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GENE GARNES  
SECRETARY &  
DIRECTOR OF ORGANIZING

## REGULAR EXECUTIVE BOARD MEETING

Wednesday, September 7, 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. M. Noseworthy
#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 9:40 am with LP McEwan presiding who also led us in the Pledge of Allegiance.

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

#### **Motion #1**

**“Move to accept the August 2005 Regular Executive Board Minutes as corrected.” (EBM 05-8-1)**

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

**FOR: Garnes, Worster, Salvaggio, Hinrichsen, Cimino, Johnson, Focarile, Gonzalez, Noseworthy, Sullivan, Endara**

**AGAINST: None**

**ABSTAIN: Keyes, Cappo, Cook, Calamera, Robblee**

**MOTION PASSED**

**II CORRESPONDENCE**

The correspondence file was available for inspection.

**III NEW MEMBERS**

Christopher Brown	MCC – DH
Jivan M. Hall	NBC – DH
Sergio Valerio	MCC – DH
Jerome P. Thompson	MCC – DH
Kenneth A. Thomassen	NBC – DH
Jimi D. Brown	MCC – DH
David J. DeFilippis	NBC – DH
Mackey R. Robinson	MCC – 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 and distributed the JP Morgan snapshot to the Board and distributed the Initiation Fee summary to the Board as this was requested last month. The Finance Committee will meet on September 14<sup>th</sup> a Special E-Board meeting will be held on October 4<sup>th</sup> to approve the proposed budget for our new fiscal year. In negotiations with PJ Mechanics, LT Salvaggio was able to get them to modify their prices to what we were paying Penguin; they propose that we pay quarterly as opposed to monthly payments. He intends to sign off on the contract.

**Grievance Report** LVP Worster reported.

**At NBC**

Aug 3- Grievance NN05-07 has been settled. This grievance involved the placing of the T.P.C. NABET-CWA crew in a non-first class hotel. The crew will be moved to a suitable hotel for the 2006 event.

Aug 4- E-Board member Focarile, Attorney Peterson and I met with the Company over WNBC's use of CVS's one time usage mini digital Video cameras by non-NABET personnel and WNBC's telecasts of NY Giants pre-season football games without proper NABET staffing. The usage of the mini digital cameras has not happened as of yet and is still an ongoing discussion. The telecast of the NY Giants pre-season football has been grieved.

**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** No report.

**At BCAT** No report.

c) **Safety** - J. Keyes reported that Tishman Spire Realty has several ongoing projects at 30 Rockefeller Plaza and NBC has been pretty good at dealing with whatever issues come up. S. Gonzalez reported that at beach volleyball events, the company is now using a forklift to lift all equipment such as camera's etc up to the platforms, thus saving our members having to physically lift the equipment up to the platforms.

d) **Membership News –**

Michael Cimino (NBC S/F) is out ill.

Rob Thomas (NBC Skypath) remains out ill.

Tony Lamardo (NBC Northeast) remains out ill.

Larry Sherman (NBC Genesis) remains out ill.

Michael DeBari (NBC S/F) remains out ill.

Glen Arber (NBC S/F) remains out ill.

Tim York (NBC Transmission/skypath) took a buyout.

Tom Perdikoylis (Net EJ) mother passed away.

Frank Chin'coy (NBC Hub) was injured while on a remote.  
Wayne Wright (Local) is out ill.

- e) **Vacation**- Committee Chairman T. Cappo reported that he and Jim Kiick, have come to an agreement regarding the NABET-CWA/NBC Engineer Agreement covering 2006 vacations and Cappo is reviewing the draft copy
- f) **Membership Services** – No report.
- h) **STORM** – No report
- g) **Training** – LT Salvaggio reported. CWA/Nett Training has 15 laptop computers available for our use if we need them. There will be a training committee meeting on September 28<sup>th</sup>. Classes for Final Cut Pro and Avid are ongoing. He has found out that CWA does Shop Steward training if requested and this is something for us to consider.
- i) **Net EJ Safety** – M. Noseworthy reported. An ABC OMB knocked over a 73 year old woman and the cameraman is now being sued by her. The equipment list given to the union by the company for OMB was deemed unacceptable by us and we presented a revised list and passed it along to the company.
- j) **Other Committees** –
  - Relocation Committee** – R. Calamera reported. He thanked Committee members E. Hlnrichsen and J. Endara for all their efforts during his absence. The tenth floor at 35 West 35<sup>th</sup> Street is now available. The committee will be meeting on September 16, 2005.
  - Diversity Committee** – J. Endara reported that the committee exchanged letters with H.R. Director Stacey Parks concerning a follow-up meeting and as of date we have had difficulty setting up a meeting and we will go back to NBC's Marc Saperstein with our issues.
  - Website** - Chairman R. Calamera reported. He advised that we are having a problem with the email accounts and all passwords will have to be reset. He handed out a sheet detailing how this is to be accomplished.

## **Motion #2**

**“Move to accept the Committee Reports.”(EBM 05-9-2)**

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

**UNANIMOUSLY PASSED**

**Motion #3**

**“Move to accept the new members contingent upon payment of all applicable dues and fees.” (EBM 05-9-3)**

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

**ABSENT: Hinrichsen, Endara, Calamera**

**UNANIMOUSLY PASSED**

**VI NEW BUSINESS**

- a) **Retirement Investment Presentation** – At this time, Steve Caruso of Dynasty Advisors addressed the Board and advised us of the various services that could be made available to our members in the area of financial planning. Discussion ensued with the consensus that we offer the services to our members.

**V OLD BUSINESS**

- a) **NBC** – LP McEwan reported. It's been a rather quiet month at 30 Rockefeller Plaza. The eighth floor project is moving along nicely. We are gearing up for contract talks and are prepared to begin talks once we are notified by NBC.
- b) **TWC/ROC**– LP McEwan reported. One of our members at TWC went into management and he will be replaced by a new employee. We are still waiting to sign off on the ROC ratified agreement.
- c) **NBAE** – No report.
- d) **SICTV** – LP McEwan reported. Sector Rep Lou Fallot will be meeting with the committee to get contract talks started back up again.
- e) **MCC**– No report.
- f) **BCAT**– D. Johnson reported. The effort to achieve a first-time contract continues with the members of the shop conducting mobilization. They hand billed at Patti Labelle and Michael Bolton Concerts, which were venues arranged by Brooklyn Borough President Marty Markowitz. The next negotiating session is scheduled for September 13<sup>th</sup>.

- g) **BronxNet** – LP McEwan reported. The Negotiating Committee met with Sector Rep Lou Fallot and will meet again on the 14<sup>th</sup> of October and then set up meetings with the company.
- 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) **NABET-CWA Sector Conference** – LP McEwan reported. The conference went well. John Clark and Jim Joyce were reelected Sector President and Sector Vice-President respectively. Some By-Laws changes were enacted involving audits and mandatory mediation in trials. Dr. Dennis Mazzocca gave a keynote speech. He has written a book on organized labor which focuses on the creation of NABET as a union.
- l) **CWA Convention** – J. Endara reported. He gave a very detailed report on the dealings at the convention. Larry Cohen was elected President; Barbara Easterling was re-elected Secretary/Treasurer and Jim Rickenbach was elected as Executive Vice-President. Chris Shelton was re-elected District One Vice-President.
- m) **Phone Contract** – LT Salvaggio reported. He discussed with the Board, our current phone system and the costs involved; there are several lines we pay for and don't use them at all. Discussion ensued. It was decided to stay with our current provider for the time being.
- n) **Jurisdiction/Field** - S. Gonzalez reported. He thanked LP McEwan for his assistance in solving a jurisdictional issue that had an impact on work in the field.
- o) **Notification of Outstanding Dues** – S. Cimino reported. One of our members found out that he owed back dues to the Union and as a result, didn't get to work on a job that had been offered to him; He is questioning why he wasn't notified of his arrears earlier. Discussion ensued as to how we notify our members of dues arrearage. We will have to speak with E. Roth who handles the notifications sent to members who are behind in dues.

VII **NEW BUSINESS**

- a) **Pat Welsh Appearance** – At this time Brother Pat Welsh, of CWA Local 1101 appeared before the Board to discuss the Local’s participation in COPE. He distributed information and sign up cards to the Board and offered to assist us if necessary.
- b) **Tarantino Committee**– LVP Worster reported. J. Endara inquired if LVP Worster had heard from J. Pinto & A. Tarantino regarding information on securing new work for NABET Members. Discussion ensued regarding liability.

**Motion #4**

**“Move to appoint Anthony Tarantino, John Pinto and Steve Cimino to approach a certain production group in effort to explore more employment opportunities for our members. Steve Cimino will report to the Board monthly.” (EBM 05-9-4)**

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

**ABSENT: Johnson**

**UNANIMOUSLY PASSED**

- c) **AFL-CIO Change** – LP McEwan reported. The split in the AFL-CIO has watered down the strength of the federation. There was a resolution passed at the Convention called for the CWA to remain a member of the Federation. Discussion ensued on the impact to organized labor in general.
- d) **District #1 Leadership Conference** – LP McEwan reported. The CWA District #1 Leadership Conference will be held from November 30<sup>th</sup> thru December 2, 2005 in Atlantic City. Discussion ensued on whether or not to send representatives if anyone.

**Motion #5**

**“Move to appropriate up to \$3,000.00 to send 2 representatives to the CWA District #1 Leadership Conference to be held in Atlantic City from November 30, 2005 to December 2, 2005.”(EBM 05-9-5)**

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

**ABSENT: Johnson**

**UNANIMOUSLY PASSED**

**Motion #6**

**“Move to send Jose Endara and Steve Gonzalez to the District meeting.”  
(EBM 05-9-6)**

**(Cook 2<sup>nd</sup> Noseworthy)**

**UNANIMOUSLY PASSED**

**Motion #7**

**“Move to appropriate up to \$500.00 to send Jose Endara to the District #1 Committee on Equity Conference on November 29, 2005.” (EBM 05-9-7)**

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

**ABSENT: Johnson**

**UNANIMOUSLY PASSED**

- e) **NCC** – LP McEwan reported. The NCC will be meeting in Scottsdale Arizona and we will need to fund LP McEwan’s travel and accommodation expenses. Discussion ensued.

**Motion #8**

**“Move to appropriate up to \$1,500.00 to send LP McEwan to the NCC meeting in Scottsdale Arizona from October 23<sup>rd</sup> to 26<sup>th</sup>, 2005. (EBM 05-9-8)**

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

**ABSENT: Johnson**

**UNANIMOUSLY PASSED**

- f) **Daily Hire Sideletter 32/70 Meeting** – LP McEwan reported. The Daily Hire/Sideletter 32/70 meeting is approaching and will be held out in Burbank at a time to be announced shortly.

**Motion #9**

**“Move to allocate up to \$8,000.00 to send up to four representatives to the sideletter 32/70 meeting to be held in Burbank, California at a time to be determined.” (EBM 05-9-9)**

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

**UNANIMOUSLY PASSED**

- g) **Retired Members Club** - LP McEwan reported. The club will be conducting a meeting and they would like to serve refreshments. Discussion ensued.

**Motion #10**

**“Move to allocate up to the sum of \$200.00 to purchase the necessary refreshments for the Local Eleven Retirees Club for their meeting to be held on October 18, 2005.”(EBM 05-9-10)**

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

**ABSENT: Hinrichsen, Johnson, Calamera, Robblee, Sullivan**

**UNANIMOUSLY PASSED**

- h) **American Arbitrations Institute** – LVP Worster reported. He would like to attend the American Arbitration Institute to take a course in arbitration preparation. Discussion ensued.

**Motion #11**

**“Move to allocate up to \$1,200.00 in order to send LVP & Grievance Chairman L. Worster and an additional person to be named later to attend Cornell University’s “Labor Arbitration Institute” to be held on October 28, 2005 in New York City.” (05-9-11)**

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

**ABSENT: Hinrichsen, Johnson, Calamera, Robblee, Sullivan**

**UNANIMOUSLY PASSED**

- i) **Pocket Calendar Inserts** - LP McEwan reported. Discussion focused on ordering just the inserts as opposed to the entire package as we traditionally do. We have a number of pocket calendars left over from last year and can reuse the covers. Discussion ensued.

**Motion #12**

**“Move to appropriate up to \$700.00 to purchase inserts for pocket calendars.”(EBM 05-9-12)**

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

**FOR: Worster, Salvaggio, Keyes, Gonzalez, Cimino, Cappo, Endara, Cook, Noseworthy, Focarile**

**AGAINST: Garnes**

**ABSTAIN: None**

**ABSENT: Hinrichsen, Johnson, Calamera, Robblee, Sullivan**

**MOTION PASSED**

- j) **Hurricane Katrina** – LP McEwan reported. He has approached NBC for space to conduct collection of food and clothes to be donated to the victims of Hurricane Katrina. The Company is considering our request. Discussion ensued on how to get the donations down to Louisiana and other states.

**Motion #13**

**“Move to allocate up to the sum of \$10,000.00 for the collection and distribution of donated items to aid the victims of Hurricane Katrina.” (EBM 05-9-13)**

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

**FOR: Worster, Salvaggio, Keyes, Gonzalez, Cimino, Cappel, Endara, Cook, Noseworthy, Focarile**

**AGAINST: None**

**ABSTAIN: Garnes**

**ABSENT: Hinrichsen, Johnson, Calamera, Robblee, Sullivan**

**MOTION PASSED**

- k) **New Member Of Finance Committee** – LP McEwan reported. Neil Winikoff has resigned from the Finance Committee and he'd like to have Surrendra Kummur appointed as a member. Discussion ensued.

**Motion #14**

**“Move to appoint Surrendra Kumar to the Finance Committee.”(EBM 05-9-14)**

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

**ABSENT: Hinrichsen, Johnson, Cook, Calamera, Robblee, Sullivan**

**UNANIMOUSLY PASSED**

- n) **Mike Cain Retirement** – LT Salvaggio reported. Brother Cain has requested the Local’s Retirement Benefit. All the paperwork is in order.

**Motion #15**

**“Move to pay the Local Eleven Retirement Benefit of \$900.00 to Michael Cain upon all financial obligations to NABET-CWA being met.” (EBM 05-9-15)**

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

**ABSENT: Hinrichsen, Johnson, Calamera, Robblee, Sullivan**

**UNANIMOUSLY PASSED**

- o) **Integration Control Rooms** – S. Cimino reported. He questioned whether an upgrade was appropriate for those working in the new Integration Control Rooms as they are now required to perform audio functions as well as their normal TD functions. And that the position be not limited to TD’s but include audio and video personnel to be trained and upgraded to perform TD functions in these control rooms as well. LP McEwan will request a meeting with NBC’s Mary Beth Scalici to discuss possible upgrades.
- p) **Arthur Zumbado Commendation** - LP McEwan reported. He proposed the following resolution be adopted by the Board.

**Motion #16**

**“Moved to adopt the following resolution:**

**Be It Resolved That:**

**The Local Eleven Executive Board commends all of the dedicated NABET-CWA men and women in the field who have been covering Hurricane Katrina and the resulting devastation along the Gulf coast;**

**Be It Further Resolved That:**

**The Executive Board salutes these same men and women who have upheld under appalling conditions, the highest professional and journalistic standards while going well beyond their job requirement of covering the story and have provided much needed humanitarian aid and comfort to the victims of this ongoing tragedy.” (EBM 05-9-16)**

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

**ABSENT: Hinrichsen, Johnson, Calamera, Robblee, Sullivan**

**UNANIMOUSLY PASSED**

- q) **Endorsement Of Scott Stringer** - LVP Worster reported. Scott Stringer is a Democrat running for the Assembly who is seeking our endorsement. Discussion ensued.

**Motion #17**

**“Move to afford Local Sixteen one set of Local mailing labels to be used in support of Democrats Scott Stringer for Assembly.” (EBM 05-9-17)**

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

**FOR: Worster, Garnes, Salvaggio, Gonzalez, Cimino, Noseworthy, Focarile**

**AGAINST: None**

**ABSTAIN: Keyes, Cappel, Endara**

**ABSENT: Hinrichsen, Johnson, Calamera, Robblee, Sullivan**

**MOTION PASSED**

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

**Motion #18**

**“Move to adjourn.”(EBM 05-9-18)**

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

**UNANIMOUSLY PASSED**

The meeting was adjourned at 5:10pm.

Respectfully submitted,

Gene Garnes,  
Secretary & Director of Organizing

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