

REGULAR EXECUTIVE BOARD MEETING

Wednesday, June 6, 2001

ATTENDING:

Louis p. Fallot	Local President
William F. Freeh	Local Vice-President (Vaco)
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. V.Novak (Vaco)
#5. T.Gorry	#14. S.Robblee (Working)
#6. T.Cappo	#16. P.Sullivan (Vaco)
#7.	#18. R.Focarile
#9. J. Endara	

The meeting was called to order at 9:27 AM with LP Fallot presiding.

A moment of silence was held in memory of NBC Retiree's Herbert Herzner (NBC V/T Mtce), Thomas J. Zisa (NBC Net EJ) and NBC Member Michael McCartney (Local News).

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

Motion #1

"Move to accept the May 2001 Executive Board Minutes as corrected."(EBM 01-6-1)

(Focarile 2nd Hinrichsen)

FOR: Garnes, Snell, Hinrichsen, Gonzalez, Gorry, Cappel, Endara, Donatien, Cook, Calamera, Focarile

AGAINST: None

ABSTAIN: Greenberg

MOTION PASSED

II. CORRESPONDENCE

The Correspondence file was available for inspection

IV. COMMITTEE REPORTS

r) Training - Chairman J. Salvaggio reported. 75 people to date have received some form of training from Movieola. We sent 4 people from PTSC to school for Adobe training. The Committee will be meeting early next week and will be putting out new bulletins. There will be a meeting on June 20th of BURST at the Local 16 Offices.

III. NEW MEMBERS

Jason M. Lazar PTSC - DH

Jeremy G. Duffy PTSC - DH

Dean K. Kamienski NBC - DH

Irene W. Mburu NBAE - DH

Ben Adam PTSC - DH

Gregory T. Ammirati NBAE - DH

Shannon D. Aldridge NBAE - DH

Ilan H. Cohen NBAE - DH

Allyson H. Rubin PTSC - DH

Kathleen E. Loucks 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

Page2

b) By-Laws - No report

c) Elections - No report.

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. The 1838 Investment Advisors report was also distributed to the Board. The CWA Financial report for the period ending September 30, 2000 was received and is available for inspection. The CWA COPE 2001 Endeavor was received and was placed in the correspondence file. He reported on the rebate issue that we had discussed last month. Once we have all the updated information, the breakdown will be sent to Sector Regional VP #1 Rich Gelber who will raise it at the next SEC meeting. Mark Boshnack has repaid his outstanding monies as per our motion generated in April, and Mark Albin has one payment left. Our members working at ABC have had invoices for the year 2000 sent out to them. This comes to about 100 new invoices that have been sent out. A spreadsheet detailing the prior and current members owing monies for uncollected dues for the ABC related work. At WWOR we will be sending out invoices to our members. The numbers are about 5 or 6 people who owe back dues. He reported on the NBAE back dues situation. A letter was sent to Ken Adelson outlining what kind of information we need from him to assist us in the determining what dues may have not been collected. The ongoing NBC Sector dues issue continues. We have not yet received the weekly information from NBC for the last 3 weeks. When the NBC contract raises went through, we did not see the differential in Local Dues and Ron Ellis was contacted. Mr. Ellis' response was unacceptable, and a grievance was filed against the Company. No money has yet been received for the monies that we are out from NBC and the amount continues to grow every month.

e) Grievance Report - LP Fallot read L VP and Grievance Chairman Bill Freeh's report:

At NBC

May 9 - LP Fallot and I met with a member at a meeting in Labor Relations to investigate a complaint by manager Ron Schiller, who accused our member of poor job performance and not following directions. Later in the day we met with our attorneys B. Peek and L. Peterson to discuss future arbitrations, and to collect billing information from them, in order to research an alternate Sector Dues rebate plan for Local 11.

May 10 - We held session # 14 in the arbitration of Grievance NN00-40, the discharge case. This was the final session in a long and difficult case which began in October 2000. We are now awaiting the decision award from Dr. Joan Parker. Our attorney, B. Peek, did an outstanding job in defending our member.

May 15 - We prepared Grievance NNOO-37 for arbitration, alleging the Company forced our member to leave NABET in order to take another job. We will arbitrate on May 24th before Dr. Joan Parker.

Later, I met with a member who was accused of poor job performance. Although we dispute the facts, the manager issued a written warning, which we will grieve.

May 16 - I met with a member and manager to discuss job assignments and pay upgrades.

May 17 - The Grievance Committee met at NBC for the monthly meeting, which was a continuation of the April 5th grievance meeting. We discussed 12 grievances from 2000, involving; non-NABET people doing our work on Conan, the Gator Bowl, and XFL football, Today Show TD assignments, first meal periods, opportunity to eat in net EJ field, verbal abuse of our member; vendor work at the NBA All Star game, and the downgrade of one of our members. We settled the snow day/sixth day issue in Net Broadcast Creative Services with payment to three of our members. In addition to the Grievance Committee, E. Board members J. Endara, P. Sullivan, and attorney S.Sturm attended the meeting to discuss Skypath Grievance NN 00-202, involving the NBC News feeds by passing Skypath and being done by non-NABET personnel at Ascent Live Wire in Florida. This 20.10 expedited grievance was arbitrated March 16, 2000 before Dr. Joan Parker. At that time we reached an interim agreement whereby the Company would give us 60 days written notice when they intended to transfer this work. Since we now have been given notice, we were required to have another grievance meeting before proceeding with arbitration. We will go back to arbitration on June 28th . Other topics of discussion at the meeting included: personnel cutbacks, hubbing, training, seniority and buyout lists, Today Show summer concert staffing, 2002 Olympics payroll, and some other issues involving individual members.

May 22 - LP Fallot met with S. Fastook and Ron Schiller, after receiving numerous complaints from our members about R. Schiller's actions as a manager.

May 24 - We arbitrated Grievance NNOO-37 before Dr. Joan Parker. In this case our member was given wrong information by the Company, and told he

must leave NABET in order to take another job, which is partially covered by NABET. We will need another session for this case. Our member was represented by attorney S. Sturm, who presented an excellent argument We will continue the case on June 19th.

May 25 - I attended a meeting with a member in Labor Relations who was accused of poor attitude towards co-workers. No disciplinary action was taken.

At BMG

May 8 - LP Fallot met at BMG with their managers to discuss their kind contributions towards our efforts in pursuing the training grants.

At CBS

May 3 - We completed negotiations for a new contract for the CBS couriers. There is no change in the grievance and arbitration language.

At NBAE

Assistant to-the Treasurer E. Roth and I, will go to Secaucus to sign up new members on June 12th , continuing with the sign-up we did on April 2nd

At PTSC

We resolved a vacation issue for some of our members who were not given proper credit for additional vacation time they accrued. We have also received information that some new CNN programs will be produced outside the 5 Penn Plaza facility possibly with non-NABET personnel. Grievances will be filed, and we will be meeting with PTSC management and all our Shop Stewards in the first of our new quarterly meetings on June 29th .

At ROC

LP Fallot, E-Board member A. Donatien and I will conduct a shop meeting with our members at Yankee Stadium on June. 27th.

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. LP Fallot also reported that Committee Member Jeff Osias continues to receive his training and has finished approximately half of the course of study.

g) Retirement & Pension - No report

h) Quality of Life - No report.

i) Safe - LS and Safety Chairman G. Garnes reported. He investigated a complaint of windows being bolted shut on the second floor and found no violations in that instance. He also investigated an air quality issue on the 5th floor maintenance shop and is continuing to work on this problem. He will be going back to TWC to do a follow-up inspection this month, to ensure that the issues that originally generated the complaint were abated. The Local 11 Safety Committee will be meeting with NBC in the near future as part of our contractually mandated safety meetings. LP Fallot reported that Local 16's Safety Director will be attending the "Men's Open" in Oklahoma to assist our members and advise on safety matters.

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 surgery

Mike Gaworski (S/F) is still out on sick leave

Former Executive Board Member Jim Anderson is recovering from a severe motorcycle accident. Former Executive Board Member Richie Phillips has been diagnosed with cancer

Deaths

Barry Herzner's father Herb (NBC Graphics) passed away

Member Mike McCartney (Local News) passed away

Other News

Former Executive Board Member Mike Hartry has returned to work

Jason Catalanotto, son of Member Vito Catalanotto received his Eagle scout award.

Mary Ann Catalanotto daughter of member Vito Catalanotto, graduated from the NYC Police Academy

l) Vacations - No report.

m) Membership Services - Chairman R. Calamera reported. Tickets for the Spirit Cruise have been received and are now available to be picked up by the members.

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.

q) Diversity Committee - No report.

Motion #2

"Move to accept the Committee Reports."(EBM 01-6-2)

(Focarile 2nd Hinrichsen)

UNANIMOUSLY PASSED

Motion #3

"Move to accept the new members contingent upon payment of all applicable dues and fees."(EBM 01-6-3)

(Garnes 2nd Hinrichsen)

UNANIMOUSLY PASSED

VI. OLD BUSINESS

a) NBC - LP Fallot reported. The NNC is now in place for our negotiations with NBC. If anyone has suggestions for items that they would like to see in the contract, please put them in writing for the Committee to discuss. We had discussions with NBC and WNBC in regards to the hubbing project. All positions will be NABET represented. We are also looking to get some non-represented work for our members. NBC has changed the hotel policy and we do not agree with the new policy. We will be getting a lot of the NASCAR work. It is expected that the crews will be 90-95% Daily Hires. F. Pellegrino will be our representative at the Belmont Races. LP Fallot will represent us at the "Men's Open." LP Fallot distributed his report on the US Women's Open.

b) TWC of New York City /ROC/BMG - A. Donatien reported. Construction on a new Master Control facility at TWC will begin this summer. We will also be setting up a shop meeting in the near future at ROC.

c) NBA Entertainment - LP Fallot reported. Our members there are very busy right now with the current playoffs underway. The shop continues to grow and its quite possible that they may surpass 300 members this year.

d) PTSC - LP Fallot reported. We will be having a meeting with the Shop Stewards to discuss among other things, sub-contracting.

have also heard that the Lou Dobbs Show might also go out of house. CNN has indicated that some NABET-CWA people may be used. Discussion ensued.

e) **Mattie Navarro Retirement Benefit** - Sister Navarro has retired and applied for her benefit.

Motion # 4

"Move to pay the Local 11 Retirement Benefit of \$675.00, contingent upon all financial obligations to NABET-CWA being met, to Mattie Navarro." (EBM 01-64-4)

(Garnes 2nd Hinrichsen)

UNANIMOUSLY PASSED

f) **Labor Day Parade** - LS Garnes reported. Local 16 has asked if we would be interested in participating this year as a group in the Labor Day Parade. Discussion ensued and it was decided that we would be interested. LS Garnes will advise Local 16 of our decision.

g) **Lighting Director Issues** - T. Cappo reported. He reported that NBC was using non-union people to light a set for a taped birthday party that was not for air. Discussion ensued. No action was taken.

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

Motion # 5

"Move to adjourn"(EBM 01-6-5)

(Gonzalez 2nd Gorry)

UNANIMOUSLY PASSED

The meeting was adjourned at 12:27 PM.

Respectfully Submitted,

Gene Garnes,
Secretary & Director of Organizing