



REGULAR EXECUTIVE BOARD MEETING

Wednesday, August 1, 2001

ATTENDING:

Louis P. Fallot
William F. Freeh
Eugene E. Games
Frank G. Snell

Local President
Local Vice-President
Local Secretary
Local Treasurer

EXECUTIVE BOARD:

#1. J. Keyes
#2. L. Greenberg
#3. E. Hinrichsen
#4. S. Gonzalez
#5. T. Gorry
#6. T. Cappel
#7.
#9. J. Endara

#10. A. Donatien
#11. J. Cook
#12. R. Calamera
#13. V. Novak
#14. S. Robblee
#16. P. Sullivan (ill)
#18. R. Focarile

The meeting was called to order at 9:18 AM with LP Fallot presiding.

APPROVAL OF THE MINUTES OF THE JULY 2001 REGULAR EXECUTIVE BOARD MEETING -

Motion #1

"Move to accept the July 2001 Executive Board Minutes as corrected." (EBM 01-8-1)

(Endara 2nd Focarile)

FOR: Garnes, Freeh, Keyes, Greenberg, Novak, Robblee, Hinrichsen, Gonzalez, Gorry, Cappel, Endara, Focarile

AGAINST: None

ABSTAIN: Donatien, Calamera

ABSENT: Snell

MOTION PASSED

II CORRESPONDENCE

The Correspondence file was available for inspection

III NEW MEMBERS

Thomas J. Racioc	NBC - DH
Duane C. Adams	NBC - DH
Craig DiGiugno	PTSC - 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** - No report.
- d) **Financial** - LT Snell reported. We are now ten (10) months into our fiscal year. He distributed the spreadsheets for the collections made for Sector Dues rebate. No Local Dues or Initiation spreadsheets were available due to heavy workload for Elise Roth. The Income and Expense spreadsheets were also distributed. The Voucher folder was available for inspection. The 1838 Investment Advisors report for May and June was also distributed to the Board. LT Snell advised the Board that if any of them would like to see an increase in a line item or would like to create a line item, they should be submitted to him as soon as possible. He also

advised the Board that he had submitted the proposal regarding our dues rebate plan to the Sector and he had met with Sector President Clark, Sector Secretary/Treasurer Mahoney, Finance Committee member Freeda and LP Fallot to discuss the proposal. The Sector has some issues with the proposal, but we hope to be able to work them out. We need to collect back dues owed to us. Local Dues, NBC minimum dues, are not completely fixed and there are five grievances on file. NBC LOA's payment schedule to be set up. Sector dues for ABC members (2000) were distributed and a letter went out. Sector dues for WOR earnings were distributed. Those bills are ready to be sent out. The NBC Sector dues arbitration date is August 2nd. The current payroll problems seem to be fixed.

- q) Diversity Committee - Chairman John Rivera reported. A joint meeting with the Daily Hire Advisory Committee was held within the last 3 months. John has been elected Chair of the Diversity Committee. In the meeting held, issues of mutual concern were discussed along with several areas of the Master Agreement.

Motion # 2

"Move to go out of order on the agenda to discuss item "g & I" under New Business."(EBM 01-8-2)

(Novak 2nd Hinrichsen)

UNANIMOUSLY PASSED

NEW BUSINESS

- g) E-Board Issue/TPNN.Com -J. Keyes reported. Discussion ensued regarding various problems that have occurred in various departments and the importance of resolving issues that involve our members. It was decided that Diversity Chairman John Rivera will be requested to appear before the Board at next month's meeting.

COMMITTEE REPORTS (Con't)

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

At NBC

- July 2 - LP Fallot, E. Board member J. Keyes, and several members met with VP S. Fastook and manager R. Schiller to discuss the four-day work week under Sideletter 57.
- July 4 - We filed Grievance NN01-24, the use of non-NABET personnel to set up, air, and tear down the Macy's July 4th fireworks special.
- July 9 - LP Fallot, E. Board member J. Keyes, and I met with the construction shop to discuss the issue of work assignments being performed by non-

NABET personnel, either IBEW members, or non-union personnel.

July 11 - E-Board member T. Gorry and I attended a meeting with MB Scalici and Labor Relations to discuss the new STORM scheduling/payroll system that will go into effect this summer. One of our main concerns is the protection of information about our members regarding their payroll/scheduling.

July 13 - I attended investigatory meetings conducted by Labor Relations with four of our members. NBC is investigating a complaint by one of our members regarding a hostile work environment. E-Board members R. Calamera, G. Games, and J. Keyes attended other such meetings with our members.

An 8.9(c) meeting was held to discuss the elimination of a video engineer for the News Specials control room. E-Board members T. Cappo and T. Gorry attended this meeting with me.

LS G. Games attended a disciplinary meeting with a member, which resulted in a verbal warning to our member.

July 18, 19 - The semi-annual Sideletter 32/70 meetings were held in NY. Attending for NABET were: Sector President J. Clark, Network Coordinator J. Krieger, LP Fallot, Local 31 President D. Allmond, Local 41 President R. Taylor, Local 53 Grievance Committee Member L. Gabriele, Local 11 Daily Hire Committee members Liz Fulton and Steve Kent, Local 31 DH member Mark Peach, Attorney S. Sturm, and myself. NBC was represented by Labor Relations VP's Day Krolik and Irv Brand, Attorney J. Kiick, A. McCauley and E. Culhane from Employee Relations, and MB Scalici from B and NO. The NABET committee caucused in the morning, and met with NBC in the afternoon. We reviewed some open items from the Jan. 18 meeting, and discussed the following regarding DH employees: service awards; home base for assignments; abuse and intimidation; sports assignments (per diem, cancellation & teardown); cutbacks in work; separate shifts on the same day; Washington, D.C. Local issues; and hiring practices.

The Sideletter 70 (non-linear editing) issues discussed were: the Vibrant editing system; training; and the Dateline digitizer.

We hope to resolve some of the issues as part of the NBC contract negotiations, and others we will await a response from NBC.

July 18 - I attended a sensitivity training session with our members, conducted by Labor Relations, in one of our maintenance shops. E. Board member J. Keyes also attended, at my invitation, as a member of the Diversity Committee. Our members requested our Attorney L. Peterson be present as well, but NBC would not allow it.

Later in the evening, LP Fallot, E. Board members J. Cook and R. Focarile conducted a shop meeting at WNBC to discuss several issues with crews, editors, and newswriters and Master Control.

July 23 - I attended a meeting with the Local 11 Diversity Committee along with Lowell Peterson and LP Fallot. Later, I attended a meeting at WNBC with a member who was issued a letter of warning.

July 31 - In a final attempt to resolve the Sector Dues issue, prior to the arbitration Aug. 2nd, we met for the last of many update meetings. Progress continues, but to end this three plus years debacle, we will instruct our arbitrator, Dr. Joan Parker, to write a consent award, clearly stating the terms and conditions for NBC to pay NABET-CWA all the monies due to us.

At BMG

July 30 - We filed grievance BMG01-01 which alleges the company did not allow NABET-CWA represented employees to participate in a new BMG Early Retirement Incentive Program when several of our members would be eligible under the terms of the program.

At NBAE No report

At PTSC

July 30 - A meeting was held with all the PTSC Shop Stewards, LP Fallot, E. Board member L. Greenberg, Attorney S. Sturm, and myself to discuss the future of PTSC with CNN.

At ROC No report.

TWC of NY No report.

- f) **MAP** -LP Fallot reported. The Committee continues to assist our members and their families in need of assistance and referrals. LP Fallot also reported that he is awaiting receipt of Committee Member Jeff Osias' certificate of training, so that Jeff can be appointed to the Committee.
- g) **Retirement & Pension** - No report
- h) **Quality of Life** - No report.
- i) **Safe** - LS and Safety Chairman G. Garnes reported. A meeting with

TWC is scheduled for August 13th as a follow up to a prior safety inspection held there.

j) **Seniori** - No report.

k) **Member News** -

Illness

Vinnie Deale (V/T Opns) remains out on sick leave.
Peter Maiorino (V/T Mtce) is recovering from heart by-pass.
Mike Gaworski (S/F) is still recovering from surgery.
Former Executive Board Member Jim Anderson is recovering from a severe motorcycle accident.
Former Executive Board Member Richie Phillips is battling cancer.
Henry Williams (Net EJ) is out ill.
Bob Enderlin (PTSC) remains out ill.
Retiree Henry Rosello (BSE) is very ill.
Executive Board Member Peter Sullivan is out ill.

Deaths

Nick D'Errico's (Net EJ) father passed away.
Ting Tam's (BSE) father passed away.

Other News

Mark Badi (TWC) got married.

l) **Vacations** - No report.

m) **Membership Services** - Chairman R. Calamera reported. Everyone had a good time on the cruise. We had close to 100 tickets that were not distributed.

n) **Website** - Committee Member R. Calamera reported that copies of their report were available for inspection. The site has been updated.

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

p) **Daily Hire Advisory Committee** - LP Fallot reported. Liz Fulton is the new Chairperson of the Committee.

r) **Training** - J. Salvaggio reported. He distributed a proposal on training in non-linear editing to the Board. We now have a waiting list for training

and this includes both Local 16 and IBEW Local 1212.

Motion #3

"Move to accept the Committee Reports."(EBM 01-8-3)

(Robblee 2nd Focarile)

ABSENT: Keyes, Gorry, Calamera

UNANIMOUSLY PASSED

Motion #4

"Move to accept the new members contingent upon payment of all applicable dues and fees."(EBM 01-8-4)

(Hinrichsen 2nd Greenberg)

ABSENT: Keyes, Gorry, Calamera

UNANIMOUSLY PASSED

VI OLD BUSINESS

- a) NBC - LP Fallot reported. The NNC has met here in New York and has been working on our proposals. Off-the-Record talks with NBC begin on August 21st
- b) TWC of New York City /ROC/BMG - LP Fallot reported. Nothing new to report.
- c) NBA Entertainment - LP Fallot reported. There was some question of people not paying their dues and it was determined that these people are no longer part of the bargaining unit. The Company terminated them pursuant to our contract.
- d) PTSC - LP Fallot reported. A Shop meeting was conducted and we discussed the possibility that CNN may cancel PTSC's contract with them and the impact on our members. LP Fallot and Attorney S. Sturm met with the Company in an attempt to achieve a seamless transition.
- e) Secretary Report - LS Games reported. In the matter of Freeh vs. Rooney, a plea of not guilty was received and in addition, the accused objects to the trial body, so a letter will be sent to RVP Gelber advising him of such.

Organizing - L.S. & Director of Organizing G. Games reported. He updated the Board on the status of organizing within the Local.

- i) Spirit Cruise - LP Fallot reported. We had 98 tickets left over from the cruise. Discussion ensued regarding having a different venue next year.

Motion #5

"Move to appoint E. Hinrichsen and J. Endara to the Membership Services Committee."(EBM 01-8-5)

(Calamera 2nd Robblee)

UNANIMOUSLY PASSED

CWA District 1 Leadership Conference - LP Fallot reported. We need to select who will be sent to the conference, which will be held in Atlantic City from September 23rd through September 26th. Discussion ensued.

Motion #6

" Move to appropriate up to \$17,000.00 to fund all expenses relating to the 8 delegates attending the CWA District #1 Leadership Conference to be held at Atlantic City, from September 23rd through September 26th, 2001. The individuals to be; T. Cappo, J. Endara, J. Cook, L. Greenberg, A. Donatien, LS Garnes, T. Gorry and P. Sullivan."(EBM 01-8-6)

(Cook 2nd Freeh)

UNANIMOUSLY PASSED

- k) CWA Convention - R. Focarile advised the Board that he and LS Garnes had attended and a report of the CWA convention was available for inspection.
- l) Office Technology - E. Hinrichsen reported. He discussed R. Calamera's work involving the computers in the office and suggested a title of Information Technology Coordinator.

Motion #7

"Move to appoint Ray Calamera NABET-CWA Local #11 Information Technology Coordinator."(EBM 01-8-7)

(Hinrichsen 2nd Garnes)

FOR: Garnes, Keyes, Greenberg, Hinrichsen, Gonzalez, Gorry, Cappo, Endara, Donatien, Cook, Novak, Robblee, Focarile

AGAINST: Freeh, Snell

ABSTAIN: Calamera

MOTION PASSED

Discussion then shifted to a high end speed service. It is possible to have ISDN service installed or Road Runner service via cable.

Motion #8

"Move to allocate up to the sum of \$1,000.00 to install high speed internet cable in the Local 11 office. (EBM 01-8-8)

(Freeh 2nd Focarile)

UNANIMOUSLY PASSED

- m) Skypath Issues - J. Endara reported. He discussed with the Board the current status of the HUB project. He feels that the Union was misled by NBC. TVSD is no longer in charge of the project. LP Fallot will look into the allegations.
- n) Flex Plan - J. Endara reported. He has received some complaints from the Daily Hire members regarding the flex plan and the way it is administered. Discussion ensued.

VI NEW BUSINESS

- a) Phil Chordas - LP Fallot reported. Due to an NLRB settlement reached with the Union, Phil Chordas, a non-member, dues objector will be placed in this Local. He was originally a member of Local 31, Washington, D.C.
- b) WEB Site Costs - LP Fallot reported. Discussed with the Board, the website and the payment of R. Calamera's time.

Motion #9

"Move that due to the nature of the work involved I.T. Coordinator Ray Calamera may from time to time perform web site duties on behalf of the Union at home. LP Fallot may authorize him to do so and authorize payment."(EBM 01-8-9)

(Hinrichsen 2nd Focarile)

FOR: Freeh, Garnes, Snell, Keyes, Greenberg, Hinrichsen, Gonzalez, Gorry, Cappo, Endara, Donatien, Cook, Novak, Robblee, Focarile

AGAINST: None

ABSTAIN: Calamera

MOTION PASSED

- c) NBC Negotiations - LP Fallot reported. We need the Board to authorize funds to have a Daily Hire observer present at the contract talks. The Locals have agreed to split the cost of the observer by 1/4 each. The Committee has selected Local 53 member John Boeddeker as the observer.

Motion #10

"Move to appropriate up to the sum of \$1,500.00 to pay Local 11's share of the cost of Daily Hire John Boeddeker's attendance at the NBC Master Agreement Negotiations, August 20th thru August 29, 2001, as a Daily Hire Observer. Per the agreement arrived at by the NNC. Local 11 will advance the remaining 3/4 of the monies and be reimbursed at the conclusion of Mr. Boeddeker's services by Local's 31, 41 & 53."(EBM 01-8-10)

(Gonzalez 2nd Freeh)

UNANIMOUSLY PASSED

- d) Membership/Budget Meetings -LP Fallot reported. We need to have our first General Membership Meeting of the year, which is mandated by our By-Laws. We also need to schedule a special meeting of the Executive Board to go over the Budget for next fiscal year. Discussion ensued where it was decided that we would hold our General Membership Meeting on October 17, 2001 and the Budget meeting on October 10, 2001.

Motion #11

"Move to allocate up to the sum of \$5,000.00 for the purpose of placing the Executive Board on leave to attend the Annual Local 11 Budget meeting on October 10, 2001."(EBM 01-8-11)

(Hinrichsen 2nd Freeh)

ABSENT: Calamera

UNANIMOUSLY PASSED

- e) BMG Buyouts - LP Fallot reported. BMG is in the process of downsizing

and it is feared that they may close down the production studio in New York, which would have a negative impact on our members there. We are currently in discussions with the Company regarding this.

CLC Money Request - LS Garnes reported. The CLC is asking participants in the Labor Day Parade to help offset the costs by donating money. They have requested a donation of \$100.00 from us.

Motion #12

"Move to appropriate the sum of \$100.00 to help defray the costs of the CLC's Labor Day Parade."(EBM 01-8-12)

(Garnes 2nd Hinrichsen)

ABSENT: Keyes, Gonzalez, Calamera

UNANIMOUSLY PASSED

- l) **Aaron Fears Retirement Benefit** - LT Snell reported. Brother Fears has requested his Retirement Benefit.

Motion #13

"Move to pay the Local 11 Retirement Benefit of \$600.00 to Aaron Fears contingent upon all financial obligations to NABET-CWA being met."(EBM 01-8-13)

(Freeh 2nd Hinrichsen)

ABSENT: Calamera

UNANIMOUSLY PASSED

- J) **John Gordon Death Benefit** - LT Snell reported. Discussion focused on his inactive membership. It was decided to hold off until next month's meeting to investigate further.
- k) **John Morytko Initiation Fee Request** - Brother Morytko has requested that his initiation payments be spread out due to financial difficulties.

Motion #14

"Move to extend John Morytko's initiation fee payment from 40 to 60 pay periods." (EBM 01-8-14)

(Robblee 2nd Hinrichsen)

ABSENT: Calamera

UNANIMOUSLY PASSED

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

Motion # 15

"Move to adjourn"(EBM 01-8-15)

(Novak 2nd Gonzalez)

UNANIMOUSLY PASSED

The meeting was adjourned at 3:49 PM.

Respectfully Submitted,



Gene Garnes,
Secretary & Director of Organizing

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