

NABET-CWA Local 16 Executive Board

DATE OF MEETING: September 10, 2008  
ATTENDANCE: President: Paul C. Vasquez  
Vice President: James J. Nolan  
Secretary-Treasurer: Richard L. Gelber

Executive Board Representatives:

Unit #1: Brendan Black  
Unit #2: William Bores  
Unit #3: Gregory Ciccone / Steve Rubbinaccio  
Unit #4: Dennis Allen  
Unit #5: Arthur Mazzacca  
Unit #6: Orlando Burgos  
Unit #7: Henry Plimack  
Unit #8: Katherine Henry (Work)

The meeting was called to order at 10:18 a.m.

**1. Executive Session**

A motion was made and adopted to enter Executive Session at 10:22 a.m.

Moved: Mazzacca                      Seconded: Black                      Passed Unanimously

A motion was made and adopted to emerge from Executive Session at 10:36 a.m.

Moved: Mazzacca                      Seconded: Burgos                      Passed Unanimously

**2. Motion of Appreciation for Greg Ciccone's Service**

The members of the Executive Board members expressed their thanks and appreciation for Greg Ciccone's long service on the Board. Greg's 23 years as a member of the Board is believed to be the longest period of service in the 41 year history of Local 16.

**2. Motion of Appreciation for Greg Ciccone's Service – Cont'd**

Motion (#08-22): To thank Gregory Ciccone for his unprecedented record of service to the members of Local 16 as a member of the Local Executive Board.

Moved: Bores

Seconded: Nolan, Gelber, Black, Allen, Mazzacca, Burgos,  
Plimack

Passed Unanimously (applause)

**3. Report of Election Committee**

Election Committee Chairman Brendan Black reported that petitions for the position of Executive Board Representative for Unit #3 were due on September 5, 2008, and that one petition was received, from Steve Rubbinaccio. Since that petition was determined to be valid, Steve Rubbinaccio is declared elected to the Executive Board.

**4. Swearing-in of New Executive Board Representative**

Newly-elected Executive Board Representative for Unit #3 Steve Rubbinaccio was sworn-in by President Vasquez (applause).

[At this point, Greg Ciccone departed the meeting.]

**5. Pension Update**

Pension Trustee Dennis Allen reported that despite recent market volatility the ratio of plan assets to current liabilities has remained relatively stable. The Fund assets remain in the vicinity of \$660 Million.

**6. N.Y. State AFL-CIO Convention**

President Vasquez reported on the New York State AFL-CIO Convention, held last month in New York City. No particularly important business was conducted during the general sessions and Paul used the limited time during which he attended to build contacts with other local labor leaders.

**7. Labor Mass**

Henry Plimack attended a Labor Mass conducted by His Eminence Edward Cardinal Egan on the morning of the Labor Day parade. Henry distributed a printed version of a homily delivered by Cardinal Egan at an earlier Labor Mass and encouraged greater participation by CWA and Local 16 in the future.

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**8. Labor Day Parade**

President Vasquez reported on the Labor Day parade, in which he marched along with NABET-CWA Sector Vice-President Jim Joyce. Overall, the participation by Local 16 and CWA District One was lower than in recent years due to the threat of severe thunderstorms.

**9. Old Business**

**a. NAC (News Acquisition Center) Update**

Dennis Allen reported that ABC News has combined the Satellite Desk with ABSAT and that one “B” Contract employee from the Satellite Desk has been transferred to Traffic.

**b. Safety & Health Survey**

President Vasquez distributed to the Board copies of the last Safety and Health Survey conducted by Local 16 and solicited input for the new one. Henry Plimack is the new Local 16 Safety Committee Chairman.

**c. Sports Remotes**

We now have the ABC Sports remote schedule for the fall, to the extent that game locations are known. Local 16 will send representatives to the extent possible, in coordination with other ABC Locals. NABET-CWA coverage will also be provided at any political debate to be hosted by ABC.

**d. Communication**

This item is carried forward to next month.

**e. SBE Certification**

A written proposal from Dan Rapak for Local 16's involvement in members' SBE certification exams and SBE membership was distributed to the Board by Jim Nolan. After discussion, the Board agreed to the following reimbursement terms:

Motion (#08-23): Resolved, that Local 16 will reimburse members in good standing who pass SBE Certification Exams for the cost of their first year's membership in the Society of Broadcast Engineers. Local 16 encourages its members to participate in this program to the maximum extent possible.

Moved: Burgos

Seconded: Mazzacca

Passed Unanimously

**10. Minutes**

The minutes of the previous regular meeting of the Local 16 Executive Board, held on August 6, 2008, were approved as amended.

Moved: Burgos

Seconded: Nolan

Passed Unanimously

Abstain: Gelber, Rubbinaccio

**11. New Members**

The following new members were accepted into membership contingent upon payment of initiation fees, dues, and verification of application:

S. Bowes	P. Ilowitz	S. Katsos	A. Tocci	C. Kerr
K. Bartels	D. Baggio	S. Parashis	S. Simmons	L. Acevedo
T. Boyd				

Moved: Mazzacca

Seconded: Nolan

Passed Unanimously

**12. Grievance and Arbitration Report**

Grievance Chairman Nolan reported that the first hearing in the Steve Kuebler discharge case took place yesterday.

A grievance over the current application of “Sideletter 24” (Alternate Layoff Procedure) at WABC-TV has been filed.

The arbitrator has issued his ruling in the case over severance pay owed to Dave Elliot, and Dave will receive 12 months of severance pay, i.e. that which is provided for in the current contract.

**13. IBM Survey / Management Layoff**

The Board discussed the recently announced ABC management layoff, and its relationship, if any, to the IBM consulting project currently underway.

Local 16 will attempt to debrief some of our members who were interviewed for the IBM project.

**14. "Sideletter 24"**

In mid-July, WABC-TV notified Local 16 of its intent to layoff 10 members in its “Videotape” and “Graphics Playback” groups if they did not agree to accept the buyout detailed in new Sideletter 24. Just prior to this the station had transferred one member from “Graphics Playback” to “Graphics Artists”. NABET-CWA representatives met on August 5 with Labor Relations and WABC-TV management. Subsequently, Local 16 was able to help arrange for one of the targeted members to transfer to a position in B.O.&E. Also, two of the graphics operators will be trained for Daily Hire work at the Network. Certain modifications in individual circumstances eventually were agreed to by ABC and NABET-CWA, resulting in withdrawal of the grievance that had been filed, but the parties will retain their positions regarding the procedures to be employed in applying Sideletter 24. A meeting will be scheduled for the parties to discuss their differences.



**16. Secretary-Treasurer's Report – Cont'd**

Gelber reported that the lawsuit filed against Local 16 in New York City Housing Court by the former owner of 80 West End Ave., was dismissed on Monday, September 8, after a hearing which he attended along with two members of Local 16's office staff. The work of our attorney in the matter was superb.

Gelber also reported on several medical benefit issues recently worked on and resolved on behalf of members.

**17. Sideletter "DC" Meeting**

President Vasquez called to the Board's attention an upcoming meeting scheduled to take place during October, in Scottsdale, Arizona, under contract Sideletter "DC", and solicited agenda items to be discussed.

**18. Organizing Report**

A meeting is pending with an internal group that has shown considerable interest.

**19. NCC Meeting**

A meeting of the NABET-CWA Network Coordinating Committee meeting will also take place during October in Scottsdale, adjacent to the Sideletter "DC" meeting mentioned above, and President Vasquez solicited agenda items.

**20. New Officer Training**

CWA periodically conducts New Officer training sessions, and President Vasquez asked the Board for suggestions on possible attendees from Local 16.

**21. Card Access Turnstile System**

The card access turnstile system that was originally slated to be installed earlier in the year now seems to be imminent, and Local 16 will ask the Company for another meeting.

**22. Good Morning America Train Trip**

"Good Morning America" will shortly originate a week of shows from a specially-outfitted Amtrak train that will make numerous stops in the Northeastern and Mid-Atlantic states. ABC had requested numerous contractual waivers in connection with the crew assignments for this event, but was not willing to give anything in return, so no agreement was reached and all normal contractual terms will apply.

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**23. Local 16 Vice-President Office**

Orlando Burgos objected to Jim Joyce's continued occupancy of the Local 16 Vice-President's office space. President Vasquez promised to take care of the matter.

**24. Funding Requests**

The Executive Board considered a large number of funding requests and took no action.

**25. Ideas**

All ideas sent in by members via e-mail were discussed. These included training, retirees, shop steward elections, Daily Hire eligibility for the Signature Plan in 2009, legal representation issues, starting times of Executive Board meetings, and electronic agenda production systems.

The meeting was adjourned at 5:55 p.m.

Respectfully submitted,

Richard L. Gelber

RLG:ph  
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