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GENE GARNES
SECRETARY &
DIRECTOR OF ORGANIZING

REGULAR EXECUTIVE BOARD MEETING

Wednesday, June 2, 2004

ATTENDING:

Edward. J. McEwan	Local President
William F. Freeh	Local Vice-President
Eugene E. Garnes	Local Secretary
Les Rothenberg	Local Treasurer

EXECUTIVE BOARD:

#1. J. Keyes (excused)	#10.
#2.	#11. J. Cook (ill)
#3. E. Hinrichsen	#12. R. Calamera
#4. S. Gonzalez (working)	#13. V. Novak (excused)
#5. T. Gorry	#14. S. Robblee (working)
#6. T. Cappo	#16. P. Sullivan (vaco)
#7.	#18. R. Focarile
#9. J. Endara (vaco)	

The meeting was called to order at 9:45 am with LP McEwan presiding.

LP McEwan led the salute to the Flag.

I APPROVAL OF THE MINUTES OF THE MAY 2004 REGULAR EXECUTIVE BOARD MEETING –

Motion #1

**“Move to accept the May 2004 Executive Board Minutes as corrected.”
(EBM 04-6-1)**

(Focarile 2nd Hinrichsen)

FOR: Freeh, Garnes, Rothenberg, Hinrichsen, Gorry, Cappel, Focarile

AGAINST: None

ABSTAIN: Calamera

MOTION PASSED

II CORRESPONDENCE

The correspondence file was available for inspection.

III NEW MEMBERS

Brian A. Collins	NBAE – DH
Meaghan B. Rady	NBC – DH
John J. McLoughlin	NBC – DH
Drew Waters	NBC – DH
Cheree J. Dillion	NBC – DH
Timothy B. Hyland	NBAE – DH
David A. Maybrown	NBAE – DH

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** - No report.
- d) **Financial** – LT Rothenberg reported. He distributed and read the profit vs. loss statements for the prior two months; Sector Rebate spreadsheets and advised that the voucher folder was available for inspection. At this point, Accountant Lou Roland appeared before the Board to explain the new scholarship fund account being created at the Chase Bank. He described the chronology of the original account from its beginning to

where we stand today. He recommended that we start fresh from now and move forward.

- e) **Grievance Report** – Grievance Chairman L. Worster reported.

At NBC

- May 4- E-Board member Hinrichsen, one of our members and I met with the Company to discuss allegations made about one of our members by a former daily-hire employee. There has been no further discussion on the subject at this time.
- May 6- LP McEwan, Attorney Sturm, E-Board member Novak and I met with the Company before Dr. Parker for arbitration of grievance NN04-09. This case involved the transfer of E-Board member Novak to the Dateline Surveillance Room in NBC's L.I.C. facility. The grievance is held in continuance to see how the Company actually responds. Later that afternoon LP McEwan, member Salvaggio and I met with the Company for a walk through of the 5th floor project.
- May 7- Attorney Peterson, one of our members and I met with the Company to discuss possible sabotage of our member's equipment. The Company took this very seriously and is investigating.
- May 13- LP McEwan, Attorney Peek, one of our members and I met with the Company to discuss a number of grievances filed by our member. Some were put on hold either jointly or by the Company and a number were resolved to the satisfaction of our member. Later that afternoon LP McEwan, former LP Fallot, E-Board member Focarile and I met with the Company to discuss changes in operations at WNBC. We listened to the Company's plans and we voiced our concerns. We will continue to monitor the situation.
- May 17- Attorney Peek, one of our members and I met with the Company to discuss the removal of our member from a long standing assignment. The Company is investigating and will get back to us.
- May 20- LP McEwan, Shop Steward Weiss and I met with the Company to discuss grievance NN04-11. This grievance involves the improper payment of some of our members while on an overseas assignment. This grievance is not settled and the process is continuing.
- May 25- LP McEwan, the Network EJ Safety Committee and I met with the Company to discuss various safety concerns including but not limited to One Man Bands. The Company listened to our concerns and we are awaiting their reply.

At NBAE

May 27-

LP McEwan, E-Board member Robblee, Attorney Sturm one of our members, Steve Weintraub and I were scheduled to meet with the Company to discuss grievance NBAE04-02. This grievance involves the Company's failure to pay their centrifugation to Flex Plan for their Daily Hires. The Company canceled the meeting at the last moment. We have rescheduled for Tuesday June 1st.

At TEAM No report.

At ROC No report.

At CBS No report.

At TWC/NYC No report.

At SICTV No report.

At MCC No report.

At BCAT No report.

At POWER-UP STAFFING

No report.

- f) **MAP**- LS Garnes reported. The Committee continues to assist our members and their families in need of referrals and assistance.
- e) **Retirement & Pension** – No report.
- f) **Quality of Life** – No report.
- i) **Safety** – LS Garnes reported. He is still awaiting a copy of the Asbestos abatement report from the fifth floor abatement at NBC. T. Gorry requested that we contact NBC to request that a noise analysis be conducted at all areas where there is machinery.
- j) **Seniority** – No report.
- k) **Membership News**

Illness

Bill Shand (NBC V/T Opns) remains on medical leave.

Karl Kaessler (NBC Graphics) had a stroke and is recovering.
Bill Donovan (NBC Graphics) had shoulder surgery.

- l) **Vacations** – T. Cappo reported. He requested that LP McEwan consider appointing E. Hinrichsen as a member of the committee.
- m) **Membership Services** – No report.
- n) **Web Site** – R. Calamera reported. He continues to update the website and before he adds the links to it, he will need approval from the Board.
- o) **E-Board Reorganization** – No report.
- p) **Daily Hire Advisory Committee** – No report.
- q) **Diversity Committee** – No report.
- s) **Storm** – R. Calamera reported that he will set up a meeting to look into complaints regarding vacation picks using the STORM system.
- r) **Training** – No report.
- t) **Net EJ Safety** – LP McEwan reported. There was a committee meeting held last month up at Local 11 to discuss various outstanding issues at LIC including One Man Band safety rules. The company was given a list of rules that the committee felt were important to safety and would be helpful. NBC's Kenya Blount agreed to go on ride-a-longs to observe the operation. The company has agreed to consider printing guidelines.

Motion #2

“Move to accept the Committee Reports” (EBM 04-6-2)

(Garnes 2nd Focarile)

UNANIMOUSLY PASSED

Motion #3

“Move to accept the new member's contingent upon payment of all applicable dues and fees.” (EBM 04-6-3)

(Garnes 2nd Focarile)

UNANIMOUSLY PASSED

V OLD BUSINESS

- a) **NBC** – LP McEwan reported. We had a number of grievance meetings last month along with a tour of the HUB. Ron Lynah has left NBC and Brian Young is now in charge of the HUB. Staffing continues to be an issue there. Sector President Clark and LP McEwan met with the Universal executives and it looks like we will not be impacted by the layoffs. He took a tour of the new fifth floor news area with company executives. The company has agreed to work out all of the outstanding issues that come up. R. Focarile reported that WNBC's News Director, Barbara Johnson resigned and Alex Benes of the Investigative Unit also resigned.
- b) **TWC/ROC/BMG** – No report.
- c) **NBAE** – LP McEwan reported. An arbitration will be scheduled for an issue involving the Flex Plan Payment schedule. The company is failing to pay the \$15.00 for the Flex Plan if the employee works less than eight hours.
- d) **TVS** – No report.
- e) **SICT** – LS Garnes reported that we have negotiations scheduled for June 29th and 30th.
- f) **MCC**– LP McEwan reported. There are some issues involving pay rates involving location and Holiday pay. We will set up a meeting to discuss this with the company.
- g) **BCAT** – LS Garnes reported. We had initial contract talks on May 25, 2004. The next round of face to face talks will be on July 8, 2004.
- h) **Adecco** – LS Garnes reported. We are waiting to hear from the successor company if we will be recognized or not.
- i) **PowerUp Staffing** – LP McEwan reported. We have a signed contract which is good for a year. Negotiations went fast and smoothly.
- j) **Central Labor Council** – No report.
- k) **Secretary Report** - LS Garnes reported that charges have been filed by Brother. R. Rooney against H. Sazjt, E. Eisenstein, D. Skene, C. Martin and R. Fox. We are awaiting pleas from the accused.
- l) **Organizing** – LS Garnes updated the Board on the status of organizing within the local. We have an active organizing campaign underway at BronxNet, a

community access station located in the Bronx. We also have a campaign underway to represent the reporters at BCAT. We've hit a snag regarding the proposed Local 11/Local 16 organizing agreement. The Board decided that we would withdraw our proposed offer and continue to concentrate on Local 11's organizing priorities.

- m) **Gerard Schneyer** – LS Garnes reported. We are still trying to ascertain if Brother Schneyer was paid the retirement benefit. If so, his beneficiary would not be entitled to the death benefit.
- m) **By-Laws Reading** – LS Garnes did a second reading of the proposed By-Laws change involving Section 4.2(a).

Motion #4

“Move to affirm EBM 04-5-8” (EBM 04-6-4)

“Moved to amend the Local Eleven By-Laws, Section 4.2(a) in order to add Executive Board Representation for newly organized employee groups, SICT and BCAT and to delete representation for no longer represented employee groups at BMG Music, Crimson Radio Networks & Unitel Video as follows:

“Unit #10: CBS-TV Couriers; River Operating Group; Time Warner Cable of NYC; Staten Island Community Television & Brooklyn Community Access Television.”(EBM 04-5-8)”

(Hinrichsen 2nd Freeh)

UNANIMOUSLY PASSED

- o) **CWA Convention** – LVP Freeh reported. Discussion on whom to send to the CWA Convention to be held in August. LVP Freeh felt that LP McEwan should not attend the convention as he will be needed in NY for the political conventions that will be taking place. Discussion further ensued with no action being taken at this time.

VI NEW BUSINESS

- a) **Local Eleven Retirees Club Request** – LVP Freeh reported. The Retirees Club will be holding their meeting at the Local Eleven offices and would like to purchase refreshments to serve to the retirees. Discussion ensued as to the amount of money needed.

Motion #5

“Move to allocate the sum of \$100.00 to purchase refreshments for the June 11th, 2004 meeting of the Local Eleven Retiree’s Club.” (EBM 04-6-5)

(Freeh 2nd Gorry)

UNANIMOUSLY PASSED

- b) **NYS AFL-CIO Convention** – LS Garnes reported. This year’s convention will be held in NYC and LS Garnes would like to attend it as a delegate. Local Eleven traditionally doesn’t send a representative, however being that it is in NYC and there is no cost attached to it, it was discussed with the following motion being made.

Motion #6

“Move to appoint L.S. Gene Garnes as Local Eleven’s Delegate to the 2004 New York State AFL-CIO Convention in New York City, August 9th and 10th, 2004” (EBM 04-6-6)

(Hinrichsen 2nd Calamera)

UNANIMOUSLY PASSED

- d) **Bad News Web Site**– LP McEwan reported. Some Ex-TVS members want to create a web site for anti-CNN related news and are requesting startup monies. Discussion ensued. No action taken

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

Motion #7

“Move to adjourn.”(EBM 04-6-7)

(Hinrichsen 2nd Garnes)

UNANIMOUSLY PASSED

The meeting was adjourned at 1:30pm.

Respectfully submitted,

Gene Garnes,
Secretary & Director of Organizing