

NABET-CWA Local 16 Executive Board

DATE OF MEETING: December 4, 2008
ATTENDANCE: President: Paul C. Vasquez
Vice President: James J. Nolan
Secretary-Treasurer: Richard L. Gelber

Executive Board Representatives:

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

The meeting was called to order at 9:00 a.m.

1. **Minutes**

The minutes of the previous regular meeting of the Local 16 Executive Board, held on November 13, 2008, were approved as corrected and amended.

Moved: Mazzacca Seconded: Henry Passed Unanimously
Abstain: Nolan

Several typographical changes to the October minutes were approved by consensus.

2. **Secretary-Treasurer's Report**

No formal report was submitted due to this meeting coming so early in the month, but Secretary-Treasurer Gelber estimated that November will show a loss, as is typical for this month, following the small gain shown in October. Some CWA dues rebate money that would normally have been received during November was not received until December, which helps December's expected results, but there are large legal and LOA bills that will be paid in December as well.

The Board agreed by consensus to continue the existing practice of paying \$200 holiday gifts to those members on unpaid medical leaves of absence.

3. Pension Update

Pension Trustee Dennis Allen reported that the Plan's funding ratio is down to 113%, but the equity exposure is lower than used to be the case. We are still in good shape with respect to the pop-up, but getting closer to the area of concern.

4. Committee Reports

A. Vacations

Vacation Committee Chairman Mazzacca reported that a meeting was held with WABC-TV Management. There is an unresolved dispute regarding weeks being taken out of the vacation blocks during sweeps.

[Committee Reports continued below following General Membership Meeting.]

5. Ideas

The Board discussed all ideas submitted. Lori Nasrallah contributed some good ideas regarding “Scene-16”.

6. New Member

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

Roger Cook

Moved: Bores

Seconded: Allen

Passed Unanimously

7. Old Business

A. Committees

President Vasquez announced that the committee information on the Local 16 website will be updated. Executive Board members will be expected to submit suggestions for improving the website every month.

B. Local 16 Offices

President Vasquez reported on his discussions with John Clark regarding the Local 16 Vice-President's office and possible rent contributions from the Sector. Sector Vice-President Joyce's leave of absence (by the Sector) and the handling of associated costs were also discussed.

[During the above discussion, S. Rubbinaccio entered the meeting.]

8. Special Membership Meeting

The Board decided on a date of Saturday, January 17 for a Special Membership meeting to discuss reductions in Daily Hire work opportunities at ABC.

9. CWA Joint Sector Conference

The three media-related Sectors of CWA (NABET, The Newspaper Guild, and Printing and Publishing) are conducting a joint conference on the future of the media industry next month in Baltimore. All three Local 16 Officers expressed a desire to attend. Costs will be relatively low due to the proximity to New York, and the two weekend days covered by the schedule.

Motion (#08-30): To allocate up to \$3000 for the three Local 16 Officers to attend the “Future of Media Industry” conference, over January 10 through 12, in Baltimore, MD.

Moved: Mazzacca Seconded: Henry Passed Unanimously

10. Teleprompter Negotiations

After some initially encouraging signs, the WABC-TV Teleprompter Operator negotiations have stalled. The Union is considering possible NLRB charges.

11. Funding Requests

Motion (#08-31): To contribute \$100 towards the TWU Local 100 Widows and Orphans Fund.

Moved: Gelber Seconded: Rubbinaccio Passed Unanimously
Abstain: Plimack

[The Board was in recess from 12:15 p.m. until 2:30 p.m. for the General Membership Meeting.]

When the Executive Board meeting resumed, the Board discussed Local 16's annual contribution quota of \$1 per member per year towards the Pediatric AIDS Foundation, the CWA's “Charity of Choice”.

Motion (#08-32): To contribute up to \$1100 towards the CWA's annual appeal on behalf of the Pediatric AIDS Foundation.

Moved: Gelber Seconded: Nolan
In Favor: Gelber, Nolan, Bores, Rubbinaccio, Mazzacca, Burgos, Henry
Opposed: Allen
Abstain: Plimack
Motion Adopted

4. Committee Reports – Cont'd

B. Communications

H. Plimack reported that the Communications Committee has not met recently. Some problems with lack of NABET bulletin boards in certain areas and Scene-16 were discussed.

C. Elections

Election Committee Chairman Black will shortly announce the schedule for the 2009 Elections for Executive Board Units 1,3,5, and 7, and Secretary-Treasurer. It is likely that petitions will be available as of December 26.

D. Grievance and Arbitration

A written report (attached) was submitted by Grievance Chairman Nolan. The highlights are as follows:

The Union lost the Steve Kuebler suspension case, and the arbitrator's decision is pending on his discharge.

An ENG engineer at WABC-TV has been discharged, and the case referred to arbitration. A member at WABC-TV has been given a "14.1 (b)" notice.

Additional dates are pending in the Martin Bell discharge case.

E. Mobilization

December 10 is International Human Rights Day, and participants are needed for events on that day.

F. Political Committee

The report on the New York State Working Families Party vote totals has been sent out via e-mail. The next CWA District One political directors' meeting is scheduled for next Thursday.

G. Safety & Health

H. Plimack distributed a report on a recent NYCOSH meeting. The Board discussed current items of concern. Additional members from most areas are needed for the Safety Committee.

H. Organizing

The Union representational meeting for the BITS group is scheduled for December 16.

12. 2009 Executive Board Meeting Dates & Times

The Board decided by consensus to meet, going forward, on the third Tuesday of each month, starting at 7 a.m., except that the January, 2009 meeting will be on the second Tuesday.

13. CWA New Local Leader Training

CWA will conduct New Local Leader training over January 23 – 26 at the George Meany Center in Maryland and NABET-CWA is actively soliciting participation from the Locals. There are two Local 16 Executive Board members tentatively interested in attending.

Motion (#08-33): To allocate up to \$1600 to send two Local 16 representatives to CWA New Local Leader training in January, 2009.

Moved: Nolan Seconded: Mazzacca Passed Unanimously

14. Executive Session

Motion to enter Executive Session

Moved: Mazzacca Seconded: Rubbinaccio Passed Unanimously

Motion to come out of Executive Session

Moved: Bores Seconded: Mazzacca Passed Unanimously

[At this point, K. Henry departed the meeting.]

15. Staff Bonus

Motion (#08-34): To give one week's base pay as a holiday bonus to the Local 16 OPEIU office staff.

Moved: Burgos Seconded: Mazzacca Passed Unanimously
Abstain: Nolan, Gelber

16. Local 16 Payroll

In order to save on payroll processing costs, and as already reflected in the budget, the Board agreed by majority consensus to change from a weekly to a bi-weekly payroll system, beginning in January, 2009.

17. OTE's

The Board discussed the Company's use of "OTE"'s (Opportunities to Eat) and the guidelines under which this is permitted under the contract.

18. Executive Board Fees

In an effort to reduce costs, and after discussion, the following By-Law Amendment concerning Executive Board fees was proposed:

18. Executive Board Fees – Cont'd

Motion (#08-35): To amend the Local 16 By-Laws so as to reduce the monthly stipend for the Executive Board Representatives for Units 1, 3, 5, and 7 from \$275 to \$250 (By-Law 4.8), and the stipend for the Secretary-Treasurer from \$300 to \$275 (By-Law 3.4f), effective with the terms that begin in 2009. Also, to reduce the monthly stipend for the Executive Board Representatives for Units 2, 4, 6, and 8 from \$275 to \$250 (By-Law 4.8), the stipend for the Vice-President from \$300 to \$275 (By-Law 3.3b), and the stipend for the President from \$400 to \$360 (By-Law 3.2c), effective with the terms that begin in 2011.

Moved: Mazzacca Seconded: Burgos
In Favor: Nolan, Gelber, Bores, Rubbinaccio, Mazzacca, Burgos, Plimack
Opposed: Allen

The motion is adopted, two-thirds (2/3) of those present and voting having voted in favor. Pursuant to Local 16 By-Law 1.5, a final ratification vote on this proposed By-Law amendment, again requiring a two-thirds (2/3) vote in order to pass, shall take place at an Executive Board meeting held between 45 and 75 days after today's date.

The meeting was adjourned at 7:30 p.m.

The next meeting of the Executive Board is scheduled for Tuesday, January 13, 2009.

Respectfully submitted,

Richard L. Gelber

RLG:ph
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