

# BULLETIN

AFL -CIO -CLC . Local 11  
National Association of Broadcast Employees and Technicians

---

---

**May 14, 2002**

## **RE: Today Show Opportunity To Eat (OTE) Meeting**

As a result of an OTE meeting on May 8, 2002 with several members of the Today Show crew, Lou Fallot, Bill Freeh, Executive Board members Tom Cappo & Tim Gorry, NBC Labor Relations and NBC Managers, an understanding of the new OTE was established.

1. An OTE CANNOT be 5 minutes.
2. An OTE CANNOT be confused with breaks.
3. An OTE could, on a rare occasion be 10 minutes, but is intended to be a flexible meal period with no pre-established length with a \$40 payment.
4. ONLY MANAGEMENT may schedule an OTE.
5. The TD can tell personnel when to take the OTE.
6. The OTE cannot be assigned outside the legal window of A.8 ( Start of 3rd hour and end of the 6th hour, pg. 97)
7. Anyone who is assigned to take an OTE but doesn't get one prior to the end of the legal window of A.8, gets the full missed meal penalties.
8. Even if food is catered on site, you CANNOT be required to eat that food.
9. No one should take an OTE at their work station.
10. You may leave the area to get food should you not want to eat the catered meal.

The OTE language was first introduced into our contract in 1990 for the EJ Field Crews and expanded in

1994 to include the EJ Editors, This provision has Worked well in those areas without many disputes. The expansion of the OTE to areas of Studio Production will have to be monitored carefully to ensure that it's enacted fairly and properly. The OTE is not meant to be punitive and if anyone suspects that this provision is being abused, please notify the Union Office!!!

Fraternally,

Louis P. Fallot  
President

William F. Freeh  
Vice President and Grievance Chairman

Cd/opeiul53:afl-cio .