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GENE GARNES
SECRETARY &
DIRECTOR OF ORGANIZING

REGULAR EXECUTIVE BOARD MEETING

Wednesday, March 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 (working)	#13. V. Novak
#5. T. Gorry	#14. S. Robblee (working)
#6. T. Cappo	#16. P. Sullivan
#7.	#18. R. Focarile (absent)
#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.

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

Motion #1

“Move to accept the February 2005 Regular Executive Board Minutes as corrected.” (EBM 05-3-1)

(Hinrichsen 2nd Endara)

FOR: Garnes, Keyes, Hinrichsen, Cappo, Endara, Novak, Worster, Calamera, Gorry

AGAINST: None

ABSTAIN: Sullivan

MOTION PASSED

II CORRESPONDENCE

The correspondence file was available for inspection.

III NEW MEMBERS

John J. Bryne	NBC – DH
Peter Yarusavage	NBC – DH
Kimberly R. Cornett	NBC – Staff
Steve L. Micallef	NBC – DH
Thomas F. Hogan	NBC – DH
Edward D. Barton	NBC – DH
Sarah E. Sweetland	NBAE – DH
Peter A. Keppler	NBC – DH
Oleg Shvetsov	MCC – Staff

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

IV COMMITTEE REPORTS

j) Other Committees – Election Committee report: LP McEwan reported on the recent election for Treasurer:

Total Ballots Mailed	1196
Ballots Received	440
Ballots Counted	438
Frances Cimino	140
Louis M. Marinaro	58
Joseph Salvaggio	237

Joseph Salvaggio is declared the winner.

Motion #2

“Move to go out of order on the agenda to discuss item “p” under Old Business (Election Report)” (EBM 05-3-2)

(Hinrichsen 2nd Calamera)

UNANIMOUSLY PASSED

Motion #3

“Move to accept the Election Report for Local Treasurer as read.”(EBM 05-3-3)

(Hinrichsen 2nd Worster)

FOR: Worster, Garnes, Keyes, Hinrichsen, Gorry, Cappel, Calamera, Novak, Sullivan

AGAINST: None

ABSTAIN: Endara

MOTION PASSED

At this time LP McEwan administered the oath of office to LT. Salvaggio.

IV Committee Reports – (continued)

a) **Financial** - LT Salvaggio reported. He will be working out a schedule with Lou Roland to get up to speed on the books and he looks forward to working with the Board. LP McEwan reported that the bonds have been sold and the last Amalgamated account was closed. Steve Schlapp was not available to appear before the Board. He'll make an attempt to appear at the April meeting.

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

At NBC

Feb. 1- LP McEwan and I met with the Company regarding the ongoing issue with grievance NN03-27. This grievance concerns the hotel accommodations for the crew at the telecast of Tournament Players Championship. The Company will increase the number of cars for the crew members and will supply a room for the crew to use as a lounge. We also discussed the issue of safety harnesses for the camera operators on the NASCAR telecast. The Company is working on a safety system that will be less cumbersome to the operators.

Feb 10 - LP McEwan, Attorney Peterson Members Riggio, White and Barr and I met before Dr. Parker for the arbitration of grievance NN04-17. This grievance concerns safety issues for Network News gathering crews. After discussion the Company has agreed to safety training in areas that the crew members feel specifically necessary for the safe performance of their jobs.

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

Feb. 4 - LP McEwan and I met with the Company concerning grievance MCC05-01. This grievance concerns an improper meal period for our members. This was the initial meeting trying to resolve the grievance. We have not reached resolution at this time but have an ongoing dialogue.

At BCAT - No report.

At POWER-UP STAFFING - No report.

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

- c) **Safety** - LS Garnes reported. He investigated some complaints from some of our members who work in the EJ Library. We are still waiting to hear from NBC on the status of the hearing conservation program.

d) **Membership News –**

Jenny Choi (NBC Graphics) has returned to work after having surgery.
Kathy Barbee's (NBC S/F) mother died.
Michael DeSouza's (NBC Genesis) father died.
Bob Natoli's (NBC Genesis) mother died.
Larry Sherman (NBC Genesis) remains out ill.
George Belliveau's (NBC NE Hub) father-in-law died.

e) **Vacation-** No report.

f) **Membership Services** – R. Calamera reported. Tonight is the Shop Steward Dinner at the China Club. We are hoping for a good turnout.

j) **Other Committees –**

Website – R. Calamera reported that the Paypal system is now up and running.

Relocation Committee – R. Calamera reported that he will be setting up a meeting with the committee.

g) **Training** – Training Committee Chairman LT Salvaggio reported. We are tentatively planning an event for the middle of next month. We hope to conduct a course in pro-tools and are awaiting confirmation. Representatives of Sony have indicated that they will come back and put on another course on Sony Switchers.

h) **Storm** - R. Calamera reported. NBC's Julie Radin cancelled the meeting that they were supposed to have and she will re-schedule a new one. The Company is still trying to negotiate with individuals to pick vacations via Storm. T. Cappo suggested filing grievances if Julie Radin is negotiating directly with our people.

j) **Other Committees – DHAC** – E. Hinrichsen reported. There was a Side letter 32/70 meeting held in Washington, D.C. from February 25th thru the 27th. Committee Member Stephanie Griffin and advisor to the DHAC, Hinrichsen, attended. J. Endara reported that many Daily Hires are unhappy due to the lack of information from the committee. LP McEwan is considering making changes to the committee.

k) **E-Board Re-organization** – E. Hinrichsen reported. The committee has spent a lot of time considering proposed changes

within Unit #13. The Committee considered all possibilities and presented those that they felt were tenable.

- l) **Diversity Committee** – J. Endara reported. He distributed a statement from NBC’s VP of Human Resources, Marc Saperstein on inclusiveness. He feels that a meeting should be requested so that we can make him aware our concerns. The Committee will draft a letter with LP McEwan.

Motion #4

“Move to accept the Committee Reports.”(EBM 05-3-4)

(Garnes 2nd Endara)

FOR: Worster, Garnes, Salvaggio, Keyes, Hinrichsen, Gorry, Cappel, Endara, Calamera, Novak, Sullivan

AGAINST: None

ABSTAIN: Cook

MOTION PASSED

V OLD BUSINESS

- a) **Pete Stendel Appearance** – At this time Brother Pete Stendel appeared before the Board to discuss his pleading guilty with an explanation in the matter of Pellegrino vs. Stendel. He admitted that his actions made a bad situation worse and apologized to the Board and to Frank Pellegrino and assured us that there would never be an occurrence again. Discussion ensued with the following motion being made;

Motion #5

“Moved that the Executive Board, having heard Pete Stendel’s guilty with an explanation please in re: Pellegrino v. Stendel under it’s responsibility in 10.5(b) of the Sector By-Laws finds that Pete Stendel has realized and acknowledged his bad judgement in the above matter, and is sincere in his apology for his actions. The Board declines to impose any penalty and declares this matter settled.” (EBM 05-3-5)

(Hinrichsen 2nd Sullivan)

UNANIMOUSLY PASSED

Motion #6

“Move to accept the new members contingent upon payment of all applicable dues and fees.” (EBM 05-3-6)

(Garnes 2nd Calamera)

UNANIMOUSLY PASSED

- a) **NBC** – LP McEwan reported. The Company has informed us that much of the Northeast ingest work will be transferred to the Miami Hub. There will be a negative impact on staffing involving Daily Hires in NY. The transfer of work should take place by as early as April 2005. Discussion ensued on the impact of this on our members. Graphics manager, Mike Benevento has left the company. A shop meeting with WNBC EJ Crew members was held at the union office and there was discussion regarding hours and working conditions and harassment of our members by managers.
- b) **TWC/ROC**– LP McEwan reported. We are setting up negotiation dates with ROC and we are waiting to hear from the company attorney. At TWC, we are down to discussing wages and feel that we may have an agreement very soon.
- c) **NBAE** – LP McEwan reported. The Graphics people are not being paid as Union and we have a meeting set up with the company to address this issue.
- d) **Quantum Integration** – LP McEwan reported that we have achieved a first-time agreement with the employer. It took one day of negotiations to come to an agreement.
- e) **SICT** – LS Garnes reported. Mobilization is continuing. We have a rally under consideration.
- f) **MCC**– LP McEwan reported. We had a grievance meeting to work out issues on the half hour meal penalty. We are waiting to hear back from the company.
- g) **BCAT** – LP McEwan reported. Negotiations were held yesterday (3/1) and made some progress in the talks.
- h) **BronxNet** – LS Garnes reported. The Negotiating Committee met in caucus at the Local's office and went over the ground rules and proposals. We will now propose a series of meetings to the company.

- i) **PowerUp Staffing** – LP McEwan reported. As it looks right now, we may not be renewing the contract with them as they have not done any business as of yet.
- j) **Central Labor Council** – LS Garnes reported. Delegate Arthur Finklestein’s report was available for inspection.
- k) **Secretary Report** – LS Garnes reported. In the matter of Rooney vs. Szajt, the trial was held on January 27th. The verdict was not guilty. In the matter of Rooney vs. Fox, Martin, Eisenstein & Skene, Brother’s Fox, Martin & Eisenstein was resolved through mediation. Brother Skene had his charge dropped by Brother Rooney during the trial. He distributed a copy of the phone poll motion to the Board that was conducted during the previous month. We have received the official call for the NABET-CWA First Triennial Conference in August 2005.
- l) **Organizing** – LS Garnes reported. He updated the Board on the status of organizing within the Local.
- m) **Unit #13** – E. Hinrichsen reported. Discussion with the Board ensued as to what should be done, if anything.

Motion 7

“Moved to amend the Local Eleven By-Laws, Section 4.2(b) as follows:

4.2(a), and wherever else it shall appear on pages 10, 11 & 12, shall be changed from Units #9 & 16 (NBC ON-AIR, TRAFFIC, COMMUNICATIONS, SKYPATH, PVT, NORTHEAST HUB, TECH. OPER. CTR (TOC), MEDIA OPER CNTR, to: UNITS #9 & 16 (NBC ON-AIR, TRAFFIC, COMMUNICATIONS, SKYPATH, PVT, NORTHEAST HUB, TECH. OPER. CTR (TOC), MEDIA OPER CNTR) and add: NBC NETWORK EJ EDITORS, LIBRARIANS & MEDIA MANAGERS CURRENTLY ASSIGNED TO DPS IN 30 ROCK.

Delete from Unit #13 anywhere it appears on pages 10, 11 & 12: NBC NETWORK EJ EDITORS, LIBRARY currently located in 30 Rock (DPS).

The intended effect of these changes is to transfer representation of NBC Network EJ Editors, Librarians & Media Managers currently assigned to DPS in 30 Rock.” (05-3-7)

(Novak 2nd Keyes)

FOR: Worster, Garnes, Salvaggio, Keyes, Gorry, Endara, Cook, Novak, Sullivan

AGAINST: None

ABSTAIN: Hinrichsen, Calamera

MOTION PASSED

A second reading and vote will be taken at the April, 2005 Executive Board meeting.

- n) **PVT** - J. Endara reported. He discussed his attempt to have some dialogue with NBC's Tessa Capodice involving several issues, however she refuses to discuss it with him. He may be forced to go over her head if she won't meet and discuss the issues which include pay scales for people assigned to the 2nd & 5th floors.
- o) **Trial Body** – E. Hinrichsen reported. Discussion ensued about making some adjustments to the Local's Standing Trial Body.

Motion #8

“Move that per the Local Eleven By-Laws, section 9.2, the Executive Board hereby appoints the following to the Standing Trial Body: Frank Pellegrino, Chair; Ray Calamera, member, Cathy Worster, member. As Alternates the following are appointed: Timothy Gorry and Robert Sullivan. This motion shall create the composition of the Standing Trial Body and supersedes any motion or composition to this date. (05-3-8)

(Hinrichsen 2nd Worster)

UNANIMOUSLY PASSED

Motion #9

Moved to amend the Local Eleven By-Laws, Section 9.2) as follows:

“...and two (2) Alternates,” shall now read”...and four (4) Alternates,”

The intent of this change is to supply the Trial Body with 4 Alternates instead of two (2).” (EBM 05-3-9)

(Hinrichsen 2nd Calamera)

ABSENT: Salvaggio, Cappo, Cook

UNANIMOUSLY PASSED

A second reading and vote will be taken at the April, 2005 Executive Board meeting.

VII NEW BUSINESS

- a) **NNC Meeting** – LP McEwan reported. We need to appropriate monies to send him to the NCC meeting to be held

Motion #10

“Move to appropriate up to the sum of \$1,500.00 to send LP Ed McEwan as the Local Eleven Rep to the NCC meeting, April 19-22nd, in Las Vegas, Nevada.”(EBM 05-3-10)

(Worster 2nd Garnes)

UNANIMOUSLY PASSED

- b) **NAB Convention**– LP McEwan reported. LS Garnes would like to attend the NAB Convention to keep his technical skills current as to help him in his organizing duties. Discussion ensued. The majority of the Board felt LVP Worster should attend as opposed to LS Garnes as they handle labor relations matters.

Motion #11

“Move to allocate up to \$2,500.00 to send LVP & Grievance Chairman Larry Worster as Local Eleven’s Representative at the NAB April 16 to the 21st, 2005 in Las Vegas, Nevada” (EBM 05-3-11)

(Hinrichsen 2nd Calamera)

FOR: Garnes, Salvaggio, Keyes, Hinrichsen, Endara, Calamera

AGAINST: Gorry, Novak, Sullivan

ABSTAIN: Worster

ABSENT: Cappo, Cook

MOTION PASSED

- c) **Members Survey** – LP McEwan reported. He received a survey proposal by the Sector. They would like to get our members to respond to it. It is

suggested that you do this one-on-one basis with the member.
Discussion ensued.

- d) **Scholarships** – R. Calamera reported. We received 42 scholarship applications. There are 17 open scholarships, and 24 renewals and 19 new applications. Discussion ensued.

Motion#12

“Accept the late 2005 scholarship renewal application submitted by Timothy J. Natoli.”(EBM 05-3-12)

(Endara 2nd Sullivan)

UNANIMOUSLY PASSED

Motion #13

“Move to allocate the sum of \$12,500.00 to fund 25 scholarships at \$500.00 per scholarship.” (EBM 05-3-13)

(Worster 2nd Hinrichsen)

UNANIMOUSLY PASSED

Motion #14

“Move to allocate the sum of \$9,500.00 to fund 19 new scholarships.” (EBM 05-3-14)

(Calamera 2nd Hinrichsen)

FOR: Worster, Salvaggio, Hinrichsen, Gorry, Endara, Calamera, Novak, Sullivan

AGAINST: Garnes

ABSTAIN: None

ABSENT: Keyes, Cappo, Cook

(MOTION PASSED)

Motion #15

“Move to name a Local Eleven Scholarship “The William F. Freeh Scholarship.” (EBM 05-3-15)

(Gorry 2nd Salvaggio)

FOR: Worster, Garnes, Salvaggio, Gorry, Endara, Calamera, Novak, Sullivan.

AGAINST: Hinrichsen

ABSTAIN: None

MOTION PASSED

e) **Dante Pagano Initiation Fee** – LS Garnes reported. Brother Pagano is requesting that his Initiation Fee be extended. Discussion ensued.

Motion #16

“Move to extend the Initiation Fee payments of Dante Pagano from 80 to 120 pay periods.” (EBM 05-3-16)

(Calamera 2nd Worster)

UNANIMOUSLY PASSED

f) **Paul Schlader Death Benefit**– LS Garnes reported. Brother Schlader passed away. Discussion ensued. As he was not a member in good standing, no benefit is payable.

g) **Skypath** – J. Endara reported. He discussed cuts taking place in Skypath or ones they intend on implementing. They are not covering sick calls, more than half of the staff did not receive the overview training of the ILC/Backhaul System.

h) **John Byrne Initiation Fee Request** - LS Garnes reported. Brother Byrne has requested that his Initiation Fee be extended. Discussion ensued.

Motion #17

“Move to extend the Initiation Fee payments of John Byrne from 80 to 120 pay periods.” (EBM 05-3-17)

(Hinrichsen 2nd Worster)

UNANIMOUSLY PASSED

- j) **Pete Yarusavage Initiation Fee Request** – Brother Yarusavage has requested that we consider granting his request for an extension of his Initiation Fee.

Motion #18

“Move to extend the Initiation Fee payments of Pete Yarusavage from 80 to 120 pay periods.” (EBM 05-3-18)

(Gorry 2nd Endara)

UNANIMOUSLY PASSED

- k) **Retirement Funding** – LVP Worster reported. Our Retirement Committee has made a request that we allocate monies so they may serve refreshments at their membership meeting. Discussion ensued.

Motion #19

“Allocate the sum of \$200.00 to the Local 11 Retirees Club for the purpose of purchasing refreshments. (EBM 05-3-19)

(Worster 2nd Novak)

UNANIMOUSLY PASSED

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

Motion #20

“Move to adjourn.”(EBM 05-3-20)

(Sullivan 2nd Worster)

UNANIMOUSLY PASSED

The meeting was adjourned at 6:50pm.

Respectfully submitted,

Gene Garnes,
Secretary & Director of Organizing

cr/opeiu153:afl-cio