



888 SEVENTH AVENUE, SUITE 911, NEW YORK, NY 10106 • 212/757-3065
FAX: 212/246-7780
www.nabetlocal111.org

GENE GARNES
SECRETARY &
DIRECTOR OF ORGANIZING

REGULAR EXECUTIVE BOARD MEETING

Wednesday, February 2, 2005

ATTENDING:

Edward. J. McEwan	Local President
Lawrence Worster	Local Vice-President
Eugene E. Garnes	Local Secretary
	Local Treasurer

EXECUTIVE BOARD:

#1. J. Keyes	#10. D. Johnson (absent)
#2.	#11. J. Cook
#3. E. Hinrichsen	#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 9:45 am with LP McEwan presiding.

LP McEwan led the salute to the Flag.

A moment of silence was observed for retired members Carrie O'Hare (NBC S/F), Sen Louie (NBC Mtce), Victor Tackach (NBC Radio), Paul Schlader (NBC News) and Lou Giacchetto (NBC EJ) who passed away recently.

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

Motion #1

“Move to accept the January 2005 Regular Executive Board Minutes as corrected.” (EBM 05-2-1)

(Hinrichsen 2nd Focarile)

FOR: **Garnes, Keyes, Hinrichsen, Gonzalez, Cappo, Endara, Novak, Worster**

AGAINST: **None**

ABSTAIN: **Calamera**

ABSENT: **Gorry**

MOTION PASSED

II **CORRESPONDENCE**

The correspondence file was available for inspection.

III **NEW MEMBERS**

Matthew J. Cocchiaro	NBC – DH
Andrew G. Condell	NBC – DH
Kerry A. Whalen	NBC – DH
Victor F. Pagan	NBC – DH

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

IV **COMMITTEE REPORTS**

- a) **Financial**- No report.
- b) **Grievance Report** - LVP and Grievance Chairman L. Worster reported.

*****EXECUTIVE SESSION*****

At NBC

- Jan. 4- LP McEwan E-Board members Calamera and Keyes, Shop Steward Spaventa, member Brignoni and I met with the Company to discuss changes in the operational procedures in the maintenance and wireman's shops. The Company listened to our issues and concerns and overall the meeting was productive.
- Jan. 7- E-Board member Cappo and I met with the Company over the Thunder machines being installed in the video booths for the video operators to use during the shows. This discussion is a continuing dialogue and will require more meetings.
- Jan. 12- LP McEwan, Attorney Peterson and I met for preparation of grievance NN04-17 for possible arbitration. This grievance concerns safety issues in Network EJ.
- Jan. 19- E-Board members Cappo, Calamera, Hinrichsen and I met with the Company over the ongoing issues with various aspects of the Storm scheduling system. These meetings are productive for both sides and will continue.
- Jan. 20- LP McEwan and I met with the Company for an off the record discussion. Some of the topics discussed were but not limited to cabling issues at both conventions and plans for the next grievance meeting.
- Jan. 21- LP McEwan, LS Garnes, Attorney Peterson, E-Board members Focarile, Gorry, Sullivan, member Salvaggio and I held a grievance meeting with the Company. The grievances discussed included but were not limited to staffing of the Democracy Plaza telecast to issues arising out of the NE hub.
- Jan.24- Grievances NN04-22, NN04-34 and NN05-01 were settled. These grievances involved members working during profiled vacation picks, WNBC's staffing of the Democracy Plaza setup and telecast and the studio Sports controls setup time.
- Jan. 28- The issue over cabling at both conventions was settled with the Company paying \$750.00 to NABET-CWA Local 11 Scholarship fund.

At NBAE

- Jan.7- LP McEwan, E-Board member Robblee and some members met with the Company over issues concerning upgrades and raises.

These issues were resolved to the satisfaction of the parties involved.

At TEAM- No report.

At ROC- No report.

At CBS- No report.

At TWC/NYCNo report.

At SICTV- No report.

At MCC - No report.

At BCAT- No report.

At POWER-UP STAFFING- No report.

- c) **Safety** - LS Garnes reported. We had two meetings with NBC since the last Executive Board meeting. We met on January 28th and February 1st to discuss various outstanding issues including field safety for NASCAR and the ongoing hearing conservation program.

Motion #2

“Move to go out of order on the agenda to discuss item “j” under Committee Reports.” (EBM 05-2-2)

(Calamera 2nd Endara)

UNANIMOUSLY PASSED

- j) **Other Committee Reports** - Chairman A. Donatien reported for the Election Committee. The Election for Local Treasurer is underway; we received valid petitions from Francine Cimino, Lou Marinaro and Joseph Salvaggio. The ballots were mailed out on January 28th, are due by 5pm on Monday, February 28th and the count will be held on Tuesday, March 1st at 10am. He then proposed the following election timetable for Executive Units; 1, 3, 5, 9, 11, & 13.

Notification of Election	February 4, 2005
Petitions Available	February 11, 2005
Petitions due (by 5pm)	March 14, 2005
Ballots mailed	March 28, 2005
Ballots Postmarked by	April 25, 2005

Ballots must be received by (5pm) April 28, 2005
Count (10am) April 29, 2005

d) **Membership News** –

Mike Gallagher (NBC Net EJ) accepted a management position in Long Island City.

e) **Vacation**- No report.

f) **Membership Services** – R. Calamera reported. The committee met and considered several different venues in which to hold our annual Shop Steward Dinner. The Committee recommends China Club located in Manhattan. Discussion ensued. It was decided that we would select The China Club for this years Shop Steward Dinner.

IV **Old Business**

q) **Shop Steward Dinner** – E. Hinrichsen reported. We need to allocate additional monies to conduct our Annual Shop Steward Dinner.

Motion #3

“Move to appropriate an additional \$3,000.00 to fund the 2005 Shop Steward Dinner to be held at the China Club on March 2, 2005.” (EBM 05-2-3)

(Hinrichsen 2nd Novak)

FOR: Worster, Keyes, Hinrichsen, Gonzalez, Gorry, Cappo, Calamera, Novak, Focarile

AGAINST: Garnes, Endara, Cook, Robblee

ABSTAIN: None

ABSENT: None

MOTION PASSED

n) **Bio's** – R. Calamera reported.

*****EXECUTIVE SESSION*****

IV **Committee Reports (Con't)**

g) **Training** – No report

- h) **STORM** –R. Calamera reported. The committee is having ongoing dialogue with the company.

*****EXECUTIVE SESSION*****

R. Calamera thanked E. Hinrichsen and T. Cappo for all of their continuing efforts.

- i) **Net EJ Safety** – V. Novak reported. In an E. H. S. issue, Seven members have the flu in Long Island City. One of our members sent to cover the Tsunami fell ill with some type of illness. It was noted that there are still no roof railings on the EJ live trucks and this may violate federal regulations.
- j) **Other Committees** – E. Hinrichsen reported for the E-Board Re-Organization Committee. The Committee is looking for ways to provide better representation for all Unit 13 members. They will report back at next month's Executive Board meeting.

V OLD BUSINESS

- a) **NBC** – LP McEwan reported. There are a number of issues facing us this month. New technology is coming to the fifth floor which will eliminate most of Tape Operations. A meeting will be set up to discuss the impact on our members working there. The 8H rebuilding project is upcoming and we will be having an 8.9c meeting to discuss various aspects of the rebuild. We had some discussion with the Company on the matter of travel for our members who will be working the Olympics. We propose that they fly either business class or have an open seat next to them for the flight to and from Turin.
- b) **TWC/ROC**– LP McEwan reported. Contract talks are underway with TWC and are going well. We are now down to discussing wages. The River Operating contract negotiations will begin most likely during the last week of February or first week of March.
- c) **NBAE** – S. Robblee reported. Three of his members received contract mandated upgrades from Associate Producers to Producers.
- d) **TVS** – LP McEwan reported that we sent a letter to Senators Clinton and Schumer requesting their assistance in ascertaining the delay at the NLRB involving our case against CNN.
- e) **SICT** – LS Garnes reported. Mobilization is underway. A meeting with the Negotiating Committee will be held next week in Staten Island.

- f) **MCC**– LP McEwan reported. We have filed our first grievance against the Company based on an issue involving the Company’s failure to pay our members a one hour paid meal as mandated in the contract. The Company has agreed to meet with us to discuss the issue between the parties.
- g) **BCAT** – LS Garnes reported. The next negotiation date will be held on February 8, 2005. We have made some progress at the bargaining table. We approached the Company to see if they will voluntarily recognize the Reporters who’ve expressed an interest in joining the bargaining unit and are awaiting their response.
- h) **BronxNet** – LS Garnes reported. The Negotiating Committee will meet and caucus at the Local Eleven offices on February 23rd.
- i) **PowerUp Staffing** – LP McEwan reported. We had received a report that the Company was doing work without paying the members under the contract, but it was determined that they were doing it under another company (AVTEK).
- j) **Central Labor Council** – LS Garnes reported. Delegate Arthur Finklestein’s report was available for inspection.

Motion #4

“Move to accept the Committee Reports.” (EBM 05-2-4)

(Focarile 2nd Robblee)

ABSENT: Hinrichsen, Calamera

UNANIMOUSLY PASSED

Motion #5

“Move to accept the new members contingent upon payment of all applicable dues and fees.” (EBM 05-2-5)

(Garnes 2nd Robblee)

ABSENT: Hinrichsen, Calamera

UNANIMOUSLY PASSED

- k) **Secretary Report** – LS Garnes reported. In the matter of Rooney vs. Szajt, the trial was held on January 27th. We are awaiting the verdict of the Trial Body. In the matter of Rooney vs. Fox, Martin, Eisenstein & Skene, Brother’s Fox, Martin & Eisenstein were resolved through

mediation. Brother Skene had his charged dropped by Brother Rooney during the trial.

l) **Organizing** – LS Garnes reported. He updated the Board on the status of organizing within the Local. We had an organizing victory at Quantum Technology as the Company voluntarily recognized the unit. Discussion then shift to sending four interested members to organizing school. The CWA will pay all expenses except salary loss.

Motion #6

“Move to allocate up to the sum of \$1,800.00 to send J. Salvaggio, D. Attico, R. Schultz and L. Greco to the organizing institute from March 16th through March 18, 2005 in Newark, New Jersey.” (EBM 05-2-6)

FOR: Worster, Garnes, Keyes, Gonzalez, Gorry, Cappo, Endara, Cook, Novak, Robblee, Focarile

AGAINST: None

ABSTAIN: Calamera

ABSENT: Hinrichsen

MOTION PASSED

VII NEW BUSINESS

a) **E-Board Elections** – LP McEwan reported. We need to approve the election report. Discussion ensued.

Motion #7

“Move to accept the election time table for Units 1, 3, 5, 9,11, and 13 as proposed.”(EBM 05-2-7)

UNANIMOUSLY PASSED

VI OLD BUSINESS (Con’t)

m) **Audit Charges** – LP McEwan reported. He distributed copies of the agreement with Steve Schlapp to the Board. It was decided to pay the \$6,000.00 retainer and hold off on the remainder until he appears before the Board to answer our questions.

o) **Unit #13 Re-Organization** – (please see item “j” under Committee Reports)

p) **Trial Body** – LP McEwan reported. He has re-appointed and appointed the following people to the Local Eleven Standing Trial Body: Frank Pellegrino, Chair; R. Calamera, Member & C. Worster, Member; T. Gorry, Alternate; S. Gonzalez, Alternate; E. Eisenstein, Alternate; R. Sullivan, Alternate. He also reported that in the matter of Pellegrino vs. Stendel, the defendant pleaded guilty with an explanation and will be invited to the next Executive Board meeting to give his explanation.

VI **NEW BUSINESS**

- b) **Engineering** – LP McEwan reported. There is some question as to the Company's hiring of six non-NABET engineers to oversee the construction of NBC Studio 8H. He will set up an 8.9c meeting to discuss the matter.
- c) **News/Field Operations/Changes** – V. Novak reported. The Company has proposed four staff NABET jobs be created. They offered one position to Rob Grant, who was a former daily-hire. It was noted that he is not a US Citizen, although he has applied for citizenship. Some of V. Novak's constituents are unhappy over a non citizen being hired over an equally qualified citizen Mike Gallagher is now the new manager at Long Island City and we expect our fleet of live trucks to expand.
- d) **CWA District #1 Political Action Retreat** – LS Garnes reported. He has received a letter from the CWA District Headquarters here in New York requesting that we send representation to the retreat which will be held from March 18th through March 20, 2005 in Saratoga Springs, NY. Discussion ensued.

Motion#8

“Allocate up to the sum of \$350.00 to send LS Garnes to the CWA District #1 Political Action Retreat to be held in Saratoga Springs, New York, from March 18th through March 20, 2005.”(EBM 05-2-8)

(Calamera 2nd Gonzalez)

UNANIMOUSLY PASSED

- e) **NAB Convention** – LS Garnes reported. He requested that the Board consider sending him to the NAB convention as he has not attended it in the last few years and in order to sharpen his organizing skills, he needs to stay on top of the latest technology. Discussion ensued and it was decided to hold off until next month's meeting.

- f) **Donald Leung Retirement Benefit**– LS Garnes reported. He has received a request from Brother Leung for his Retirement Benefit. As Brother Leung has not yet been retired six months from active service, he is ineligible for the benefit. LS Garnes will write him a letter explaining the rules regarding retirement benefits.
- i) **Long Island Job Postings** – V. Novak reported. Discussion on job postings at NBC for four jobs ensued.

*****Executive Session*****

- g) **Kerry Whalen Initiation Fee Request** - LS Garnes reported. He read a letter from Sister Kerry requesting that she be afforded the Local's former 50% discount she began working prior its modification. Discussion ensued.

Motion #9

“Move to grant Kerry Whalen the 50% reduction in her Initiation Fee on a non-precedent-non citable basis.” (EBM 05-2-9)

(Worster 2nd Gonzalez)

UNANIMOUSLY PASSED

- h) **Victor Pagan Initiation Fee Request** - LS Garnes reported. He read a letter from Brother Pagan requesting that his initiation payments be spread out from 80 to 120 payments. Discussion ensued.

Motion #10

“Move to extend the Initiation Fee payments of Victor F. Pagan from 80 to 120 pay periods.” (EBM 05-2-10)

(Focarile 2nd Cook)

UNANIMOUSLY PASSED

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

Motion #11

“Move to adjourn.”(EBM 05-2-11)

(Focarile 2nd Gonzalez)

UNANIMOUSLY PASSED

The meeting was adjourned at 4:04pm.

Respectfully submitted,

Gene Garnes,
Secretary & Director of Organizing

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