

## NABET-CWA LOCAL 16 EXECUTIVE BOARD

**DATE OF MEETING:** Thursday, April 3, 2003

**ATTENDANCE:**           **President:**                   Eugene J. Maxwell  
                                 **Vice President:**           James C. Joyce  
                                 **Secretary-Treasurer:**   Richard L. Gelber

### **Executive Board Representatives:**

**Unit #1:**       William Bores  
**Unit #2:**       Gary Boyarsky  
**Unit #3:**       Gregory Ciccone  
**Unit #4:**       Dennis Allen  
**Unit #5:**       James J. Nolan  
**Unit #6:**       Orlando Burgos  
**Unit #7:**       Paul Vasquez

**The meeting was called to order at 3:30 p.m.**

The meeting began with the Pledge of Allegiance.

### **1. Swearing-in of Newly-Elected and Re-Elected Officers**

Newly-elected Executive Board Rep. for Unit #1 William Bores, and re-elected Executive Board Rep's for Unit #'s 3, 5, & 7 Greg Ciccone, Jim Nolan, and Paul Vasquez (respectively), and re-elected Secretary-Treasurer Rich Gelber were sworn in by President Maxwell. (applause)

### **2. Minutes**

The minutes of the previous meeting, held on February 10, 2003, were approved as amended.

Moved: Burgos

Seconded: Nolan

Passed Unanimously

Abstain: Bores

(No meeting was held in March due to negotiations.)

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### **3. Grievance and Arbitration Report**

Vice-President Joyce reported on the following problems & issues:

Grievance meetings were held in Studio/Field, Net ENG, and Videotape just prior to the beginning of negotiations. All three meetings were productive.

The Lenzel Davis and John Schultz suspension arbitration will be held on April 29.

Dates are being requested for grievance meetings for Network Maintenance and WABC-TV News.

Rich Gelber reported that a disciplinary letter issued to T.D. Nat Phillips has been grieved. The Union takes great exception to the Company's version of the facts.

Jim Joyce distributed copies of an arbitration award at NBC providing for full reinstatement of two discharged audio operators. The Union considers the case highly significant.

Gene Maxwell reported that a suspension issued to a graphics operator has been reduced to a written warning pursuant to discussions with the Union.

Rich Gelber reported that a dispute over paid time off for a member to comply with a Grand Jury subpoena has been resolved amicably.

### **4. Secretary-Treasurer's Report**

Secretary-Treasurer Gelber distributed the receipt and disbursement reports for February and March, 2003 and responded to Board members' questions. At the half-way point of the fiscal year, after adjusting for the effects of the large Local Dues influx scheduled at the beginning of July, receipts are running slightly over our estimates. Also, the Daily Hire local dues billing for calendar 2002 has just gone out and should see results in April. Expenditures for the half-fiscal year are at 44% of budget, and while there are some negotiation and mobilization bills yet to come, Gelber expects the deficit at the end of the fiscal year to be significantly under the budgeted amount.

President Maxwell distributed a multi-color bar chart of Local 16's 10-year financial history.

### **5. Steve Ciliberto Appearance**

Retiree Chairman Steve Ciliberto appeared at the invitation of the Board and requested funding for his attendance at two meetings in Albany, NY: A CWA District One retirees' meeting on April 10, and a meeting of the AFL-CIO affiliated Alliance for Retired Americans on April 28. Each meeting would entail travel and hotel expenses of approximately \$260. The Board took no action but agreed by consensus that President Maxwell would deal with the requests as he sees fit.



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### **10. Organizing Report**

Several continuing organizing possibilities were discussed by the Board.

### **11. ABC Negotiations / Mobilization**

The Board did not discuss the negotiations at length, since this was the main topic of the Special and Regular General Membership Meetings, held just before and just following the Executive Board meeting.

The Board discussed the need to continue to strive to regain retiree medical coverage for all members at negotiation.

### **12. LOA's / By-Law Changes**

President Maxwell brought up the By-Laws pertaining to full-time leave for Local officers and past motions dealing with these leaves. Jim Joyce pointed out the need for By-Law overhaul in general. The Board agreed that a committee would be appointed at the next meeting, with the goal to have new and revised By-Laws in effect by October 1, 2003.

### **13. NAACP Dinner**

The Annual NAACP Freedom Fund dinner-dance is scheduled for June 6, 2003. No action was taken and the matter will be on the agenda for the May E-Board meeting.

### **14. Labor Day Parade, September 6, 2003**

President Maxwell is looking for a 2003 Labor Day Parade coordinator for Local 16. Several suggestions were made.

### **15. Appeal for Funds: NABET-CWA Local 22**

NABET-CWA Local 22 in Rochester, New York, is in need of funds to help with their mobilization against a very stubborn employer. Several large Locals have already made substantial contributions.

Motion (#03-006): To give \$500 to NABET-CWA Local 22 for its mobilization campaign.

Moved: Burgos

Seconded: Vasquez

In favor: Joyce, Gelber, Bores, Ciccone, Allen, Nolan, Burgos, Vasquez

Opposed: Boyarsky

Motion adopted

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**16. Pledge of Allegiance**

Orlando Burgos urged that all Local 16 meetings should normally begin with the Pledge of Allegiance. A discussion ensued ending without consensus.

**17. Membership & Executive Board Realignment**

Paul Vasquez distributed a census count of Executive Board Unit make-up and suggested some realignment possibilities due to imbalances that have built up over the years.

**18. Daily Hire 401K Plan**

Jim Joyce reported that the 401K Plan maintained for qualifying Daily Hires by the C.W.A. has recently changed administrators.

The meeting adjourned at 6:41 p.m.

Respectfully submitted,

Richard L. Gelber