

REGULAR EXECUTIVE BOARD MEETING

Wednesday, March 7, 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. T. O'Hanlon
	#3. E.Hinrichsen	#12. R.Calamera (ill)
	#4. S.Gonzalez (Working)	#13. W.Freeda
	#5. T.Gorry	#14. S.Robblee (Working)
	#6. T.Cappo	#16. P.Sullivan
	#7.	#18. R.Focarile
	#9. F.Pellegrino	

The meeting was called to order at 9:46 AM with LVP Freeh presiding.

A moment of silence was held in memory of NBC Retiree Kenneth J. Arber (NBC S/F).

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

Motion #1

"Move to accept the February 2001 Executive Board Minutes as corrected."(EBM 01-3-1)

(Focarile 2nd Hinrichsen)

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

AGAINST: None

ABSTAIN: O'Hanlon

MOTION PASSED

VI. OLD BUSINESS

h) Election Report - Election Chairman J. Jones reported. He notified the Board that he had received petitions for Executive Board Units from the following people: Unit #1, James Keyes; Unit #3, Ernest Hinrichsen; Unit #5, Kurt Decker & Timothy Gorry; Unit #9, Jose Endara; Unit #11, Joy Cook, and Unit #13, Mark Hollis & Vincent Novak. Elections will be held in Units #5 & #13. The count for these units will be on March 27, 2001 at the AAA. All other seats are declared elected via acclamation. There was some discussion held regarding a claim made by Mark Hollis that his biography was not included with the ballots sent out. According to Chairman Jones, no biography was ever submitted to Local 11 by Brother Hollis. The proposed election timetable of delegates to the CWA Convention was presented to the Board. The proposed timetable is as follows:

Notification - Friday, March 16, 2001

Petitions Available - Friday, March 23, 2001

Petitions Received - Friday, April 20, 2001

Ballots Mailed - Friday, May 4, 2001

Ballots Postmarked - Friday, June 1, 2001

Ballots Received - Monday, June 4, 2001

Count - Tuesday, June 5, 2001

Chairman Jones stressed that he was awaiting confirmation of these dates by the AAA.

Motion #2

"Move to accept the Election Report."(EBM 01-3-2)

(Hinrichsen 2nd O'Hanlon)

UNANIMOUSLY PASSED

Motion #3

"Move to thank outgoing Executive Board Members Tom O'Hanlon and Frank Pellegrino for all their efforts on behalf of Local 11."(EBM 01-3-3)

(Sullivan 2nd Freeh)

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

AGAINST: None

ABSTAIN: Pellegrino, O'Hanlon

MOTION PASSED

At this time, LP Fallot administered the oath of office to J. Keyes, E. Hinrichsen, J. Endara, & J. Cook.

II CORRESPONDENCE

The Correspondence file was available for inspection

III. NEW MEMBERS

James G. Hering - NBC-DH

Timothy F. King - NBC-DH

Michael S. Cimino - NBC-DH

Jena Mihalovic - NBC-DH

Justin A. Bennett - NBC-DH

Kevin F. McCafferty - NBC-DH

Steven A. Scanzello - NBC-DH

Harold A. Lewis - NBC-DH

Mark C. Morel - NBC-DH

Albert P. Ishu - NBC-DH

William J. Angelucci - NBC-DH

Mark D. Lee - NBC-DH

Francis Chin-Choy - NBC-DH

Robert J. Lewis - NBC-DH

It was noted that one applicant, Timothy F. King, had not completed his application. It was decided to hold off until later in the meeting for the approval of the new members.

Page3

IV. COMMITTEE REPORTS

a) **Benefits** - No report

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

c) **Elections** - (please see item "h" 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. The Income and Expense spreadsheets were also distributed. The Voucher folder was available for inspection. He reported on the overpayment to M. Boshnack & M. Albin. They will appear before the Board today. LT Snell distributed fact sheets regarding the overpayment to the Board. The ABC Sector dues issue continues with letters being sent from LS Garnes to approximately 70 members who are in arrears. LT Snell then updated the Board on the status of the NBC Sector Dues issue. We met for what was supposed to be an arbitration on February 14", but no further progress towards arbitrating the issue was achieved.

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

At NBC

Feb. 9 - A meeting was held with a member from Studio/Field to address a job performance issue that the Company raised. Later in the day I met with Labor Relations attorney J. Kiick to sign off on language that we agreed would resolve several grievances.

Feb.12 - LP Fallot and E. Board member T. Gorry met with Labor Relations to discuss the Company's proposal to change the eligibility for hotel rooms from the current eight hours between shifts to six hours, in an attempt to try to save money. LP Fallot argued against this change since it could compromise the safety of our members.

I met with a member to prepare for an arbitration.

Feb. 14-We met before Dr. Joan Parker to continue the arbitration of the national grievance N1097-02, the failure of the Company to collect and remit Sector dues. Attending for NABET-CWA were: Sector President J. Clark, LP Fallot, LT Snell, B. Freeda, Assistant to the LT E. Roth, Attorney S. Sturm, and myself. Attending for the Company were: Labor Relations

attorney J. Kiick, Finance Manager L. Cuomo, and payroll manager R. Ellis. S. Sturm told the arbitrator we have met before her eleven times since Dec. 1998 to try to resolve this 1997 grievance. Although we have made some progress and collected about 80% of the pre-Dec. 1998 dues owed to us, we are exhausted economically and mentally, and the issue is still not fixed. It was not fixed in the past, is not yet fixed, and we have no hope that it will be fixed in the future. We are losing an enormous amount of time and money with each day that passes. He then presented a fourteen point remedy, as well as a detailed chronology well prepared and documented by LT Snell. F. Snell reported that he had sent 12 discrepancy reports to R. Ellis with no response.

At one point Dr. Parker suggested that LT F. Snell meet with the payroll department for several weeks in an attempt to resolve these matters, but Frank rejected this idea, stating emphatically that the Company caused the problem and it was their responsibility to fix it, not his.

After several off-the-record meetings with the arbitrator, she announced a working plan under her auspices. While she was not at liberty to discuss the representations made by the Company, she would continue with the update meetings on April 12th and June 19th, and another arbitration date of August 2nd if all else fails. We very reluctantly agreed to her proposal and timetable, but are extremely frustrated by these further delays and what we see as a never ending process to recoup our money. LT F. Snell has done an outstanding job throughout this project and arbitration process.

Feb.22 -We met before Dr. Joan Parker to continue the arbitration of grievance NN00-40, the discharge case. This was the ninth session, and we are nearing the completion of the presentation of our case. The next date for this case is March 1 st.

Feb.23- LP Fallot met with WNBC Assistant News Director J. Goldberg to discuss several newswriter issues regarding work assignments and scheduling.

At BMG

Feb. 1 -We continued with BMG contract negotiations. The parties have agreed to extend the contract, which expires on February 4th. A shop meeting is set for March 6th, and contract negotiations will resume March 12th.

At NBAE

Feb. 20 -Representatives from the NABET-CWA 401 (k) plan were present at the shop to discuss the plan with our members.

At PTSC

Feb.2-I attended a meeting with E. Board member L. Greenberg and three PTSC managers to resolve an internal matter with two of our members and a CNN employee. The matter was resolved but we will continue to watch for any further complaints from our members.

Feb. 21- A meeting was held to discuss safety guidelines for our members assigned to one-person ENG field news gathering. Representing Local 11 were: Shop Steward B. Kiederling, Camera Operator F. Schang, and myself. The PTSC spokesperson was Operations Director D. Feldman, as well as two other managers. Feldman has assured us he will meet with CNN managers and the NY Bureau Chief to address our concerns over these assignments, and we will meet regularly to work out any problems.

At ROC

The New York Yankees will begin their season in a few weeks at Yankee Stadium, and our members will be back to work. We will obtain the crew list from Yankee management.

At TWCof NYC

We have filed an EEOC complaint of behalf of one of our members for gender discrimination.

At CBS

Our contract with CBS for the courier unit expires April 30 and we will set dates to begin negotiations soon.

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 has been contacted by a member who is interested in serving on the committee.

r) Training - Chairman J. Salvaggio reported. The interest level in our AVID Editing course has been excellent. By April, we should have 55 new AVID Editors in the Local. There will be seven (7) classes held to accomplish this. The Committee will meet on March 22"d to work on developing a survey to send to those members receiving training to ascertain student satisfaction with the course.

VII NEW BUSINESS

g) Working For America Conference - LP Fallot reported. The Training Committee would like to attend the conference in San Jose, as they feel it will be of great assistance in securing grants. They have supplied a proposed budget for the Board to review which shows the overall projected costs in the area of \$8,000.00.

i) Arthur Finkelstein Appearance - At this time Arthur Finkelstein appeared before the Board to address them regarding his involvement with the Members News Committee. He looks forward to working with the membership and will make his telephone number and email address available so that the members may contact him if necessary.

Motion #4

"Move that the Executive Board appoint Arthur Finkelstein as the Chair of the Local 11 Member News Committee." (EBM 01-3-4)

(Freeh 2nd Hinrichsen)

UNANIMOUSLY PASSED

Motion #5

"Move that the Local 11 Executive Board thank Terry Tousey for her many years of dedicated service to the membership with the Sunshine Committee." (EBM 01-3-5)

(Freeh 2nd Hinrichsen)

UNANIMOUSLY PASSED

The Board then discussed Mr. Finkelstein's desire to become a second member to the Central Labor Council.

Motion #6

"Move that the Board Appoint Arthur Finkelstein as our second Delegate to the Central Labor Council." (EBM 01-3-6)

(Garnes 2nd Hinrichsen)

UNANIMOUSLY PASSED

g) Working For America Conference (con't) - LP Fallot reported. We will need to allocate monies for the Committee to attend the conference.

Motion #7

"Moved that in order to further the NABET-CWA Local 11 Training Program we allocate up to the sum of \$8,000.00 in order to send the Local 11 Training Committee (J. Salvaggio, F. Pellegrino & M. Moskowitz) to attend the Working For America Conference in San Jose, California, from April 21st through April 24, 2001.(EBM 01-3-7)

(Greenberg 2nd Hinrichsen)

UNANIMOUSLY PASSED

V COMMITTEE REPORTS (CON'T)

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) Safety - LS and Safety Chairman G. Garnes reported. He reported on a safety issue at PTSC involving the use of a large tape deguasser. A letter will be sent to the Company requesting that EMF tests be conducted.

j) Seniority - No report.

k) Member News -

Illness

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

Executive Board member Ray Calamera is recovering from surgery

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

Deaths

Tom Turner's (V/T Opns) mother passed away

Glenn Arber's (S/F) father passed away

Tony Ciccamarro's (Net EJ) mother passed away

Ken Voight's (News) mother passed away

Bob Lisowosky's (News) mother passed away.

Other News

John Gary (V/T Opns) has returned to work

Ernest Monah (V/T Opns) has retired

William Knight (VIT Opns) has retired

Don Pascoe (Mtce) has retired

Ruben Quinones (S/F) has retired

It was also noted that NBC's retiree club, Peacock North, announced that it was closing its doors at the conclusion of this year's activities.

I) Vacations - No report.

m) Membership Services - No report.

n) Website - LP Fallot reported. He noted that the Committee continues to do excellent work on our web site.

o) E-Board Reorganization - No report.

p) Daily Hire Advisory Committee - T. Gorry reported. The Committee met on March 5, 2001. Some Committee members were unable to be present due to the stormy weather.

q) Diversity Committee - J. Keyes reported. Attorney Lowell Peterson will draft a letter to the NAACP.

Motion #8

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

(Garnes 2nd Sullivan)

ABSENT: Gorry

UNANIMOUSLY PASSED

Motion #9

"Move to accept the new members contingent upon payment of all applicable dues and fees, with the exception of Timothy King, who needs to sign his application."(EBM 01-3-9)

(Hinrichsen 2nd Freeh)

UNANIMOUSLY PASSED

VI OLD BUSINESS

a) NBC - LP Fallot reported. He is trying to work with the Company to get as much XFL work for us as possible. We are examining contracts of the NBA and Gator Bowl to see what differences there are in the contracts. The word is that the XFL may fold after this year due to low ratings and advertiser response. Olympic offers for Salt Lake City are starting to go out. The Company buy outs are continuing

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. River Operating Group (ROG) will be starting up again soon and the Company will be supplying us with a crew list.

c) NBA Entertainment - LP Fallot reported. On March 9, 2001, we will be going over to NBAE to sign up approximately 35 new members.

d) PTSC - LP Fallot reported. We have some contract problems that still persist regarding upgrading. We may have to file a complaint with the NLRB if the problems are not resolved soon.

e) Secretary Report - LS Garnes reported. In the matter of Wright vs. Taragano, we received no plea from the defendant, so RVP #1 Gelber will be so notified. Approximately 70 letters went out to members who work at ABC and were delinquent in paying their Sector dues. The fifteen day period to pay what is owed will expire shortly and LP Fallot will be notified of those who remain delinquent.

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

g) Shop Stewards Dinner - LP Fallot reported. The dinner will be held tonight at 6:00 PM, at Blake's on 49th street. He hopes that all E-Board members can make the affair.

Motion #10

"Move to go out of order on the agenda to discuss items "e" & "f" under New Business."(EBM 01-3-10)

(Focarile 2nd Sullivan)

ABSENT: Cook

UNANIMOUSLY PASSED

VII NEW BUSINESS

e) Scott Hitzler Scholarship - LT Snell reported. Scott Hitzler submitted his renewal application late, in addition he is only carrying 9 credits this semester. Discussion ensued.

Motion #11

"Move to accept the late application of Scott Hitzler's Local Scholarship."(EBM 01-3-11)

(Freeh 2nd Garnes)

ABSENT: Cook

UNANIMOUSLY PASSED

LT Snell then read a letter from Robert Batsche requesting consideration of his son Timothy, whose application was submitted late. Discussion ensued with the following motion being generated:

Motion #12

"Move to accept Timothy Batsche's late application for a Local 11 Scholarship." (EBM 01-3-12)

(Hinrichsen 2nd Cappel)

ABSENT: Cook

UNANIMOUSLY PASSED

i) Local 11 Scholarships - LVP Freeh reported. We need to allocate monies to fund this year's new and existing scholarships. Discussion ensued with the following motion being generated.

Motion #13

"Move to allocate the sum of \$17,000.00 to fund 34 new and renewed Scholarships at \$500.00 per scholarship."(EBM 01-3-13)

(Freeh 2nd Hinrichsen)

FOR: Freeh, Garnes, Keyes, Greenberg, Hinrichsen, Gorry, Cappel, Endara, Cook, Freeda, Sullivan, Focarile

AGAINST: None

ABSTAIN: Snell

MOTION PASSED

VI OLD BUSINESS

m) RVP Election - LP Fallot reported. Rich Gelber has been reour Regional Vice-President. The balloting was as follows; R. Gelber 459, M. Cullen 286. It was noted that the balloting was larger than usual for an election where both candidates were from the same Local.

k) Hyphenate Issue - T. Gorry reported. We still have IA electricians being hyphenated as NABET Lighting Directors. LP Fallot is setting up a meeting with the IA to discuss the problem.

l) Boshnack/Albin Appearance - At this time Mark Boshnack & Mark Albin appeared before the Board to discuss their suspended membership status due to monies being owed to the Local. Discussion ensued with no action being taken.

j) Steve Roskin Retirement Benefit Request - A letter was received by Steve Roskin requesting the Local's Retirement Benefit. As no application had been submitted, we were unable to proceed with his request. A letter will be sent to Brother Roskin along with an application informing him of such.

VI NEW BUSINESS

a) CWA Convention Delegates - LP Fallot reported. The Convention will occur from July 8th thru July 10th. Discussion ensued on how many delegates to send and the funding necessary.

Motion #14

"Move that Local 11 send two (2) Delegates to the CWA Convention to be held in Minneapolis, Minnesota from July 8, 2001 thru July 10, 2001 and furthermore to allocate up to the sum of \$4,000.00 to pay LOA and other authorized expenses." (EBM 01-3-14)

(Garnes 2nd Focarile)

ABSENT: Hinrichsen, Cappo

UNANIMOUSLY PASSED

b) July E-Board Meeting - LP Fallot reported. The normal meeting date falls on July 4th this year and it has been suggested that we move the meeting date in order to have a quorum. It was decided to have the meeting on July 5th.

c) NBC Negotiations - LP Fallot reported. Our current agreement with NBC expires on March 30, 2002. The Board will need to appoint a Negotiator, along with an Alternate. Discussion ensued with the following motion being generated:

Motion #15

"Move to appoint LP Fallot as the Local 11 Negotiator for the upcoming NBC Contract Negotiations."(EBM 01-3-15)

(Sullivan 2nd Freeda)

ABSENT: Hinrichsen, Cappo

UNANIMOUSLY PASSED

Motion #16

"Move to appoint LVP Freeh as the Alternate Negotiator for the upcoming NBC Contract Negotiations"(EBM 01-3-16)

(Gorry 2nd Focarile)

ABSENT: Hinrichsen

UNANIMOUSLY PASSED

d) Ron Hitzler Retirement Benefit Request - LT Snell reported. We have received an application from Ron Hitzler requesting the Retirement Benefit.

Motion #17

"Move to pay the Local 11 Retirement Benefit of \$600.00 contingent upon all financial obligations to NABET-CWA being met to Ron Hitzler."(EBM 01-3-17)

(Freeda 2nd Garnes)

ABSENT: Hinrichsen

UNANIMOUSLY PASSED

h) Eduardo Diaz Union-To-Union International Solidarity Fund - LP Fallot reported. We have received a request from the CWA to make a donation to this fund. LS Garnes explained that Eduardo Diaz was an International Representative of the CWA who worked on international issues for CWA and passed away suddenly of a heart attack at the age of 41. Discussion ensued.

Motion #18

"Move to pay the sum of \$171.50 to the CWA 2001 Eduardo Diaz Union-To-Union International Solidarity Fund."(EBM 01-3-18)

(Garnes 2nd Freeh)

ABSENT: Hinrichsen

UNANIMOUSLY PASSED

g) Frank Tonhazy Initiation Request - LT Snell read a letter from Brother Tonhazy requesting that his Initiation Fee be extended due to financial hardship. Discussion ensued with the following motion being generated:

Motion #19

"Move to extend the initiation payments from 80 to 120 pay periods for Frank Tonhazy" (EBM 01-3-19)

(Gorry 2nd Endara)

ABSENT: Hinrichsen

UNANIMOUSLY PASSED

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

Motion # 20

"Move to adjourn"(EBM 01-3-20)

(Focarile 2nd Greenberg)

UNANIMOUSLY PASSED

The meeting was adjourned at 5:20 PM.

Respectfully Submitted,

Gene Garnes,

Secretary & Director of Organizing