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GENE GARNES  
SECRETARY &  
DIRECTOR OF ORGANIZING

## **REGULAR EXECUTIVE BOARD MEETING**

**Wednesday, October 6, 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	#12. R. Calamera
#4. S. Gonzalez (vacation)	#13. V. Novak
#5. T. Gorry	#14. S. Robblee
#6. T. Cippo	#16. P. Sullivan
#7.	#18. R. Focarile
#9. J. Endara	

The meeting was called to order at 9:21am with LP McEwan presiding.

LP McEwan led the salute to the Flag.

**I      APPROVAL OF THE MINUTES OF THE SEPTEMBER 2004 REGULAR EXECUTIVE BOARD MEETING**

**Motion #1**

**“Move to accept the September 2004 Executive Board Minutes as corrected.”  
(EBM 04-10-1)**

**(Hinrichsen 2<sup>nd</sup> Gorry)**

**FOR:            Gorry, Garnes, Keyes, Novak, Sullivan, Hinrichsen, Johnson,  
                  Endara, Cappo, Rothenberg**

**AGAINST:    None**

**ABSTAIN:    Calamera, Robblee, Focarile**

**MOTION PASSED**

**II            CORRESPONDENCE**

The correspondence file was available for inspection.

**III          NEW MEMBERS**

Gregory S. Grant	NBC – DH
Derrick Haynesworth	NBC – DH
Alice E. McQuillan	NBC – DH
Kecia E. Cole	BCAT – Staff*
Houari O. Ramos	MCC – DH
Christopher J. Klimkoski	MCC – DH

\*Denotes Excelsior List

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)    **Finance**        -        LT Rothenberg reported. The voucher folder was available for inspection. The final version of the approved budget has been printed and available to all board members. We received a check

from CWA for monies spent on Chad Kohl's termination payments and reimbursement for DNC expenses. He distributed and read the profit vs. loss statements for September, Sector Rebate spreadsheets.

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

**At NBC**

Sept.2-LP McEwan and I met with the Company to discuss possible changes to the staffing of the "Today Show". The changes planned would involve the use of IA hyphenates as utilities. We expressed our concerns over this proposed change and have agreed to meet with the Company over this at a future date.

Sept.7-LP McEwan, members Ross and Strawbridge and I met with the Company again over the proposed changes at the "Today Show". This is an ongoing discussion

Sept. 9-LP McEwan and I met with the Company again over the proposed changes to the "Today Show". The Company informed us that they will be utilizing more hyphenates.

Sept. 17-LP McEwan, E-Board member Novak, Shop Steward Clark and I met with the Company to discuss some ergonomic issues that have arisen on the 5<sup>th</sup> floor. Changes will be made that will satisfy all involved.

Sept. 22-LP McEwan, LS Garnes, attorney Sturm, E-Board members Gorry and Sullivan, Shop Steward Salvaggio, member Noseworthy and I met with the Company to discuss grievances that have arisen since our last meeting. These included but were not limited to concerns over staffing on field remotes and vacation issues.

**At NBAE**

No Report

**At TEAM**

No Report

**At ROC**

No Report

**At CBS**

No Report

**At TWC/NYC**

Sept. 9-LP McEwan and I met with our members to discuss their upcoming contract negotiations.

Sept. 23-LP McEwan, attorney Sturm and I met with the contract negotiating committee and drew up proposals for their contract negotiations.

**At SICTV**

No Report

**At MCC**

No Report

**At BCAT**

No Report

**At POWER-UP STAFFING**

No Report

- f) **MAP**- LP McEwan reported. 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. He reported on an alleged asbestos situation at NBC that was reported by one of our members. A call to NBC revealed an ongoing asbestos abatement program on the ninth floor. There was an issue concerning the use of safety harness in the field; apparently during one of the remotes that NBC was covering, the employees using camera stands refused to wear their safety harness. A memo from the union office was sent to them advising that it was a requirement and they should wear the harness anytime they are on the platform. NBC's Labor Relations worked with us on this matter.
- j) **Seniority** – No report.
- k) **Membership News**

**Deaths**

Shop Steward Ralph Caliendo's father passed away.

Executive Board Member Vinny Novak's mother-in-law passed away.

**Births**

Donna Leach (NBC Graphics) is expecting a baby.

**Other News**

Tony D'Elia (NBC Couriers) is out ill

Deane Harte (NBC Local EJ) is out ill.

Rich Olsen (NBC Graphics) remains out ill.  
Karl Kaessler (NBC Graphics) remains out ill.  
Executive Board Member Rich Focarile has returned to work.

- l) **Vacations** – Vacation Chairman T. Cappel reported that we have a signed vacation agreement. Executive Board Members should begin to negotiate profiles.
- m) **Membership Services** – No report.
- n) **Web Site** – R. Calamera reported. He continues to update the website as needed.
- o) **E-Board Reorganization** – No report.
- p) **Daily Hire Advisory Committee** – No report.
- q) **Diversity Committee** – No report.
- s) **Storm** – R. Calamera reported on various Storm issues.
- r) **Training** – LP McEwan reported. Sony switcher training starts on the 14<sup>th</sup> of October. The seminar will be held on the 13<sup>th</sup>.
- t) **Net EJ Safety** – V. Novak reported. September's issue has been resolved. Tech Manager, Jack Bennett will enforce the DOT policy and regulations within management. There was an issue of four racks of v/t machines on NBC fifth floor being a safety hazard and Tessa Capodice agreed on this. They are now at desk level.

**Motion #2**

**“Move to accept the Committee Reports” (EBM 04-10-2)  
(Focarile 2<sup>nd</sup> Garnes)**

**For: Garnes, Rothenberg, Keyes, Gorry, Cappel, Johnson, Novak, Sullivan,  
Focarile**

**Against: None**

**Abstain: Cook**

**Absent: Hinrichsen, Endara, Calamera, Robblee**

**MOTION PASSED**

**Motion #3**

**“Move to accept the new member’s contingent upon payment of all applicable dues and fees.” (EBM 04-10-3)**

**(Garnes 2<sup>nd</sup> Rothenberg)**

**FOR: Garnes, Rothenberg, Keyes, Gorry, Cappo, Johnson, Focarile, Sullivan**

**AGAINST: None**

**ABSTAIN: Cook**

**ABSENT: Hinrichsen, Endara, Calamera, Robblee**

**MOTION PASSED**

**V OLD BUSINESS**

- a) **NBC** – LP McEwan reported. There are a number of issues on the TODAY Show involving the use of hyphenates. There are also some issues regarding the payment of per diem to our members along with issues involving the fifth floor build out. Playback #9 is also an issue for us. The company has agreed that staffing is necessary. The Eric Oertner investigation is ongoing and we are getting good responses from our members. J. Endara advised of more buyouts in BANO.
- b) **TWC/ROC**– LP McEwan reported. We have had some meetings with TWC for the upcoming contract talks. The negotiating committee is now in place. Their contract expires in December of 2004. At River Operating Company, our members are still working due to the Yankees making the playoffs.
- c) **NBAE** – S. Robblee reported. The Daily Hires are coming back to work. The company has hired some new loggers which will result in new members for the local.
- d) **TVS** – LP McEwan reported. The case drags on in court but we are hopeful of a ruling shortly.
- e) **SICT** – LS Garnes reported. Mobilization continues and we have a meeting set up with Staten Island Councilman James Oddo to discuss outstanding issues at SICTV. Discussion ensued.
- f) **MCC**– LP McEwan reported. We now have approximately 25 people working more or less full time assignments. The company may start up an apprenticeship program.

- g) **BCAT** – D. Johnson/LS Garnes reported. They went over the strategy with the Board. We also met with CWA’s Bob Master and Brooklyn Borough President Marty Markowitz. Contract talks are still ongoing and progress is slow.
- h) **BronxNet** – LS Garnes reported. The negotiating committee is now in place and they have also elected a shop steward. The Sector will be assigning a staff rep to bargain the contract.
- i) **PowerUp Staffing** – No report.
- j) **Central Labor Council** – LS Garnes reported. Delegate Arthur Finkelstein’s report was available for inspection.
- k) **Secretary Report** – No report.
- l) **Organizing** – LS Garnes reported. He updated the board on the status of organizing within the local. Discussion then shifted to the cost of keeping LS Garnes on full-time leave due to the current budget deficit that we are operating at.

**Motion #4**

**“Moved that pursuant to the decision of the Executive Board at the October 5, 2004 Special Budget meeting to defund the position of a full time 3<sup>rd</sup> person in the union office is hereby cancelled effective \_\_\_\_\_. All prior motions funding a 3<sup>rd</sup> person on full time LOA are herewith without force and effect. This action is reluctantly taken by the Executive Board solely for budgetary reasons and nothing in this motion is intended or should be construed as criticism of the current 3<sup>rd</sup> person on full time leave, Local Secretary & Organizer Eugene Garnes.”(EBM 04-10-4)**

**(Calamera 2<sup>nd</sup> Hinrichsen)**

Discussion then ensued with the following motion being made:

**Motion #5**

**“Move to table motion 04-10-4 for the duration of the lunch break.” (EBM 04-10-5)**

**For: Garnes, Keyes, Gorry, Endara, Johnson, Cook, Calamera, Novak, Sullivan, Focarile**

**Against: Hinrichsen, Cappo, Robblee**

**Abstain:       None**

**Absent:        Rothenberg**

**MOTION PASSED**

Motion 04-10-4 is tabled until lunch is concluded.

Lunch was concluded and discussion on the full-time position continued.

A move to vote was made and the results on 04-10-4 are as follows:

**For:            Rothenberg, Hinrichsen, Cappo, Endara, Calamera,  
                  Robblee**

**Against:       Garnes, Keyes, Gorry, Johnson, Cook, Novak, Sullivan,  
                  Focarile**

**Abstain:       None**

**MOTION FAILS**

Discussion then shifted to reducing the salary paid to the 3<sup>rd</sup> full-time person and it was ultimately decided to hold off until next month before deciding what if any reductions to make.

- m) **Heart Saver Institute** – LS Garnes reported. He discussed purchasing an automatic defibrillator for the office. Discussion ensued. No action taken at this time.
- n) **District One Leadership Conference** - LP McEwan reported. He'd like to attend the conference along with those already chosen. Discussion ensued.

**Motion #6**

**“Move to appropriate up to the sum of \$500.00 as expenses to allow LP McEwan to attend the October 2004 CWA Leadership Conference to be held on November 10,11,12<sup>th</sup> in Atlantic City, New Jersey.” (EBM 04-10-6)**

**(Hinrichsen 2<sup>nd</sup> Calamera)**

**For:            Garnes, Rothenberg, Keyes, Hinrichsen, Gorry, Endara,  
                  Johnson, Calamera, Novak, Sullivan, Focarile**

**Against: Cappel**

**Abstain: None**

**Absent: None**

**MOTION PASSED**

o) **Office Phone System Upgrade** -LP McEwan reported. The music system for the phones is now repaired and we need to upgrade our phone system so that we can have a menu on the phone. Discussion ensued.

**Motion #7**

**“Move to allocate up to \$250.00 to upgrade the voice mail system at Local 11.” (EBM 04-10-7)**

**(Endara 2<sup>nd</sup> Focarile)**

**FOR: Garnes, Keyes, Gorry, Endara, Johnson, Novak, Sullivan, Focarile**

**AGAINST: Hinrichsen, Cappel, Calamera**

**ABSTAIN: Rothenberg**

**ABSENT: Cook, Robblee**

p) **Steve Roskin Letter** – LT Rothenberg reported. A letter from Steve Roskin was read requesting a waiver on his Sector Dues. Discussion ensued. No action taken.

q) **Edison Youngblood** – LT Rothenberg reported. We have not yet paid the benefit to his beneficiary as we cannot locate her. He inquired to the board as to her whereabouts and if anyone knows where we can locate her, it would help him to pay the benefit.

r) **Initiation Fee Discount Reduction** – LT Rothenberg reported. Discussion ensued regarding a possible reduction of the 50% discount currently offered by the union.

**Motion #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)

(Hinrichsen 2<sup>nd</sup> Calamera)

**Absent:** Gorry, Cook, Robblee

**UNANIMOUSLY PASSED**

A second reading and vote will be taken at the November 2004 Executive Board meeting.

s) **Production Video Tape** – J. Endara reported. There appears to be a discrepancy between pay rates on the second floor as compared with the fifth floor when operators are assigned to Graceland. Engineers assigned to the fifth floor operations are paid as group 7 whereas engineers assigned to the second floor are paid as group 5 for identical work performed. The E-Board will contact management to resolve this issue.

**VI NEW BUSINESS**

a) **Pocket Planners** – LP McEwan reported. He asked the board if we are interested in ordering pocket planners for the members which we traditionally do this time of year. Discussion ensued.

**Motion #9**

“Move to allocate up to \$2,500.00 to purchase pocket planners for our members.” (EBM 04-10-9)

(Endara 2<sup>nd</sup> Novak)

**For:** Garnes, Rothenberg, Keyes, Gorry, Endara, Johnson, Novak, Sullivan, Focarile

**Against:** Hinrichsen, Cappo, Calamera

***Abstain:*** *None*

**Absent:** Cook, Robblee,

**MOTION PASSED**

b) **General Membership Meeting** – LP McEwan reported. We need to set up a date for our General Membership Meeting. Discussion ensued.

**Motion #10**

**“Move to conduct a General Membership meeting per Local Eleven By-laws on December 8<sup>th</sup> at 10am and 2pm at the Local Eleven offices.”(EBM 04-10-10)**

**(Hinrichsen 2<sup>nd</sup> Garnes)**

**Absent: Cook, Robblee**

**UNANIMOUSLY PASSED**

- c) **John Smisek Retirement Benefit** – LT Rothenberg reported. Brother Smisek has retired and filed for his benefit. All paperwork is in order.

**Motion #11**

**“Move to pay the Local Eleven Retirement Benefit of \$750.00 to John Smisek contingent upon all financial obligations to NABET-CWA being met.” (EBM 04-10-11)**

**(Calamera 2<sup>nd</sup> Rothenberg)**

**Absent: Cook, Robblee**

**UNANIOMOUSLY PASSED**

- d) **Andre Cousins Retirement Benefit** – LT Rothenberg reported. Brother Cousins has retired and filed for his benefit. All paperwork is in order.

**Motion #12**

**“Move to pay the Local Eleven Retirement Benefit of \$625.00 to Andre Cousins contingent upon all financial obligations to NABET-CWA being met.” (EBM 04-10-12)**

**(Sullivan 2<sup>nd</sup> Endara)**

**Absent: Cook, Robblee**

**UNANIMOUSLY PASSED**

**Robert Batsche Retirement Benefit** – LT Rothenberg reported. Brother Batsche has retired and filed for his benefit. All paperwork is in order.

**Motion #13**

**“Move to pay the Local Eleven Retirement Benefit of \$875.00 to Robert Batsche contingent upon all financial obligations to NABET-CWA being met.” (EBM 04-10-13)**

(Cappo 2<sup>nd</sup> Gorry)

**Absent:** Cook, Robblee

**UNANIMOUSLY PASSED**

f) **PayPal** – LT Rothenberg reported. He sent out letters for back dues to members found to be in arrears and asked the board if there was any interest in giving the members the option of paying it on-line using the PayPal system. Discussion ensued.

**Motion #14**

**“Move that we accept credit card payments through the PayPal system.” (EBM 04-10-14)**

(Gorry 2<sup>nd</sup> Endara)

Further discussion then ensued with the following motion being made.

**Motion #15**

**“Move to table motion 04-10-14.” (EBM 04-10-15)**

(Gorry 2<sup>nd</sup> Garnes)

**UNANIMOUSLY PASSED**

g) **NBC Negotiations** – J. Keyes inquired if there were any plans to conduct early negotiations between NBC and the Union. LP McEwan wasn't sure but if negotiations were to open early, he would send out a letter to the membership informing them. However, if formal talks are to be held, then we'll have to wait until the Negotiating Committee is formed.

h) **Show Me The Money** – T. Cappo reported. He discussed a situation where a member who was not in good standing was able to work for three days due to the lag time between notification of the union and company. We need a more expedient system to speed up the process. Discussion ensued.

i) **Retiree's Meeting** – T. Gorry reported. Wm Freeda has advised that the local's Retiree Club will be holding their meeting here in November and are requesting funding so they may have refreshments. Discussion ensued.

**Motion #16**

**“Move to allocate up to \$150.00 to purchase refreshments for the upcoming retiree's meeting.” (EBM 04-10-14)**

(Gorry 2<sup>nd</sup> Sullivan)

**For:           Garnes, Rothenberg, Gorry, Sullivan, Focarile**

**Against:     Keyes, Hinrichsen, Cappo, Endara, Calamera**

**Abstain:     Johnson**

**Absent:      Cook, Robblee**

There was a tie vote that necessitated the Chairperson to cast a vote. LP McEwan votes in favor of the motion.

**MOTION PASSED**

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

**Motion #16**

**“Move to adjourn.”(EBM 04-10-16)**

**(Focarile 2<sup>nd</sup> Endara)**

**UNANIMOUSLY PASSED**

The meeting was adjourned at 5:03pm.

Respectfully submitted,

Gene Garnes,  
Secretary & Director of Organizing

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