

REGULAR EXECUTIVE BOARD MEETING

Wednesday, MAY 2, 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 (Vaco)	#11. J. Cook
	#3. E.Hinrichsen (Excused)	#12. R.Calamera
	#4. S.Gonzalez	#13. W.Freeda
	#5. T.Gorry	#14. S.Robblee (Working)
	#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.

II. SWEARING IN OF NEW OFFICERS - At this time LP Fallot administered the oath of office to Vincent Novak.

I. APPROVAL OF THE MINUTES OF THE APRIL 2001 REGULAR EXECUTIVE BOARD MEETING

Motion #1

"Move to accept the April 2001 Executive Board Minutes as corrected."(EBM -01-511)

(Focarile 2nd Keyes)

FOR: Freeh, Garnes, Snell, Keyes, Gorry, Cappo, Endara, Sullivan, Focarile, Donatien, Calamera

AGAINST: None

ABSTAIN: Novak

MOTION PASSED

VI OLD BUSINESS -

g) Election Report - Chairman J. Jones reported. He has received petitions from Richard Focarile and Eugene Garnes for the two (2) open delegate slots for the CWA Convention, to be held in July, in Minneapolis, Minnesota. Both petitions are valid and as such, both candidates are declared elected.

Motion #2

"Move to accept the Election Report." (EBM 01-5-2)

(Calamera 2nd Gonzalez)

ABSENT: Gorry, Endara

CORRESPONDENCE

The Correspondence file was available for inspection

V 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 seven (7) months into our Fiscal year. There are no spreadsheets to be distributed this month as

Carrol is out. The Expense Vouchers were available for inspection. We have distributed 5 months worth of reports from 1838 Investment Advisors. They have promised us that in the future, they will make sure that the reports are sent to us on a timely basis. Effective immediately, all Local 11 Retirement Benefits will be paid through ADP and 1099's will be issued at the end of the year. Bonus checks will likewise be paid through ADP and be taxable. LT Snell updated the Board on the NBC Sector dues issue. NBC's Lori Cuomo is working with Elise Roth on weekly discrepancy reports. There are still significant problems ongoing with the collection of Sector and Local Dues. We received five (5) checks last week from members who owed ABC Sector dues. ABC earnings for year 2000 Sector Dues invoices will be going out this month

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

At NBC

Apr. 5 - The entire Grievance Committee met for a monthly meeting at NBC. This meeting was in place of the regular quarterly off-site Grievance meeting, which NBC canceled due to their budget restraints. Since we had only part of one day for the meeting, we were not able to get through our agenda, and so we will continue the meeting on May 17. We proposed a package settlement for five 2000 grievances on the Company's failure to collect and remit Local 11 dues and initiation fees. The Company rejected our proposal, and after much discussion, we reluctantly agreed to put the grievances on joint hold. The Committee was then joined by E. Board members J. Endara and P. Sullivan to discuss seven outstanding Skypath and Genesis grievances, from '98,'99, '00, and 01. These grievances involve jurisdiction, workload, cross training, experimental schedules, transfer of work, and are continuing grievances. We settled grievance NN01-12, improper pay for three of our members called into work for a snowstorm, by getting them each eight hours of overtime pay. We also discussed merit upgrades, the new payroll system, and the 2002 Olympics.

Apr. 9-10 - Meetings were held with NBC payroll in an ongoing attempt to fix the Sector dues issue prior to returning to arbitration. LP Fallot, J. Clark, D. Mahoney, and E. Roth attended these meetings.

Apr. 9-10 - Asst. to the LP, B. Freeda attended investigatory meetings with two of our members, in order to gather evidence for a grievance against a network producer.

Apr. 12 = We held session #12 in the ongoing discharge arbitration, NN00-40, before Dr. Joan Parker.

Apr. 18 - I attended an HVAC shop meeting to discuss a possible grievance against the Company for the role of a Tishman-Speyer employee who is allegedly a manager, but is doing some work normally performed by our members. Later in the day, Grievance committee member R. Focarile and I visited the second floor installation of a PVT room, in order to report to the Company on the continuing dispute between NABET-CWA and the IBEW.

Apr. 20 - I met with a member and Labor Relations to follow up on an ongoing dispute with a non-NABET employee. R. Focarile met with WNBC to resolve an issue of a manager doing microphone checks. The Company agreed to a day's pay to the Local 11 Scholarship Fund.

Apr. 23-27 - I attended the Network Coordinating Committee (NCC) meeting in Las Vegas. One day was spent at the NAB Convention and the technical exhibits.

During my absence, R. Focarile did an excellent job of covering the Local 11 office, along with B. Freeda, and I want to thank both of them.

Apr. 26 - We held session # 13 in the discharge case, NN00-40. Our attorney, Barry Peek, did an excellent job in presenting our closing arguments, despite continuing objections by the Company. This was a very long session, and we did not complete the case. We are scheduled to resume on May 10, when we will finish this very difficult case. The NIO we filed for the 6th/7th day pay for Daily Hires was scheduled for arbitration May 10, but was postponed and will be rescheduled.

At BMG

We are awaiting a final copy of the new contract for proof reading and corrections.

At CBS

We will begin contract negotiations for a successor agreement on May 3.

At NBAE

Apr. 2 - LP Fallot, Assistant to the Treasurer E. Roth and I spent the day in Secaucus to sign up fifteen new members, all of whom were Daily Hires. In addition, the Company honored section 7.2 of our contract by dismissing seven individuals who failed to pay the Union the applicable dues and fees.

At PTSC

No report.

At ROC

Apr. 2 - Our members began the new baseball season on opening day at Yankee Stadium. Also, we were successful in getting one of our members returned to a full time position after the Company tried to change his status to part time. Under the contract, the Company is obligated to offer full time positions to those members who worked the prior season.

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. One of the new members, Jeffrey Osias, has begun taking the necessary courses offered by the Central Labor Council to secure his certification.

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. He made an inspection at PTSC and TWC on April 16th. He found serious OSHA violations at TWC, which he immediately brought to the attention of the Company and they were quickly abated. He also inspected a tape degausser at PTSC based on a complaint by one of our members. He will do a follow-up inspection later this month. J. Endara advised that one of our members became ill at work and wanted to leave due to the dust in the air created by the ongoing construction on the second floor. LS Garnes will do an inspection and speak to NBC Safety Director Kenya Blount.

j) Seniori - No report.

k) Member News -

Illness

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

Retiree Louise Malcolm (NBC Radio) had a stroke

Other News

Paul Winter (BSE) is back to work

Ron Bruno (Net EJ) has retired

Tim Gibney (Net EJ) has retired

LP Fallot's brother Pierre, passed away

I) Vacations - No report.

m) Membership Services - R. Calamera reported that things are moving along smoothly. We will be ordering the tickets for the cruise. We expect a lot of people to attend this function. A mailing will go out.

n) Website - P. Sullivan reported. He distributed the profile of the website for April to the Board for their inspection. Visits to our site are up.

o) E-Board Reorganization - No report.

p) Daily Hire Advisory Committee - LP Fallot reported. A meeting will be held on May 7th with both the DHAC and the Diversity Committees along with Lowell Peterson. Both committees will meet jointly.

q) Diversity Committee - (see "o" under Committee Reports)

Motion #3

"Move to accept the Committee Reports."(EBM 01-5-3)

(Garnes 2nd Cook)

ABSENT: Gorry, Sullivan, Focarile

UNANIMOUSLY PASSED

VI OLD BUSINESS

a) NBC - LP Fallot reported. He discussed the change in NBC policy regarding the assignment of hotel rooms for our members. He sent a letter to NBC protesting the change in policy as we feel that it could be a health and safety issue for our members. He also discussed sports issues involving local agreements on local

remotes with NBC's Mike Meehan. The Company reneged on a deal involving the hotel rooms. The Company then agreed to give 6 people hotel rooms. We also discussed the Company's elimination of the set-up day from the basketball playoff games, which had resulted in the filing of a 20.10 with Dr. Joan Parker.

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The Company finally agreed that for the Conference Finals and the Finals games, they would staff with proper set-up time. There is a possibility that, due to financial reasons, we may lose the NBA Contract as revenues are down. Starting July 7th, NBC will be broadcasting NASCAR races, which will mean work for our members.

h) NBC Negotiations - LP Fallot reported. No progress to report, as only two of the four cities have their committees in place. We have had some off-the-record meetings with NBC.

b) TWC of New York City /ROC/BMG - LP Fallot reported. Digital TV is coming and this will create more jobs at TWC. At ROC, the baseball season is well underway and our members there are working now. A shop meeting will be set up with them. At BMG, we are awaiting a draft of the contract language from the Company.

c) NBA Entertainment - No report.

d) PTSC - LP Fallot reported. Extra software training is being pursued. Clayton Sizemore is helping to get us the software training for the editors will be pursued.

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 have not received a plea within the prescribed time limit, therefore a plea of not guilty will be entered. 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.

i) CWA Political Conference - LP Fallot reported. He had to leave the conference due to a death in the family, but S. Gonzalez stayed on and met with the various politicians. He (Gonzalez) reported that he met with New Jersey Senator Corzine and felt that after his talk with him, that he was pro-labor.

j) CLC Report - LS Garnes reported. Arthur Finklestein attended the CLC meeting and reported that May is Labor History Month. Debra Bernhardt of the Wagner Labor Archives had passed away after a long illness. There will be a parade this year.

k) Albin & Boshnack Payment - LT Snell reported. We have received the first installment as per last month's motion. We received an email from M. Albin regarding the possible tax ramifications. Discussion ensued.

Motion #4

"Move that the total amount of Mark Boshnack's financial obligation and associated payment schedule per motion #01-4-7 be amended as follows: the financial obligation of Mark Boshnack will be reduced by 30% resulting in a total financial obligation of \$181.27. The first payment of \$129.48 has been received, leaving \$51.79 which is due on or before 5/23/01. This modification serves to address any and all payroll deductions that had been deducted from the gross amount. It was the gross amount of the payments that had been used to arrive at the financial obligation." (EBM 01-5-4)

(Snell 2nd Sullivan)

FOR: Freeh, Garnes, Snell, Keyes, Gonzalez, Gorry, Cappo, Endara, Cook, Calamera, Novak, Sullivan, Focarile

AGAINST: Donatien

ABSTAIN: None

ABSENT: None

MOTION PASSED

Motion #5

"Move that the total amount of Mark Albin's financial obligation and associated payment schedule per motion 01-4-8 be amended as follows: The financial obligation of Mark Albin will be reduced by 30% resulting in a total financial obligation of \$414.36. The first payment of \$147.99 has been received, leaving a balance of \$266.37 which will be remitted as follows: \$147.99 due on or before 5/23/01 and \$118.38 due on or before 6/23/01. This modification serves to address any and all payroll deductions that had been deducted from the gross amount. It was the gross amount of the payments that had been used to arrive at the financial obligation."(EBM01-5-5)

(Snell 2nd Endara)

FOR: Freeh, Garnes, Snell, Keyes, Gonzalez, Gorry, Cappo, Endara, Cook, Calamera, Novak, Sullivan, Focarile

AGAINST: Donatien

ABSTAIN: None

ABSENT: None

MOTION PASSED

Brothers Albin and Boshnack will be notified by LS Garnes that they are now considered to be members in good standing.

I) Local Eleven Scholarships - LVP Freeh reported. He informed the Board that we had received some letters from the recipients awarded scholarships from the Local. The letters were available for the Board members to review.

m) Steve Roskin Retirement - LP Fallot reported. Discussion ensued regarding the motion tabled last month for Brother Roskin's retirement request.

Motion #6

"Move to untable motion 01-4-15"(EBM 01-5-6)

(Cappo 2nd Gonzalez)

UNANIMOUSLY PASSED

Discussion now shifted towards Brother Roskin's request for the Retirement Benefit.

Motion #7

"Move to pay the Local 11 Retirement Benefit of \$800.00 contingent upon all financial obligations to NABET-CWA being met to Steve Roskin."(EBM 01-5-7)

(Gorry 2nd Cappo)

FOR: Snell, Keyes, Gonzalez, Gorry, Cappo, Endara, Donatien, Cook, Calamera, Novak, Sullivan, Focarile

AGAINST: Freeh, Games

ABSTAIN: None

ABSENT: None

MOTION PASSED

IV NEW MEMBERS

Stephen Costello NBC - DH

Fergal T. Mellin NBC - DH

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Sandra Y. Tukh NBC - DH

Tim D. Schoonenberg NBAE - DH

Todd R. Pellegrino NBAE - DH

Frank Enea NBC - DH

Derek G. French NBC - DH

Harold St. Louis NBAE -DH

Vito Catalanotto NBAE - DH

Motion #8

"Move to accept the new members contingent upon payment of all applicable dues and fees."(EBM 01-5-8)

(Games 2nd Sullivan)

ABSENT: Cook, Focarile

UNANIMOUSLY PASSED

VII. NEW BUSINESS

a) NCC Meeting - LVP Freeh reported. He attended the meeting, which was held in Las Vegas and reported on what transpired. It was noted that for the first time, Local's 42 and 43 had representatives invited to the meeting as these locals have stations that are owned by the Fox Network. Sean Dugan from the Flex plan was present to answer questions regarding the Flex Plan.

b) LTD - R. Focarile reported. He advised the Board that several people have dropped off of LTD and we should encourage our members to check their pay stubs to confirm that deductions are continuing to be made.

c) Computer For Local Secretary - LS Garnes reported. His computer belongs in the Smithsonian as the software is corrupt and can no longer be used. It was decided to move a spare computer into his office to replace the current one. If that one does not work out, we will look into a new computer.

d) Sector Dues Deduction - R. Focarile reported. In the last pay period, it was noticed that there were three deductions for union dues. This was due to the separate line for the pay increases and penalty.

e) Local Sector Rebate Proposal - LT Snell reported. He discussed with the Board the possibility of modifying our current Sector dues rebate. We are currently at 60% for our rebate. If we increase our rebate we would have to pay all expenses involving attorneys, arbitrators and other associated fees. A spreadsheet giving a breakdown of expenses was

distributed to the Board. The Boards consensus was to submit our proposal to RVP #1 Gelber.

f) Cellphone For Training Committee - LP Fallot reported. We need to secure a cell phone for the Training Committee, so the phones at their place of employment are not tied up with members calling for information. Discussion ensued. R. Calamera will work with the committee to set up an email account.

Motion #9

"Move up to appropriate \$50.00 per month to provide cell phone service with voice mail for the use of the Training Committee." (EBM 01-5-9)

(Cook 2nd Novak)

FOR: Freeh, Garnes, Snell, Keyes, Gonzalez, Gorry, Cappel, Cook, Novak, Sullivan, Focarile

AGAINST: Endara, Donatien, Calamera

ABSTAIN: None

ABSENT: None

MOTION PASSED

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

Motion #10

"Move to adjourn" (EBM 01-5-10)

(Garnes 2nd Sullivan)

UNANIMOUSLY PASSED

The meeting was adjourned at 2:26pm.

Respectfully Submitted,

Gene Garnes,
Secretary & Director of Organizing