

**REGULAR EXECUTIVE BOARD MEETING**

**Wednesday, October 5, 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 (Excused)  |
| #2.                      | #11. J. Cook               |
| #3. E. Hinrichsen (Vaco) | #12. R. Calamera(Excused)  |
| #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 9:42 am with LP McEwan presiding who also led us in the Pledge of Allegiance.

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

**Motion #1**

**“Move to accept the September 2005 Regular Executive Board Minutes as corrected.” (EBM 05-9-1)**

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

**UNANIMOUSLY PASSED**

**II                    CORRESPONDENCE**

The correspondence file was available for inspection.

**III                   NEW MEMBERS**

Harold G. Barber	NBC – DH
Melissa B. Butler	NBC – DH

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

**Motion #2**

**“Move to go out of order on the agenda to discuss Item “d & g” under Old Business.” (EBM 05-10-2)**

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

**UNANIMOUSLY PASSED**

d & g) **SICT & BronxNet** – At this time Sector Representative Lou Fallot addressed the Board and updated them on the negotiations at both shops. Contract negotiations at SICT are supposed to start back up on October 25<sup>th</sup>. At BronxNet, he met with the shop and requested 6 negotiation dates with the Company and is confident that they will accept them.

**IV                   COMMITTEE REPORTS**

a) **Financial Report** – LT Salvaggio reported. The voucher folder was available for inspection at the meeting. PJ Mechanical will be in the office on October 6<sup>th</sup> to do their first maintenance check on our HVAC system. The Avaya Contract has arrived in the mail and they are asking \$715.00 per quarter to maintain and service our equipment. Discussion ensued whether or not to pick up the contract. It was also decided not to change the telephone lines currently in use. BMG will be sending us some checks for past dues collected and never paid once we provide them with the necessary documentation.

**Grievance Report** LVP Worster reported.

**At NBC**

Sept. 2- E-Board member Gonzalez called to inform me that the President's Cup, being played in Manassas Va. was not considered to fall

within the 35 mile radius of the Washington D.C. station by the Sports Department. I informed the Company that this was a change from the previous time this Championship was held at the same Course. The Company will look into the matter and get back to me.

- Sept. 6- The Company got back to me on the above mentioned matter. After investigating Company found that the Course for the President' Cup did indeed fall within the 35 mile radius of the Washington D.C. station.
- Sept. 7- Grievances NN04-33 and 35 have been settled in full with the Company making the final contribution to the NABET-CWA Scholarship Fund.
- Sept. 15- LP McEwan, Attorney Peterson, member Riggs and I met with the Company before Dr. Parker for Arbitration of case NN05-15. This case involves non-NABET personnel operating a video tape machine in the Trinity Edit Suite. After discussion, the Arbitrator requested that the case be kept on mutual hold. Later that day LP McEwan and I met with the Company over concerns regarding the Olympic Headquarters in Stamford Conn. The Company listened to our concerns, and at this point this issue is not closed and will require more sessions with the Company
- Sept. 19- LP McEwan, Shop Steward McGuinness, member Strawbridge, and I met with the Company regarding grievances NN05-17 and 18. These grievances involve the use of hyphenates and lighting issues on the "Today Show". The Company listened to our concerns and will look into the matters. These grievances are not closed and discussions will continue.
- Sept. 22- One of our members and I met with the Company over our member missing an assignment. After discussion it was determined that the assignment was missed due to extenuating circumstances in our member's life. That coupled with an absolutely clean record the Company felt that no further action was required.
- Sept. 27- LP McEwan, E-Board member Focarile and I met with the Company over grievances NN05-23 and 24. These grievances involve WNBC airing "Giants Pre-Season Football" and "Giants Report" with improper staffing. The Company listened to our issues and will investigate further. These grievances are not closed or settled and will require more meetings.

**At NBAE** - No report.

**At TEAM** - No report.

**At ROC** - No report.

**At CBS-** No report.

**At TWC/NYC-** LP McEwan and I both received calls from members telling us newly a made manager from the NABET ranks is continuing to operate equipment that is within our jurisdiction. I called to the Company to question this policy and was informed that this situation is occasional and temporary. The NABET position vacated by the new manager has been posted and the Company is waiting for someone to apply.

**At SICTV-** No report.

**At MCC-** No report.

**At BCAT-** No report.

c) **Safety** - No report.

d) **Membership News –**

Michael Cimino (NBC) remains out ill.

Rob Thomas (NBC) remains out ill.

Tony Lamardo (NBC) remains out ill.

Larry Sherman (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.

Miriam Simmons' (NBC) Father & Sister both passed away.

Rich Griffin (NBC) has returned to work.

Lenny Zaslosky and his wife (NBC) are both ill.

Richard Langwell (NBC) remains out ill.

Matt Kolusa (NBC) remains out ill.

Local 41 President Ray Taylor is ill.

e) **Vacation-** Committee Chairman T. Cappo distributed the signed 2006 NBC Engineering Vacation Agreement to the Board. We are now free to negotiate profiles in our respective areas.

- f) **Membership Services** – No report.
- g) **Training** – LT Salvaggio reported. The computer from CWA for AVID training seem to be working out well and we hope to have up to 15 computers to use for training purposes. He spoke with CWA's Webmaster regarding availability of website services for our Local.
- h) **STORM** – No report
- i) **Net EJ Safety** – LP McEwan reported. He spoke with some of the crews assigned to Texas and New Orleans and found out that some of the conditions were substandard. He is in possession of the company's safety policy in the field and if anyone is interested in reading it, they should let him know.
- j) **Other Committees** –
  - Relocation Committee** – J. Endara reported. CBR Ellis will be appearing before the Board later to do a presentation on the cost of the relocation.
  - Mobilization** – LP McEwan reported. We should form a mobilization committee as we are about to enter the NBC contract talks. P. Sullivan volunteered to serve on the committee.
  - Diversity** – J. Endara reported. After the letter was sent to Mark Saperstein, a meeting was set up for September 19 with Tom Cairns, Senior Vice president, Human Resources for Media Works, NBC Universal, and Alexandra McCauley, Vice President Employer of Choice, NBC Universal. He thanked T. Cappel, J. Cook and G. Muro for their attendance. The Company agreed to meet monthly with the DAIC to address one by one all issues now on the table.

**Motion #3**

**“Move to accept the Committee Reports.”(EBM 05-10-3)**

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

**UNANIMOUSLY PASSED**

**Motion #4**

**“Move to accept the new members contingent upon payment of all applicable dues and fees.” (EBM 05-10-4)**

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

## UNANIMOUSLY PASSED

### V OLD BUSINESS

- a) **NBC** – LP McEwan reported. On September 19<sup>th</sup> he and Sector President J. Clark had a meeting with NBC's Day Krolik to discuss reconsidering starting up early contract talks. The Company gave us a series of dates for contract talks, starting on November 2<sup>nd</sup>. The start of talks will begin in NY City and in January, will shift over to Burbank,CA. if necessary. On September 13<sup>th</sup> in a conference call we learned that the Company had cancelled the 32/70 meeting. The Company has agreed to let the Daily Hire grievances go through the normal grievance procedures used in all other cases. On September 15<sup>th</sup>, talks were held to discuss the Olympics, in particular, housing and catering issues. We attended a meeting at NBC Labor relations to discuss the Hyphenates issue and it was decided that we need to address this in our upcoming contract talks. The Studio 8H rebuild project was a success due in a large part to the NABET-CWA represented crews used to rebuild it. Everything went rather smoothly and it is now being used on-air.
- b) **TWC/ROC**– LP McEwan reported. Our members at ROC will be seeing some extra work due to the Yankees reaching the post season. Hopefully the team will make it to the World Series which will mean a lot more work for our members.
- c) **NBAE** – S. Robblee reported. Training camps are open Raise bonuses are due next pay check.
- e) **MCC**– LP McEwan reported. Our members working at NBC are busy and are doing work at Lifetime Entertainment.
- f) **BCAT**– LP McEwan reported. Negotiations didn't go as planned; we hope to make more progress next meeting. Money and jurisdiction are the main issues.
- t) **NABET Email** – S. Cimino reported. He followed R. Calamera's instructions to activate email and it didn't work. When Ray returns to work, we'll have him work on this issue.
- r) **Tarantino/Pinto Report** – S. Cimino reported. It has been decided to name the committee – "Production Advisory Group". The committee will be meeting again in the near future.

**Motion #5**

**“Move to go out of order on the agenda to discuss item “a” under New Business. (EBM 05-10-5)**

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

**UNANIMOUSLY PASSED**

**VI NEW BUSINESS**

- a) **8H SNL Crew** – S. Cimino reported. He discussed recent talks held with NBC regarding personnel cuts on the program. On Thursdays, the company cut a half hour of a camera operators call and two hours from the sound effects engineers. Discussion ensued.

**V. OLD BUSINESS**

- 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) **NCC Agenda** – LP McEwan reported. He advised the Board that he is seeking additions to place on the agenda for the upcoming NCC meeting. If you have something you want discussed, make sure he knows of it prior to leaving.
- l) **CRB Ellis Appearance** – At this time Sinclair Li addressed the Board regarding real estate possibilities. He distributed a booklet detailing current prices of real estate in Manhattan and comparison of savings associated with a move and highlighted current costs in our lease.
- m) **CWA-COPE** – LP McEwan reported. Discussion on contributing the sum of \$5,000.00 to COPE. It was suggested to also encourage our members to contribute to the program also.

**Motion #6**

**“Move to allocate the sum of \$5,000.00 to kick off the contributions to the Local Eleven “Contribution to Cope” Campaign. The Executive Board recognizes the importance of fostering this relationship on political education and encourages our members to enroll.” (EBM 05-10-6)**

**(Cappo 2<sup>nd</sup> Robblee)**

**FOR: Worster, Salvaggio, Keyes, Gonzalez, Cimino, Cappo, Endara, Cook, Robblee, Sullivan**

**AGAINST: None**

**ABSTAIN: Garnes, Focarile**

**MOTION PASSED**

- n) **MAP Request** – LP McEwan reported. MAP Chairman Angelo Vigorito is requesting funding for his professional developing hours (PDH) towards his renewal of his CEAP certification. Discussion ensued.

**Motion #7**

“Move to appropriate up to the sum of \$2,500.00 to facilitate Angelo Vigorito’s CEAP credentials for his duties in the Members Assistance Program.” (EBM 05-10-7)

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

**ABSENT: Worster**

**UNANIMOUSLY PASSED**

- o) **Field Safety** – S. Gonzalez reported. B & M Network Towers had another crane collapse on a remote site for Golf Channel and almost killed the engineer operating the camera on the platform. He was advised that the cranes are not certified from the factory in spite of claims from the company renting the crane. He’d like to have OSHA and NBC notified so they don’t try to use this company. Discussion ensued.
- r) **Show Me The Numbers** – J. Endara reported. Discussion focused on telephone system that hasn’t worked properly. LP McEwan will see that it is fixed as soon as possible.

- s) **Transmission/Skypath** – J. Endara reported. NBC has implemented cuts and not covering sick calls, thus causing workload issues. Discussion ensued.
- t) **PVT/Net EJ Libraries** – J. Endara reported. We need to set up a new meeting as both departments have merged and there are a number of issues that need to be discussed.
- u) **Alternate Negotiator** – LP McEwan reported. With the advent of negotiations upon us, it is necessary for the Board to appoint an alternate negotiator for the talks. Discussion ensued.

**Motion #8**

**“Move to appoint R. Focarile as Local Eleven’s Alternate Negotiator to the NABET/NBCUNI Master Agreement negotiations.” (EBM(05-10-8))**

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

**FOR: Worster, Salvaggio, Keyes, Cappo, Cook, Robblee, Sullivan, Focarile**

**AGAINST: None**

**ABSTAIN: Endara, Garnes**

**ABSENT: Cimino, Gonzalez**

**MOTION PASSES**

**VII NEW BUSINESS**

- b) **Network Router**– R. Focarile reported. He proposed buying a network router for use in the office. Discussion ensued.

**Motion #9**

**“Move to allocate up to \$100.00 to purchase a wireless network router to be used for the Local Eleven computers.” (EBM 05-10-9)**

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

**ABSENT: Cimino, Gonzalez**

**UNANIMOUSLY PASSED**

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

**Motion #10**

**“Move to adjourn.”(EBM 05-10-10)**

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

**ABSENT: Cimino, Gonzalez**

**UNANIMOUSLY PASSED**

The meeting was adjourned at 3:28pm.

Respectfully submitted,

Gene Garnes,  
Secretary & Director of Organizing

cr/opeiu153:afl-cio