



REGULAR EXECUTIVE BOARD MEETING

Wednesday, January 9, 2002

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	#11. J. Cook
#3. E. Hinrichsen	#12. R. Calamera
#4. S. Gonzalez	#13. V. Novak
#5. T. Gorry	#14. S. Robblee
#6. T. Cappo (working)	#16. P. Sullivan
#7.	#18. R. Focarile
#9. J. Endara	

The meeting was called to order at 9:14 AM with LP Fallot presiding.

The Salute to the Flag was led by LP Fallot.

**APPROVAL OF THE MINUTES OF THE DECEMBER 2001 REGULAR
EXECUTIVE BOARD MEETING -**

Motion #1

"Move to accept the December 2001 Executive Board Minutes as corrected."(EBM 02-1-1)

(Focarile 2nd Gonzalez)

FOR: Freeh, Garnes, Snell, Hinrichsen, Greenberg, Gonzalez, Gorry,
Donatien, Focarile, Keyes, Novak, Sullivan, Cook

AGAINST: None

ABSTAIN: Calamera, Robblee, Endara

MOTION PASSED

II CORRESPONDENCE

The Correspondence file was available for inspection

III NEW MEMBERS - It was decided to hold off reading the names of the proposed members until later in the meeting.

VI NEW BUSINESS -

b) E-Board Units Election/NABET-CWA Conference - Election Chairman Jones reported. He proposed the following election timetable for Executive Board Units #2, #4 & #6, #10, #12, #14, #16, and #18;

January 14, 2002	Notification of Election
January 18, 2002	Petitions Available
February 15, 2002	Petitions submitted
March 1, 2002	Ballots Mailed
March 29, 2002	Ballots must be postmarked
April 1, 2002	Due Date by 5pm
April 2, 2002	Count

Chairman Jones then proposed the following election timetable for Delegates for the NABET-CWA Conference;

February 11, 2002	Notification of Election
February 15, 2002	Petitions Available
March 15, 2002	Petitions submitted
March 29, 2002	Ballots Mailed
April 26, 2002	Ballots must be postmarked
April 29, 2002	Due Date by 5pm
April 30, 2002	Count

Motion #2

"Move to accept the proposed timetable for the election of even numbered Executive Board Units #2, #4 & #6, #10, #12, #14, #16, and #18." (EBM 02-1-2)

(Hinrichsen 2nd Robblee)

UNANIMOUSLY PASSED

Motion #3

"Move to accept the proposed timetable for the election of Delegates to the NABET-CWA Conference."(EBM 02-1-3)

(Focarile 2nd Robblee)

UNANIMOUSLY PASSED

At this time discussion shifted to the Sector Conference Call. The deadline for By-laws changes will be prior to the election of Delegates. Any member in good standing can submit changes to the Sector for consideration. Discussion ensued as to whether the elected Delegates would also attend the CWA Convention as in the past. We will discuss it at the February Executive Board Meeting.

III NEW MEMBERS

Maxine A. Brown	NBC - DH
Douglas K. Maines	PTSC - DH
Donald L. Fenster	PTSC - DH
Laurent Le Gal	PTSC - DH
David B. McCarrie	PTSC - DH
David J. Denoon	PTSC - DH
Theodore Carey	NBC - DH
Angelika G. Daggett	NBAE - DH
Brian D. Cox	NBC - DH
Thomas W. Arlotta	NBC - 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 - E. Hinrichsen reported that he should have his Shop Steward elections concluded very soon.
- d) Financial - LT Snell reported. We are now Three (3) months into our fiscal year. The Local Dues Deductions Summary, Initiation Fee Summary, Local 11 Sector Rebate Summary, income and expense report, and 1838 Report was distributed to the Board. The voucher folder was available for inspection. As the By-law changes regarding the fee

structures was approved by the Sector, the new fee structure is now in place. He reported on the overage in regards to our Holiday Open House. In the future, we must allocate more monies to cover the expenses so as not to run over budget. He reported on the total gross amount of holiday bonus check amounts. We have not been billed by NBC for LOA's for LP Fallot and LVP Freeh quarterly as agreed and as such, have 6 months unbilled. We also are not being billed for part time LOA's with the exception of WNBC. We are waiting for the December 1998 through March 2001 rebate check from the Sector. Elise Roth continues to track the dues issues that arise.

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

At NBC

- Dec. 3 - We met before Dr. Joan Parker to arbitrate grievance NN01-33, the use of a non-NABET crew to tape a segment(remote) for the Conan O'Brien show. Present for NABET were: Sector President J. Clark, LP Fallot, E. Board member S. Gonzalez, shop steward C. Henry, attorney S. Sturm, and myself. After opening statements, J. Clark, L.Fallot, and S. Gonzalez served as witnesses, testifying as to the negotiation history and practice of NABET members doing these remotes. This is a very important case for us, as it could impact a lot of future work. Several members attended the session on their own time to show their support. The case will continue on Jan. 10.
- Dec. 4 - As a result of our Nov. 29 arbitration of grievance NN01-34, NBC's failure to remit on time the sector and Local dues to NABET-CWA, Dr. Joan Parker issued an award, which will charge NBC with interest payable to Local 11 for each day beyond Dec. 10 that their Nov. payment is late, and will retain her jurisdiction over any other late payments in the future.
- Dec. 6 - We held a regular grievance meeting with NBC. Present for Local 11 were LP Fallot, the full grievance committee, E. Board member P. Sullivan, and myself. In addition to NBC Labor Relations, R. Lynah and MB Scalici represented NBC. We discussed 8 grievances from 2001 involving: sports editing, warning letters, the CODY character generator, manager R.Cucci doing NABET work, network EJ editing workload, and non-NABET Conan remotes. Many topics of discussion included: pending grievance settlements, fire safety/evacuation plan, 2001 and 2002 holidays, STORM payroll update, the HUB project, the noose incident investigation, WNBC home office definition, WNBC newswriter under-payments, other pay issues including "golden time", NABET seniority list, hyphenates dues and fees, and some personal issues with individual members.
- Dec. 12 - LP Fallot, Attorney S. Sturm, and I met with a legal researcher, who will

be assisting us on one of our arbitrations.

Dec. 19 - Another test of the newly installed fire alarms on the third floor of the studio building was scheduled, but subsequently postponed due to news shows operational considerations.

Dec. 20 - We met before Dr. Joan Parker to arbitrate grievance NNO1 -08, the improper application of the vendor Sideletter (45) at the NBA All Star remote in Washington, DC. Present for Local 11 were LP Fallot, B. Freeda, and attorney L. Peterson. After opening statements, LP Fallot was a witness for Local 11, and manager Bob Miele was a witness for NBC. The session concluded, and will take one or two additional dates to complete. We requested additional arbitration dates from the arbitrator, and she was able to offer Jan. 29.

We filed a total of 41 grievances at NBC during 2001, down from 45 in 2000, and 56 in 1999. This is due to the continued great work of E. Board members and shop stewards who are able to resolve issues with their managers.

At BMG The New York studios were closed, and all of our staff members received their enhanced retirement or buyout packages, which we won in arbitration. Once again, I wish to thank long time shop steward and former E. Board member Mike Hartry for all his assistance with this great shop over the years.

At CBS No report.

At NBAE No report.

At PT-SC

Dec. 28 - Local 11 received notice from Potomac Television Services Corp. that they lost their contract with CNN, effective Feb. 28, 2002. CNN subsequently announced that effective March 1, 2002, their new subcontractor for technical employees at the New York bureau would be Team Video Services of Washington, D.C. Local 11's contract with PTSC was scheduled to expire on Dec. 6, 2003. We have been in contact with TVS management and their attorneys in order to attempt to have NABET-CWA recognized as the bargaining agent for our members at PTSC, who now face the prospect of a new employer, and possibly a new NABET contract. TVS currently has a contract with NABET-CWA Local 31 in Washington, D.C. for technical employees at the CNN Washington bureau. That four-year contract is scheduled to expire Jan. 31, 2002.

At ROC No report - The New York Yankee season will resume in April, 2002.

**TWC of
NYC**

The outstanding issue of manager Mark Buccino doing NABET work has not been resolved.

MAP -LP Fallot reported. The Committee continues to assist our members and their families in need of assistance and referrals. The Committee will be attending the EAPA conference this month.

- g) **Retirement & Pension** - No report
- h) **Quality of Life** - No report.
- i) **Safe** - LS and Safety Chairman G. Games reported. He reported that he is attempting to set up a meeting with NBC's Kenya Blount and Executive Board Member Tom Cippo to discuss issues over fire drills and evacuation. We will step up our quarterly meeting to February as opposed to March due to so much activity. E. Hinrichsen reported that on the eighth floor, we continue to have problems with people from the Rosie O'Donnell show storing cartons and other paraphernalia in front of the fire exit door. LS Games will send a letter to Kenya Blount. Frequently, they will have a portable kitchen set up cooking food. V. Novak inquired as to the status of essential vs. non-essential personnel during building evacuations.
- j) **Seniori** - LVP & Seniority Chairman Freeh reported that he is still working on the list.
- k) **Member News** -

Illness

Vinnie Deale (V/T Opns) remains out on sick leave.
Floyd Webb (BSE) remains out ill.
Roger Carrano (NBC SKYPATH) had a heart attack.
Dewitt Luff (NBC Skypath) is out ill.
Tony Curcio (WNBC MCR) is out ill.
Executive Board Member Rich Focarile's mother is in hospital.
LP Fallot's son, Lucas, is recovering from an auto accident.

Deaths

Sportscaster and friend of NABET Dick Shaap, died recently.

Other News

Jim Andrews (NBC Mtce) has retired.

Gary & Eva Jablonski (WNBC News) are the parents of a baby boy.
Jeff Scarborough (Local News) has retired.
Joe Chodosh (NBAE) is father of baby girl.

Vacations - LP Fallot reported that there are problems in certain areas which we are working to fix.

- m) Membership Services - Chairman R. Calamera reported. He read to the Board a few proposals which the Committee has considered. Among the places under consideration are: Waldorf Astoria, China Club, Blakes and The 21 Club. We will discuss this further at next month's E-Board meeting.
- n) Website - Committee Member R. Calamera reported that he will be setting up a Daily Hire section in the Local's web site.
- o) E-Board Reorganization - No report.
- p) Daily Hire Advisory Committee - Chairperson Liz Fulton reported. They held the open house, attended an open caucus meeting and listened to their issues and concerns. She read a position paper by the Committee to the Board.
- q) Diversity Committee - A. Donatien reported. The Committee met and discussed TPNN and also worked on a letter regarding how we treat each other in the workplace. Attorney Lowell Peterson has the letter and is going over it for legal purposes. They discussed possible impending layoffs with the Board.
- r) Training No report

Motion #4

"Move to accept the new members upon payment of all applicable dues and fees."(EBM 02-1-4)

(Garnes 2nd Sullivan)

UNANIMOUSLY PASSED

VI OLD BUSINESS

- a) NBC - LP Fallot reported. The contract expires at 12:01 AM on March 31, 2002. We have had no formal meetings with the Committee, but are formulating dates. Sector President Clark and LP Fallot are trying to set up a meeting for January 4, 2002. Many issues separate the parties. Discussion then shifted to mobilization. Members should start wearing

their Union Lanyards. Discussion shifted to the use of attorneys during contract talks.

Motion #5

"Move to appropriate the sum of \$30,000.00 for the purpose of retaining legal counsel to assist the NABET-CWA Negotiating Committee in the course of NBC Contract negotiations."(EBM 02-1-5)

(Hinrichsen 2nd Sullivan)

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

AGAINST: None

ABSTAIN: Donation

MOTION PASSED

Discussion then centered on mobilization activities with the following motion being made:

Motion #6

"Move to appropriate the sum of \$20,000.00 for the purposes of Mobilization activities relating to the NBC Contract talks."(EBM 02-1-6)

(Freeh 2nd Calamera)

UNANIMOUSLY PASSED

VI COMMITTEE REPORTS

- q) Diversity Committee - Chairman G. Muro reported. The Committee met and drafted a statement on sensitivity in the workplace. They also met with a person who was involved with the noose incident at NBC.

Motion #7

"Move to accept the Committee reports"(EBM 02-1-7)

(Focarile 2nd Donation)

UNANIMOUSLY PASSED

V NEW BUSINESS

- b) **TWCIROCIBMG** - LP Fallot reported. He will schedule a shop meeting at TWC in the near future to discuss various issues.
- c) **NBA Entertainment** - LP Fallot reported. The Company may try to settle the outstanding grievances prior to arbitration.
- d) **PTSC** - LP Fallot reported. The contract has been canceled by CNN. All PTSC employees will be laid off as of 2/28/02. The new contractor, Team Video has been in touch with LP Fallot. We are hoping that all current employees will get job offers. We need to allocate funds to conduct meetings with the membership to discuss the pending changes.

Motion #8

"Move to appropriate up to \$1,500.00 to conduct all day shop meetings with PTSC membership regarding the change of sub-contractor of CNN"(EBM 02-1-8)

(Greenberg 2nd Hinrichsen)

UNANIMOUSLY PASSED

- e) **Secretary Report** - LS Garnes reported. We have received a letter from Sector President Clark approving our By-laws changes passed last month.
- f) **Organizing** - L.S. & Director of Organizing G. Garnes reported. He updated the Board on the status of organizing within the Local. We have an election scheduled for Staten Island Community Television for January 23, 2002.
- g) **CWA Leadership Conference** -LP Fallot reported. It's been rescheduled to February and right in the middle of the Olympics and most of our people will be tied up and not able to attend. Discussion ensued. It was decided to hold off on sending anyone until the next scheduled conference.
- i) **CWA Disaster Relief Fund** - LP Fallot advised the Board that we had received a check in the amount of \$10,000.00 for the wife of Wm. Steckman, a member who died on 9/11.
- j) **By-laws change** - V. Novak reported. This is the second reading of the proposed change.

Motion #9

"Move to amend the Local By-Laws Article 4.2 as follows: #13: NBC Network Editors, Library Crews, News Services, Boston Bureau. #18 WNBC-TV Editors, Library Crews, L-Control & Network & Local Couriers. The above changes shall appear in Article 4.2 in two places on pages 11 and 12 under the headings "Executive Board Units and Areas" on page 11 and under the heading "Local Executive Board Units in Numerical Order" on page 12. The purpose of this motion and the intent of the Executive Board is to combine all courier representation, Network or Local into Executive Board Unit #18" (EBM 02-1-9)

(Focarile 2nd Novak)

FOR: Garnes, Snell, Keyes, Gonzalez, Gorry, Donation, Cook, Focarile, Hinrichsen, Endara, Novak, Robblee, Sullivan,

AGAINST: None

ABSTAIN: None

ABSENT: Freeh, Greenberg, Calamera

MOTION PASSED

- k) Lanyards - LS Garnes reported. The lanyards are in and should be distributed to the membership.
- l) Hub Payroll Issues - J. Endara reported. He spoke of many issues involving payroll that need to be addressed. NBC has completely fouled up the payroll for many people working in the HUB. Discussion ensued.
- m) Genesis - J. Endara reported. There have been complaints of managers doing covered work. Also discussed the installation of a switcher in BOC and who would be doing the work. There is a meeting scheduled with NBC Labor Relations for January 3, 2002.
- n) Skypath Issues - J. Endara reported. Discussion on the status of the Assent arbitration took place. It's still ongoing at this time.
- o) Mobilization - No report.
- p) Charges - LVP Freeh reported. In the matter of Garnes vs. Donovan, Donovan vs. Games & Donovan vs. Sullivan, a trial date of January 24, 2002 has been scheduled.
- q) Legal Research - (Please see "a" under Old Business)

VI NEW BUSINESS

- a) **Shop Stewards Dinner** - LP Fallot reported. Discussion ensued regarding a date and location for the dinner.

Motion #10

"Move to allocate up to the sum of \$4,000.00 to conduct our annual Local 11 Shop Stewards Installation Dinner to be held on Wednesday, March 6, 2002 at Blake's Restaurant. (EBM 02-1-10)

(Focarile 2nd Sullivan)

ABSENT: Freeh, Keyes

UNANIMOUSLY PASSED

- d) **Retirees Dues** LP Fallot reported. The Sector has proposed that all retiree members pay dues based on retirement earnings. This will have an impact on our members who retired but have actual cards. Discussion ensued.
- e) **Defense And Relief Fund-CWA** - LP Fallot reported. We have received a letter from the CWA regarding the rules during disputes with employers. Copies were distributed to the Board.
- f) **Retirement Benefits** - LT Snell has received letters from Lou Castro requesting the local's retirement benefit.

Motion #11

"Move to pay the Local 11 Retirement Benefit of \$600.00 to Lou Castro contingent upon all financial obligations to NABET-CWA being met. (EBM 02-1-11)

(Novak 2nd Endara)

ABSENT: Freeh, Keyes

UNANIMOUSLY PASSED

A letter from Bob Ferlito requesting the Retirement Benefit was read.

Motion #12

"Move to pay the Local 11 Retirement Benefit of \$800.00 to Bob Ferlito contingent upon all financial obligations to NABET-CWA being met." (EBM 02-1-12)

(Sullivan 2nd Hinrichsen)

ABSENT: Freeh, Keyes, Calamera

UNANIMOUSLY PASSED

A letter from Steve Bellis requesting the Retirement Benefit was read.

Motion #13

"Move to pay the Local 11 Retirement Benefit of \$825.00 to Steve Bellis contingent upon all financial obligations to NABET-CWA being met." (EBM 02-1-13)

(Gonzalez 2nd Endara)

ABSENT: Freeh, Keyes, Cook, Calamera

UNANIMOUSLY PASSED

A letter from Antonio Rivera requesting the retirement benefit was read.

Motion #14

"Move to pay the Local 11 Retirement Benefit of \$800.00 to Antonio Rivera contingent upon all financial obligations to NABET-CWA being met." (EBM 02-1-14)

(Gonzalez 2nd Novak)

ABSENT: Keyes, Cook, Calamera

UNANIMOUSLY PASSED

- g) **Death Benefits** - LT Snell reported. Hans Fischer passed away. In order to receive the Death Benefit, one must be an active member in good standing. Brother Fischer was not active at time of death, however he had never applied for his Retirement Benefit. Discussion ensued.

Motion #15

"Move to pay the retirement benefit of \$875.00 to the named beneficiary of Hans Fischer"(EBM 02-1-15)

(Sullivan 2nd Garnes)

ABSENT: Calamera, Cook

UNANIMOUSLY PASSED

Brother Jim Burt, an active member also passed away, however his beneficiary is a problem as we cannot locate one. A further attempt will be made to locate them.

- h) **Laurent Le Gal Initiation Fee Request** - LT Snell reported. Brother Le Gal is asking for an extension of his initiation fee due to financial hardship.

Motion #16

"Move to extend the initiation payments of Laurent Le Gal from 80 to 120 pay payments." (EBM 02-1-16)

(Greenberg 2nd Hinrichsen)

ABSENT: Cook

UNANIMOUSLY PASSED

- i) **CWA Political Legislative Conference** - LP Fallot reported. The Conference will be held from March 3rd thru 6'. Wm Freeda and Jose Endara would like to attend the conference and as such we will have to allocate some monies to send him.

Motion #17

"Move to allocate up to \$4,000.00 to send Wm. Freeda and Jose Endara to attend the CWA Political Legislative Conference to be held in Washington, D. C. from March 3rd thru the 6th."(EBM 02-1-17)

(Sullivan ^{2nd} Garnes)

ABSENT: Calamera

UNANIMOUSLY PASSED

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

Motion # 18

"Move to adjourn"(EBM 02-1-18)

(Endara ^{2nd} Keyes)

UNANIMOUSLY PASSED

The meeting was adjourned at 2:55 PM.

Respectfully Submitted,

A handwritten signature in cursive script, appearing to read "Gene Garnes".

Gene Garnes,
Secretary & Director of Organizing

cl/opeiu 153: afl-cio
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