

NABET-CWA Local 16 Executive Board

DATE OF MEETING: March 13, 2008
ATTENDANCE: President: Eugene J. Maxwell
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
Unit #4: Dennis Allen
Unit #5: (vacant)
Unit #6: Orlando Burgos
Unit #7: Paul Vasquez
Unit #8: Kathy Henry

The meeting was called to order at 4:00 p.m.

1. Swearing-in of New Officers

Newly elected Local 16 Vice-President Jim Nolan and the Executive Board Representative for newly-created Unit #8 (Network Graphics), Kathy Henry, were sworn in by President Maxwell (applause).

Re-elected Executive Board Representatives Bill Bores (Unit #2), Dennis Allen (Unit #4), and Orlando Burgos (Unit #6) were then sworn in by President Maxwell (applause).

President Maxwell and the members of the Executive Board thanked outgoing Vice-President Jim Joyce for his service for the past 7 years (applause).

(Jim Joyce remained present for the remainder of the meeting as Grievance Committee Chairman at the invitation of President Maxwell, and without objection.)

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2. Minutes

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

Moved: Allen

Seconded: Ciccone

Passed Unanimously

Abstain: Gelber, Henry

3. Old Business

a. WGA Strike

As reported at the previous meeting, Brother Frank Forsyth gave up a day's pay by honoring the Writers Guild of America East picket line that was set up at the entrance to TV-24 on January 23. The Executive Board members collected their own funds at the previous meeting to make up the pay lost by Brother Forsyth. Brother Forsyth subsequently contributed a substantial part of those funds to the James P. Nolan Memorial Scholarship Fund. We thank Frank for his generosity.

b. Sector By-Law Amendment

A change to Sector By-Law 7.6F regarding the functioning of the ABC and NBC Network Negotiating Committees was drafted and proposed by President Maxwell for submission to the 2008 NABET-CWA Sector Conference. If adopted, this change would provide for proportionate constituency voting on all issues decided by the NNC's. In the course of the discussion, several minor changes to the original wording were accepted by President Maxwell.

Motion (#08-03):

To approve and submit to the 2008 NABET-CWA Sector Conference as a Local 16 proposal the proposed change to Sector By-Law 7.6F drafted by President Maxwell, providing for proportionate constituency voting on all issues to be decided by the ABC and NBC Network Negotiating Committees.

Moved: Nolan

Seconded: Burgos

In Favor: Nolan, Gelber, Bores, Ciccone, Allen, Burgos, Vasquez, Henry

Opposed: Black

Motion Adopted

(The proposal, in its final form, is attached to these minutes.)

4. Grievance and Arbitration Report & Transitional Matters

Grievance Committee Chairman Jim Joyce reported that an arbitration prep. session took place earlier today for a case concerning a member suspended for alleged outside work. The arbitration will take place on April 7 before Joan Parker, who is returning as one of the New York Impartial Umpires after a period of several years.

A payment of \$1000 from the Company was received pursuant to changes in Sideletter FF in the new contract. This payment was credited to the James P. Nolan Memorial Scholarship fund by agreement.

4. Grievance and Arbitration Report & Transitional Matters – Cont'd

Local 16 is pursuing reports of non-NABET personnel performing switching functions on Good Morning America remotes and other news remotes, and we have issued an information request to the Company.

Grievance meetings are scheduled for March 25 at WABC-TV and March 27 at B.O. & E.

An arbitration over a suspension at WABC-TV will be prepped next Tuesday.

The Board discussed concerns over multiple moves the Company has planned for the News Acquisition System and the resulting effects on work flow.

The following leadership transitional matters were discussed by the Executive Board:

a. Local President

Gene Maxwell will return to work at Citadel Radio (formerly ABC Radio) on March 31, but will continue as President until the run-off election is completed and his successor is sworn in at the next Executive Board meeting on April 10. His Local 16 salary will be reduced by the amount of his Citadel salary. No Executive Board action is needed.

b. Local Vice-President

Vice-President Nolan will be placed on LOA on a day-to-day basis as needed and waives additional Vice-Presidential compensation for the time being. No Executive Board action is needed.

c. Grievance Chairman

President Maxwell expressed a desire to continue Grievance Committee Chairman Joyce on full-time leave through the date of the next Executive Board meeting. The following motion was proposed:

Motion (#08-04): To continue Grievance Committee Chairman Joyce on full-time leave at a salary of ABC Group 8 plus 25% until April 11, 2008, in order to continue conducting Local 16's grievance and arbitration process.

Moved: Henry
Abstain: Black

Seconded: Vasquez

Passed Unanimously

5. VSP (Voluntary Separation Program)

A letter has gone out from ABC to "A" (Engineering) contract employees at the Network in New York, Washington, and Los Angeles inviting volunteers for the VSP, commonly referred to as a "buy-out". Expressions of interest are due by April 2, the Company will notify those accepted by April 11, and those who elect to leave ABC employment will do so on May 30, unless a different date is agreed to by the Company.

6. Good Morning America Issues

Greg Ciccone reported on concerns expressed by the GMA crew over non-jurisdictional (“dot-com”) work being done on the GMA set after each morning’s show. Some technical functions are performed by NABET-CWA-represented employees and some are not. A meeting will be arranged by President Maxwell.

A grievance filed over operation of the EVS system on GMA has been referred to the national DK Committee per the contract.

7. Secretary-Treasurer’s Report

The February, 2008 income and disbursement reports, and the fiscal year-to-date totals were distributed to the Board by Secretary-Treasurer Gelber. The Board discussed certain unusual and one-time items.

[At this point, Kathy Henry left the meeting.]

8. Pension Report

Pension Plan Trustee Dennis Allen reported that the Plan assets were down slightly to \$678 million as of the end of February, but due to the current method of management of the Plan, liabilities are down as well, so the percentage of assets over current liabilities remains approximately the same.

[At this point, President Maxwell left the meeting to attend to family matters and turned the chair over to Vice-President Nolan.]

9. New Members

The following members were accepted into membership contingent upon payment of initiation fees, dues, verification of application, and, in the case of Mozell Miley, receipt of an original signed copy of her application:

R. Trentacosta	D. Jenkins	M. Miley	J. Staubitser
J. Rutherford	C. Crawford	J. Chambers	

Moved: Gelber Seconded: Bores
In Favor: Gelber, Black, Bores, Ciccone, Allen, Vasquez
Opposed: Burgos
Motion Adopted

10. Political Report

In a special election held to fill a vacant seat in the New York State Senate for a district covering Watertown, near the Canadian border, the Democratic/Working Families Party endorsed candidate won, which reduces the Republican majority in the State Senate to 1.

Jim Joyce, Paul Vasquez, Mike Cullen, and Debbie Simmons will represent Local 16 at the CWA Annual Legislative and Political Conference to be held in Washington in early April.

11. Training Report

An Sports Video Group (SVG) training and demo event in Madison Square Garden is coming up soon, details TBA.

The new Dell Laptops acquired by BURST from CWA-NETT are now working with the Avid software; a training class in New York will be scheduled soon.

12. Organizing Report

Discussions continue with a new outside group.

13. CWA District One Conference

This annual event was held in Atlantic City in early March. Jim Joyce and Rich Gelber attended on behalf of Local 16. Due to Sector Committee meetings that were scheduled immediately prior to the Conference, all travel expense and some hotel expense is being covered by the Sector.

Jim Joyce chaired a workshop on media worker issues at the Conference, which was well-attended. The Conference attendees heard from Atlantic City casino dealer representatives, who work for shockingly low wages, and are now in the process of being organized by the UAW in several casinos (the hotel and restaurant workers have been represented by UNITE-HERE for decades). Much of the Conference time was spent discussing health care issues. Other significant workshops were held on FMLA issues and Workers Compensation.

CWA District One Political Director Bob Master gave an excellent presentation outlining the history of the development of labor's political agenda since World War II.

14. Local 16 Elections

a. Local President

No candidate received a majority of votes cast in the initial balloting for Local 16 President and therefore a run-off election is currently underway. The candidates are Jim Joyce and Paul Vasquez. The ballots will be counted on April 7.

14. Local 16 Elections – Cont'd

b. Unit 5 Executive Board Representative

As a result of Jim Nolan being elected Local 16 Vice-President, the position of Executive Board Rep. for Unit #5 is now vacant. A special election will be held to fill the remainder of the current term until March 1, 2009. Nominating petitions will be available in the Local 16 office beginning on March 17.

c. 2008 NABET-CWA Triennial Sector Conference

A NABET-CWA Sector Conference will be held in June of this year in Las Vegas, immediately preceding the CWA Annual Convention. All delegates must be elected, and those delegates elected to represent Local 16 at the Sector Conference will also be delegates to the CWA Convention, pursuant to the Sector By-Laws. In the opinion of Secretary-Treasurer Gelber, although we do not have the exact voting strength count from the CWA yet, under the established formula, Local 16 is certain to be allowed four delegates. On the recommendation of Elections Committee Chairman Black, the following schedule and terms were adopted for the delegate election:

Motion (#08-05): Four delegates and a number of alternates will be elected to represent Local 16 at the 2008 NABET-CWA Sector Conference and CWA Annual Convention. In the event that more than four valid nominating petitions are returned, ballots will be sent out to the membership, calling for votes to be selected on each ballot for four candidates. The top four candidates will be declared elected as delegates, and any remaining candidates will be alternates in descending order of votes received. Petitions will be available at the Local 16 office beginning on March 14, and must be returned by the close of business on April 4. Ballots, if necessary, will be mailed on April 11, and all ballots received in the Post Office Box by May 9 will be counted on that date.

Moved: Gelber
Abstain: Black

Seconded: Vasquez

Passed Unanimously

15. Daily Hire Dues

Orlando Burgos brought before the Board complaints from some Daily Hire members who believe that the dues structure as applied to them is inequitable. The Board discussed the matter and took no action.

16. National Media Reform Conference

Paul Vasquez requested to attend this AFL-CIO sponsored conference which is being held this year in Minneapolis, from June 6 through June 8. Paul has attended the conference in past years and has found it extremely worthwhile.

16. National Media Reform Conference – Con'd

Motion (#08-06): To allocate up to \$1900 for travel and LOA expenses for Paul Vasquez to attend the National Media Reform Conference in Minneapolis, from June 6 through June 8, 2008.

Moved: Burgos

Seconded: Vasquez

Passed Unanimously

Abstain: Black, Allen

[At this point, Bill Bores and Dennis Allen left the meeting.]

17. Funding Requests

The Board considered numerous funding requests and noted the Black Trade Union Leadership Academy being held at the Cornell Labor School beginning on April 19. Information concerning this program will be posted on the Local 16 web site in order to gauge interest.

18. Sector Executive Council Meeting Report

Sector Vice-President Joyce and Regional Vice-President Gelber attended the NABET-CWA Sector Executive Council meeting held in New York City on March 11 and 12. RVP Gelber reported briefly on the highlights of the meeting, which included a report on the ongoing CNN Unfair Labor Practice case before the National Labor Relations Board, and an extensive report presented by Eric Zakarin on the CWA Savings and Retirement Trust Plan (the 401K plan that our Daily Hires participate in).

The meeting was adjourned at 7:54 p.m.

Respectfully submitted,

Richard L. Gelber