



AFL-CIO-CLC • LOCAL 11

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GENE GARNES  
SECRETARY &  
DIRECTOR OF ORGANIZING

## REGULAR EXECUTIVE BOARD MEETING

Wednesday, February 5, 2003

**ATTENDING:**

Edward F. McEwan	Local President
William F. Freeh	Local Vice-President
Eugene E. Garnes	Local Secretary
Mark G. Hollis	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 (working)
#6. T. Cappo	#16. P. Sullivan
#7.	#18. R. Focarile
#9. J. Endara	

The meeting was called to order at 9:35 am with LP McEwan presiding.

LP McEwan led the salute to the Flag.

A moment of silence was observed for Rand Nicholson (NBAE) and Local 53 President Joe Champa both of whom passed away recently.

The chair was turned over to LVP Freeh.

**APPROVAL OF THE MINUTES OF THE JANUARY 2003 REGULAR EXECUTIVE BOARD MEETING -**

Discussion ensued referring to agenda issues.

**Motion #1**

"Move to accept the January 2003 Executive Board Minutes as corrected." (EBM 03-2-1)

(Gorry 2nd Endara)

**FOR:** Freeh, Garnes, Hollis, Keyes, Greenberg, Hinrichsen, Gonzalez, Gorry, Cappel, Donatien, Cook, Calamera, Sullivan, Focarile, Endara,

**AGAINST:** Novak

**ABSTAIN:** None

**MOTION PASSED**

**II CORRESPONDENCE**

The correspondence file was available for inspection

**III NEW MEMBERS**

Wade T. Latz	NBC - DH
Kenneth D. Chadwick	NBC - DH
John J. Heneghan	TVS - DH
Kenneth P. Luallen	NBC - DH
John H. Mullany	NBC - DH
Eskender A. Alemayehu	NBAE - DH
Bryan J. Leskowicz	NBC - TV

It was decided to hold off until later before approving the new members.

**IV COMMITTEE REPORTS**

- a) **Benefits** - No report.
- b) **By-Laws** - No report.
- c) **Elections** - LVP Freeh reported. Petitions for the Executive Board elections are due back by 5:00 pm, February 14, 2003.

d) **Financial** – LT Hollis reported. Our auditor, Steve Schlapp, will appear before the Board later on during the meeting to discuss the audit that is taking place at Local Eleven. Our accountant Louis Roland sent a letter requesting more money because of the increased workload. LT Hollis and E. Roth will be attending a two-day course on quick books pro. He thinks that the Board should consider changing our phone service from Verizon due to their laying off over 2,300 of CWA members recently.

e) **Grievance Report** –

At NBC

Jan. 10 - We received the decision from the arbitrator regarding the OTE in the first hour NN02-22. Unfortunately the decision went against the Union and as a result the Company has implemented the policy of giving the OTE in the first hour.

Jan. 13 - Met with Labor Relations regarding the One-Man-Band issue in Network EJ. In attendance for the Union were LP Ed McEwan, LVP Bill Freeh, shop steward Bob Friedman, E-Board member Vinny Novak, Steve Sturm and myself. The Company presented their plan in which they stated three (3) areas of consideration on a One-Man-Band Shoot. These areas are Safety, Production Quality and Logistics. The Company feels that no agreement is necessary because all safety issues are covered by section 21.4. The Union's position is we feel there should be a specific agreement as to this issue. The Company agreed to look at an agreement if we presented one. LVP Bill Freeh has since drafted such an agreement.

Jan. 14 - Session #5 in the Arbitration case of the two (2) discharges. This is continuing on and will probably take two (2) or more sessions.

Jan. 15 - The Union met with Labor Relations regarding the implementation of the four (4) day work week. In attendance for the Union were LP Ed McEwan, E-Board member James Keyes, NABET supervisor Norm Goldman, Attorney Barry Peek and myself. The union was not given the required two (2) week notice. James Keyes brought the engineering issues to our attention and we requested the meeting to voice our questions and concerns. The meeting was for the most part informational since the people affected by this are not against the (4) four day work week.

**Jan. 16 - LP McEwan, LVP Freeh and I met with members from the Network EJ crews regarding the implementation of the One-Man-Band. Discussion ensued.**

**Jan. 21-24 - LP McEwan, member Kevin Conlon and I traveled to Burbank Ca. for Side letter 32/70 meeting. In attendance for the Union were John Krieger Network Coordinator, Kevin Conlon Local 11 DH member, LP McEwan, Dick Smith Local 53 Secretary, Larry Moro Local 53 DH member, Louis Gabriele Local 53 Treasurer, Stephen Simpson Local 53 Grievance Committee member, Barbara Krieger (no relation to John) Local 31 VP, Stan Ouse Local 53 DH member and myself. The attendees for the Union first met at Local 53's office on Jan. 22<sup>nd</sup> where we went over the agenda, some additions were made, and each point was gone over. Later that afternoon we met with the Company's representatives. We got through most of the agenda the first day. We met again on Jan 23<sup>rd</sup> to finish discussing the rest of the agenda. Various points were discussed including but not limited to Daily Hire to Staff and freelance Conversions, Diversity and Safety training, Transit Checks, Change of DH/ Freelance status without notification on remotes and overseas agreement assignments.**

**Jan. 30 - Session #6 in the Arbitration case of the two (2) discharges. This is continuing on and will take at least one (1) more session possibly more.**

**At NBAE**

**Jan. 27 - LP McEwan and I met with E-Board member Scott Robblee and some of the members at NBAE. Scott gave us a tour of the facilities and introduced us to some of the management. Later that afternoon LP McEwan took a phone call from Scott saying that the Company intended to discharge one of their employees.**

**Jan. 28 - LP McEwan, Attorney Lowell Peterson and I met with Scott and the intended dischargee. We then met with representatives of the Company, at which point a settlement was reached that was satisfactory to the dischargee.**

**At TEAM No report.**

**At ROC- No report.**

**At CBS- No report.**

## **At TWC/NYC**

Jan. 17 - LP Ed McEwan and I met with TWC VP Larry Pestana regarding their phone call after work issue. These phone calls are not involving scheduling but rather technical problems. We left him a copy of the NBC Master agreement regarding after work phone calls not involving scheduling. He told us he and their attorney would look it over and get back to us.

## **AT SICT**

Jan. 31 - LS and Director of Organizing Gene Games, Sector Rep. Don Jernigan and The SICT Negotiating Committee met in caucus to discuss items they would like to see in their contract. They plan to meet at the end of February with the Company.

## **AT MANHATTAN CREWING COMPANY (MCC)**

We have a new contract with Manhattan Crewing Company run by Chris Hewson.

- f) **MAP** – LVP Freeh reported. The Committee continues to assist our members and their families in need of referrals and assistance. Committee members A. Vigorito and F. Gracia continue with their training for their certification.
- g) **Retirement & Pension** – No report.
- h) **Quality Of Life** – LVP Freeh reported. We need to activate the committee given the turn of events at NBC in particular. He suggested that the committee hold a meeting to discuss issues.
- i) **Safety** - LS Games reported. A letter detailing our meeting with NBC's Kenya Blount was sent out to him. V. Novak reports that there is a fire alarm panel on the fourth floor that continually shows that fire alarms are active. He also reported on an incident where Net EJ executives had 2 NABET-CWA members transport (6) six five gallon containers of gasoline out in the field to one of our remote trucks without regard to their safety or NYC DOT rules. This will be discussed with NBC's Kenya Blount for resolution. V. Novak also reported that he had requested biological hazard training by NBC and was refused. People have the right to refuse assignments in hazardous or life threatening situations. P. Sullivan reports that the sliding glass door in the HUB needs to be replaced as it jams shut and that egress is the only way out of the area.

j) **Seniority** – LVP Freeh reported. The TVS Seniority list draft is continuing. He is currently updating the NBC Engineering list.

k) **Membership News**

#### Illness

Warren Wolfsohn (NBC V/T Opns) was hospitalized, but is out and back to work.

Roger Carrano (NBC Genesis) is out ill.

Larry Sherman (NBC Genesis) is out ill.

Dean Harte (NBC Net EJ) is recovering from surgery.

George Balok (Local EJ) remains out ill.

Shop Steward (WNBC Graphics) Lou Marinaro is recovering from surgery on his shoulder.

#### Deaths

Steven Nieschawer's (NBC MOC) mother passed away.

Sandy Kirkman's (NBC Local EJ) grandmother passed away.

#### Other News

Tom Hyre (S/F) is back to work.

Barbara Morrisey (TVS) got engaged.

Mike Diana (TVS) got married.

Charlie Giles (NBC BSE) is back to work.

l) **Vacations** – Chairman T. Cappel reported. There are no reported problems other than in V. Novak's area. Scheduling or managers cannot set rules. V. Novak has an issue with Dateline Editors moving to post production. A new profile was put together and signed off on by P. Sullivan and Kathy Butler. The issue seems to be resolved as of this point.

m) **Membership Services** – Chairman R. Calamera reported. The Committee looked at several places and it is their recommendation that the Shop Steward Dinner be held at Minetta Tavern located in the Village near West 4th Street. We will have the whole place to ourselves. They serve Italian style food and the total cost will not exceed \$6,425.00. The question was raised as to whether it was a union shop. It is not union. A recommendation was made to hold future events in union establishments where possible.

- n) **Web Site** – R. Calamera reported. He continues to update the web site.
- o) **E-Board Reorganization** – No report
- p) **Daily Hire Advisory Committee** - LVP Freeh reported. Rich Carter is now a member of that committee. Kevin Conlon has expressed an interest in joining the committee.
- q) **Diversity Committee** – A. Donatien reported. The Committee will meet on March 3, 2003 at 10:00 am.
- r) **Training** – LVP Freeh read Chairman J. Salvaggio's report. He attended the DVE expo during the last week of January and reported that the show was interesting but did not cover as many audio topics as he would have liked. He did make contact with benchmark and may be able to get some gear at a good price. He made contact with the people at Pinnacal and needs to know what the most pressing needs are. He is aware that DEKO training is needed as well as LIQUID as used at NBAE. More Adobe training is on the way in addition to Photo Shop.
- s) **Newsletter** – T. Cappo reported. Cathy Worster has agreed to work on the newsletter. They will publish on March 10, 2003.

**Motion #2**

"Move to accept the Committee Reports" (EBM 03-2-2)

(Garnes 2nd Focarile)

**UNANIMOUSLY PASSED**

**Motion #3**

"Move to accept the new members contingent upon payment of all applicable dues and fees." (EBM 03-2-3)

(Garnes 2nd Hinrichsen)

**UNANIMOUSLY PASSED**

**V OLD BUSINESS**

- a) **NBC** - LVP Freeh reported. He distributed a letter from LP McEwan in regards to workplace violence training that NBC is currently conducting. LP McEwan is at a two-day Olympics Agreement meeting.

- b) **TWC/ROC/BMG** – LVP Freeh reported. LP McEwan and Grievance Chairman L. Worster met with the shop at TWC. They are working to settle outstanding issues involving the use of company cell phones at home.
- c) **NBAE** – LP McEwan and Grievance Chairman L. Worster met with the shop and managers.
- d) **TVS** - LVP Freeh reported. The Company canceled the negotiations scheduled for February 11th and 12th. The Negotiating Committee will meet on those days nonetheless. The company would like to get the contract wrapped up as soon as possible, but medical benefits are still a big issue.
- e) **Secretary's Report**. LS Games reported. Letters were sent to NBC's Kenya Blount regarding safety issues and a letter was sent to Election Chairman J. Jones advising him on the recent motion regarding Candidate Biographies.
- f) **Organizing** – LS & Director of Organizing Garnes updated the Board on the current status of organizing within the Local.
- g) **CLC Meeting** – LS Garnes reported. This months CLC meeting was moved to February 4, 2003 due to scheduling conflicts and as such, we will not have a report until next months regular Executive Board meeting.
- h) **Sideletter 32170 Meeting** – LVP Freeh reported. The meeting was held in Burbank. LP McEwan, Grievance Chairman L. Worster and member Kevin Conlon attended. They caucused at Local 53's office. They discussed 24 issues with the Company. There are particular problems in Sports and News and these were addressed. The next meeting will be held in Chicago on July 31, 2003.
- i) **Louis Roland** – LT Hollis reported. Our accountant is requesting more money due to increased workload. His proposal which is a one-year agreement was distributed to the Board.

**Motion #4**

"Move to authorize LP McEwan to sign the contract proposed by CPA Louis Roland on January 7, 2003 to continue his services for one year." (EBM 03-2-4)

(Hinrichsen 2nd Donatien)

ABSENT: Focarile

**UNANIMOUSLY PASSED**

**Fifth Floor Project** - J. Keyes reported. He updated the Board on the status of the fifth floor buildout. The freelance wiremen were converted to Daily Hires as of February 3, 2003. We will have to keep an eye on the Company very closely.

- k) **OTE** - T. Cappo reported. He reported on some OTE situations that have occurred recently. The coverage of the space shuttle tragedy is an example of the continuing problems. He suggested that we put out a bulletin detailing a policy statement in writing and make it as accurate as possible.
- l) **Local Eleven Treasurer's Election** - V. Novak reported. Discussion regarding the process of the recent Treasurer's election was held regarding biographies and their contents.

**Motion #5**

"Move to direct the Election Committee to: (1) Inform the members that the biographical sketches submitted by candidates are not validated by Local 11 or an endorsement by the Executive Board. It is up to the individual member to determine the truthfulness of statements and opinions within the biographical sketch. (2) Candidates will be informed that the biographical sketch is not a medium for debate since there is no opportunity for rebuttal. Consequently, candidates will limit statements and opinion within the biographical sketch to self. Candidates will not refer to opponents by name or in any other way." (EBM 03-2-5)

(Novak 2nd )

Motion dies for the lack of a second.

**Motion #6**

"Move that the Executive Board nulls and voids the 2002 Local Treasurer election because this Executive Board did not perform proper due diligence and oversight of the Local Treasurer election process. Specifically, the biographical sketch submitted by then candidate Mark Hollis was critical and argumentative in nature. His only opponent was given no means to reply or rebut. Because some members voted based on this process, the Executive Board is obligated to correct this oversight by initiating a new Local Treasurer's election." (EBM 03-2-6)

(Novak 2nd )

Motion dies for the lack of a second.

**Motion #7**

"Moved effective immediately to include on a cover letter to be included in every election ballot package that includes biographies the following language:

The views expressed by the candidates in their optional biographies are theirs alone and do not necessarily express the views of NABET Local #11, its Officers or Executive Board." (EBM 03-2-7)

(Hinrichsen 2nd Novak)

ABSENT: Calamera

**UNANIMOUSLY PASSED**

- m) **SICT** – LS Games reported. The Negotiating Committee from SICT met in caucus on January 31, 2003 and worked on proposals to be submitted to the Company at the upcoming negotiations. A letter of request was sent to the Company asking for certain information pertinent to the negotiations.
- n) **Second By-Laws Reading** – LS Garnes reported. He read the proposed By-Laws changes for a second time pursuant to our current By-Laws for a second vote.

**Motion #8**

"Move to Amend Article III, Section 3.3 (c) of the Local 11 By-Laws to read:

The Local Vice President, when not on full-time Leave of Absence, shall receive five hundred dollars (\$500.00) per month as a fee in connection with his office. This amount shall be paid each month by the Local Treasurer without further authorization."

"Move to amend Article III, Section 3.2 (c) of the Local 11 By-laws to read:

The Local President, when not on full time Leave of Absence, shall receive six hundred dollars (\$600.00) per month, as a fee, in connection with his office. This fee shall be in addition to any salary set by the Local Executive Board in accordance with (b) above. This amount shall be paid each month by the Local Treasurer without further authorization. "(E BM 03-2-8)

(Garnes 2nd Hollis)

**UNANIMOUSLY PASSED**

- o) **Shop Stewards Lists** – LVP Freeh reported. He distributed copies of the draft list to the Board members and went over it with them making the necessary corrections. LP McEwan has appointed Kevin Conlon to the DHAC and Cathy Worster has been appointed to the Newsletter Committee.

The chair was turned over to LP McEwan.

**VII NEW BUSINESS**

- a) **Shop Stewards At Large** – LP McEwan reported. He has appointed former LP Fallot and former LT Snell as Shop Stewards-At-Large.
- b) **Telephone Service** – LT Hollis reported. Discussion ensued about the possibility of switching our telephone service to another provider given the recent layoffs of over 2,300 CWA members by Verizon. No action taken pending a response from CWA District One to our inquiries.
- c) **Steve Schlapp Appearance** – At this time Steve Schlapp, our auditor, appeared before the Board to report on his progress with

our ongoing audit and answer whatever questions that were asked of him. He offered a favorable preliminary report.

- d) **Mark Walker** – LP McEwan reported. Brother Walker has volunteered to join the Finance Committee. He works at WNBC. Discussion ensued and it was agreed to discuss this at the next E-Board meeting.
- e) **Eskander Alemayehu Request** – LT Hollis reported. Brother Alemayehu is requesting the 50% discount on his Initiation Fee due to some bad advice issued to him. Discussion ensued. No action taken at this time.

**Peter Stamm Request** – S. Gonzalez read a letter from Peter Stamm, son of member Maureen Stamm requesting financial assistance from the Local so he may become a student ambassador in Europe this summer. Discussion ensued.

**Motion #9**

"Move to donate \$200.00 to Peter Stamm to partake in the People Student Ambassador Program." (EBM 03-2-9)

(Gonzalez 2nd Gorry)

**FOR:** Gonzalez, Gorry, Sullivan

**AGAINST:** Freeh, Hollis, Keyes, Cappo, Donatien, Cook, Novak, Focarile, Greenberg

**ABSTAIN:** Garnes, Endara, Calamera

**ABSENT:** Hinrichsen

**MOTION FAILS**

- a) **Barbara Byrd** – J. Keyes reported. Sister Byrd has reached a settlement with NBC and has left the company.
- b) **Off-Site Meeting Expenses** – T. Gorry reported. Discussion ensued regarding remarks allegedly made by LT Hollis regarding expenses incurred by the Local at an off-site Grievance meeting. LT Hollis inquired as to why the meeting was not held in NY at our offices. Sideletter 19 of the NABET-CWA/NBC contract permits quarterly meetings to be held outside of the city.
- c) **Overseas War Coverage Assignment** – V. Novak reported. The Company will rotate staff and daily-hires into the Middle East locations.

Many people committed months ago and received Chemical, Biological and Radiological (CBR) training and have now had second thoughts about going over and the managers are leaning on them to go. Discussion ensued.

- d) **Workers Information News Service (WINS)**– LS Garnes reported. WINS is a labor oriented radio news network and are looking for monetary support and members to work in forming a New York News Bureau. We will discuss this more next month.
- e) **Scholarships** – LVP Freeh reported. He would like to see 3 scholarships created for Frank Snell, Lou Fallot and Bill Freeda. 31 letters have been sent out to those who currently have scholarships for renewal.

**Motion #10**

"Move to name three Local Eleven scholarships in honor of past President Louis P. Fallot, past Treasurer Frank Snell and President Emeritus William Freeda."(EBM 03-2-10)

(Freeh 2nd Garnes)

UNANIMOUSLY PASSED

ABSENT: Hinrichsen

- f) **Rand Nicholson Death Benefit** – LVP Freeh reported. We have no information on Brother Nicholson as to who his beneficiary is. Discussion ensued and it was decided to bring this up again next month for discussion.
- g) **Jennifer Stearns Letter** – LP McEwan reported. He read a letter from Sister Stearns who is willing, on a volunteer basis, to help investigate the possibility of hiring a one-day-a-week "trouble-shooter" with health insurance expertise to help members and also how NABET can help our members in other ways. She needs a desk and phone for a total of four days to do this. Discussion ensued. We will utilize her services.
- h) **NAB Convention** – LVP Freeh reported. We should send LP McEwan and Grievance Chairman L. Worster to the NAB Convention as they need to stay current on technology. Discussion ensued.

**Motion #11**

"Move to allocate up to \$3,000.00 to send LP McEwan and Grievance Chairman L. Worster to the NAB Convention in Las Vegas from April 7<sup>th</sup> to April 10<sup>th</sup>." (EBM 03-2-11)

(Freeh 2nd Focarile)

**UNANIMOUSLY PASSED**

**ABSENT:** Hinrichsen

Discussion then shifted to sending 2 additional people to the NAB LT Games expressed an interest as he needs to stay current on technology to help him with his organizing.

**Motion #12**

"Move to allocate up to \$6,000.00 to send up to two additional people to the NAB in Las Vegas in April 2003." (EBM 03-2-12)

(Sullivan 2nd Gonzalez)

**FOR:** Garnes, Gonzalez, Gorry, Novak, Sullivan

**AGAINST:** Freeh, Hollis, Keyes, Greenberg, Cappo, Endara, Donatien, Cook, Calamera, Focarile

**ABSTAIN:** None

**ABSENT:** Hinrichsen

**MOTION FAILS**

- k) **Sean Dugan Flex Plan Meeting** – LP McEwan reported. He met with Sean and it was suggested that we have a meeting with Sean and the Daily-Hire membership, perhaps at NBC. It was decided to have a meeting on March 21, 2003 and we will see if NBC will let us use one of their conference rooms for this purpose.
- l) **CWA Political Legislative Conference** – J. Endara reported. He suggested that the Local should send one or possibly two representatives to this conference. Discussion ensued.

**Motion #13**

"Move to allocate up to \$4,000.00 to send J. Cook and J. Endara to attend the CWA Political Legislative Conference to be held in Washington, D.C. on March 9, 2003 thru March 12, 2003."(EBM 03-2-13)

(Sullivan 2nd Freeh)

**FOR:** Freeh, Hollis, Keyes, Greenberg, Gonzalez, Gorry, Donatien, Novak, Sullivan, Focarile

**AGAINST:** Garnes, Cappel, Calamera

**ABSTAIN:** Cook, Endara

**ABSENT:** Hinrichsen

**MOTION PASSED**

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

**Motion #14**

"Move to adjourn" (EBM 03-2-14)

(Hollis 2nd Gonzalez)

**ABSENT:** Hinrichsen

**UNANIMOUSLY PASSED**

The meeting was adjourned at 5:34pm

Respectfully submitted,



Gene Garues,  
Secretary & Director of Organizing