

NABET-CWA Local 16 Executive Board

DATE OF MEETING: April 20, 2009
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: Steve Rubbinaccio
Unit #4: Dennis Allen
Unit #5: Arthur Mazzacca
Unit #6: Orlando Burgos
Unit #7: Henry Plimack (Via Skype – on Mil. Leave)
Unit #8: Katherine Henry

The meeting was called to order at 7:15 a.m.

1. Pension Update

Pension Trustee Dennis Allen reported that the short-term interest rate related problem regarding calculation of the Plan's liabilities has been resolved. The Plan's funding ratio on March 31 was approximately 117%.

2. Ideas

The Board discussed all ideas submitted. One idea was a request that ABC distribute the weekly schedules via e-mail. By consensus of the Board, President Vasquez will discuss this possibility with management. Another idea asked about the posting of Daily Hire weeklies. Apparently the practice of doing or not doing this is inconsistent among departments. President Vasquez will take the issue under consideration and discuss it with the Company.

5. Old Business – Cont’d

E. Local 16 Death and Retirement Benefits – Cont’d

The Board discussed instituting eligibility rules for the death benefit for Daily Hires. It was proposed that Daily Hires would need 100 days of employment under a NABET-CWA contract in the previous calendar year in order to be eligible for the active member death benefit, and would further need to have met this requirement during five of the past six calendar years prior to retirement in order to be eligible for the retiree death benefit.

Since we currently have no definition of retirement for Daily Hires, the following definition was proposed: “In order to be considered retired, and to be eligible to receive a retirement gift, a Daily Hire member must be collecting Social Security retirement benefits, or must submit a signed statement to Local 16 to the effect that the member has reached 55 years of age and has retired from employment at ABC. In addition, the member must promise to return the retirement gift if he or she works at ABC in excess of twenty (20) days in a calendar year.”

The proposals above (except for Motion #09-10) have not been moved or adopted, and Local 16 will seek legal advice before proceeding further with these changes.

6. New Members

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

A. Helmes	E. Onier	R. Sullivan	A. Bridgman	W. Penso
Moved: Nolan		Seconded: Rubbinacco		Passed Unanimously

7. SMAG D.H. Cutbacks

A. Mazzacca reported that two Daily Hire members in SMAG will not be hired for one month, and another three Daily Hires have been cut back to three days per week.

8. Discipline

Bill Bores reports that management intends to respond to on-air errors by providing additional training. The Board discussed retraining and the possibility of other discipline.

9. Executive Session

Motion to enter Executive Session		
Moved: Mazzacca	Seconded: Gelber	Passed Unanimously

[During the Executive Session, O. Burgos departed the meeting.]

9. **Executive Session – Cont'd**

Motion to come out of Executive Session

Moved: Mazzacca

Seconded: Henry

Passed Unanimously

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

Secretary-Treasurer Gelber presented the receipts and disbursements for March, 2009 and the fiscal year-to-date totals.

Two telephone lines have been eliminated in the Local 16 office, which should save approximately \$1000 per year. After rearranging the usage of other lines and changing some vendors, additional savings are anticipated.

Several death benefit payments are pending because we have reached the budgeted limit again. We will try this time to fund the Local 16 death benefit through the end of the current fiscal year.

Motion (#09-11): To increase the budget for the Local 16 Death Benefit by \$10,000.

Moved: Gelber

Seconded: Mazzacca

Passed Unanimously

11. **Shop Steward Elections**

Several new stewards have been elected in various areas. However, many groups have still not reported yet. President Vasquez asked the Executive Board members to assist in getting these steward election reports.

12. **CWA Leadership School**

The CWA Leadership School will be conducted in Ithaca, New York during May.

Motion (#09-12): To send two Local 16 officers to the CWA Leadership School.

Moved: Mazzacca

Seconded: Rubbinaccio

Passed Unanimously

13. **AFL-CIO Diversity Conference**

The Board discussed whether to send one or two representatives from Local 16 to the AFL-CIO Diversity Conference, and will make a final determination once President Vasquez has recruited specific individuals.

14. Committee Reports

A. Grievance and Arbitration

Local 16 has been having difficulty getting ABC to agree on an arbitration date for the John McCurdy (WABC-TV ENG) discharge case. An Unfair Labor Practice charge with the NLRB is possible.

A steward at WABC-TV was suspended over an incident involving parking on a public street, outside of his working hours. Local 16 is conducting discussions.

The briefs in the Martin Bell discharge case have all been filed, and we now await the arbitrator's decision.

A Network Studio/Field member's suspension arbitration is being cancelled due to the member accepting the Sideletter HH buyout.

Local 16 has still not received a response from the Company to our information request regarding the GMA train trip.

We are concerned over the increasing use of O.T.E.'s (Opportunities to Eat).

Two vacation block grievances are still pending.

A TV-MCR engineer working in INCC was suspended for another day (in addition to a previously issued suspension).

A grievance has been filed over the Company's Sideletter HH procedure.

A grievance has been filed over an Art Director violating NABET-CWA's jurisdiction.

Schedule changes in TV-17 will be discussed at the next grievance meeting.

A member at WABC-TV is facing possible discharge under Section 14.1(b).

B. Political Committee

CWA District One Political Directors will interview candidates for New York City Comptroller and New York City Council, who are seeking CWA's endorsement, this Thursday and Friday.

C. Vacation Committee

Art Mazzacca reported on the rules that apply to vacation picks for people being transferred from Post Production to Videotape as a result of the Sideletter HH process. Also, the specific department rules governing Entertainment Studio/Field members state that no out-of-block vacation days can be taken after December 12. However, Tech. Records head Frank Giabia is refusing vacation days in-block during the end-of-year holiday period. Art is attempting to resolve this.

D. Safety and Health

(Report attached)

15. Bargaining

A. OPEIU

The Collective Bargaining Agreement between OPEIU and the NABET-CWA Network Locals "Multi-Employer Group" (Locals 11,16,31,41, and 53) expired on February 28. The Locals are considering offering a contract extension to OPEIU, and a discussion of the OPEIU contract will also be on the agenda for the upcoming NCC (Network Coordinating Committee) meeting.

15. Bargaining – Cont’d

B. Citadel

The current contract with Citadel Broadcasting, which is almost identical to the previous ABC contract, expires on June 17. The legally required “reopener notice” has been sent to Citadel by NABET-CWA.

C. ABC

The current ABC contract expires on March 31, 2011. ABC bargaining will be discussed at every Local 16 Executive Board meeting until then.

16. Executive Board Unit #6 Vacancy

President Vasquez reported that Orlando Burgos, Executive Board Representative for Unit #6, has resigned due to personal reasons, effective at the conclusion of today’s meeting. The Executive Board seat will thus become vacant, and a Special Election must be held, pursuant to the Local 16 By-Laws, to fill the seat until the end of the current term in 2011. The schedule for the Special Election, also pursuant to the By-Laws, will be determined by the Elections Committee and will be announced via a Bulletin.

The meeting was adjourned at 2:42 p.m.

The next meeting of the Executive Board is scheduled for Thursday, May 15, 2009.

Respectfully submitted,

Richard L. Gelber

RLG:ph
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