



AFL-CIO-CLC • LOCAL 11

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GENE GARNES
SECRETARY &
DIRECTOR OF ORGANIZING

REGULAR EXECUTIVE BOARD MEETING

Wednesday, May 4, 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 |
| #3. E. Hinrichsen | #12. R. Calamera |
| #4. S. Gonzalez | #13. V. Novak |
| #5. T. Gorry | #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 APRIL 2005 REGULAR EXECUTIVE BOARD MEETING

Motion #1

“Move to accept the April 2005 Regular Executive Board Minutes as corrected.” (EBM 05-5-1)

(Focarile 2nd Endara)

ABSENT: Hinrichsen, Calamera, Robblee

UNANIMOUSLY PASSED

II CORRESPONDENCE

The correspondence file was available for inspection.

III NEW MEMBERS

Elizabeth R. Heeden	NBC – DH
Thanasis Petrakis	NBAE – DH
Chris Lee Kamla	NBAE – DH
Brooke C. Destefani	NBAE – DH

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

IV COMMITTEE REPORTS

j) Other Committees -

Relocation Committee – R. Calamera reported. CBR Ellis met with the building to discuss a possible buyout. It would cost us one year worth of rent monies to buyout the contract. CBR Ellis would market out the space and if all goes well, we could just walk away. He presented a proposal to the Board for space at 3 West 35th Street in Manhattan. The consensus of the Board was to continue the process.

Motion #2

“Move to go out of order on the agenda to discuss item “r” under old business.” (EBM05-5-2)

(Cappo 2nd Sullivan)

UNANIMOUSLY PASSED

V OLD BUSINESS

- r) **Office Move** - E. Hinrichsen reported. Discussion focused on allowing LP McEwan to begin negotiations on the space at 3 West 35th Street and also negotiations to release us from our obligations at 888 Seventh Avenue.

Motion #3

“Move to authorize the relocation and LP McEwan to begin negotiations to obtain office space at 3 West 35th Street and to negotiate the release of our current obligations at 888 Seventh Avenue.” (EBM 05-5-3)

(Cappo 2nd Gorry)

UNANIMOUSLY PASSED

IV COMMITTEE REPORTS (Con’t)

- j) **Committee Reports** – (Con’t)

Election Committee – Chairman A. Donatien reported: He reported on the election in Unit #5.

Ballots mailed	222
Ballots received	129
Ballots counted	128 (1 had no I.D.)
Steve Cimino	69
Tim Gorry	59
Void	1
Blank	0

Steve Cimino is declared the winner.

In Unit #1 – James Keyes, Unit #3 – Ernie Hinrichsen, Unit #9 – Jose Endara, Unit #11 – Joy Cook, Unit #13 – Mike Noseworthy, the incumbents were unchallenged and as such duly elected to office.

Motion #4

“Move to accept the election report as read.” (EBM 05-5-4)

(Garnes 2nd Worster)

UNANIMOUSLY PASSED

Motion #5

“Move to thank outgoing Executive Board Member T. Gorry for all his dedication and tireless efforts on behalf of the Local and wishes him good luck in his future endeavors.”(EBM 05-5-5)

(Salvaggio 2nd Robblee)

UNANIMOUSLY PASSED

At this time, LP McEwan administered the oath of office to E. Hinrichsen, J. Keyes, S. Cimino and J. Endara.

- a) **Financial Report** – LT Salvaggio reported. He is now up to speed on Quick Books and payroll input. As per last month’s E-Board motion, a check for \$1,500.00 was sent to Accountant Steve Schlapp. Sector Assistant-To-The-President Dan Mahoney will be meeting with LT Salvaggio to assist instructing him what the requirements are to satisfy the Sector obligations. The Scholarship checks went out recently. We are looking into a more cost effective phone plan as the one we are currently using is very expensive.
- b) **Grievance Report** - LVP and Grievance Chairman L. Worster reported.

At NBC

April 4- I received notice of the settlement of grievance NN02-31. This grievance involved the improper upgrade payment to one of our members. Our member was made completely whole and was satisfied with the settlement.

April 7- LP McEwan, Attorney Sturm, one of our members and I met with the Company before Dr Parker to revisit grievance NN98-01. This grievance involved the Company acting in a harassing and discriminatory manner towards our member by not giving our member wanted assignments. Dr. Parker had retained jurisdiction

over the original grievance. Dr. Parker explained that if our member improved in performance over the next 10 months that due consideration would be given to our member's requests.

April 12- One of our members and I met with the Company over a lateness issue. Our member had recurring lateness problem years earlier. After discussion it was determined that our member did not have the same recurring problem.

April 14- LP McEwan, one of our members and I met with the Company to discuss the lack of use of our regular daily-hire utilities while using IA personnel as hyphenates to our work. After discussion the Company has agreed to use our members for this work. Later that afternoon LP McEwan, LS Garnes, and some of members and I met with the Company to discuss the move of the PVT Gp-7 desk to the Graceland area and other concerns. After the discussion the Company has agreed to look into our concerns but as yet does not seem responsive. This will therefore require more effort on both sides.

April 26- One of our members and I attended a meeting with the Company regarding our member's recurring lateness. This is an ongoing investigation and the Company will get back to us with more information. Later that afternoon E-Board member Focarile, Shop Steward Marinaro and I met with the Company regarding moving WNBC editing to the 5th floor. At the present time this is just a study and they will not know if it is feasible for some months to come.

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

April 1- I received e-mails from members affected by grievance MCC05-01. This grievance involved the improper scheduling of their meal period while working on a project at CNBC. At this time all of the

affected members except one have e-mailed their acceptance of the offer for settlement of the grievance.

April 13- LP McEwan and I met with representatives of Local 3 to discuss an issue concerning jurisdiction over an installation project downtown. After discussion Local 3 conceded that it was in fact our project.

At BCAT- No report.

- c) **Safety** - LS Garnes reported. He investigated some complaints from some of our members who work on the fifth floor in graphics and other related areas. We have received calls from some of our members concerning the demolition work on the 4th floor. A report of a possible asbestos situation on the 8th and 9th floors was reported and will be investigated.
- d) **Membership News –**

Bill Vacaro (NBC S/F) is back to work.
Vito Catalanotto (NBC Local EJ) is back to work.
Jeffrey Baker's (Local Mtce) mother passed away.
Earl Solloim's (NBC Hub) mother passed away.
- e) **Vacation-** No report.
- f) **Membership Services –** No report.
- h) **STORM** - No report.
- g) **Training** – LT Salvaggio reported. We are trying to set up a Pro Tools Seminar and training classes will be held in N.J.
- i) **Net EJ Safety** – V. Novak reported. We had several engineers in Rome covering the Pope's funeral. Many were working long hours and sent back to New York with no time off. He suggested that perhaps we should consider a work-load grievance.
- j) **Other Committees –**

Relocation Committee – R. Calamera reported that the committee met with representatives from CBRE and discussed sub-leasing our space, but that was determined not feasible. The buyout is the best option for us to consider. The consensus of the Board was to move on to the next step and have CBRE approach Vornado Realty and investigate the costs of a buyout and move to a new building.

Diversity Committee – J. Endara reported. A letter was drafted with the help of LP McEwan and Attorney Lowell Peterson and was sent to NBC's HR and Communications VP, Marc Saperstein requesting a meeting with him. We got an immediate response from Day Krolik and it was agreed that a meeting will be set up for May.

Motion #6

“Move to accept the Committee Reports.”(EBM 05-5-6)

(Garnes 2nd Hinrichsen)

UNANIMOUSLY PASSED

Motion #7

“Move to accept the new members contingent upon payment of all applicable dues and fees.” (EBM 05-5-7)

(Garnes 2nd Hinrichsen)

UNANIMOUSLY PASSED

Motion #8

“Move to go out of business on the agenda to discuss item “o” under Old Business.” (EBM 05-5-8)

(Sullivan 2nd Gonzalez)

V OLD BUSINESS

- o) **Bill Clark Appearance** – At this time, Shop Steward Bill Clark appeared before the Executive Board to discuss his shop's concern regarding the By-Laws change effectuated at last month's Executive Board meeting. There is some concern by his members about the type of representation they will receive and they would like to have their own E-Board representative. Discussion ensued and the Board will take it under advisement.

- a) **NBC** – LP McEwan reported. We have a problem with the Company using Hyphenates to do more work. It will be grieved and arbitrated if necessary. There was some concern expressed by the WNBC TD's over the workload and long hours during the Pope's recent illness and death. We had a meeting with Labor Relations to discuss various issues germane to the PVT G-7 desk. We have a pending discharge case that will be arbitrated if it cannot be settled. There will be a rather large High Definition project coming up at

NBC involving some of the studios. It should be a lot of work for some of our members.

VI NEW BUSINESS

- a) **CWA-NABET Convention** – Election Committee Chairman A. Donatien proposed the following election timetable:

Petitions Available	May 9, 2005
Petitions returned by	June 17, 2005
Ballots mailed	June 28, 2005
Ballots Postmarked	July 26, 2005
Ballots Received	July 28, 2005
Count	July 29, 2005

Discussion ensued on the proposed timetable.

Motion #9

“Move to allocate up to the sum of \$5,500.00 to conduct an election for Delegates to the NABET-CWA Convention, Chicago III, August 24th through September 1, 2005.”(EBM 05-5-9)

(Hinrichsen 2nd Garnes)

UNANIMOUSLY PASSED

V OLD BUSINESS (Con't)

- b) **TWC/ROC**– LP McEwan reported. We have a new contract in place at CBS. It was achieved in a relatively short period of time. ROC negotiations are underway and we expect to reach an agreement with the company.
- c) **NBAE** – S. Robblee reported that it is the busy time of the year for his shop due to the playoffs.
- d) **TVS** – No report
- e) **SICT**– LS Garnes reported. We have a rally scheduled for May 6th at 12 noon in front of Borough Hall in Staten Island. We plan on calling the company back to the table for a continuation of contract talks.
- f) **MCC**– LP McEwan reported. We will be involved with the NBC High Definition TV project. Discussion ensued on a grievance

settlement; part of the settlement involves the payment of money and company-paid training in Fiber Training.

- g) **BCAT** – D. Johnson reported. Contract talks are continuing. The Company has claimed that they are broke. The members want a 7% increase plus a base adjustment to salary.
- h) **BronxNet** – LS Garnes reported. We received the requested information from the company and are now reviewing it. We will be asking for dates to open negotiations.
- i) **PowerUp Staffing** – No report.
- j) **Central Labor Council** – LS Garnes reported. Delegate Arthur Finklestein's report was available for inspection.
- k) **Secretary Report** – LS Garnes reported. We received a letter from Sector President J. Clark approving our By-Laws changes passed at the last meeting.
- l) **Organizing** – LS Garnes reported. He updated the Board on the status of organizing within the Local.
- m) **NCC Meeting** – LP McEwan reported. John Clark was approved to be the Network Coordinator by the committee. The Olympic Agreement has been signed. The per diem is a bit lower than we'd hoped for.
- n) **NAB Report** – LP McEwan reported. The NAB was well attended. High Definition Television is the future as the conversion to digital is now in progress.
- 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) **MCC Grievance** – (please see item "f" under old business)
- o) **Office Move** – LP McEwan reported. The officers were invited to visit 3 West 35th St. by the Relocation Committee. The 3rd floor wasn't acceptable. They looked at another space which was more to their liking. The Board has instructed our agent to continue looking for another location. Discussion ensued.

Motion #10

“Move that the Relocation Committee begin negotiations for the office space on the tenth floor at 3 West 35th Street.”(EBM 05-5-10)

(Cappo 2nd Calamera)

FOR: Worster, Salvaggio, Keyes, Hinrichsen, Gonzalez, Cappo, Endara, Johnson, Cook, Calamera, Noseworthy, Robblee, Focarile

AGAINST: Sullivan

ABSTAIN: Garnes

ABSENT: Cimino

MOTION PASSED

VII NEW BUSINESS

- a) **NABET & CWA Conventions** – LP McEwan reported. Discussion ensued on how many delegates to send. Discussion ensued. It was decided to bring it up at the next meeting.
- b) **NBC Contract Alternate**– LP McEwan reported. We need to appoint an alternate to the Negotiating Committee from Local 11. Discussion ensued.

Motion #11

“Move to appoint R. Focarile as Local Eleven’s Alternator Negotiator for the upcoming contract talks.” (EBM 05-5-11)

(Salvaggio 2nd Garnes)

Discussion ensued with the following motion being made:

Motion #12

“Move to table motion 05-5-11.” (EBM 05-5-12)

(Hinrichsen 2nd Calamera)

**FOR: Worster, Keyes, Hinrichsen, Gonzalez, Cappel, Endara,
Johnson, Cook, Calamera, Robblee, Focarile**

AGAINST: Novak, Sullivan

ABSTAIN: Garnes, Salvaggio

ABSENT: Cimino

MOTION PASSED

- c) **Mark DeGroat Death Benefit** – LT Salvaggio reported. Brother DeGroat passed away recently. All paperwork is in order.

Motion #13

“Move to pay the Local 11 Death Benefit of \$1,525.00 to the beneficiary of Mark DeGroat.” (EBM 05-5-13)

(Calamera 2nd Hinrichsen)

UNANIMOUSLY PASSED

- d) **New Salary Loss Forms** – LT Salvaggio reported. He passed around new paperwork for salary loss forms and also distributed a report detailing LOA's and the running cost's associated with.
- e) **NBC Local Dues** – LT Salvaggio reported. He has discovered that since the 3% salary increase went into effect, the Company has not updated their computer software and the proper amounts are not being deducted. Staff people are not paying dues based on the increase.
- f) **Integrity Training**– J. Keyes & P. Sullivan reported. NBC issued an email advising integrity training via the internet. Discussion ensued and it was decided if ordered, our members should comply and we'll grieve it.

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

Motion #14

“Move to adjourn.”(EBM 05-5-14)

(Garnes 2nd Focarile)

ABSENT: Hinrichsen, Cimino, Cook, Calamera

UNANIMOUSLY PASSED

The meeting was adjourned at 4:35pm.

Respectfully submitted,

Gene Garnes,
Secretary & Director of Organizing

cr/opeiu153:afl-cio
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