



888 SEVENTH AVENUE, SUITE 911, NEW YORK, NY 10106 • 212/757-3065
FAX: 212/246-7780
www.nabetlocal11.org

GENE GARNES
SECRETARY &
DIRECTOR OF ORGANIZING

REGULAR EXECUTIVE BOARD MEETING

Wednesday, July 7, 2004

ATTENDING:

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

EXECUTIVE BOARD:

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

The meeting was called to order at 9:41 am with LS Garnes presiding.

LS Garnes led the salute to the Flag.

A moment of silence was held for retired members Edison Youngblood (NBC V/T Opns) and Jerry Caruso (NBC S/F), both of whom passed away in the prior month.

**I APPROVAL OF THE MINUTES OF THE JUNE 2004 REGULAR
EXECUTIVE BOARD MEETING –**

Motion #1

**“Move to accept the June 2004 Executive Board Minutes as corrected.”
(EBM 04-7-1)**

(Focarile 2nd Gorry)

FOR: Gorry, Focarile

AGAINST: None

ABSTAIN: Keyes, Endara, Cook, Novak, Robblee, Sullivan

MOTION PASSED

II CORRESPONDENCE

The correspondence file was available for inspection.

III NEW MEMBERS

Daniel P. Dome	NBC – DH
Matthew C. Rifino	NBC – DH
Jeffrey N. Meyer	NBC – DH
Lamar F. Goering	NBC – DH
Vincent J. Bove	NBC – DH
Richard J. Gilbert	NBC – DH
Elia M. Sliba	NBC – DH
Virgilio D. Castillo	NBC – DH
Harry Krieger	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** - No report.

- d) **Financial** – LT Rothenberg reported. He distributed and read the profit vs. loss statements for June, the Sector Rebate spreadsheets and advised that the voucher folder was available for inspection. We will be billing the CWA for LS Garnes salary this month.
- e) **Grievance Report** – Grievance Chairman L. Worster reported.

At NBC

June 16-21-I attended the U.S.Open Golf Championship at Shinnecock Hills Golf Club. The setup and telecast went smoothly with no major problems. The one difficulty the members were having was the distance to and from the hotel. The distance was approximately 45 miles one way and took about one hour. There was really no other reasonable hotel closer and the crew seemed to be handling the drive without much complaint.

June 24+25-LP McEwan, LS Garnes, attorneys Peterson and Sturm, E-Board Members Focarile, Gorry and Sullivan, Shop Steward Salvaggio, member Noseworthy and I met with the Company for the offsite grievance meeting. Some of the grievances that were discussed involved but were not limited to improper payment to some of our members and jurisdictional issues. Some of the topics brought up for discussion were but not limited to conventions, health issues and the 5th floor project.

At NBAE

June 7-I filed grievance NBAE04-02 with the American Arbitration Association. This grievance involves the failure of the Company to pay into “daily” or “freelance” individuals Entertainment Industry Flex Plan. This case is being handled by attorney Peterson who is in the process of picking an arbitrator.

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. Committee Co-Chairmen A. Vigorito & F. Gracia both appeared to discuss the aims and goals of the committee and presented a mission statement to the Board. They both also thanked the Board for their support in the prior year.
- e) **Retirement & Pension** – No report.
- f) **Quality of Life** – No report.
- i) **Safety** – LS Garnes reported. Copies of letters sent to NBC's Kenya Blount regarding requests for hearing tests distributed to the Board. J. Endara reported that members in the Northeast Hub have no clue where to go when there is a fire alarm or drill and need to be made aware of the procedure. V. Novak reported that the company has been conducting fire drills in LIC. P. Sullivan reported that fire drills in his area went well as far as he knew. T. Gorry reported that the company continues to post unrealistic schedules for our members, which is causing mental and physical stress and strain.
- j) **Seniority** – No report.
- k) **Membership News**

Deaths

Anthony Stasi's (NBC V/T) sister passed away
Sean Dogget's (BCAT) father passed away

Illness

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

Births

George Belliveau (NBC Hub) is the father of a baby boy

Steve Browning (NBAE) is the father of a baby boy.
Gary Jablonski (NBC Local News) is the father of a baby girl

- l) **Vacations** – No report.
- m) **Membership Services** – No report.
- n) **Web Site** - No Report.
- o) **E-Board Reorganization** – No report.
- p) **Daily Hire Advisory Committee** – No report.
- q) **Diversity Committee** – No report.
- s) **Storm** – No report.
- r) **Training** – J. Salvaggio reported. BURST has received its first grant for ten thousand dollars and they are preparing to file for a grant from CWA's NETT grant program. The FCP Classes have begun and we are getting good responses to them. The Consortium for Workers Education is willing to provide classrooms with and without computers for our training purposes. The next step towards our incorporation is to file the final papers so we can get our tax id and checking account. We expect the Sony training classes to begin in September; please put out the word to your shops of this course.
- t) **Net EJ Safety** – V. Novak reported. We are waiting for NBC's Kenya Blount to visit our EJ crews to observe safety issues. GE has issued new safety guidelines because of accidents in the field and this may help us with NBC.

Motion #2

“Move to accept the new member's contingent upon payment of all applicable dues and fees.” (EBM 04-7-2)

(Robblee 2nd Endara)

UNANIMOUSLY PASSED

Motion #3

“Move to accept the Committee Reports” (EBM 04-7-3)

(Gorry 2nd Cook)

UNANIMOUSLY PASSED

V OLD BUSINESS

- a) **NBC** – LS Garnes reported. The off-site Grievance meeting went well with many issues being discussed and resolved. There was some dialogue about reinstating the vacation relief program that NBC abandoned many years ago and the development of an internship program. V. Novak reported that the internship program at LIC was not feasible and had ceased for the Engineers. T. Gorry advised that the program under consideration for internships would not have a negative impact on employment or any work reduction for our members due to this. The Republican Convention will be held in New York City and we will have representatives present on site to police the contract and work on any jurisdictional disputes that may arise.
- b) **TWC/ROC/BMG** – No report.
- c) **NBAE** – No report.
- d) **TVS** – LS Garnes reported. The mobilization against CNN is continuing; we are hand billing CNN's facilities in NYC. The court case is proceeding through the system.
- e) **SICT** – LS Garnes reported that at the last negotiating session, the company proposed to eliminate medical and dental benefits for our members families; proposed the elimination of matching 403(b) payment to the employees pension plan; refused to allow union shop security clause and layoffs by seniority among other outstanding issues. We will be conducting shop meetings in the near future and will be gearing up for mobilization and community action against SICT.
- f) **MCC**– No report.
- g) **BCAT** – LS Garnes reported. Contract talks scheduled for July 8th were cancelled by the company due to a scheduling problem, and have been rescheduled for July 22, 2004. We have issues with the company's desire to conduct negotiations in off hours as the Negotiating Committee has to work the next day and this would have a negative impact on their schedules.
- h) **United Staffing** – LS Garnes reported. The company has not yet recognized the union and it appears that we may be headed off to court if we do not hear from them in the immediate future.
- i) **PowerUp Staffing** – No report.
- j) **Central Labor Council** – LS Garnes reported. The report was available for inspection by the Board.

- k) **Secretary Report** - LS Garnes reported that charges filed by Brother R. Rooney against H. Sazjt, E. Eisenstein, D. Skene, C. Martin and R. Fox have been sent to the trial bodies for dates to be set for the trial.
- l) **Organizing** – LS Garnes updated the Board on the status of organizing within the local. We have filed for an election at Bronx Community Cable Programming Corporation. This is a shop of approximately 25 technical employees. We are awaiting a hearing date to be set by the NLRB.
- m) **CWA Convention Delegates** – LS Garnes reported. We need to appoint delegates to attend the Convention to be held in Anaheim, California as discussed in last months meeting. LVP Freeh has made it known that he will already be out in the Los Angeles area during that time and he would be willing to attend if the Board picked up the cost of his hotel during the convention which would save the local money on air fare and salary loss. Discussion ensued with the following motion being made;

Motion # 4

“Move to send LVP Freeh & LS Garnes as Local Eleven’s Representatives to the CWA Convention from August 29th to Sept 1, 2004. (EBM 04-7-4)

(Gorry 2nd Novak)

UNANIMOUSLY PASSED

At this point, LP McEwan addressed the Board via telephone to update them from Boston.

Discussion then shifted towards allocating monies to send LS Garnes and LVP Freeh to the convention.

Motion #5

“Move to allocate up to \$3,000.00 to cover the expenses of LS Gene Garnes and LVP Bill Freeh to the CWA Convention in Anaheim California from August 29th thru September 1st, 2004.”(EBM 04-7-4)

(Focarile 2nd Sullivan)

UNANIMOUSLY PASSED

VI NEW BUSINESS

- a) **Office Temp** – LS Garnes reported. We need to hire an office temp to replace C. Rodriguez who will be going on maternity leave very shortly. Discussion ensued. It was decided to revisit this later on during the meeting.

- b) **Organizers LOA** – LS Garnes reported. We need to fund the organizers position as the prior funding expired on June 30th. The CWA is continuing to fund 75% of LS Garnes’ salary. Discussion ensued.

Motion #6

“Move to allocate up to \$50,000.00 to extend LS Gene Garnes for an additional six months from July 1, 2004 to December 31, 2004, as full-time local organizer.” (EBM 04-7-6)

(Sullivan 2nd Gorry)

Absent: Cook

UNANIMOUSLY PASSED

- c) **Unit #10 Election Timetable**– LS Garnes reported. Election Chairman J. Jones has submitted the following election timetable for the Boards consideration. Discussion ensued.

Notification	July 16, 2004
Petitions Available	July 23, 2004
Petitions Due back	August 20, 2004
Ballots mailed by AAA	September 3, 2004
Ballots postmarked	October 1, 2004
Ballots Received by AAA	October 4, 2004
Count	October 5, 2004

Motion #7

“Move to accept the Election Time Table for Unit #10 as proposed.”(EBM 04-7-7)

(Robblee 2nd Endara)

UNANIMOUSLY PASSED

Motion #8

“Move to allocate \$2,000.00 to conduct an election for Executive Board Unit #10. (EBM 04-7-8).

(Focarile 2nd Endara)

UNANIMOUSLY PASSED

d) **Roskin Letter** – LS Garnes reported. He read a letter from Retiree Steve Roskin, who desires to come back to work the conventions and then retire again. He is asking that we waive the normal practice of having him return his retirement benefit as he is only working the conventions. Discussion ensued.

Motion # 9

“Move to give Steve Roskin a waiver not to have to return his retirement benefit so that he may work at conventions.” (EBM 07-4-9)

(Gorry 2nd)

Motion dies for the lack of a second.

e) **NBC/CNN Pool** – (please see item “e” under committee reports)

g) **Al Rice Letter** – LT Rothenberg read a letter from Brother Al Rice requesting that the Local waive outstanding Sector dues owed by him. As we cannot legally do this under the Sector By-laws, no action was taken.

h) **Peter Stivigney Request** – He inquired from the Union as to what he owes in back dues. E. Roth will advise him of this amount.

a) **Office Temp** – (Con’t) - LS Garnes reported. Discussion resumed on hiring an office temp.

Motion #10

“Move to allocate up to \$10,000.00 to hire an office temp for up to 90 days.”(EBM 04-7-10)

(Cook 2nd Gorry)

UNANIMOUSLY PASSED

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

Motion #11

“Move to adjourn.”(EBM 04-7-11)

(Novak 2nd Endara)

UNANIMOUSLY PASSED

The meeting was adjourned at 1:25pm.

Respectfully submitted,

Richard Focarile,
Acting Secretary

cd/opeiu153:afl-cio
www.nabetlocal11.org