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GENE GARNES
SECRETARY &
DIRECTOR OF ORGANIZING

REGULAR EXECUTIVE BOARD MEETING

Thursday, November 4, 2004

ATTENDING:

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

EXECUTIVE BOARD:

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

The meeting was called to order at 9:09 am with LP McEwan presiding.

LP McEwan led the salute to the Flag.

**I APPROVAL OF THE MINUTES OF THE OCTOBER 2004 REGULAR
AND SPECIAL EXECUTIVE BOARD MEETING**

Motion #1

“Move to accept the October 2004 Special Executive Board Minutes as corrected.” (EBM 04-11-1)

(Calamera 2nd Rothenberg)

**FOR: Gorry, Garnes, Keyes, Sullivan, Johnson,
 Endara, Rothenberg, Robblee, Calamera**

AGAINST: None

ABSTAIN: Novak, Focarile

MOTION PASSED

Motion #2

“Move to accept the October 2004 Regular Executive Board Minutes as corrected.” (EBM 04-11-2)

(Endara 2nd Focarile)

ABSENT: Rothenberg, Keyes

UNANIMOUSLY PASSED

II CORRESPONDENCE

The correspondence file was available for inspection.

III NEW MEMBERS

Brit Radden	NBC – DH
Natan Guryevskiy	MCC – DH
Adam S. Siegel	NBC – DH
Tracey B. Stone	NBC – DH
Lawrence V. Manchester	NBC – 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** - Chairman J. Jones reported that the election for Vice-President is underway. There are two candidates who submitted petitions that were timely and valid; Jose Endara and Lawrence Worster. The count will be on November 30th @ 10am at the AAA. Chairman Jones then informed the Board that he intends on resigning as Chairman effective December 1, 2004. He volunteered to stay on the committee to assist his successor get up to speed on their new duties.
- e) **Grievance Report** – Grievance Chairman L. Worster reported.

At NBC

- Oct. 1- LP McEwan, Shop Steward Clark, members Bushell, Alexander, Urbin and I met with the Company to discuss operational changes that would affect the 4th and 5th floor. The Company listened to our concerns and answered our questions. The meeting was very helpful for all involved.
- Oct. 14- LP McEwan, Attorney Sturm, Shop Steward Weiss and I met with the Company before Dr. Parker for arbitration of Grievance NN04-11. This grievance involved possible improper payment of an overseas assignment. The grievance was settled by agreement to the satisfaction of all involved.
- Oct. 18- LP McEwan, E-Board member Focarile and I met with members of the WNBC EJ shop. The main focus of the meeting was interpretation of the One Man Band Agreement. This discussion is on going and there will be more meetings.
- Oct. 20+21- LP McEwan, Local 53 President Jackson, various Daily Hire members and I met with Company for the National Sideletter 32/70 meeting. Some of the topics discussed were but not limited to Transit Checks and Daily Hire to staff conversions.
- Oct. 28- LP McEwan, Attorney Sturm, Shop Steward Clark member Strawbridge and I met with the Company before Dr. Parker for the arbitration of grievance NN04-27. The grievance involved the lack of per diem for members of the “Today Show” while in Athens Greece. The Company has offered to provide more Corporate Cards to those traveling for long periods and will try to facilitate per diem being paid sooner. Grievance NN04-28 was also settled at this time. This grievance involved the possible improper payment to the members of the “Today Show”. Upon further investigation they were properly paid

At NBAE No report.

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 that the Committee continues to assist our members and their families in need of referrals and assistance.
- g) **Retirement & Pension** – No report.
- h) **Quality of Life** – No report.
- i) **Safety** – LS Garnes reported. There were a number of safety issues at Democracy Plaza that he investigated including a possible asbestos situation in a partially demolished room that MSNBC had rented. NBC's Kenya Blount has resigned. S. Gonzalez reported that he had received a call from some Daily Hires regarding ladder truck safety. Apparently, on an ABC Golf remote, the truck tower collapsed and the camera operator was left dangling in the air for close to 45 minutes. LP McEwan reported that the NASCAR issue involving the use of safety belts has been resolved and everyone who is required to use one will be from here on out. R. Focarile reported that a Telemundo news truck suffered a blowout while being driven; the end result was that it crossed the median and two people were killed. NBC Manager Larry Seary had all tires replaced on all of our trucks to hopefully prevent a reoccurrence of this in the future. Additionally, they had all trucks weighted and any excess weight was removed to make the trucks compliant with D.O.T. regulations.
- t) **Net EJ Safety** – V. Novak reported. OMB is still an issue as are the DOT regulations. VP Stacy Brady has insisted that all DOT logs must be submitted in a timely fashion. The Assignment Desk continues to convince drivers to continue to drive after the legal limit is reached. Working in the field while ill with the flu has become an issue among the crews. Daily Hires who cannot

afford to miss work, come into work ill and get others sick which is counterproductive to the work force in general.

- d) **Financial** – LT Rothenberg reported. The voucher folder was available for inspection. The actuals for October were distributed to the Board for their perusal as was the sector dues rebate sheet. We have completed the first month of our fiscal year.
- j) **Seniority** – No report.
- k) **Membership News**

Deaths

Joe Salvaggio's (NBC Mtce) mother passed away.
Charles Moore's (NBC S/F) mother passed away.

Births

Neil Baker (NBAE) is the father of a baby boy.

Other News

Willie Belber (HUB) is out ill.

- l) **Vacations** – Vacation Chairman T. Cappo reported that we have no indications that any profiles have been completed and signed off on. He expressed hope that we can move the process along quickly so that our members can begin the picking process.
- m) **Membership Services** – No report.
- n) **Web Site** – R. Calamera reported. He continues to update the website as needed. He revamped the tracking system.
- o) **E-Board Reorganization** – No report.
- p) **Daily Hire Advisory Committee** – LP McEwan reported that we had the side letter 32/70 meeting here in NYC and many issues were involved. He also requested that Daily Hire Members from other shops would be welcome to join the committee.
- q) **Diversity Committee** – J. Endara handed out a list of the fifty (50) best companies to work for in the United States.

- s) **Storm** – R. Calamera reported. He received a call from J. Radin asking to shadow the vacation picks on storm. He did not agree with her as there are still outstanding issues not resolved. The company apparently forgot what the issues were.
- r) **Training** – LP McEwan reported. Sony switcher training starts on the 14th of October. The seminar will be held on the 13th.

Motion #3

**“Move to accept the Committee Reports” (EBM 04-11-3)
(Garnes 2nd Focarile)**

ABSENT: Rothenberg, Robblee

UNANIMOUSLY PASSED

Motion #4

“Move to accept the new member’s contingent upon payment of all applicable dues and fees.” (EBM 04-11-4)

(Garnes 2nd Endara)

ABSENT: Rothenberg, Robblee

MOTION PASSED

V OLD BUSINESS

- a) **NBC** – LP McEwan reported. He commended our members on an excellent job done on Election Day. We received a memo from NBC’s Frank Accarrino commending our members on a job well done. They worked long hours and there were some contractual issues that arose but will be addressed through the grievance procedure.
- b) **TWC/ROC**– LP McEwan reported. The River Operating Company Contract (ROC) is up for re-negotiation. We had the first rounds of contract talks with Time-Warner Cable and we gave the company our proposed package. Negotiations are as of now “family style”; that is no attorney’s are present until the contract has been finished.
- c) **NBAE** – S. Robblee reported. We will have a meeting with the Company to resolve the Flex Plan issue.
- d) **TVS** – LS Garnes reported. CNN will be closing down FNN and it looks like 60 jobs will be cut. Discussion ensued.

- e) **SICT** – LS Garnes reported. We will be asking the Company for contract dates. LS Garnes had a meeting with Staten Island Councilman James Oddo to discuss the outstanding issues.
- f) **MCC**– LP McEwan reported. The NBC project is done and now our members are working at CNBC and ABC.
- g) **BCAT** – D. Johnson reported. There is a negotiating committee meeting today and off the record talks will be held. Executive Director Tammy Dillion has resigned.
- h) **BronxNet** – LS Garnes reported. He informed the Board that the Negotiating Committee is now in place. The new Shop Steward is Rob Schultz.
- i) **PowerUp Staffing** – No report.
- j) **Central Labor Council** – LS Garnes reported. Both he and Delegate Arthur Finkelstein attended the CLC meeting whose theme centered on getting the vote out on Election Day. The Local has 4 volunteers who are going to Pennsylvania this weekend to take part in the labor to labor walk.
- k) **Secretary Report** – LS Garnes reported. He informed the Board that there are several outstanding trials that need to be scheduled and the Trial Body Chairs should start to plan trial dates as soon as possible
- l) **Organizing** – LS Garnes reported. He updated the Board on the status of organizing within the Local.
- m) **By-Laws 2nd Reading** – LS Garnes reported. Pursuant to our By-Laws, we must do a second reading in order to pass the By-Laws change.

Motion #5

“Move to re-affirm EBM 04-10-8”

“Moved to amend the Local Eleven By-Laws, Section 6.2(c) to read as follows:

Notwithstanding subsection (a) above, any new member who applies within a ten day period of notification by Local 11 or by an official of Local 11 of his or her obligation to join the union, they then shall be allowed to receive a 25% discount on his or her normal initiation fee if he or she pays that fee in full within 10 days of joining NABET-CWA.” (04-10-8)

(Robblee 2nd Calamera)

UNANIMOUSLY PASSED

- n) **Pay Pal** – LT Rothenberg reported. Discussion ensued as to using this method so that our members may pay outstanding monies to the union.

Motion #6

“Move to accept credit card payments through the Pay Pal system for initiation, dues and other fee’s and penalties.” (EBM 04-11-6)

(Calamera 2nd Rothenberg)

ABSENT: Novak

UNANIMOUSLY PASSED

- o) **Field Safety** –Please see item “i” under committee reports.
- p) **MCC Payroll** – J. Keyes reported. Discussion ensued regarding the scale paid to our members who are employed through MCC and whether they are being paid properly as per the contract given their experience. LP McEwan will investigate this further.
- q) **Open House** – R. Calamera reported. He inquired of the Board if they would be interested in having an open house, along with refreshments in conjunction with our General Membership Meeting on December 8, 2004. Discussion ensued with the following motion being made:

Motion #7

“Moved to allocate up to the sum of \$3,000.00 to have an open house on December 8, 2004 for the purpose of purchasing refreshments.” (EBM 04-11-7)

(Calamera 2nd Endara)

**FOR: Rothenberg, Keyes, Gonzalez, Gorry, Endara, Johnson, Cook,
Calamera, Novak, Focarile**

AGAINST: Cappo, Robblee

ABSTAIN: Garnes

ABSENT: None

MOTION PASSED

VI NEW BUSINESS

- a) **Edmund Kinney Retirement Benefit** – LT Rothenberg reported. Brother Kinney has retired and requested the Local’s Retirement Benefit be paid. All paperwork is in order.

Motion #8

“Move to pay the Local 11 Retirement Benefit of \$600.00 to Edmund Kinney contingent upon all financial obligations to NABET-CWA being met.” (EBM 04-11-8)

(Novak 2nd Endara)

ABSENT: Johnson

UNANIMOUSLY PASSED

- b) **Rich Rahner Dues Relief** – LT Rothenberg read a letter from Brother Rahner requesting dues relief. Discussion ensued.

Motion #9

“Move to that the Local Eleven Executive Board hereby recommends that the Sector waive the outstanding Sector Dues owed by Brother Rich Rahner from the dates of 2003 through November 4, 2004”(EBM 04-11-9)

(Garnes 2nd Robblee)

FOR: Garnes, Rothenberg, Keyes, Gorry, Cappo, Endara, Johnson, Cook, Novak, Robblee

AGAINST: Gonzalez, Calamera

ABSTAIN: Focarile

ABSENT: None

MOTION PASSED

- c) **Adam Siegel** – LT Rothenberg reported. He read a letter from Brother Siegel requesting adjustment on his Initiation Fee rate as he joined late and additionally requested 120 days to pay it. Discussion ensued. The Board interpreted the request as 120 pay periods as opposed to 120 days as spelled out in the letter.

Motion #10

“Move the we extend the Initiation Fee rate based on the original \$218.00 a day rate from his original date of signing and that Adam Siegel’s Initiation Fee payments be extended from 80 to 120 pay periods.” (EBM 04-11-10)

(Focarile 2nd Cook)

FOR: Garnes, Rothenberg, Keyes, Gonzalez, Gorry, Cappo, Endara, Cook, Calamera, Novak, Focarile

AGAINST: None

ABSTAIN: Johnson

ABSENT: Robblee

MOTION PASSED

d) **Office Equipment** – J. Endara reported. Discussion ensued concerning the amount of monies spent on equipment rental at the Local Eleven office. It was felt by some that we need to investigate cheaper means of renting the equipment that we need. We will do some research to see what’s available and the cost associated with it.

e) **No report** – V. Novak reported. Some of his members, when reading the minutes, question the lack of reports on a regular basis from some of our committees and would like the committees to be more responsive. Discussion ensued as to whether-or-not to shrink, combine or dissolve inactive committees

f) **Daily Hire Flu** – V. Novak reported. There is some concern by the Staff and Daily Hire members about daily hires reporting to work ill while they have the flu and possibly infecting other employees as Daily Hires are not paid when calling out sick. He requested that the union approach NBC and request that Daily Hire Employees be placed into NBC’s sick leave policy.

g) **Election Committee** – LP McEwan reported. As Brother J. Jones has resigned effective December 1, 2004 as Chairman of the Election Committee, we need to replace him. A. Donatien has volunteered to take his place if the Board is so inclined. Discussion ensued. The consensus was to reaffirm LP McEwan’s

decision to appoint A. Donatien as Chairman and additionally appoint D. Johnson as a member of the committee.

h) **Relocation Committee** – R. Calamera reported. We need to form a committee to look at real estate that is more economical if we plan on moving from the Local 11 office to a new location. The consensus of the Board was to appoint E. Hinrichsen, T. Gorry, J. Endara and LT Rothenberg as committee members.

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

Motion #11

“Move to adjourn.”(EBM 04-11-11)

(Garnes 2nd Rothenberg)

UNANIMOUSLY PASSED

The meeting was adjourned at 1:42pm.

Respectfully submitted,

Gene Garnes,
Secretary & Director of Organizing

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