

Exercising your rights as a dues paying member of Local 11 is the most important thing you can do for all of us.

News @ Eleven
"The Union is You!"

CWA Supports Al Gore and Joe Lieberman

The following Resolution was passed at the CWA Convention in Anaheim, California on August 29, 2000

RESOLVED: That the Communications Workers of America reaffirms its endorsement of Al Gore for President of the United States and Joe Lieberman for Vice President.

Resolution 62A-00-1

CWA families face the most critical election this year since 1932. The choices confronting our members in the presidential election will influence the policies and set the tone for the opening days of this century. When the votes are counted on November 7, we will either solidify our gains and move forward to solve the urgent problems of America's working families, or we will slide back to a new anti-working family, anti-union era.

Our combined voices can put workers rights, education and school modernization, retirement protections, affordable health care, quality child care, fair trade and the good jobs that build strong communities at the center of the debate. We can move off of the defensive and move forward with our agenda of jobs with justice and a society with justice.

(Continued on page3)

Everybody's Gone Surfing

The NABET Local 11 Website is up and running (www.nabetlocal11.org). The website committee has been hard at work getting NABET online. Kudos to Ray Calamara, Bob Enderlin, Tim Gorry, Joe Salvaggio, and Peter Sullivan for their good work on this project. The site contains the contracts for all Local 11 shops, the NABET By Laws, membership notices, services and forms, Job Postings, Bulletins, E-Board minutes and more. Check it out!

NABET's Excellent Adventure

NABET Local 11 will sponsor a trip to Great Adventure Amusement Park on Saturday, October 14th. Every NABET Local 11 represented member in good standing is entitled to two free tickets that include entrance to the park, parking, a safari excursion, a buffet lunch, and a free return ticket in the following year. Discounted additional tickets are also available for family and friends at a cost of 39.22 per ticket for adults and 37.62 for children. Tickets will be available at the NABET office beginning September 11th.

DHAC Reformed

There will be a meeting of the re-formed Daily Hire Advisory Committee on October 5 at 1pm and 7pm at the NABET Local 11 office to introduce the committee and to discuss Daily Hire issues. Committee Members Tracy Dell, Liz Fulton, and Steve Kent will be on hand to listen to the concerns of Daily Hires to better steer their committee work. Anyone with DH issues should attend this important meeting.



From the President's Desk

On The Move

As summer quickly becomes a fading memory, it seems appropriate to review the busy schedule that occupied many of our members over the past several months. Obviously, the Republican and Democratic Conventions were the major

events of July and August. The City of Brotherly Love hosted the Republicans in late July. The scene was somewhat marred with a nasty dispute with the IBEW. They tried to claim jurisdiction where they in fact did not enjoy what they were pretending to have. Fortunately, the combined resources of the broadcasting industry and the city of Philadelphia prevailed. Vice-President, Bill Freeh, spent many exhaustive days with our members, ensuring their safety. Sector President, John Clark dispatched attorney Matt Harris to join the fray and guarantee our rights. When the dust finally settled, an agreement was worked out that provided a measure of satisfaction for all.

The Democratic Convention in Los Angeles did not have any such distraction and went off without a hitch. Local 11 Secretary, Gene Garnes serviced this remote and handled any complaints immediately. A total of one hundred and fifty NABET-CWA- represented members worked these events and many of those are Local 11 members. The transition from politics to Sports is about to descend on many of our members as the Sydney Olympics is looming straightaway.

In fact, by the time this Newsletter is distributed, I will be several days into my assignment as an on-site NABET-CWA representative at the Olympic Games in Sydney Australia. Local 11 Vice-President, Bill Freeh, will join me a bit later as the other Union rep on site. Altogether, ninety five Local 11 members will be assigned to the Games and another twenty two NABET-CWA-represented members from Burbank, Chicago and Washington will go as well. In addition, NBC News will send another two dozen of our members for its coverage of the Today Show and Nightly News, and the O & O'S will also be sending an additional number of represented employees. As you can see, many of our members have signed on to work this prestigious event.

The Sydney Games is being touted as a jewel for NBC and our large presence is a direct result of our Olympic Agreement with the Company. We now know that only one of the next five Games will be in the Continental US. And how critical it was for NABET-CWA to secure this important work for our membership. Without our foresight and ability to fight for these jobs, our participation would be minimal at best. Meetings are already taking place regarding the winter Games in Salt Lake in 2002.

There are exciting times ahead as we have made some significant changes to our operation and have scheduled some events for the enjoyment of our membership. First of all, our web site has undergone a major transformation. Our Committee and particularly Executive Board member Ray Calamera has

spent many days giving the site a fresh look and expanding its capabilities. All of our contracts, by-laws, E-Board minutes and bulletins are now contained in our site. There is a complete officer listing and connections to other sites as well. We will begin a job-posting page so many of our members will have easy access to viable employment opportunities. Please check us out at www.nabetlocal11.org.

The Local Executive Board has appropriated funds to hold a picnic at Great Adventure Amusement Park. The theme is "right fest" and will be held on Saturday Oct. 14, 2000. Each member in good standing may request two tickets at no cost. Additional tickets will be available at the same discounted group price that Local 11 pays. The tickets provide for free parking, admission to both the Safari Park and the Amusement Park and a three-hour all you can eat picnic. In addition, each ticket holder entering the picnic grove will receive a free ticket to return to the park next year. This event has been well attended in the past, so mark your calendar and plan to attend this event. We will also be conducting a Daily Hire meeting on Thursday, October 5, 2000 here at the Local 11 office. We plan on unveiling the new Local 11 Daily Hire Advisory Committee at this meeting, so please try and attend one of the sessions. The meeting times will be 1:00 PM and 7:00 PM with light refreshments being served. Our annual Holiday Open House has already been set for Wednesday, December 13, 2000 and will be a catered affair. Anyone who has attended this event can attest to its success. The office is now located on the ninth floor at 888 7th Ave. Suite 911. You are encouraged to participate in these events and learn more about your Union.

In other news, the IUE and GE have reached a new Agreement which enhances many of our NBC members' benefits, including a new SERO option that would allow some employees to retire at full pension at an age of fifty (50), provided the employee has at least thirty (30) years of pension qualifying service (PQS). During the IUE'S negotiations with GE, NABET-CWA and Local 11 supported the Union, by attending and speaking at rallies and getting the Union's message out to the public. What is important to note, is that the IUE is about to merge with the CWA, thereby making us all stronger.

In closing, we will all be challenged to make a decision this November that could greatly impact our collective well being. We will be electing a new President of the United States of America. This democratic vote of the people will determine who and which Political Party will set national policy for the next four years. The Communications Workers of America was the first union to endorse Al Gore for President. I strongly concur with this choice and urge you to support him as well. Vice-President Gore has demonstrated time and again his support for working families and in particular the CWA. We really need an advocate in the White House, someone who organized labor can reach out to and get support for the issues important to our members and those of union families everywhere. Think carefully when you enter the polling place this November and cast your ballot for Union friendly candidates; especially Al Gore. Once again, I want to thank you for your prayers and support. God Bless each of you and your families.

Fraternally,
Lou Fallot

CWA has carefully examined the records of all major candidates for president. We look not at party labels, but at the candidates values, positions and leadership on issues crucial to working families. Based on this criteria, one candidate stands head and shoulders above the rest, Al Gore.

During his seven years in the Senate-where he represented a state in the heart of the anti-union South-Al Gore voted with working families and our unions 88 percent of the time. He has helped us protect workplace health and safety, community wage standards, Medicare and Social Security. He worked with us in defeating attempts to bring back company unions and to destroy the 40-hour week. And he stood with us in fending off "paycheck deception" initiatives that would have silenced the voice of working people in the political arena. He has walked picket lines with CWA members and other union members and stood with us to protect our jobs, our union and our futures.

More than any other national leader, Al Gore has used the power of his office to defend the freedom of workers to choose a union, free from interference by their employers, and he has repeatedly urged other elected officials to do the same.

In 1988, Joe Lieberman won the biggest upset victory in the country by beating incumbent Lowell Weicker to win election to the U.S. Senate by just 10,000 votes. Six years later, he made history by winning the biggest landslide victory ever in a Connecticut race for a Senate seat, with a margin of more than 67% of the vote.

Now in his second term in the U.S. Senate, Joe Lieberman has earned a national reputation as a thoughtful, effective legislator. He is a Democrat who speaks his conscience, forms bipartisan coalitions with Republicans, and fights for working families. In his service in the Senate, and on the Armed Services, Environment and Public Works, and Small Business Committees, he has fought for consumers, for a better environment for present and future generations, and for a strong national defense.

We don't need a crystal ball to see what will happen if George Bush and Dick Cheney are elected and their anti-union friends retain control of Congress. We can predict with certainty what legislation will be passed because everyone of these bills has already been introduced in Congress.

Repeal of the Family and Medical Leave Act, Passage of the TEAM Act. A National Right-to-Work law. Privitization of Social Security. Voluntary federal job health and safety standards. No overtime after 40 hours in a work week. Employer option to pay compensatory time instead of overtime. A national "paycheck deception" law. And many, many other laws that will turn the clock back on working families by 70 years.

Only a veto or threat of a veto by President Clinton, or a Senate filibuster led by our friends, stopped these bills from becoming law.

Much is at stake in November and much is at risk. The contrast between the candidates cannot be

clearer. Al Gore and Joe Lieberman have the interests of working Americans at the heart of their agenda and in the forefront of their programs. Because they are supporters of working families and a champion of our unions, CWA recommends their candidacy to all CWA members and their families and be it

RESOLVED: That the Communications Workers of America reaffirms its endorsement of Al Gore for President of the United States and Joe Lieberman for Vice President.

SECTOR DUES RESOLUTION IN SIGHT

When the discovery of the non-collection of Sector dues was first reported by Local President Lou Fallot to the membership in October of 1997, the news was met with equal parts of confusion and skepticism as the Local began the arduous task of re-couping approximately \$400,000 in arrearage.

The initial unwillingness of the NBC Payroll Department to address the leak only served to exacerbate the situation. But now, nearly three years later through the collective efforts of the Local, the Sector, Impartial Umpire Dr. Joan Parker and suprisingly NBC themselves, the mammoth undertaking is drawing to a satisfactory conclusion.

The Local's limited resources in tracking the Company's shoddy record keeping and the move of the Payroll Department to Fort Meyers were the underlying factors as this situation initially began to spiral out of control.

After a round of ineffective attempts to make some headway in the months that followed the disclosure by Fallot, the unavoidable conclusion that NBC had violated Article III of the Master Agreement by failing to properly deduct dues and fees finally set the wheels in motion toward a resolution.

On May 2nd, an interim agreement to the original grievance (NIO 97-2) filed in November of 1997 included an advance of \$13,000 by NBC to cover the then current estimated uncollectable funds and a portion of the administrative costs incurred by NABET-Local 11. Termed "an expression of the Company's commitment to addressing the problem in a spirit of good faith and professionalism", the parties also agreed to work together in a campaign to bring closure to this prickly issue.

The parties agreed to put the arbitration on hold and maintained their rights to reserve their respective positions at that time. However, it was clear that the forces seemed willing to work together as NBC agreed to the assignment of a person in the Payroll Department to address this still ongoing situation.

The latest series of letters advised the membership of any outstanding balances and also informed them of a variety of payment options. Despite some internal grumblings, there really was no plausible dispute

in the obligation of a member to remit dues. The cold reality remained that those funds had to be collected.

Finance Committee Member Bill Freeda summed things up. "Slowly but surely, this situation is being resolved. The bulk of the arrearage has been accounted for and it appears that proper steps are being taken within NBC to avoid a perpetuation of this unfortunate set of circumstances impacting our members."

Editorial & Opinion

In My Opinion... by Bill Freeda

Now that we have had the formality of the political conventions, the real Presidential Campaign begins. We as NABET-CWA members will soon have to decide who we want to be our next President, and our representatives in Congress. I have mentioned in previous articles that the CWA is endorsing Al Gore for President and Hillary Clinton for the Senate in New York. Although both these candidates are Democrats, the CWA endorsement comes due to the fact that the Vice President and the First Lady both support a pro-labor agenda.

Let us examine how a second generation Bush White House will affect us as NABET-CWA employees. Those of us that work or have worked at NBC since 1987 are familiar with the reprehensible practice of NBC employing our brothers and sisters as Daily Hire Employees, while scheduling them on a full time basis. Some of our members have worked under these conditions for ten years or more. Presently there are at least three bills in Congress dealing with the misclassification of employees for the purpose of denying them the same benefits as regular employees. Local 11 is hopeful that with the help of the CWA Legislative Department, we can get these bills signed into law. The question we must ask ourselves is which of the Presidential Candidates is more likely to sign this bill into law. Vice President Gore is the obvious answer. I would say it is almost a certainty that Governor Bush would veto such a bill, not to mention the fact that he would not doubt use all of his considerable influence as President, to see that those bills would not even make their way through Congress. If we as a Union want to put an end to this disgraceful and unfair practice we must elect Al Gore as the next President of the United States.

I recently read that the Republicans in Congress were preparing legislation that would allow corporations to strip defined benefit pension funds of their surpluses. This has been done in the past during; you guessed it, the Reagan-Bush Administrations. It took a great Democratic Senator; Howard Metzenbaum of Ohio, to propose and get legislation passed that made it unattractive for corporations to strip these plans. You see, corporations did not have to pay any tax on that money. Now thanks to Senator Metzenbaum corporations have to pay a fifty percent excise tax on that money. Although I haven't got the details on this legislation, I am guessing that the Republicans are waiting for George W. to be sworn in and hope they retain the majority in Congress so that they can make it easier for corporations to have access to OUR pension surpluses. For those of us who are members of the GE Pension Trust, that is a surplus of almost twenty-five BILLION dollars. Do we know that GE will take this tact? No, but do we want to tempt the people at GE with this much of OUR money. I don't think so, please remember these are the same folks that refuse to give its pensioners an annual cost of living increase, even though we have that huge surplus, while at the same time bestowing \$75,000 per year pensions on Non-Employee members of the GE Board of Directors. Can we afford to take that chance? I believe the answer is a resounding NO.

That is why the choice is so clear for us this year. Do we want the practice of misclassifying our

brothers and sisters solely for the purpose of denying them benefits to continue? If you do, your guy is George W. If you want to stop it, Al Gore must be your choice. If you want corporations to have access to the surpluses in our pension plan, W. is your man. If you want to protect the funds in our pension plans so that they are used exclusively for the retirees they were meant for, Al Gore must be the next President of the United States, backed with a Democratic Congress.

Finally, I would like to comment on the fact that I have heard all too many people say that they might vote for one candidate or another, because they either like or dislike a candidate. Sisters and brothers, this election is not a popularity contest. We must elect candidates that represent our interests and us. Whether we “like” them or not is irrelevant and Al Gore and Hillary Clinton must be our representatives.

Fraternally,
Bill Freeda

Sullivan's Pride

By Peter Sullivan

I am a cat person. That doesn't mean that I don't like dogs or other animals...I'm just a cat person. Growing up in my parents' house, we had dogs, hamsters, goldfish and cats.

At times the house was so full of animals that it seemed the only one that we were missing was old Noah himself! Now I have a pride, or more correctly the pride has me.

By the pride I am referring to the last definition in Webster's Dictionary. Pride: a group of lions. Yeah that's it a group of little lions. My cats all six of them are rescue cats.

Three came from various animal shelters, two from the jungle (outside) and one from a lady who no longer wanted her. All are well behaved, while at times some fights break out they are short in duration. Usually it involves one cat sleeping in someone's bed or perch. Then seconds later both are napping together. The crisis is resolved. I do enjoy the little bit of wildness in our home. Feline personalities are as individual and complex as we humans are. My next door neighbor, Dennis was over my house one day. After observing our cats he said, "The only time that cats are happy is when they are eating or sleeping". I was a little bit annoyed. But then Dennis is a dog person; he's also a member of the I.B.E.W. If cats were members of a union, I'm sure they would be in a feline region of N.A.B.E.T., intelligence, individuality, and at sometimes indifference. In their own minds they are kings of the

jungle, and that's what counts.

I am also very proud of all of our N.A.B.E.T. members (human). All of you, who read our newsletter, visit our website, call our office, attend our events and speak with our stewards. It is that involvement which keeps the union pride alive. The union is you. We have accomplished many things and will continue to do so. The pride is with us every day, on the job and in our homes. We may not have pointy ears or be able to see in the dark, but we are all members in the pride.

NLRB Ruling Affects Long Term Temps

The National Labor Relations Board ruled last week that temporary employees on long term assignments may join the unions within the industries they are working. According to the ruling, temporary workers who are assigned to a company that has an organized union presence may join a bargaining group without first obtaining the consent from the company where they are placed. This ruling is significant in that it will allow unions to pick up more members in more fields of employment.

Training

Joe Salvaggio, chairman of the NABET-CWA Local 11 Training Committee, announced at the September Executive Board meeting that Local 11 has formed a partnership with Local 16 and IBEW 1212, representing the three major broadcast unions in New York City, to apply for a four million dollar grant for training members in new technology. Phase one of the plan is to develop an overview of the proposed training program and was presented to the Workforce Investment Board for review. If it's selected as a viable proposal, this competitive grant application will be forwarded to the federal government for review and ultimate approval. The Training Committee has a non-linear editing training program ready to go should the funds be approved. Meanwhile, the committee has in place a program for basic computer training in cooperation with the Actor's Work Program available at no cost, which is prerequisite to the Non-linear training course should our members need it. For further information and application, contact the Training Committee through the Local 11 office .

Tis the Season?

It's never too early to start planning NABET Local 11's Holiday Open House and General Membership Meeting. This year's event will take place on Wednesday, December 13th at 1pm and 7pm. Refreshments will be served.

NABET's # 1 Perk!

The annual NABET Pocket calendars have arrived at the NABET office. This year's choice fashion color is burgandy. Please plan your next year's wardrobes accordingly. Your Executive Board Representative and Shop Stewards will be distributing them soon.

NABET Local 11 Negotiating Committee Formed for Potomac Talks

The NABET Local 11 Contract with Potomac Television Corporation, a subcontractor for CNN, expires on December 7th, 2000. Larry Greenberg, Executive Board Representative for the shop, announced the committee members, including Peter Ballante, Juan Ortiz, Phil Loccisano, Matt Moskowitz, Briean Kiederling, and himself.

Editorial Board

Thomas Cappo
Tim Gorry
Scott Robblee
Joe Salvaggio
Peter Sullivan

Full Membership

At the CWA Convention held in Anaheim, California on August 28-29, 2000 the CWA constitution was amended to designate the NABET-CWA President as a Vice President on the CWA Executive Board with full voting membership.

National Association of Broadcast
Employees and Technicians-
Communications Workers of America,
AFL-CIO

Local 11

President - Louis Fallot

Vice President - William Freeh

Secretary - Gene Garnes

Treasurer - Frank Snell

NEWS AT ELEVEN

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From the Land Down Under

NBC's Olympics coverage begins on September 15th. Local 11's President Lou Fallot arrived in Sydney Sept 6 and Vice President Bill Freeh will arrive there on Saturday, September 13th. Both are serving as Sector Representatives for NABET-CWA and represent the interests of Local 11 members as well as NBC Local 31 in Washington D.C., Local 41 in Chicago, and Local 53 in Burbank, ABC locals, NBAE, and Potomac Television. The trip, incidentally, is paid for by the Sector.