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GENE GARNES  
SECRETARY &  
DIRECTOR OF ORGANIZING

## REGULAR EXECUTIVE BOARD MEETING

Wednesday, August 3, 2005

### ATTENDING:

Edward. J. McEwan (excused)	Local President
Lawrence Worster	Local Vice-President
Eugene E. Garnes	Local Secretary
Joseph Salvaggio	Local Treasurer

### EXECUTIVE BOARD:

#1. J. Keyes (Excused)	#10. D. Johnson
#2.	#11. J. Cook
#3. E. Hinrichsen	#12. R. Calamera (excused)
#4. S. Gonzalez	#13. M. Noseworthy
#5. S. Cimino	#14. S. Robblee (ill)
#6. T. Cappo (excused)	#16. P. Sullivan
#7.	#18. R. Focarile
#9. J. Endara	

The meeting was called to order at 9:41 am with LVP Worster presiding who also led us in the Pledge of Allegiance.

## VI NEW BUSINESS

- j) A. Tarantino Presentation -- At this time A. Tarantino appeared before the Board to discuss a new concept in attracting clients to use vacant studios of shops that we represent. Discussion ensued. It was decided that the Diversity and Inclusiveness Committees will meet with them and follow up at our next meeting.

**I      APPROVAL OF THE MINUTES OF THE JULY 2005 REGULAR EXECUTIVE BOARD MEETING**

**Motion #1**

**“Move to accept the July 2005 Regular Executive Board Minutes as corrected.” (EBM 05-8-1)**

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

**FOR:            Garnes, Salvaggio, Hinrichsen, Cimino, Johnson, Focarile, Gonzalez, Cook, Noseworthy, Sullivan**

**AGAINST:    None**

**ABSTAIN:    Endara**

**MOTION PASSED**

**II      CORRESPONDENCE**

The correspondence file was available for inspection.

**III     NEW MEMBERS**

Matt Yonk	NBC – DH
Chadwick A. Carter	NBC – DH
Chistopher M. Barnes	MCC – DH
Chris C. Butler	NBC – DH
Emily M. Mahlman	NBC – DH
Kerry B. Taylor	NBC – DH
Andre Myrtil	MCC – DH
Edwin Ronquillo	MCC – DH
Jivan M. Hall	NBC – DH
George Milo	NBC – DH
Collin K. Pisarra	NBC – DH
Jonathan Martinez	MCC – DH
David Emanuele	NBC – DH
Richard Boisits	NBC – DH
Stacey A. Hoffman	NBC – DH
William J. O’Hara	NBC – DH
Walter G. Clemons	NBC – DH
Ira S. Malek	NBC – DH
Anthony Lopez	NBC -- DH

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

#### IV COMMITTEE REPORTS

j) Other Committees –

Election Committee – A. Donatien reported on the election of delegates. A total of 1195 ballots were sent out, and we received back 364 of which all were opened.

The results were as follows:

Jose R. Endara	203
Eugene Garnes	201
Steve Gonzalez	151
Edward McEwan	291
Francis A. Pellegrino	153
Joseph Salvaggio	248
Lawrence Worster	226
Blanks & Voids	347
Total	1820

He then proposed the following election time table for the election of the Local President, Local Vice-President, Local Secretary and Local Treasurer:

Petitions Available	September 9, 2005
Petitions Postmarked	October 12, 2005
Due Date for Petitions	October 14, 2005
Ballots go out	October 21, 2005
Ballots Due	November 14, 2005
Count	November 18, 2005

Discussion ensued. It was decided that the committee should attempt to revise the proposed timetable as this one seems a bit odd.

- a) Financial Report – LT Salvaggio reported. The voucher folder was available for inspection at the meeting. He distributed the JP Morgan snapshot to the Board. He does not anticipate making anymore money transfers to the checking account in this fiscal year. The Finance Committee had a meeting to prepare the budget and plans to next meet on August 10<sup>th</sup> and he requested input from the Board as to what they'd like to see included in the budget. He is considering having Chase Financial Advisor Israel Epstein appear at the next Finance Committee meeting to discuss the union's financial portfolio.

**Grievance Report** - LVP and Grievance Chairman L. Worster reported.

**At NBC**

- July 11- LP McEwan and I received settlements for grievances NN04-33 and 35. These grievances involved scheduling and Lighting Director problems arising from the "Democracy Plaza" telecasts. The Company has agreed to a payment to the scholarship fund. We are awaiting the payment at the present time.
- July 14 + 15- LP McEwan, LT Salvaggio, LS Garnes, E-Board members Focarile, and Sullivan, grievance committee member Gorry, Attorneys Peterson and Sturm and I met with the Company for the offsite grievance meeting. Various grievances were discussed. Some of those discussed are awaiting language and terms for settlement. These grievances range from non-NABET's shooting for the "Today Show" many years ago to a Stage Manager moving wedges on SNL. Some other grievances were settled by discussion. These grievances involved the elimination of the evening VT Group 7 Desk, the coercion of NABET's to take carry over vacation weeks and the elimination of the Dateline Dub Room. After discussion it became apparent that some of these issues did not happen or there was a verbal agreement made.
- July 22- One of our members and I met with the Company to discuss a complaint made against one of our member's by security. After discussion the Company felt that our member had done nothing to merit this complaint.
- July 26- E-Board member Cappo and I met with the Company to discuss an operational change that was being introduced in Studio 3A during the morning specials coverage. I attended this meeting to have a better understanding of the process being introduced. Later I related my understanding of this process to LP McEwan as he would be attending the next day's follow up meeting.
- July 27- LP McEwan, E-Board member Cappo and members Muro and Pellegrino met with the Company to discuss the introduction of this operational change in Studio 3A during the morning Special's coverage. We disagree with the Company's position. This dialogue will continue with a grievance to follow.

**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.

c) **Safety** - No report.

d) **Membership News –**

Lou Fallot (Local EJ) remains out ill.

Andy Reeves (NBC Graphics) left for personal reasons.

Rob Thomas (NBC Skypath) is out ill.

Tony Lamardo (NBC HUB) is out ill.

Larry Sherman (NBC Genesis) remains out ill.

Executive Board Representative James Keyes Father passed away.

e) **Vacation**- No report.

f) **Membership Services** – No report.

h) **STORM** – No report

g) **Training**– LT Salvaggio reported. We have two new contracts with Manhattan Edit and Oddesy Tek to conduct classes for us. We have classes ongoing as people apply for them. We discussed with Mary Beth Scalici of NBC about working in a partnership to conduct Lighting training seminars for our members.

i) **Net EJ Safety** – M. Noseworthy reported. NBC provided our members with the situation training that they had promised.

k) **Other Committees** –

**Election** – A. Donation reported. He proposed the following revised election timetable for the election of Local President, Local Vice-President, Local Secretary and Local Treasure to the Board:

Notification of election	September 9, 2005
Petitions available	September 12, 2005
Petitions returned by	October 14, 2005 (5pm)
Ballots go out	October 18, 2005

**Relocation Committee** – E. Hinrichsen reported. The Committee has a meeting this Friday to go and see three properties. The offer for the 5<sup>th</sup> floor at 3 west 35<sup>th</sup> street was withdrawn as the floor was rented out from under us.

**Diversity Committee** – J. Endara reported that the committee will press for a follow up meeting that Marc Saperstein promised. He distributed a paper on inclusiveness to the Board. The paper was about a racial discrimination law suit filed by Marcel T. Thomas, Chief Executive of GE Aviation Materials, Irving, Texas. (Mr. Thomas is black, and he believes that his treatment is a result of racial discrimination.

**Motion #2**

**“Move to accept the Committee Reports.”(EBM 05-8-2)**

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

**UNANIMOUSLY PASSED**

**Motion #3**

**“Move to accept the new members contingent upon payment of all applicable dues and fees.” (EBM 05-8-3)**

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

**UNANIMOUSLY PASSED**

- a) **NBC** – LVP Worster reported. The 8H project is moving along, although slowly, nonetheless it’s moving along. The first show of SNL is slated for October 1, 2005 in the new studio. There has been a reduction of six daily-hire of graphics artists from the staff.
- b) **TWC/ROC**– LVP Worster reported. The contract at ROC has been signed off on by the union.
- c) **NBAE** – No report.

- d) **SICTV** – No report.
- e) **MCC**– No report.
- f) **BCAT**– No report.
- g) **BronxNet** – No report.
- h) **Central Labor Council** – No report.
- i) **Secretary Report** – No report.
- j) **Organizing** – LS Garnes reported. He updated the Board on the status of organizing within the Local.
- k) **2<sup>nd</sup> Reading Of By-Laws Change** – E. Hinrichsen reported. We need to do a second reading of the proposed By-Laws change for section 3.5(a).

**Motion #4**

**“Move to reaffirm motion 05-5-5:**

**Motion#8**

**“Move to amend the Local 11 By-Laws, page 9, section 3.5(a) to add the following paragraph:**

**Notwithstanding the above, the Local shall have the option to perform a review or any other such alternative to an audit that the NABET-CWA Sector By-Laws allow; providing the review of other alternative is performed in conformance with the NABET-CWA Sector By-Laws.””(EBM 05-8-4)**

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

**UNANIMOUSLY PASSED**

- l) **Sales Tax** – LT Salvaggio reported. He reported that he looked into seeing if we could have tax exempt status. His investigation revealed that we are not a tax exempt organization.
- l) **A/C Contract** – LT Salvaggio reported. He spoke with representatives of PJ Mechanics as so far as maintaining our supplemental air conditioning system. Their labor rates are cheaper even though the contract rate is more expensive. He suggests that we go with PJ Mechanics as opposed to staying with Penguin as we

have been unhappy with the service and rates. It was decided to sign a contract with PJ as recommended by our Treasurer.

- n) **Field Safety** - S. Gonzalez reported. He had an issue with NBC using camera towers with ladders installed vertically instead of using camera lifts and stairs. Additionally, we have been having issues getting upgrades for camera operators assigned to operate cameras on platforms 25ft or higher.
- o) **Elections/Electronic Voting** – J. Endara reported. Discussed the possibility of eliminating the current method of paper balloting through the AAA. It was decided that we should do a follow up on some research.

## VII **NEW BUSINESS**

- a) **Officers Elections** – LVP Worster reported. We need to approve the election report of delegates and proposed election time table for certain officers.

### **Motion #5**

**“Move to accept the Election Report.” (EBM 05-8-5)**

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

**UNANIMOUSLY PASSED**

### **Motion #6**

**“Move to accept the proposed Election timetable for Local President, Local Vice-President, Local Secretary and Local Treasurer as read.” (EBM 05-8-6)**

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

**UNANIMOUSLY PASSED**

- b) **NCC**– No report.
- c) **Don Leung Retirement Benefit Request** – LT Salvaggio reported. Brother Leung has requested the Local’s Retirement Benefit. Discussion ensued.

### **Motion #7**

**“Move to pay the Local Eleven Retirement Benefit of \$750.00 to Donald Leung.” (EBM 05-8-7)**

(Noseworthy 2<sup>nd</sup> Salvaggio)

**UNANIMOUSLY PASSED**

- d) **Chadwick Carter** – LT Salvaggio reported. He read a letter from Chadwick Carter requesting an extension of his Initiation Fee. Discussion ensued.

**Motion #8**

**“Move to extend the Initiation Fee payments of Chadwick Carter from 80 to 120 pay periods.”(EBM 05-8-8)**

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

**ABSENT: Johnson**

**UNANIMOUSLY PASSED**

- e) **Matt Yonks** – LT. Salvaggio reported. Brother Yonks has requested that he be afforded the Local’s 25% discount on his Initiation Fee as he was never notified of it. Discussion ensued.

**Motion #9**

**“Move to afford Matt Yonks the Locals 25% Initiation Fee Discount. (EBM 05-8-9)**

(Focarile 2<sup>nd</sup> Cimino)

**UNANIMOUSLY PASSED**

- f) **Transmission/Skypath** – J. Endara reported. NBC wants to eliminate two, 10 hour tours, one on Saturday and one Sunday. The Company is also looking at reductions in coverage in Genesis. A tentative schedule will be presented before the changes take effect. Discussion ensued.
- g) **OMB** - M. Noseworthy reported. NBC appears to be abusing the one-man-band rule (OMB). The company’s stand was for stand ups and “b” roll shoots; now they’ve come up with a revised equipment list that normally a full crew would use. Discussion ensued.
- h) **PVT Library** – J. Endara reported. The company moved the library to the 5<sup>th</sup> floor and we lost one shift there; now the Librarians in the EJ library are expected to do the additional functions and there is a lot of

confusion; a meeting with Judy Rodriguez and Tess Capodice is needed to discuss these issues.

- i) **Integration Meeting** - M. Noseworthy reported. Discussion ensued regarding the Integration meetings held at NBC. Aggressive campaign to exclude NABET from procurement and operation of new technologies.
- j) **AFL-CIO Split** – J. Cook reported. There has been a split at the AFL-CIO and several unions have broken off affiliations and have formed a new group called a “Coalition to Win”. She feels this could have long-term ramifications in the labor movement.

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

**Motion #10**

**“Move to adjourn.”(EBM 05-8-10)**

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

**UNANIMOUSLY PASSED**

The meeting was adjourned at 3:50pm.

Respectfully submitted,

Gene Garnes,  
Secretary & Director of Organizing

cr/opeiu153:afl-cio