

# REGULAR EXECUTIVE BOARD MEETING

Wednesday, April 4, 2001

## 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. J. Cook
#3. E.Hinrichsen	#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. J. Endara	

The meeting was called to order at 9:18 AM with LVP Freeh presiding.

## I. APPROVAL OF THE MINUTES OF THE MARCH 2001 REGULAR EXECUTIVE BOARD MEETING -

### Motion #1

"Move to accept the March 2001 Executive Board Minutes as corrected."(EBM 01-4-1)

(Focarile 2nd Hinrichsen)

FOR: Freeh, Garnes, Snell, Keyes, Greenberg, Hinrichsen, Gorry, Cappo, Endara, Sullivan, Focarile

AGAINST: None

ABSTAIN: Donatien, Calamera, Robblee

MOTION PASSED

## VI OLD BUSINESS

**g) Election Report** - Chairman J. Jones reported on the election, which took place in units #5 and #13. In Unit # 5, the results were as follows:

Kenneth Decker - 35

Timothy Gorry -52

Timothy Gorry is declared elected.

**In Unit #13, the results were as follows:**

Mark Hollis - 41

Vincent Novak - 43

Void 1

Not Counted (no return address) 3

Vincent Novak is declared elected.

Chairman Jones also reported on the ongoing Delegates election. The petitions are due by 5:00 p.m., Friday, April 20, 2001.

## Motion #2

"Move to accept the Election Report."(EBM 01-4-2)

**(Sullivan 2nd Games)**

UNANIMOUSLY PASSED

At this time outgoing Board Member W. Freeda was recognized by his fellow Board members for all of his service.

### **Motion #3**

"Move to thank Brother Freeda for all of his years of distinguished service to the Executive Board.:(EBM 01-4-3)

**(Sullivan 2nd Calamera)**

FOR: Garnes, Freeh, Snell, Keyes, Hinrichsen, Greenberg, Gory, Cappo, Sullivan, Focarile, Gonzalez, Endara, Donatien, Calamera, Robblee

AGAINST: None

ABSTAIN: Freeda

MOTION PASSED

At this time, LP Fallot administered the oath of office to T. Gorry.

### **CORRESPONDENCE**

The Correspondence file was available for inspection

### **III. NEW MEMBERS**

Dwayne L. Walker - NBAE -DH

Alvin H. Lindsey - NBAE -DH

William E. Taylor, IV - NBAE -DH

Jaime L. Bass - NBAE -DH

John D. Morytko - NBAE -DH

David A. Cannon - NBC - DH

Marc J. Smith - NBAE -DH

Albert D. Abdool - PTSC - DH

Randall James - NBAE - DH

Kelvin M. Lambert - NBAE - DH

Michael C. Csatlos - NBAE - DH

Tracey A. Ismailovske - NBAE - DH

Steven P. Bini - NBAE - DH

Michelle S. Kargen - NBAE - DH

Christopher J. McAneiney - NBAE - DH

Todd J. Reger - NBAE - DH

Stefan M. Connolly - NBAE - DH

Peter G. Moylan - NBAE - DH

Frank P. Pombo - NBAE - DH

Gabriel D. Kinder - PTSC -DH

Tim D. Schoonenberg - NBAE - DH

Stephen Taylor - NBAE - DH

Jason C. Curry - PTSC-DH

Michelle A. Buteau - NBAE - DH

Eric J. Grima -PTSC - DH

Erik J. Zachar - PTSC - DH

Ioannis Tsesmelis - PTSC - DH

Sarael Martinez - PTSC - DH

Robert Gago - NBC - DH

Louis E. Noonburg - NBAE - DH

Phil A. Pauldine - NBAE - DH

James G. Rahill -NBC - DH

Donato F. DePasquale - ROG - DH

Thomas P. Dillon -NBAE - DH

Sharia Y. Walker - NBAE - DH

Guerlain G. Paul - NBAE - DH

Michael J. Collins - NBAE - DH

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

#### **IV COMMITTEE REPORTS**

**a) Benefits** - No report

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

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

**d) Financial** - LT Snell reported. We are now five (5) months into our fiscal year. He distributed the spreadsheets for the collections made for Sector Dues, Local Dues and Initiation Fees. It was noted that due to an error by NBC payroll, dues which were deducted from paychecks during the first week of January were not remitted to the Sector and thus has fouled up the entire system. As such, from January on, we have not received rebate checks from the CWA and will not until the problem is fixed. The Sector has offered us a cash advance pending a resolution to the problem. The Voucher folder was available for inspection. LT

Snell read a letter from Brother M. Barsky regarding initiation fee deductions being made by NBC while he is not performing NABET work. It was decided that the IA should try to get this issue resolved. A list of delinquent members owing Sector dues in relation to the ABC Sector dues issue was sent to Local 16 and NBC for processing. In addition, LT Snell had no progress to report on the NBC Sector dues issue, nor has any money been collected from NBC due to improper collection of dues. We may approach the Sector to discuss possibly changing the rebate system we currently operate under. This issue will be raised at next month's Executive Board meeting.

**q) Diversity Committee** - John Rivera reported. The Committee met during the second week of February. A lack of progress in getting NBC's Paula Madison to meet with the Committee was noted. A letter from LP Fallot

was sent to the NAACP advising them of the committee's problems of trying to meet with Madison. There was a discussion of an incident where NBC displayed KKK robes outside of studio 6A for a period of three days without a satisfactory answer from the Company. There was also an incident where during a Company "town meeting", a person appeared on the air in what appeared to be "black face", although the Company is claiming otherwise. Complaints will be filed with the appropriate agencies.

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

### **At NBC**

**Mar. 1** - We met before Dr. Joan Parker for session #10 in the arbitration of grievance NN00-40, a discharge case.

LS Gene Garnes attended a disciplinary meeting, representing one of our members from PVT.

**Mar.2** - E. Board member R. Focarile and I attended a large shop meeting with the WNBC EJ crews in Moonachie, to address many issues of concern.

**Mar.5** - I met with the Daily Hire Advisory Committee for an update on Daily Hire matters regarding grievances.

**Mar.12** - I met with a member having difficulty collecting unemployment as a result of his layoff.

**Mar.13** - Attorney B. Peek and I met with a grievant to prepare for an upcoming arbitration.

**Mar.14** - The full Grievance Committee met to prepare for the April 5th Grievance meeting with NBC. We prepared seven grievances from 2000, seven from 2001, and seven SkyPath/Genesis grievances from 1998 forward. In addition, we prepared for the following subjects of discussion: personnel cutbacks, new payroll system, hubbing, training, Krolik Fund, buyout list, seniority list, Today Show summer concerts, snow days, additional arbitration dates, 2002 Olympics/Olympics payroll, and some issues involving individual members.

**Mar.15** - We met before Dr. Joan Parker for session #11 in the arbitration of grievance NN00-40, a discharge case. We are almost finished with this case, except for some rebuttal witnesses and closing arguments. Attorney B. Peek continues to do an excellent job in representing our member in this long and difficult case.

**Mar.21** - LP Fallot and E. Board member R. Focarile met with WNBC Assistant News Director J. Goldberg, News Director Diane Doctor to resolve some WNBC issues involving non-linear editing and one-person crew

assignments.

Our next grievance meeting at NBC will be April 5.

On May 10th we will arbitrate a National Grievance, NI000-01, before Dr. Joan Parker, regarding sixth/seventh day payments for Daily Hires.

### **At BMG**

**Mar.20** - After negotiation sessions on Mar. 12th, 13th, and 19th, the new contract was ratified, with no change in the grievance and arbitration language. Our Committee of Marian Conaty, Dennis Ferrante, and Juan Marquez did a great job of representing our engineers at BMG.

**AT CBS** We will soon begin contract negotiations for a successor agreement.

### **At NBAE**

**Mar. 9** - LP Fallot, E. Roth, and I spent the day in Secaucus to sign up new members in this ever expanding shop. An issue of pay for a recent "snow day" was resolved.

### **At PTSC**

**Mar. 16** - LP Fallot, E. Board member L. Greenberg, Shop Steward R. Brennan, attorney S. Sturm and myself met with PTSC senior management to discuss several outstanding issues, now that the new contract has been ratified. Topics of discussion included: safety, upgrades, one-person ENG crews, and assignments.

**At ROC** - Our members are preparing for opening day at Yankee Stadium on April 2nd.

**At TWC of NYC** - No report

**f) MAP -LP** Fallot reported. The Committee continues to assist our members and their families in need of assistance and referrals.

**g) Retirement & Pension** - LP Fallot reported that W. Freeda continues to assist our members who are either retiring or accepting buy outs.

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

**i) Safe** - LS and Safety Chairman G. Garnes reported. A safety situation regarding the videotape library storage facility on the 5th floor at NBC was

investigated. We continue to try to resolve a problem at PTSC involving the use of a large degausser by requesting copies of all testing done on the machine to confirm that safe levels of emf are being emitted. J. Keyes reported on a chemical situation that occurred on 2m at NBC. The HELP Desk was called and the problem was resolved.

**j) Seniority** - LVP & Seniority Chairman Freeh reported that he and Elise Roth are close to having a booklet ready to be printed up detailing the seniority dates of all NBC "A" contract employees. This is the list that we will be presenting to NBC as they seem to have no one on their end working on a list.

**k) Member News -**

**Illness**

Vinnie Deale (V/T Opns) remains out on sick leave  
Paul Winter (BSE) is recovering from surgery  
Mike Gaworski (S/F) is still out on sick leave

**Deaths**

Mark Boshnack's (Skypath) Grandmother passed away

**Other News**

Ed Capon (Mtce) took a buyout  
Kathy Krebs (Graphics) took a buyout  
Anthony Polizzi (Mtce) took a buyout  
Vlasta Ruskevitch (Drafting) has retired  
Imogene Jones (News) retired  
Arturo Sharpe (Net EJ) retired  
Ken Voight (News) took a buyout  
Danny Staiano (Local EJ) retired  
Vince Sarubbi (Local EJ) retired

**l) Vacations** - No report.

**m) Membership Services** - R. Calamera reported that things are moving along smoothly. The deposit for the Spirit Cruise has been sent in and as soon as the remainder of the monies are received, the tickets will be sent to us.

**n) Website** - No report.

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

**p) Daily Hire Advisory Committee** - No report.

**Motion #4**

"Move to accept the Committee Reports."(EBM 01-4-4)

**(Garnes 2nd Hinrichsen)**

ABSENT: Cook

UNANIMOUSLY PASSED

**Motion #5**

"Move to accept the new members contingent upon payment of all applicable dues and fees."(EBM 01-4-5)

**(Hinrichsen 2nd Robblee)**

ABSENT: Cook

UNANIMOUSLY PASSED

**VI. OLD BUSINESS**

**a) NBC** - LP Fallot reported. He distributed a copy of the Salt Lake City Olympics agreement to the Board. We have come to an agreement with the Company involving local sports remotes, where the Company will either give the employee one hour travel time or a hotel room. Our first NASCAR remote will be in July. We discussed a situation which occurred involving the IBEW Local #3 demanding to do "low voltage" work which ended up being resolved with the help of CWA President, Morton Bahr, and District One V.P. Larry Mancino. Our members will be doing the work.

**b) TWC of New York City /ROC/BMG** -LP Fallot reported. A complaint against TWC has been filed with the EEOC based on discrimination of one of our members. It will take some time to get resolved. At ROC, the season has started and our members are now working. The BMG contract has been ratified and is now in effect. LP Fallot credits a strong negotiating committee and membership with being the main factor in achieving a deal.

**c) NBA Entertainment** - LP Fallot reported. An issue regarding the office closing on a snow day has been raised, as some people were not paid for the day. Another twenty-five people have joined Local 11. There are still some people who have not yet joined, even though they are required to do so and will be dealt with accordingly.

**d) PTSC** - L. Greenberg reported. Due to a signed agreement, our members will be doing some of the AVID work at CNN. He credited the Local with helping his members to take the AVID course over 2 years ago, as being the determining factor in the Company's decision.

**e) Secretary Report** - LS Garnes reported. In the matter of Wright vs. Taragano, we are awaiting appointment of a trial body by RVP #1 Gelber. In the matter of Fallot vs. Hollis, we are awaiting a plea from the accused. In the matter of Donovan vs. Sullivan, we are awaiting a trial date from RVP #1 Gelber.

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

**h) NBC Negotiations** - LP Fallot reported. The NCC has agreed to early negotiations, if it can be arranged. As of now, LP Fallot is the only member of the NNC. Other locals will be appointing members in the near future.

**i) Working For America** - LP Fallot reported. The Sector is going to help defray the costs for our committee attending the conference. In addition, the Local was able to save money on airfare and car rental by cashing in on our AMEX points. The savings to the Local will be a significant amount.

**j) CLC Report** - LS Garnes reported. He informed the Board that he and Arthur Finklestein attended the March Delegates meeting, where Brother Finklestein was sworn in as the Local's second delegate. The focus of the meeting was to discuss the current administration in Washington, and its impact of labor and safety issue.

**k) Executive Board Areas** - E. Hinrichsen discussed possible changes in the By-Laws to help clarify language in areas where there are two or more seats. We will discuss it further next month.

**l) Field Operations** - S. Gonzalez reported. He read a list of requests from Daily Hire members that they would like to see in the next contract. There were some issues in the field regarding audio relief and we were also advised that the golf remotes are 100% NABET-CWA crews.

**m) Boshnack/Albin Case** - J. Endara reported. Discussion on the status of the membership of these two suspended Brothers ensued. A letter from Brothers Boshnack and Albin were presented to the Board. They are interested in making amends.

**Motion #6**

"Move that we accept the letter by Mark Albin and Mark Boshnack that the terms of their letter would be utilized to pay off their obligation to Local 11. Mr. Boshnack and Mr. Albin should be allowed to credit future LOA's against their debt."(EBM 01-4-6)

**(Endara 2nd Cook)**

FOR: Endara, Cook

AGAINST: Freeh, Garnes, Snell, Greenberg, Hinrichsen, Gonzalez, Gorry, Cappo, Robblee, Focarile

ABSTAIN: Keyes, Donatien, Sullivan

ABSENT: Calamera

**MOTION FAILS**

Discussion then shifted to alternative means of settling the debt.

**Motion #7**

"Moved that in light of Mr. Boshnack's letter of April 3, 2001, Mark Boshnack shall be allowed to repay his financial obligation of \$258.97 to Local 11 in two (2) parts. One half (\$129.48) on or before April 23rd, 2001, and the second half (\$129.49) on or before May 23rd, 2001. This motion is contingent upon Mr. Boshnack's written agreement to these terms."(EBM 01-4-7)

**(Hinrichsen 2nd Freeh)**

FOR: Freeh, Garnes, Snell, Keyes, Greenberg, Hinrichsen, Gonzalez, Gorry, Cappo, Donatien, Robblee, Sullivan, Focarile

AGAINST: Endara, Cook

ABSTAIN: None

ABSENT: Calamera

**MOTION PASSES**

## **Motion #8**

"Moved that in light of Mr. Albin's letter of April 3, 2001, Mark Albin shall be allowed to repay his financial obligation of \$591.95 to Local 11 in four (4) parts. One quarter (\$147.99) on or before April 23rd, 2001, and subsequent payments of \$147.99 on or before May 23rd, 2001; a final payment of \$147.98 shall be due on or before July 23, 2001. This motion is contingent upon Mr. Albin's written agreement to these terms."(EBM 01-4-8)

### **(Hinrichsen 2nd Donatien)**

FOR: Freeh, Garnes, Snell, Keyes, Greenberg, Hinrichsen, Gonzalez, Gorry, Cappo, Donatien, Robblee, Sullivan, Focarile

AGAINST: Endara, Cook

ABSTAIN: None

ABSENT: Calamera

### **MOTION PASSES**

**n) Training** - J. Endara reported. Discussion on writing proposals and suggestions involving training for committee members to assist them in writing proposals ensued.

## **VI NEW BUSINESS**

**a) NABET-CWA/IBEW** - (please see "a" under old business)

**b) Olympic Petition** - LP Fallot reported. Morton Bahr, President of CWA, received a petition signed by approximately 70 members of Local 11.

Discussion ensued as to the origin of the petition and its reasons.

**c) Right Of Assignment** - J. Keyes reported. He discussed NBC's hiring and assignment policies.

**d) WEB Connection to The Office** - (please see "n" under committee reports)

**e) Retirement Requests** - LT Snell read a letter from Brother Donald Cantley requesting the Local's Retirement Benefit.

**Motion #9**

"Move to pay the Local 11 Retirement Benefit of \$400.00 contingent upon all financial obligations to NABET-CWA being met to Donald Cantley."(EBM 01-4-9)

**(Freeh 2nd Keyes)**

ABSENT: Hinrichsen, Calamera

UNANIMOUSLY PASSED

LT Snell read a letter from Brother Isabella requesting the Local 11 Retirement Benefit.

**Motion #10**

"Move to pay the Local 11 Retirement Benefit of \$450.00 contingent upon all financial obligations to NABET-CWA being met to John T. Isabella" (EBM 01-4-10)

**(Focarile 2nd Freeh)**

ABSENT: Hinrichsen, Gonzalez, Calamera

UNANIMOUSLY PASSED

LT Snell read a letter from Thomas Kane requesting the Local 11 Retirement Benefit.

**Motion #11**

"Move to pay the Local 11 Retirement Benefit of \$325.00 contingent upon all financial obligations to NABET-CWA being met to Thomas Kane." (EBM 01-4 -11)

**(Focarile 2nd Keyes)**

ABSENT: Hinrichsen, Gonzalez, Calamera

UNANIMOUSLY PASSED

LT Snell read a letter from Robert T. Rizzo requesting the Local 11 Retirement Benefit.

**Motion #12**

"Move to pay the Local 11 Retirement Benefit of \$750.00 contingent upon all financial obligations to NABET-CWA being met to Robert T. Rizzo." (EBM 01- 4 -12)

**(Gorry 2nd Games)**

ABSENT: Hinrichsen, Gonzalez, Calamera

UNANIMOUSLY PASSED

LT Snell read a letter from Melanie Rock requesting the Local's Retirement Benefit.

**Motion #13**

"Move to pay the Local 11 Retirement Benefit of \$625.00 contingent upon all financial obligations to NABET-CWA being met to Melanie Rock."(EBM 01-4-13)

**(Keyes 2nd Gorry)**

ABSENT: Hinrichsen, Gonzalez, Calamera

UNANIMOUSLY PASSED

LT Snell read a letter from Stephen Roskin requesting the Local's Retirement Benefit.

**Motion #14**

"Move to pay the Local 11 Retirement Benefit of \$800.00 contingent upon all financial obligations to NABET-CWA being met to Stephen Roskin."(EBM 01-4-14)

**(Gorry 2nd Cappo)**

Discussion ensued with the following motion being generated.

**Motion #15**

"Move to table motion 01-4-14"(EBM 01-4-15)

**(Hinrichsen 2nd Sullivan)**

FOR: Freeh, Garnes, Greenberg, Hinrichsen, Gonzalez, Sullivan, Focarile

AGAINST: Snell, Gorry, Cappo, Endara, Cook, Robblee

ABSTAIN: Keyes, Donatien

ABSENT: Calamera

MOTION PASSED

LT Snell read a letter from Craig Sanborn requesting the Local's Retirement Benefit.

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**Motion #16**

"Move to pay the Local 11 Retirement Benefit of \$450.00 contingent upon all financial obligations to NABET-CWA being met to Craig Sanborn." (EBM 01-4-16)

**(Robblee 2nd Focarile)**

ABSENT: Calamera

UNANIMOUSLY PASSED

e) **David Cannon** - LT Snell read a letter from Brother Cannon requesting relief on his initiation fee due to financial hardship.

**Motion #17**

"Move to extend initiation payments for David Cannon from 80 to 120 payments contingent upon his dues obligation of \$177.15."(EBM 01-4-17)

**(Garnes 2nd Greenberg)**

ABSENT: Calamera

UNANIMOUSLY PASSED

f) **MAP** - LP Fallot reported that two (2) members are interested in joining the MAP Committee as members. F. Pellegrino and J. Osias have expressed interest and would like the Board to consider appointing them to the committee. The Committee is receptive to them joining. It was decided to wait until their training is completed before the appointments are made.

g) **CWA Political Conference** - LP Fallot advised the Board that the conference will be held in Washington, D.C. from April 22nd thru April 25th. We will need an appropriation of monies to attend the conference.

**Motion #18**

"Moved to appropriate up to \$2,500.00 for travel and related expenses in order to send LP Louis Fallot and Executive Board Member S. Gonzalez as Local 11's representatives to the CWA Political Conference, Washington, D.C. from April 22nd thru April 25th." (EBM 01-4-18)

**(Hinrichsen 2nd Freeh)**

ABSENT: Gorry, Calamera, Robblee

UNANIMOUSLY PASSED

**h) Local Eleven Contracts** - LP Fallot reported. He discussed our commitment to the non-NBC shops that we have contracts with. There are some NBC members who feel that we should not have them in Local 11. Local Eleven's policy always has been and will be to welcome any new shop into the Local.

**i) Local 16** - LP Fallot advised the Board that Local 16 has moved to new facilities which are located at 80 West End Avenue. They are in the same building with the Transport Workers Union.

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

**Motion #19**

"Move to adjourn" (EBM 01-4-19)

**(Garnes 2ndGonzalez)**

ABSENT: Gorry, Calamera, Robblee

UNANIMOUSLY PASSED

The meeting was adjourned at 3:30pm.

Respectfully Submitted,

Gene Garnes,

Secretary & Director of Organizing