

REGULAR EXECUTIVE BOARD MEETING

Wednesday, July 5, 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(Vaco)
#2. L.Greenberg	#11. J. Cook
#3. E.Hinrichsen	#12. R.Calamera(Vaco)
#4. S.Gonzalez(Working)	#13. V.Novak
#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 9:23 AM with LP Fallot presiding.

A moment of silence was held in memory of NBC Member John Gordon (Mcte) who passed away.

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

Motion #1

"Move to accept the June 2001 Executive Board Minutes as corrected. "(EBM 01-7-1)

(Focarile 2nd Keyes)

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

AGAINST: None

ABSTAIN: Robblee, Novak

MOTION PASSED

II. CORRESPONDENCE

The Correspondence file was available for inspection

III. NEW MEMBERS

Christopher J. Bell NBAE- DH

Candace A. Mehnert NBAE -DH

Joseph A. Ortega NBC- DH

Denise T. Cavanaugh NBAE- DH

Robert Fritche, Jr. NBC- DH

Jeffrey S. Umstead NBAE- DH

Stuart E. Ash NBC- DH

Steve Eppolito NBAE- DH

Hemont Ganesh NBC- DH

Joseph P. Calo NBAE- DH

Joseph W. Musso 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** - LP Fallot reported that there is an election for Shop Steward underway at River Operating Company.

d) Financial - LT Snell reported. We are now eight (8) months into our fiscal year. He distributed the spreadsheets for the collections made for Sector Dues, Local Dues and Initiation Fees. The Income and Expense spreadsheets were also distributed. The Voucher folder was available for inspection. A letter dated June 27th, from LT Snell to RVP #1 Rich Gelber was distributed to the Board. It is a follow up letter regarding our proposed amended rebate system and RVP Gelber was requested to add this to the agenda for the SEC to discuss. We still have about 100 different members who worked at ABC and still owe us collectively around \$20,000.00. He reported on a letter that he wrote to LP Fallot regarding his views on the current situation on the NBC Sector dues issue. A copy of the letter was distributed to the Board.

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

At NBC

June 1 - Grievance Committee member R. Focarile met with WNBC management to discuss ongoing issues, including shift rotation for the EJ camera crews.

June 4 - I attended a series of meetings with Labor Relations and five of our members to investigate regarding complaints by one of our members regarding a hostile work environment.

June 7 - LP Fallot and Attorney S. Sturm met to prepare Grievance NN00-202, Skypath/Ascent, for arbitration on June 28th . E. Board members J. Endara and P. Sullivan, as well as Shop Steward M. DeSouza and M. Boshnack also assisted with this preparation. This grievance was originally arbitrated before Dr. Joan Parker on March 16, 2000. At that time we reached an interim agreement, pending a sixty day notice to NABET from the Company. Since they have now given us notice, the grievance is back on the arbitration schedule. This is a loss of work case, which could have a significant effect on our future work.

June 14 - We met before Dr. Joan Parker to arbitrate Grievance NN01-07, improper meal periods for the Dateline crew. After viewing a tape of the production, which clearly showed by time code that the taping encroached on the meal period, the Company agreed to pay eight of our members the overtime to which they were entitled. E. Board member T. Cappo did an excellent job in preparing this case. Also on this day, we met for an 8.9(c) meeting (Notice of Change of Operation)

regarding the new PVT library. Shop steward F. Muratore and other members from PVT were very helpful in raising issues of concern with the News Operation, which includes the elimination of the midnight shift and closing of the Library between midnight and 8:00 AM. NBC claims it will accept all risk and responsibility for the Library closure.

June 15 - I met with a member who has been accused of poor job performance. A letter of warning was issued by the Company, and a grievance was filed on our member's behalf.

June 19 - We met before Dr. Joan Parker for another update meeting on the ongoing Sector dues issue. Sector President J. Clark, Sector Secretary/Treasurer D. Mahoney, Local 11 Assistant to the Treasurer E. Roth, LP Fallot, B. Freeda, and I represented NABET-CWA, as well as Attorney S. Sturm. While some further progress has been made, we are a long way from a final resolution of the past errors, while we continue to discover some new and strange errors. Time and patience are running out, and we will have one final update meeting on July 24th , before resuming this arbitration on August 2nd .

Following this update meeting, we continued the arbitration of NN00-37, which began on May 24th . This Grievance alleges that NBC forced our member to leave NABET-CWA in order to accept another job, which is partially covered work. We concluded our presentation of this case, and will await a decision by arbitrator Parker.

June 21 - The Grievance Committee met to prepare for the Quarterly Off-site Grievance Meeting on August 9-10, in Spring Lake, NJ. We reviewed 10 grievances from 1995 and 1996 which will expire because of the five year limitation on grievances. We reviewed and prepared another 35 grievances from 1998, 1999, 2000, and 2001 which are still pending or, in the case of the newest grievances, not yet discussed.

E. Board member R. Calamera attended a series of investigatory meetings with several of our members and Employee Relations regarding an incident in one of our shops.

June 22 - We received the opinion and award from Dr. Joan Parker on grievance NN00-40, the discharge case, which began in Oct. 2000 and lasted 14 sessions. The arbitrator asked for a two week extension for her to make her decision, which we granted. Despite our best efforts, an excellent defense by Attorney Barry Peek, and great cooperation by several NABET members who served as witnesses, the arbitrator denied the grievance and ruled in favor of NBC. Therefore, unfortunately, our member is discharged.

June 26 - A meeting was held to discuss two grievances filed against manager

T. Popple during the NBA finals in Philadelphia. One of our Daily Hire members was present at the meeting, as well as E. Board member T. Gorry. We presented our case, and although we did not resolve the grievances at that time, it was a good discussion of the complaints, which allege verbal abuse and setting up technical equipment.

Later, a meeting was held about the HUB project, which included representatives from Locals 11, 31, 41, as well as the Sector. NBC laid out the plan to date, and answered many questions about the project. Although some NABET-CWA jobs will be lost in Chicago and Washington, Local 11 will gain several new staff and Daily Hire jobs in NY.

June 27 - LS Garnes attended an investigatory meeting with a member and Employee Relations regarding an incident in one of our shops.

June 28 - We met to arbitrate Grievance NN00-202, Skypath/Ascent before Dr. Joan Parker. Attorney S. Sturm presented a thorough opening statement, with the full history of Skypath and NABET work. The arbitrator then was given a full tour of the Skypath area by a smaller group of management and NABET representatives. This case will take several sessions, but is very important to the future of NABET and our work at NBC.

Assistant to the LP B. Freeda attended 4 separate meetings with 4 of our members to finalize the investigatory meetings of June 4th . As a result of the investigation, one of our members received a letter of warning, which we will grieve. Later, we were finally able to arrange a meeting to discuss the ongoing issues of the construction group, which LP Fallot and E. Board member J. Keyes have been pursuing. NBC was not forthcoming with the information we needed, and as a result, there was some loss of work for our members, as well as uncertainty about future work. We will conduct a shop meeting on July 9th to fully inform our members of the status of these projects. The next major Grievance meeting will be July 18th and 19th for Sideletter 32 (Daily Hire) and Sideletter 70 (non linear editing) meetings, held twice per year.

At BMG - No report.

At NBAE

June 12 - Assistant to the Treasurer E. Roth and I spent the day in Secaucus to sign up new members in this ever growing shop.

At PTSC

June 29 - We held a quarterly meeting with PTSC management and all the Shop Stewards, E. Board member L. Greenberg, Attorney S. Sturm, LP Fallot, and myself. Among the issues discussed were: J. Greenfield Show, Moneyline, One Man Band safety issues, vacation time credit, Avid editing, training, dress code, late night editing feeds, Team Video, early morning taxi service, as well as issues with individual members. The PTSC representatives were: Nick Chiaia, President; D. Feldman, Senior Ops Manager; and D. Fuchs, Manager. The next scheduled quarterly meeting will be Sept. 28th . We have filed a grievance, PTS01 -01, on the loss of work with The Jeff Greenfield Show being produced outside the CNN NY Bureau with non-NABET personnel.

At ROC

June 27 - LP Fallot, E, Board members A. Donatien and R. Focarile, Shop Steward J. Shutterly, and I conducted a shop meeting with our members at Yankee Stadium. There are no grievances at this time, and we plan another meeting later in the baseball season.

TWC of NYC No report.

f) MAP - LP Fallot reported. Jeff Osias has completed his studies and is awaiting the award of his certification. Once he receives that, we can act on his request to appoint him to the MAP Committee.

g) Retirement & Pension - No report

h) Quality of Life - No report.

i) Safety - LS and Safety Chairman G. Garnes reported. He distributed copies of the minutes of the quarterly meeting with NBC, to the Board. He will be conducting a follow up inspection at TWC in the near future. A complaint regarding air quality on the 9t' floor edit room was filed with the Company and the people affected filed reports with the health office. V. Novak reported that NBC has been training his members in Lock out-Tag out.

j) Seniority - No report.

k) Member News -

Illness

Vinnie Deale (V/T Opns) remains out on sick leave.

Peter Maiorino (V/T Mtce) is still recovering from surgery.

Mike Gaworski (S/F) had a liver transplant.

Former Executive Board Member Jim Anderson is still recovering from a severe motorcycle accident.

Floyd Webb (BSE) is recovering from a heart attack.

Bob Enderlin (PTSC) remains out.

Henry Williams (Net EJ) was in an auto accident and is out ill.

Bob Friedman (Net EJ) is recovering from surgery.

Other News

Former Executive Board Member Mike Hartry has returned to work

Steven Browning (NBAE) is the father of a baby boy.

Brian Keiderling (PTSC) got married.

John Gonzalez (Local EJ) is the father of a baby boy.

l) Vacations - No report.

m) Membership Services - No report.

n) Website - No report.

o) E-Board Reorganization - No report.

p) Daily Hire Advisory Committee - T. Gorry reported. He read a letter from Liz Fulton regarding concerns of Daily Hires.

q) Diversity Committee - No report.

r) Training - No report

Motion #2

"Move to accept the new members contingent upon payment of all applicable dues and fees."(EBM 01-7-2)

(Robblee 2nd Hinrichsen)

UNANIMOUSLY PASSED

Motion #3

"Move to accept the Committee Reports."(EBM 01-7-3)

(Hinrichsen 2nd Robblee)

UNANIMOUSLY PASSED

VI. OLD BUSINESS

a) NBC - LP Fallot reported. We will be starting off the record negotiations with NBC on August 21, 2001. Members should submit input to the Union as to what they would like to see in the next contract. LP Fallot attended a meeting concerning the HUB project. The impact of this project will be felt in Washington, D.C. and Chicago. It will result in more jobs for New York. Skypath as we know it, will be changing by becoming more of a Genesis type operation.

b) TWC of New York City /ROC/BMG - LP Fallot reported. At TWC, an EEOC charge filed by one of our members was rejected by the government. ROC members expressed concern over not being able to attend the Spirit Cruise as the night of the cruise falls on a home game. LP Fallot requested that next year, he be supplied with a list of home games to better coordinate our social events.

c) NBA Entertainment - LP Fallot reported. We have had some discrepancies regarding the collection of dues, but when brought to the attention of the Company, they were promptly fixed.

d) PTSC - LP Fallot reported. Manager Dave Feldman is no longer with the Company. CNN is floating the PTSC contract and there is some concern that they may enlist a new sub-contractor.

e) Secretary Report - LS Garnes reported. In the matter of Fallot vs. Hollis, since the accused did not respond within the time frame spelled out in our By-Laws, a plea of not guilty was made on his behalf and a Trial Body has been assigned to hear the case. In the matter of Wright vs. Tarragano, the accused did not respond within the time frame spelled out in our By Laws and as such, a plea of not guilty was made on his behalf and a Trial Body has been assigned to hear the case. In the matter of Freeh vs. Rooney, the charges have been approved as submitted and we are awaiting a response from the defendant. In the Matter of Donovan vs. j Sullivan, the trial has been combined with Garnes vs. Donovan and Donovan vs. Garnes. LVP Freeh reported that in the matter of Garnes vs. Donovan and Donovan vs. Garnes a trial will be scheduled forthwith. LS Garnes advised the Board that the Labor Day Parade will be held on

Saturday, September 8, 2001 at 2:00 p.m.

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

g) Men's Golf Remote - Copies of LP Fallot's report were available for inspection at the meeting.

h) NBC Negotiations - (Please see "a" under old business)

i) Spirit Cruise - LP Fallot reported. We discussed the possibility of raffling off 5 extra tote bags which were left over from the Shop Stewards meeting. Discussion ensued and it was decided not to raffle them off. Discussion then shifted to the disposition of extra tickets. Under our agreement with Spirit Cruises, we must pay for all unused tickets.

j) CWA Leadership Conference- LP Fallot reported. He asked the Board if anyone would be interested in attending the Conference. It will be held in Atlantic City this year from September 23rd through the 26th. It was decided to hold off until the August meeting on deciding how many and who would attend.

k) Representatives at Events- T. Cappo reported. Charlie Boyle showed up at Chicago and did an excellent job. We need more representatives in the field in view of NBC's austerity budget. LP Fallot explained that we have a shortage of volunteers willing to take on the assignments and he will see what he can do to get the other Locals to help police the remotes.

l) Telephone System Maintenance Agreement- LT Snell advised the Board that he had signed for an additional four years of coverage for our phones as our current agreement was on the verge of expiring. He passed out copies of the agreement to the Board.

m) E-Board Lists - LP Fallot reported. Lists of E-Board areas and their Shop Stewards members have been passed out. E-Board members should inspect the lists and report any mistakes to Administrator Carrol Deo Lal.

VI. NEW BUSINESS

a) Mobilization - LP Fallot reported. He informed the Board that we should start to consider our efforts to form a Mobilization Committee due to the upcoming contract talks with NBC.

b) T-Shirts- LP Fallot reported. The Construction shop members have requested that the Union order up some more T-shirts as we did a couple

of years ago during our last mobilization effort as a show of solidarity. Discussion ensued with the following motion being made:

Motion #4

"Move to allocate up to the sum of \$1,000.00 to purchase T - shirts. The design and color are to be the same as ordered previously. The shirts are to be a cotton weave."

(EBM01-7-4)

(Hinrichsen 2nd Keyes)

UNANIMOUSLY PASSED

c) Overseas Travel- V. Novak reported. He advised the Board that the Company in some instances, was starting to send people overseas by Coach Class as opposed to Business Class which is the normal practice and he feels that this is a safety issue. Discussion ensued and he was advised to remind his members that overseas assignments are strictly voluntary under Sideletter 10 and they are not compelled to accept them.

d) New News Gatherings Technology - V. Novak reported. He discussed the big push towards laptop editing and the possible impact on our membership. Although some of our editors are doing this, it is being geared towards having Producers edit.

e) Frank Puma - T. Gorry reported. Frank Puma's son, works for Skip Barber Racing School and would like to offer reduced rates for our members. Discussion ensued. T. Gorry will discuss this further with Membership Services Chairman R. Calamera.

f) Frank Covino Retirement Benefit Request - Brother Covino has requested the Retirement Benefit. He has 20 years of service with the Union.

Motion #5

"Move to pay the Local 11 Retirement Benefit of \$500.00, contingent upon all financial obligations to NABET-CWA being met, to Frank Covino." (EBM 01-75)

(Keyes 2nd Garnes)

UNANIMOUSLY PASSED

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

Motion #6

"Move to adjourn"(EBM 01-7-6)

(Gorry 2nd Robblee)

UNANIMOUSLY PASSED

The meeting was adjourned at 1:10 PM.

Respectfully Submitted,

Gene Garnes,
Secretary & Director of Organizing