

## REGULAR EXECUTIVE BOARD MEETING

Wednesday, November 2, 2005

**ATTENDING:** Edward. J. McEwan Local President (Excused)  
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. M. Noseworthy Excused
#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 9:39 am with LVP Worster presiding who also led us in the Pledge of Allegiance.

### **I APPROVAL OF THE MINUTES OF THE OCTOBER 2005 REGULAR EXECUTIVE BOARD MEETING**

**Motion #1**

**“Move to accept the October 2005 Regular Executive Board Minutes as corrected.” (EBM 05-11-1)**

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

**FOR: Garnes, Salvaggio, Keyes, Gonzalez, Cimino, Cappo, Endara, Johnson, Cook, Robblee, Sullivan, Focarile**

**AGAINST: None**

**ABSTAIN: Calamera**

**ABSENT: Hinrichsen**

**MOTION PASSED**

**II CORRESPONDENCE**

The correspondence file was available for inspection.

**III NEW MEMBERS**

James T. Hughes	MCC – DH
Taavevraj Hansraj	MCC – DH
William M. Stepanonsky	NBAE – DH
Clarence M. Tucker	MCC – DH
Rosanna Arlia	NBC – DH
Anton E. Peters	NBC – DH
Kari A. Patey	NBC – DH

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

**IV COMMITTEE REPORTS**

- a) **Financial Report** – LT Salvaggio reported. The voucher folder was available for inspection at the meeting. PJ Mechanical was at the office on October 6<sup>th</sup> and did their first maintenance check on our HVAC system. The system in general seems to be in pretty good condition. Our AT&T rates were reduced due to negotiations which had included the possibility of canceling the service if no reductions were allowed. Israel Epstein of Chase Manhattan advised LT Salvaggio that the company is changing several policies on how they do business which will have an impact on us. In particular, they plan on changing the commission policy which may be to our detriment. We may look for another firm to do business

with. The Budget Report was available as were the snapshots from Chase, along with the Sector Rebate schedule and the actuals.

**Grievance Report** LVP Worster reported.

**At NBC**

- Oct 6- LP McEwan, E-Board member Focarile, Attorney Peterson and I met with the Company regarding grievance NN05-23. This grievance involves the airing of N.Y. Giants preseason football on WNBC without proper NABET-CWA represented staffing. The Company listened to our issues and will get back to us with a possible settlement.
- Oct. 20- E-Board member Focarile and I met with the Company for a presentation of the GPS system that WNBC is considering using with their news crews. We have been told that the tracking portion of this device can be disabled by the crew members. We have also been assured that this device will not be used for disciplinary purposes.
- Oct. 28- LP McEwan and Attorney Peterson met with the Company concerning the discharge of one of our members. We are in the process of filing a grievance and gathering information for our case in arbitration.  
I attended the Labor Arbitration Institute's Program on Labor Law and Labor Arbitration which was held here in New York City at the Roosevelt Hotel. The program was very informative and offered insight into the manner in which Arbitrators make their decision. Last month during the telecast of the "Today Show", the Company exceeded the number of vendors allowed under the NABET-CWA/NBC Master Agreement. This occurred while using an outside vendor that supplied a cable camera on "Humanity Plaza". This has been brought to their attention and a grievance has been filed.

**At NBAE**

- Oct. 6- E-Board member Robblee called to inform us of possible disciplinary action against one of our members. This seems to be brought about by a complaint from another non-NABET-CWA represented NBAE employee.

Oct.7- We received a call from our member that he has received a three day suspension for the above mentioned incident. We are investigating this matter at the present time.

**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.

## V OLD BUSINESS

m) **Crane Safety** – S. Gonzalez reported. He had a meeting with Jason King of NBC and advised that M & B Cranes installed a safety backup to prevent the platform from collapsing. A third party was requisitioned, performed an inspection of the crane and gave their approval.

d) **Membership News –**

Michael Cimino (NBC) remains out ill.

Rob Thomas (NBC) remains out ill.

Tony Lamardo (NBC) remains out ill.

Michael DeBari (NBC) remains out ill.

Glen Arber (NBC) remains out ill.

Executive Board Representative Scott Robblee is back to work.

Wayne Wright (NBC) remains out ill.

Kathy Salvio's (NBC) Uncle passed away.

Carl Manlelian's (NBC) Son passed away.

Ken Gangne's (NBAE) Mother passed away.

Richard Langwell (NBC) remains out ill.

e) **Vacation**- No report.

- f) **Membership Services** – R. Calamera reported. He inquired if the Board was inclined to conduct any social event for the approaching holiday season.

**Motion #2**

**“Move to go out of order on the agenda to discuss item “b” under New Business. (EBM 05-11-2)**

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

**UNANIMOUSLY PASSED**

**VI NEW BUSINESS**

- b) **General Membership Meeting Date** – Discussion shifted as to whether or not to conduct an open house in conjunction with our General Membership meetings.

**Motion #3**

**“Move to allocate up to \$5,000.00 for catering & other expenses for a combination Holiday Open House and General Membership Meeting.”  
(EB M 05-11-3)**

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

**FOR: Keyes, Hinrichsen, Gonzalez, Cimino, Cappel, Endara,  
Johnson, Cook, Calamera, Sullivan, Focarile**

**AGAINST: Garnes, Salvaggio, Robblee**

**ABSTAIN: None**

**MOTION PASSED**

Discussion then shifted to when and where to hold the open house and general membership meeting.

**Motion #4**

**“Move to hold the NABET-CWA Local 11 Holiday Open House/General Membership Meetings on December 8, 2005, from 10am to 8pm at the NABET-CWA Local 11 offices.” (EBM 05-11-4)**

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

**UNANIMOUSLY PASSED**

a) **Executive Board Building Survey** – LVP Worster reported. He recessed the meeting so the Board could journey over to Jersey City to inspect the proposed office building that we might consider moving to. J. Endara also gave his report on the relocation committee and his recommendation.

**Motion #5**

**“Move that we expend the funds necessary to transport to and from 111 Pavonia Avenue, New Jersey to evaluate property for future office space needs.” (EBM 05-11-5)**

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

**ABSENT: Cappel**

**UNANIMOUSLY PASSED**

**\*\*\*\*RECESS\*\*\*\***

Upon the return from Jersey City, the Board commenced discussion of whether or not to continue with negotiating with the building management at 111 Pavonia Avenue.

**Motion #6**

**“Move to continue the negotiations with CBR Ellis for the space at 111 Pavonia Avenue in Jersey City, New Jersey.”(EBM 05-11-6)**

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

**FOR: Salvaggio, Keyes, Gonzalez, Cappel, Endara, Johnson, Cook, Robblee, Sullivan, Focarile**

**AGAINST: Cimino**

**ABSTAIN: Garnes**

**ABSENT: Hinrichsen, Calamera**

**MOTION PASSED**

**Motion #7**

**“Move to authorize CBR Ellis to proceed with negotiations with the appropriate parties to acquire a lease for NABET-CWA Local 11 for office space identified as option “b” on the 12<sup>th</sup> floor plan at 111 Pavonia Avenue, Jersey City, New Jersey.” (EBM 05-11-7)**

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

**FOR: Salvaggio, Keyes, Gonzalez, Cappo, Endara, Johnson, Robblee, Sullivan, Focarile**

**AGAINST: Cimino**

**ABSTAIN: Garnes**

**ABSENT: Hinrichsen, Calamera**

**MOTION PASSED**

It was the consensus of the Board that J. Endara be empowered to move forward and follow-up with the Board at our next regular meeting in December, 2005.

g) **Training** – LT Salvaggio reported. The computer from CWA for AVID was evaluated and appears to fit our needs with a few modifications and addition of software upgrades.

h) **STORM** – No report

i) **Net EJ Safety** – No report.

j) **Other Committees** –

**Diversity/Inclusiveness** – J. Endara reported. He thanked R. Calamera, for creating a link on the Local's web site. The Committee had a meeting with Attorney Lowell Peterson, J. Endara, G. Muro, J. Keyes and J. Cook in attendance. It was a most productive meeting. The committee will be meeting with NBC on November 3, 2005.

**Motion #8**

**“Move to accept the Committee Reports.”(EBM 05-11-8)**

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

**ABSENT: Hinrichsen, Calamera**

**UNANIMOUSLY PASSED**

**Motion #9**

**“Move to accept the new members contingent upon payment of all applicable dues and fees.”(EBM 05-11-9)**

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

**ABSENT: Hinrichsen, Calamera**

**UNANIMOUSLY PASSED**

**V OLD BUSINESS**

- a) **NBC** – LVP Worster reported. With the NBC contract talks now underway, he requested that we be prepared to step up mobilization if needed. P. Sullivan updated the Board on his discussions with our members in the various shops at NBC.
- b) **TWC/ROC**– No report.
- c) **NBAE** – S. Robblee reported. He requested that someone from the office should call NBAE and make sure that verification on the raises and bonuses were sent.
- d) **SICTV** – LVP Worster reported. Contract talks have started back up again.
- e) **MCC**– No report.
- f) **BCAT**– D. Johnson reported. Contract talks are stalled and the shop will be mobilizing in an effort to get some movement out of the company.
- 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) **Outstanding Dues Issue** – S. Cimino reported. He was questioning if a solution had been found to notify members of outstanding dues prior to it reaching an exorbitant sum.
- l) **Integration Room Followup** – S. Cimino reported. He asked for that status of upgrades for those assigned to do both TD and Audio in one man control rooms. LVP Worster reported that NBC’s Mary Beth Scalici informed him that employees doing this function are already Group 8. (The implication being that they were being paid appropriately.) He will investigate further, whether a Group 8 + is warranted.

## VII NEW BUSINESS

- c) **Albert Rice Retirement**– LT Salvaggio reported. Brother Rice has requested the Local's Retirement Benefit. All paperwork is in order.

### **Motion #10**

**“Move to pay the Local 11 Retirement Benefit of \$625.00 to Albert Rice contingent upon all financial obligations to NABET-CWA being met.” (EBM 05-11-10)**

**(Gonzalez 2<sup>nd</sup> Cimino)**

**ABSENT: Hinrichsen, Calamera**

### **UNANIMOUSLY PASSED**

- d) **Sports/Staff Scheduling** – S. Gonzalez reported. Two staff cameramen at NBC were originally scheduled to do the Norte Dame Game; prior to them leaving, the assignment was cancelled and two daily hire employees were hired instead. Discussion ensued. LVP McEwan reported that he'd spoken with Labor Relations and they told him the two cameras were dropped, but found out this wasn't the case. We will investigate further.
- e) **8H Outages** – S. Cimino reported. He reported that there has not been one flawless show yet due to the unfinished work and in no way should any operator be blamed, as the job was not finished and was never completely tested prior to the season premier.
- f) **Public Access Issues** -- D. Johnson reported. There are bills proposed in the House and Senate, that if passed into law, it will impact the existence and funding of public access. He urged the Board to encourage our members to write to Senators Clinton and Schumer and urge them to not support any legislation ending franchise agreements that make public access television possible.
- g) **Election Report** – LS Garnes read A. Donatien's report in which he reported that for the election of Officers, there were two (2) candidates for President, Edward McEwan & John Russo; two (2) candidates for Vice-President, Jose Endara & Lawrence Worster; and two (2) candidates for Secretary Eugene Garnes & Timothy Gorry. The Treasurer's position had only one valid petition filed and that was by Joseph Salvaggio and as such he is duly elected. The ballots are due of November 21, 2005 at 9:00am and the count will commence at 10am.

He further advised that he would be resigning as Election Chairman effective at the conclusion of the current elections.

**Motion #11**

**“Move to accept the election report as read.” (EBM 05-11-11)**

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

**ABSENT: Hinrichsen, Cimino, Calamera**

**UNANIMOUSLY PASSED**

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

**Motion #12**

**“Move to adjourn.”(EBM 05-11-12)**

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

**UNANIMOUSLY PASSED**

The meeting was adjourned at 3:32pm.

Respectfully submitted,

Gene Garnes,  
Secretary & Director of Organizing

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