

# REGULAR EXECUTIVE BOARD MEETING

Wednesday, September 6, 2000

**ATTENDING:** Louis p. Fallot (Working) Local President  
William F. Freeh Local Vice-President  
Eugene E. Garnes (III) 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 (Working) #12. J.Salvaggio  
#4. S.Gonzalez (Working) #13. W.Freeda  
#5. T.Gorry #14. S.Robblee  
#6. T.Cappo #16. P.Sullivan  
#7. #18. R.Focarile  
#9. F.Pellegrino (Working)

The meeting was called to order at 9:15 AM with LVP Freeh presiding.

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

A moment of silence was observed for Retiree Scott Schachter (NBC S/F) who passed away since our last meeting.

**II. APPROVAL OF THE MINUTES OF THE AUGUST 2000 REGULAR EXECUTIVE BOARD MEETING.**

**Motion #1**

“Move to accept the August 2000 Executive Board Minutes as corrected.”(EBM 00-9-1)

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(Focarile 2nd Greenberg)

UNANIMOUSLY PASSED

### **III. CORRESPONDENCE**

The Correspondence file was available for inspection

### **IV. NEW MEMBERS**

Patrick Harris NBC - DH

Michael L. Stein PTSC - DH

Lyle S. Bibler NBC -DH

Shane P. Touhey PTSC - DH

Frank T. Rizzo NBC - DH

David D. Speace NBC - DH

John Gonzalez NBC - DH

Anastasia Ledwith PTSC - DH

James E. Glenn NBC - DH

Paul C. Gavula NBC - DH

Christopher Costello NBC - DH

Brian L. McGann NBC - DH

James J. Kateridge NBC - DH

Carl M. Schweitzer NBC -DH

Jonathan T. Randall NBC - DH

Robert E. Soehl NBC - DH

Michael L. Squillante NBC - DH

David Anderwkavich NBC - DH

Michael Mainieri NBC - DH

Anthony Natoli NBC - DH

Toriano D. White NBC - DH

Lynn J. Montrose PTSC - DH

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

## **V. COMMITTEE REPORTS**

a) Benefits - No Report

b) By-Laws - No Report

**c) Election** - Chairman Jon Jones reported. He has received a petition from Larry Greenberg regarding the recall of Grant Smith. The petition was valid and a recall election will be held.

**d) Financial** - LT Snell reported. We are now eleven months into our fiscal year. He distributed the income and expense summary reports. The voucher folder was available for inspection. Local dues, Sector dues, Initiation Fees and rebates spreadsheets were distributed. We are scheduled to appropriate monies for a special E-Board meeting scheduled for October 11th. The Finance Committee will be meeting prior to that to work on a preliminary budget to present to the Board. If anyone wants a particular item included into the budget to please get it in prior to September 13th. The phone problems involving the NBC extension and the 1943 line have been fixed and as such, we have paid the Lucent bill. We are awaiting a check from Verizon in settlement of an outstanding issue involving our phones at 135 W. 50th St. Bill Freeda brought the Board up to date regarding the furniture ordered for the office. LT Snell reported on the ABC Sector dues collection involving Local 11 members working there. Approximately 199 members were sent bills which were detailed on a spreadsheet distributed to the Board. We received 45 responses from the letters sent out. We are hoping for more returns. He also reported on the NBC Sector dues issue. Many people have made either arrangements to pay, or have paid. The Company will be responsible to pay for those who are considered "uncollectible". We are still trying to receive a report from Sector Treasurer Dan Mahoney for the NBC Sector Dues arrearage rebates.

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

## **At NBC**

Aug. 3 - Grievance NN99-43, scheduled for arbitration today, was settled. This is a WNBC grievance where the Company used a non-NABET employee to enter promos into the crispin system. WNBC will donate \$300 to charity.

Aug. 8 - 18 - LS Gene Garnes served as the Sector representative at the Democratic National Convention in Los Angeles. He reported in daily and did an excellent job in servicing this very large remote. There were no major problems.

Aug. 10 - We met before Dr. Joan Parker for an update from the Company on the progress of the Sector dues collection. The outstanding balance due to Local 11 has been reduced by about \$12,000 with a remaining balance due of almost \$90,000. About 200 of the original 541 members who owe dues have not responded to the four letters sent to them by NBC, NABET-CWA Sector President John Clark, and LS Gene Garnes. Many of those members are no longer working at NBC or in the industry, and we intend to hold NBC fully responsible for payment of any uncollectible dues. Further, we will begin sending the 3.2 letters to NBC during the week of August 21st. The next dues update meeting before Dr. Parker will be September 28th .

Later, we were able to settle grievance NN99-36, scheduled to be arbitrated today. This is a sports grievance where the Company failed to post a proper pre-call and legal meal period for part of the crew at the Gravity Games in Providence, RI. Although the posting was incorrect, all of our members did have legal meals, so NBC agreed to make a payment of \$300 to the Local 11 Scholarship fund.

Also, we met with Labor Relations and a member who was accused of poor job performance. We were able to get a modified warning letter in place of more severe discipline.

Aug. 11 - I visited the Today Show crew in Studio 1A, and the Later Today crew in Studio 3A on the last day of that show. As a result of the cancellation of that show, most of our members will be reassigned after the Olympics.

Aug. 14 - LP Fallot, Attorney Lowell Peterson, and I met with Day Krolik and NBC VP of Law C. Fournier, in order to obtain the information our Diversity Committee has requested from NBC. We will try to work out an agreement, but because of the pending federal lawsuits filed against NBC by some of our members, it will be difficult. We are also trying to arrange a meeting with the Diversity Committee and NBC's VP of Diversity Paula Madison.

Aug. 15 - We had a meeting with a member and Labor Relations to clear up a misunderstanding about procedures to be followed regarding illnesses/sixth and seventh days.

Aug. 21 - The NCC held a conference call with John Clark to discuss a proposed Company vehicle policy. We will not agree to our members supplying their driving records to NBC.

The Company was sent an initial list of about fifteen (15) members currently working who have failed to pay their Sector Dues. We are asking for their dismissal under Section 3.2 of our contract. Another list of about one hundred (100) members, not currently working, was also sent to the Company asking for no further employment for them until their dues arrearages are paid or reconciled.

Aug. 30 - LP Fallot, E. Board member Tom Cappel, and I attended an 8.9c meeting with M.B Scalici and J. McCourt to discuss the staffing for the new three (3) hour Today Show. There will be relief personnel assigned and once the Olympics and vacations are completed there will be a more regular schedule in place. Later, LP Fallot, E. Board member Peter Sullivan, and Shop Steward Julie-Ann Ulbrich met with WNBC director of engineering Jeff Birch to discuss the workload situation in WNBC Master Control. We are also concerned with our members who work alone for long periods of time on the overnight shift.

**At BMG -**

Aug. 15 - LP Fallot and I met with the shop to discuss the formation of our NABET-CWA negotiating committee. The BMG contract expires in February 2001 and we want to prepare early.

**At NBAE -** We are waiting for a list from the Company of the exemptions they want under section 7.1 of our contract.

**At PTSC -**

Aug. 8 - The NABET-CWA/PTSC Local 11 Negotiating Committee met to review proposals for the upcoming contract talks with PTSC. LP Fallot will be the spokesperson for our Committee, and attorney Steve Sturm will serve as our counsel.

Aug. 25 - We filed grievance PTS00-02, which alleges the Company used non- NABET employees to set up and break down studio lighting equipment, and used an outside lighting company, Feldman Design, to perform lighting functions.

Aug. 29 - Our Negotiating Committee met again to continue work on the contract proposals. Also, the issue of PTSC's proposed increased use of one-man-band ENG crews was discussed. LP Fallot and attorney Steve Sturm were able to get the Company to hold off on any increase until we discuss it at negotiations.

**At ROC -**

Aug. 21 - LP Fallot, E. Board member Anthony Donatien, and I met with the shop at Yankee Stadium before the Texas game. Since all our members have been paid their contract raises, there were no outstanding issues.

**At TWC -** No report.

**f) MAP** - No report

**g) Retirement & Pension** - LVP Freeh reported on the new enhanced SERO packages available for our members at NBC.

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

**i) Safety** - James Keyes reported the fire alarm system for the NBC West building is still not working. LVP Freeh will call NBC's Leslie Hulse and follow up with LS Garnes. LT Snell reported problems with open floors on the second floor equipment room. We will follow up with Ron Lynah and Tom Alfieri.

**j) Seniority** - No report.

**k) Sunshine** -

### **Births**

Charlie Rainone (PTSC) is the father of a baby boy

Harold Garcia (PTSC) is the father of a baby boy

Willie Wong (TWC) is the father of a baby boy

### **Illness**

Tracy Organ (PTSC) was out ill and has returned to work

Donald Cantley (NBC Mtce) is still out ill.

Mike Gaworski (NBC S/F) is still out ill.

Bob Pook (NBC Graphics) is out ill.

### **Other News**

Frank Covino (NBC Model Shop) has retired.

Mike Sarno (NBC Engineering) was added to permanent staff.

**l) Vacations** - Chairman Tom Cappel reported on a meeting held with Jim Kiick regarding the 2001 vacation. Proposals were exchanged and both sides are awaiting input from local areas.

**m) Membership Services** - Chairman Ray Calamera reported. Great Adventure has been booked. October 14th is the date of the outing. Tickets will be available at the Local Eleven office as of September 11, 2000.

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**n) Website** - Chairman Peter Sullivan and Ray Calamera reported. They reported on the new website hit rate. We are receiving over 1000 hits for the month of August. The Committee will meet again on Thursday, September 7, 2000 to load software and set up accounts for the purposes of uploading to our website.

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

**p) Daily Hire Advisory Committee** - LVP Freeh reported. Discussion centered on the re-formed DHAC who will meet on October 5, 2000.

**q) Diversity Committee** - LVP Freeh reported. We are still attempting to get the figures regarding the breakdown of staffing for the Olympics that we had requested this past spring, but the Company continues to stall. We think that this may be due to the lawsuits. We will discuss the current make up of this Committee at our next E-Board meeting.

**r) Training** - Chairman Joe Salvaggio reported. He gave a one year recap of the progress made by the Committee and our partnership with Local 16 and IBEW Local 1212 for training. He asked the Board to appropriate monies in next year's budget for training in areas other than non linear editing.

## **Motion #2**

“Move to accept the Committee Reports.”(EBM 00-9-2)

(Freeda 2nd Gorry)

UNANIMOUSLY PASSED

## **Motion #3**

“Move to accept the new members contingent upon payment of all applicable dues and fees.”(EBM 00-9-3)

(O'Hanlon 2nd Robblee)

UNANIMOUSLY PASSED

## **VI OLD BUSINESS**

**a) NBC** - LVP Freeh reported. LP Fallot is in Sydney and as of now, there are no problems. The Sydney Olympics start on September 15, 2000. LVP Freeh will be leaving on Saturday, September 9, 2000 for Sydney. Both LP Fallot and LVP Freeh will have global cellphones and as such will be able to be reached 24 hours a day.

**b) TWC of New York City /ROC** - Nothing to report.

**c) NBA Entertainment** - Scott Robblee reported. The yearly review process is currently underway and should be done by our next meeting.

**d) PTSC** - LVP Freeh reported. We have set five dates for the negotiations with the Company and hopefully can wrap up the contract by December.

**e) Secretary's Report** - Peter Sullivan reported. In the matter of Palczewski vs. Holmes (2/18/00), this case was settled via mediation. In the matter of Fallot vs. Donovan (1/18/00), the charges were withdrawn by LP Fallot.

**f) Organizing** - No report.

**g) Charges** - LVP Freeh reported. In the matter of Garnes vs. Donovan and Donovan vs. Garnes there has been some additional correspondence in regards to combining the trials, but nothing has been set as of yet.

**h) CWA Convention** - Bill Freeda reported. Both he and LS Garnes represented Local 11 as Delegates. Two important items were passed at the Convention. NABET-CWA now has a voting seat on the CWA Executive Board and approval of the merger of the IUE into the CWA was approved, subject to the approval of the IUE Convention. Senator Joe Lieberman, who is the Democratic candidate for Vice-President, addressed the Convention.

**i) Office Move Expenses** - LT Snell reported. He submitted a report breaking down the expenses involved in our move from the 45th floor to our new offices on the 9th floor. The total costs involved are \$10,816.84. Discussion ensued regarding whether or not to submit it to the building for reimbursement. It was decided to hold off until next month's Executive Board meeting.

## **VII NEW BUSINESS**

**a) EAPA Conference** - LVP Freeh reported. The MAP Committee would like to attend the EAPA Conference which will be held in New York City from November 18th thru November 21, 2000. Discussion ensued on the matter.

#### **Motion #4**

“Move to appropriate the sum of up to \$6,000.00 for Angelo Vigorito, George Hug, and Fernando Gracia to attend the EAPA Conference in New York City November 18th thru November 21, 2000. (EBM 00-9-4)

(Robblee 2nd Focarile)

UNANIMOUSLY PASSED

**b) Local 11 Withdrawal Status Policy** - Bill Freeda reported. At the request of Brother Freeda, this subject was withdrawn.

**c) Retirement Benefits** - LT Snell reported. He received 3 requests for the retirement benefit. Al Baeder, with 37 years of service (\$925.00) has applied. Discussion ensued.

#### **Motion #5**

“Move to pay the Local 11 retirement benefit of \$925.00 contingent upon all financial obligations to NABET-CWA being met to Al Baeder.”(EBM 00-9-5)

(Sullivan 2nd Calamera)

ABSENT: Freeda

UNANIMOUSLY PASSED

Retiree Ralph Martucci has applied for the retirement benefit. He has 33 years of service (\$825.00). Discussion ensued.

#### **Motion #6**

“Move to pay the Local 11 retirement benefit of \$825.00 contingent upon all financial obligations to NABET-CWA being met to Ralph Martucci.” (EBM 00-9-6)

(O’Hanlon 2nd Gorry)

UNANIMOUSLY PASSED

Retiree Andrew Zarakas has applied for the retirement benefit. He has 25 years of service (\$625.00). Discussion ensued.

#### **Motion #7**

“Move to pay the Local 11 retirement benefit of \$625.00 contingent upon all financial obligations to NABET-CWA being met to Andrew Zarakas.” (EBM 00-9-7)

(Gorry 2nd Donatien)

**d) Lynn Montrose Initiation Fee** - LT Snell reported. He read a letter from Sister Montrose requesting that the initiation fee be extended from 40 to 80 pay periods due to financial hardship. Discussion ensued.

**Motion #8**

“Move that Lynn Montrose’s Initiation fee be extended from 80 weeks to 120 weeks.” (EBM 00-9-8)

(Greenberg 2nd Robblee)

Absent: Gorry

UNANIMOUSLY PASSED

**e) Charles Giles Letter** - James Keyes reported. A copy of Charlie Giles letter to the Board regarding his lawsuit against NBC was distributed. Discussion ensued regarding the contents and any response made by our attorney in regards to the allegations in the letter. James Keyes will follow up with Brother Giles. We will further discuss it at next month’s meeting.

**f) Budget Appropriation for Special Meeting** - LT Snell reported. We will be conducting our Annual Budget Meeting on October 11, 2000. As such, we will have to appropriate monies to place the Board on LOA. Discussion ensued.

**Motion #9**

“Move to appropriate up to \$5,000.00 for the Special October Executive Board Budget Meeting.” (EBM 00-9-9)

(Calamera 2nd Freeda)

ABSENT: Gorry

UNANIMOUSLY PASSED

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

**Motion # 10**

“Move to adjourn”(EBM 00-9-10)

(Focarile 2nd Greenberg)

UNANIMOUSLY PASSED

The meeting was adjourned at 2:30pm.

Respectfully Submitted,

Peter Sullivan,

Acting Secretary

csa/opeiu153:afl-cio