



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, June 1, 2005

**ATTENDING:**

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

**EXECUTIVE BOARD:**

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

The meeting was called to order at 9:30 am with LP McEwan presiding.

LP McEwan led the salute to the Flag.

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

**Motion #1**

**“Move to accept the May 2005 Regular Executive Board Minutes as corrected.” (EBM 05-6-1)**

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

**UNANIMOUSLY PASSED**

**Motion #2**

**“Move to thank outgoing Executive Board Member Vinnie Novak for his years of dedicated and expert service to the membership and the Executive Board. We wish Vinnie luck in all of his future endeavors.” (EBM 05-6-2)**

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

**FOR: Worster, Garnes, Salvaggio, Keyes, Hinrichsen, Gonzalez, Cimino, Cappo, Endara, Johnson, Calamera, Robblee, Sullivan, Focarile.**

**AGAINST: None**

**ABSTAIN: Novak**

**MOTION PASSED**

**IA SWEARING IN OF MICHAEL NOSEWORTHY**

At this time LP McEwan administered the oath of office to Michael Noseworthy, Unit #13's new Executive Board Representative.

**II CORRESPONDENCE**

The correspondence file was available for inspection.

**III NEW MEMBERS**

|                       |              |
|-----------------------|--------------|
| Susan E. Becerra      | NBC – DH     |
| Scott A. Blank        | NBC – DH     |
| Nicholas V. Orandello | NBAE – Staff |
| Bruno D. Trepanier    | NBC – Staff  |
| Richard L. Gaines     | NBAE – Staff |
| Richard J. Perkins    | NBC – DH     |

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

#### **IV COMMITTEE REPORTS**

- a) **Financial Report** – LT Salvaggio reported. He distributed a snap shot of the JP Morgan investments to the Board. He is checking to see if we have tax exempt status in an effort to save money. NBC has fixed the Local Dues issue involving the Staff employees. On May 1, 2005 he had a meeting with the Sector's Dan Mahoney to review the new labor codes that we all must use and he handed out copies of the revised labor codes and went through them with us.
  
- b) **Grievance Report** - LVP and Grievance Chairman L. Worster reported.

#### **At NBC**

- May 6- LP McEwan, E-Board member Hinrichsen, one of our members and I met with the Company regarding operational changes in the area of Graphics playback. This is an open and on going dialogue and will require more meetings.
  
- May 9- E-Board member Sullivan, one of our members and I met with the Company regarding an outage in the N.E. Hub. After discussion it was determined that our member would receive more training.
  
- May 16- E-Board member Keyes, Shop Steward Duffy and I met with the Company over concerns about the upcoming engineering projects. This is an open and ongoing dialogue and will continue. Later that day one of our members and I met with the Company regarding our member having a lateness problem. Our member admitted the problem and will address the issue. Our member will be issued a letter of warning.

**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**

May 11- I met with the Company to settle grievance MCC05-01. This grievance involved the improper scheduling of our members' first meal period. This was settled to the satisfaction of our members involved.

**At BCAT** - No report.

c) **Safety** - LS Garnes had no report. S. Cimino reported on the construction of studio 8H. A number of complaints have been filed regarding itchy noses, sore throats and watering eyes. The NBC health office was called and they discussed the issue with the HVAC Department and got them to monitor the air quality. They found some asbestos in the 8<sup>th</sup> floor old wardrobe area and it was abated. LP McEwan reported that he'd gotten reports of some of our members not leaving the towers during lightning storms on the golf remotes and he discussed this with the company who will issue guidelines for this. We also received reports that some members are not using the safety harness while working on elevated camera stands.

d) **Membership News** –

Donna Leach (NBC Graphics) is the mother of a baby girl.  
Julie Buchfirer (NBC Gaphics) is the mother of a baby girl.  
Russ Ross (NBC S/F) is out ill.  
Charles Giles (NBC BSE) is out ill.  
Andy Fowler's (NBC Net EJ) father passed away.  
Larry Sherman (NBC Genesis) is out ill.  
Matthew Kolusa (NBC Genesis) is out ill.  
Glen Arber (NBC S/F) is out ill.  
Rich McKenna (NBC S/F) has returned to work.  
Bernie Braun (WNBC EJ) is out ill.  
CLC Delegate Arthur Finklestein is recovering from knee surgery.

e) **Vacation**- No report.

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

h) **STORM** – S. Cimino reported that the TD's now have the ability to export their crews and print out lists of the crews for the various shows.

g) **Training**– LT Salvaggio reported. We have consummated the deal with Oddey Training in New Jersey. The Pro-Tools seminar will be held in New Jersey in September. As of date we have trained over 500 people.

- i) **Net EJ Safety** – M. Noseworthy reported. The One-Man-Band (OMB) issues continue and we will need to request exemption lists and what's expected of the OMB.

- j) **Other Committees** –

**Relocation Committee** – R. Calamera reported that the committee started negotiations on the tenth floor at 3 w. 35<sup>th</sup> Street. They looked at a new location on 27<sup>th</sup> street. It is fully built up and would need no build out at all. We would be looking for a ten year deal. The cost per square foot is estimated to be \$24.50. He distributed information on the building to the committee. R. Calamera at this time advised the Board that he had looked at the building on 27<sup>th</sup> Street again, this time with T. Cappo and discussed costs. We can save over \$5,000.00 per month and he would like to follow-up on it. The consensus was to move forward on it.

**Diversity Committee** – J. Endara reported. A meeting was held on May 9, 2005 with NBC. It was very productive and the company appeared to understand our needs and concerns. The committee felt that we got our message across and the company is willing to help change the perception.

**Motion #3**

**“Move to accept the Committee Reports.”(EBM 05-6-3)**

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

**ABSENT: Hinrichsen, Cappo, Calamera, Robblee**

**UNANIMOUSLY PASSED**

**Motion #4**

**“Move to accept the new members contingent upon payment of all applicable dues and fees.” (EBM 05-6-4)**

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

**UNANIMOUSLY PASSED**

- a) **NBC** – LP McEwan reported. We've worked out some deals involving Daily Hire members; those working a four-day workweeks will get credit of 1 ¼ days per shift towards there 200 day quota. Daily Hires can now use the NBC Fitness Center. At WNBC our members were used for the Governor's debate from WNJU which has an IBEW contract. We had a meeting with NBC on contract

negotiations and no dates have been set as of yet. S. Cimino initiated a discussion on the Macy's Fourth of July Show. They will be using daily hires. A tape operator approached him and advised that all SNL tapes of the show are being dubbed to DVD by non-bargaining unit personnel. J. Keyes reported that NBC's Jim Kiick told him that the training of non-union employees by NABET-CWA represented employees was at the discretion of the company. The Union disagrees.

- b) **TWC/ROC**– LP McEwan reported. At TWC, the contract is being proof-read prior to printing. At ROC, contract talks are over and the ratification vote will follow. The tentative agreement calls for a four year package which includes the addition of paid holidays, guarantee of work for employees during non-baseball events, wage increase of 12 ½% over four years and docking language.
- c) **NBAE** – S. Robblee reported that the playoffs continue. There is the possibility of a lock-out of the players as of July 1, 2005 if a new contract is not settled by then.
- d) **SICTV** – LS Garnes reported. We held a rally on May 6, 2005 in front of Borough Hall in Staten Island. It was a big success. SICTV Executive Tibor Spigle was terminated by the Board of Directors and we have requested the company to return to the table for a continuation of contract talks.
- e) **MCC**– LVP Worster reported. We have settled our grievance against MCC; the settlement requires the training of the employees in fiber optics. There are some major projects coming up that our members will be participating in.
- f) **BCAT**– D. Johnson reported. Negotiations are progressing. We had a meeting on June 2, 2005 and the committee is working on counterproposals. The employees are working on new technologies at BCAT involving fiber optics and the projects are proceeding smoothly and could result in more work for our members.
- g) **BronxNet** – LS Garnes reported. The negotiating committee met on May 26, 2005 and went over the information supplied to us by the company. All information received appears to be accurate and we will now be requesting dates to meet with the company. Sector Representative Lou Fallot will handle negotiations.
- h) **Central Labor Council** – No report.

- i) **Secretary Report** – LS Garnes reported that he had received blank petitions for those who are interested in running for Sector office and the rules and blank petitions would be left in Carrol DeoLal’s office for those interested in running.
- j) **Organizing** – LS Garnes reported. He updated the board on the status of organizing within the local.
- l) **NABET-CWA Convention** – LP McEwan reported. So far, eight petitions have been picked up. As of now, we are not sure how many delegates we will have. Discussion ensued on the costs associated with sending the delegates and as to how many we are allotted. According to LT Salvaggio, it costs approximately \$2,050.00 to send delegates who are not on full time leave.

**Motion #5**

**“Move to allocate up to the sum of \$16,000.00 to cover expenses to send delegates to the 2005 NABET-CWA Conference and Convention in Chicago, Illinois from August 24, 2005 through September 1, 2005.” (EBM 05-6-5)**

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

**UNANIMOUSLY PASSED**

- k) **James Casler Appearance** – At this time Brother James Casler appeared before the Executive Board as requested to discuss complaints received regarding his alleged actions in the workplace.
- m) **Audits** – LT Salvaggio reported. He discussed with the Board his meeting with Sector Executive Assistant Dan Mahoney regarding a number of issues. At this time, no one in the Sector is doing full blown audits and a review audit would be acceptable by the Sector. Discussion ensued on whether or not to do a “review” or an “audit” now or wait until August when the sector By-Laws are modified. It was decided to wait.
- n) **Organizers Salary** – LT Salvaggio reported. We need to allocate monies to continue to keep LS Garnes on full-time leave as Organizer. Additionally, we have to allocate monies as we never funded the position from January 1, 2005 to present. Discussion ensued as to whether or not the local can afford to pay for this. The CWA has agreed to pick up 75% of the salary of LS Garnes through March 31, 2006. The local would pick up the remaining 25% of his salary in addition to the cost of his benefits.

**Motion #6**

“Move to allocate the sum of \$61,000.00 to pay the Local 11 portion of Local Eleven Director of Organizing Gene Garnes salary from the period of January 1, 2005 through March 31, 2006, so that he may continue to perform his duties of organizing for the local.” (EBM 05-6-6)

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

**FOR:** Worster, Garnes, Salvaggio, Cimino, Sullivan

**AGAINST:** Keyes, Hinrichsen, Cappo, Endara, Calamera, Noseworthy, Focarile

**ABSTAIN:** Johnson, Robblee, Gonzalez

**MOTION FAILS**

**Motion #7**

“Move to appropriate up to the sum of \$26,000.00 for the services of our organizer from January 1, 2005 to the 2<sup>nd</sup> week of July 2005 as Local Eleven’s portion of the joint Local Eleven-CWA salary payment.” (EBM 05-6-7)

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

**FOR:** Worster, Salvaggio, Keyes, Hinrichsen, Cimino, Cappo, Endara, Johnson, Calamera, Noseworthy, Sullivan, Focarile

**AGAINST:** None

**ABSTAIN:** Garnes

**ABSENT:** Gonzalez, Robblee

**MOTION PASSES**

- p) **Audits** – LT Salvaggio reported. We have to do two more audits involving the years 2003 & 2004. We are trying to combine audits to get a better deal going. Discussion ensued regarding doing a “Review” and a “Review audit”.
- q) **Bulk Mailing** – LT Salvaggio reported. He discussed the possibility of bulk mailing with the Board. We can save money by delivering it

to the post office sorted properly. Discussion ensued. It was decided that it was not cost effective given that someone would have to deliver the boxes to the post office.

- r) **Training** – R. Calamera reported. Discussion ensued on whether or not the local should have its own training committee aside from BURST. No action taken.

VII **NEW BUSINESS**

- a) **Roseann Barnett** – LT Salvaggio reported. Sister Barnett has requested that the local grant to her the 50% discount that was in effect at the time of her initial hire as she was never told about it. Discussion ensued

**Motion #8**

**“Move that due to confusion and misplaced paperwork, Ms. Barnett is eligible for the 50% discount that was in place at the time of her membership application and shall be afforded that discount.” (EBM 05-6-8)**

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

**ABSENT: Gonzalez, Robblee**

**PASSED UNANIMOUSLY**

- b) **Ed Chin Retirement Benefit**– LT Salvaggio reported. Brother Chin has requested his Retirement Benefit from the local.

**Motion #9**

**“Move to pay the local Eleven Retirement Benefit of \$1,000.00 to Edward Chin contingent upon payment of all applicable dues and fees.” (EBM 05-6-9)**

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

**ABSENT: Gonzalez, Robblee, Focarile**

**UNANIMOUSLY PASSED**

- c) **Bryan Finn** – LT Salvaggio reported. Bro. Finn is requesting an extension of his initiation fee. Discussion ensued.

**Motion #10**

**“Move to extend the Initiation Fee payments of Bryan Finn from 80 to 120 pay periods.” (EBM 05-6-10)**

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

**ABSENT: Gonzalez, Robblee**

**UNANIMOUSLY PASSED**

d) **AAA** – LT Salvaggio reported. He discussed the possibility of conducting elections ourselves to help save money. Discussion ensued with no action being taken.

e) **LOA Forms** – LT. Salvaggio reported. He distributed copies of the new LOA forms for use from now on. The new w-4 and I-9's are to likewise be filled out.

f) **1099's** – LT Salvaggio reported. Discussion ended on the stipend monies that we receive; we have not been deducting dues from them and we should be. He will look into it further.

g) **Attendance/Lateness** – LP McEwan reported. We have a problem with one of our Executive Board Members who is consistently late or not showing up at all. Discussion ensued and it was decided to discuss this at the next Board meeting.

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

**Motion #11**

**“Move to adjourn.”(EBM 05-6-11)**

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

**ABSENT: Gonzalez, Robblee**

**UNANIMOUSLY PASSED**

The meeting was adjourned at 5:31pm.

Respectfully submitted,

Gene Garnes,  
Secretary & Director of Organizing

cr/opeiu153:afl-cio