Discussion ensued.

### **Motion #1**

"Move to go out of order on the agenda to discuss item "f" under New Business (CWA Convention Delegates)." (EBM 00-5-1)

(Hinrichsen 2nd O'Hanlon)

ABSENT: Snell

PASSED UNANIMOUSLY

f) **CWA Convention** - Election Chairman J. Jones reported. He proposed the following election time table for the CWA Convention:

Friday, May 12, 2000 - Notification Date

Friday, May 19, 2000 - Petitions Available

Friday, June 16, 2000 - Deadline for Petitions to be Submitted (5pm)

Friday, June 30, 2000 - Ballots mailed

Friday, July 28, 2000 - Ballots must be postmarked

Monday, July 31, 2000 - Ballots must be received by AAA

Tuesday, August 1, 2000 - Count

This year's convention will be held on August 28th and 29th in Anaheim, California. The Local will be sending 2 Delegates.

### **Motion #2**

"Move to accept the proposed election time table for the two (2) CWA Convention Delegates." (EBM 00-5-2)

(Hinrichsen 2nd Pellegrino)

ABSENT: Snell

PASSED UNANIMOUSLY

m) **Membership Services** - R. Calamera reported. He plans into looking into having an event for the membership and asked the Board for any ideas.

will contact Local 16 to see if they are interested in doing a joint social venture with us.

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

p)**Daily Hire Advisory Committee** - W. Freeh reported that W. Freeda has narrowed the list of people down to 3 and this will be discussed at next month's meeting.

r)**Training** - LP Fallot reported. He read a report from J. Salvaggio that indicates that everything is moving forward. Working For America will be having a convention here in New York and it would be a good idea to send the committee to this convention.

**Motion #3**

"Move to accept the Committee Reports."(EBM 00-5-3)

(Garnes 2nd Pellegrino)

PASSED UNANIMOUSLY

**III. APPROVAL OF THE APRIL 2000 EXECUTIVE BOARD MINUTES**

**Motion #4**

"Move to accept the April 2000 Executive Board Minutes as corrected."(EBM 00-5-4)

(O'Hanlon 2nd Greenberg)

ABSENT:Gorry

PASSED UNANIMOUSLY

**V. NEW MEMBERS**

- Andrea E. Buffaloe - PTSC - DH
- David J. Stempler - NBAE - DH
- Michael S. Maffei - NBAE - DH
- Jeffrey Berger - NBAE - DH
- David P. Barry - NBAE - DH
- Scott E. Zimmerman - NBAE - DH
- Greg S. Van Why - NBC - DH
- David M. Schwartz - NBAE - DH
- Frank T. Posillico - PTSC - DH
- Robert M. Lawrie - NBAE - DH
- Joanne S. La Marca - NBC - Staff
- Eric J. Pont - PTSC - DH
- Sean A. Gallagher - NBC - DH

**Motion #5**

"Move to accept the new members contingent upon payment of all applicable dues and fees."(EBM 00-5-5)

(Robblee 2nd Sullivan)

ABSENT:Gorry

PASSED UNANIMOUSLY

**VII. OLD BUSINESS**

a)**NBC** - LP Fallot reported on a meeting to be held in Washington, D.C. to address issues involving side letters 32 and 70. Discussed the dues issues with the Board at length. He is attempting to get some additional hearing dates from Dr. Joan Parker. Discussion then shifted to NBC's remote pickups involving the TODAY Show. We will be looking into complaints from WNBC's Master Control regarding staffing. The new contract has been shipped from the Washington office and should be received any day.

b)**TWC of New York City** - LP Fallot reported. A shop meeting was held 2 weeks ago and a full range of issues were discussed, including the Divicom system. Most of the issues raised were resolved.

c)**NBA Entertainment** - S. Robblee reported. He advised the Board that he and S. Robblee were dealing with the Company over the issue of freelance conversion to staff. The Company would like a waiver from this. We will attempt to work out a deal with the Company.

d)**PTSC** - LP Fallot reported. We had a big shop meeting with Attorney S. Sturm present to answer questions from the membership. We've heard that the Company has finally signed an agreement with CNN, but are awaiting formal notification by PTSC. The current agreement with NABET-CWA and PTSC expires in December, 2000.

e)**Secretary's Report** - L.S. Garnes reported that in the matter of Palczewski vs. Holmes, we have received a plea of "not guilty" by the accused, who requested the Executive Board as the trial body. As there is no provision in our By-laws for this, RVP Gelber will appoint a trial body to hear the case.

f)**Organizing** - L.S. Garnes updated the Board on the status of organizing in Local 11.

h)**Office Relocating** - LT Snell reported. The move went pretty smoothly. There are still some bugs in the system that need to be worked out. Joe Salvaggio did an outstanding job in coordinating the construction and wiring

of the new office.

i)**NCC Meeting** - LP Fallot reported. He met in Las Vegas, and overall it was a good meeting.

j)**Web Site** - LP Fallot reported. Discussion ensued as to the make-up of the Committee and the request for the \$2,000.00 to upgrade the system.

**Motion #6**

"Move that the Local 11 Web Site Committee consist of the following individuals: Raymond Calamera, Robert Enderlin, Tim Gorry, Joe Salvaggio and Peter Sullivan. The Committee will decide who shall be it's chair."(EBM 00-5-6)

(Garnes 2nd Gonzalez)

ABSENT: Gorry

PASSED UNANIMOUSLY

**VIII. NEW BUSINESS**

b)**CWA Legislative/PAC Conference** - LVP Freeh reported that W. Freeda would like to attend this important conference as part of our on-going participation in the CWA. The Conference is scheduled for June 18 thru the 21st. Discussion ensued.

**Motion #7**

"Move to appropriate up to the sum of \$1,200.00 so W. Freeda can attend the CWA 2000 National Political Legislative Conference in Washington, D.C. from June 18 thru the 21st, 2000."(EBM 00-5-7)

(Freeh 2nd Garnes)

FOR:Freeh, Garnes, Snell Keyes, Greenberg, Cappo, Pellegrino, Donatien, O'Hanlon, Robblee, Sullivan, Focarile

AGAINST:None

ABSTAIN:Calamera

ABSENT:Hinrichsen, Gonzalez, Gorry

MOTION PASSED

d)**CWA Albany Lobby Day** - LVP Freeh reported. W. Freeda would like to attend this important meeting as part of our ongoing participation in CWA

events. It will be held May 22nd & 23rd. Discussion ensued.

**Motion #8**

"Move to allocate up to the sum of \$3,50.00 for W. Freeda to attend the CWA Albany Lobby Day on May 22nd & 23rd, 2000."(EBM 00-5-8))

(Freeh 2nd Garnes)

FOR:Freeh, Garnes, Snell, Keyes, Greenberg, Gonzalez, Cappel, Pellegrino, Donatien, O'Hanlon, Robblee, Sullivan, Focarile

AGAINST:None

ABSTAIN:Calamera

ABSENT:Hinrichsen, Gorry

MOTION PASSED

c)**Trial Body Chair** -LP Fallot reported. We need to appoint a replacement for E. Hinrichsen, who resigned at last month's meeting. Discussion ensued.

**Motion #9**

"Move to appoint Frank Pellegrino as Chairman of the Local 11 Trial Body."(EBM 00-5-9)

(Freeh 2nd Sullivan)

FOR:Freeh, Garnes, Snell, Keyes, Gonzalez, Cappel, Pellegrino, Donatien, O'Hanlon, Robblee, Focarile, Greenberg, Sullivan

AGAINST:None

ABSTAIN:Hinrichsen, Calamera

ABSENT:Gorry

MOTION PASSED

**Motion #10**

"Move to thank E. Hinrichsen for all his efforts as serving as Chair of the Local 11 Standing Trial Body."(EBM 00-5-10)

(Focarile 2nd Calamera)

FOR:Freeh, Garnes, Snell, Keyes, Greenberg, Gonzalez, Cappel, Pellegrino, Donatien, O'Hanlon, Calamera, Freeda, Robblee, Sullivan, Focarile

AGAINST:None

ABSTAIN:Hinrichsen

ABSENT:Gorry

MOTION PASSED

e)**Office Reception** - LP Fallot reported. He recommended that perhaps we should conduct an open house in conjunction with a General Membership Meeting. Discussion ensued.

**Motion #11**

"Move to allocate up to the sum of \$1,000.00 to hold an open house in conjunction with our General Membership meeting to be held on May 31, 2000, from the hours of 11am-7pm."

(Freeh 2nd Hinrichsen)

ABSENT:Gorry

PASSED UNANIMOUSLY

g)**Political Contributions** - R. Calamera reported. He inquired as to whether the Local contributed money to political candidates and was informed that the Local does not contribute money to political candidates.

h)**JAL Games** - S. Gonzalez reported. The Company has proposed to eliminate hotel rooms for our members at this event as they consider it to be a local remote. Discussion ensued. LP Fallot will look into this further.

i)**Religious Holidays** - F. Pellegrino reported. There is an ongoing problem with employees being denied time off for certain Christian holidays. Discussion ensued.

j)**New WNBC Employees** - T. O'Hanlon reported. He advised the Board that the Company seems to be getting lax about informing new employees of union membership requirements. Discussion ensued.

l)**Retirement Benefits** - LT Snell reported. We have two people who've requested the retirement benefit. Leon Wynn, with 34 years of service and Ashley Faulkner with 23 years of service. Discussion ensued.

**Motion #12**

"Move to pay the Local 11 Retirement Benefit of \$850.00 contingent upon all financial obligations to NABET-CWA being met to Leon Wynn."(EBM 00-5-12)

(Sullivan 2nd Gonzalez)

ABSENT:Gorry

PASSED UNANIMOUSLY

**Motion #13**

"Move to pay the Local 11 Retirement Benefit of \$575.00 contingent upon all financial obligations to NABET-CWA being met to Ashley Faulkner."(EBM 00-5-13)

(Pellegrino 2nd O'Hanlon)

ABSENT: Gorry

PASSED UNANIMOUSLY

m)**James T. Cordon Death Benefit** - LT Snell reported. Brother Cordon passed away recently and as an active member his beneficiary is entitled to the Local's death benefit. Discussion as to whether his beneficiary is still living ensued.

**Motion #14**

"Move to pay the Local 11 Death Benefit of \$1,450.00 to the beneficiary of James T. Cordon, providing said beneficiary is still living."(EBM 00-5-14)

(Keyes 2nd Hinrichsen)

ABSENT:Gorry

PASSED UNANIMOUSLY

n)**E. Hinrichsen Letter** - W. Freeh reported. Discussion on the content of E. Hinrichsen's letter to the Board resigning from all Local 11 Committees ensued.

o)**Working For America Conference** - LP Fallot reported. Their convention will be held in New York City this time around. Committee Chair Joe Salvaggio has requested that the Board purchase two (2) tickets so that members of the Committee may attend this important event. The ticket will cost us to the tune of \$490.00 each. Discussion ensued.

**Motion #15**

"Move to appropriate up to the sum of \$1,000.00 to purchase two (2) tickets, so that members of the Training Committee or LP Fallot may attend the Working For America Convention, to be held from May 13th thru the 16th, 2000."(EBM 00-5-15)

(Pellegrino 2nd Sullivan)

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

ABSTAIN:None

ABSENT:Gorry

MOTION PASSED

p)**MAP Request**- LP Fallot reported. Discussion ensued regarding allocating the monies for training that Committee Member George Hug has requested ensued. It was decided to hold off until next month's meeting.

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

**Motion #16**

"Move to adjourn"(EBM 00-5-16)

(Snell 2nd Cappelletti)

PASSED UNANIMOUSLY

The meeting was adjourned at 3:49pm

Respectfully Submitted,

Gene Garnes,  
Secretary & Director of Organizing

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