

NABET-CWA Local 16 Executive Board

DATE OF MEETING: October 6, 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: Steve Rubbinaccio  
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 9:15 a.m. by President Vasquez.

**1. Grievance and Arbitration Report**

Grievance Chairman Nolan reported that a grievance has been filed over scheduling and pay violations that took place during the GMA Train remotes.

The arbitration over Steve Kuebler's discharge continues tomorrow.

Local 16 representatives met with ABC Labor Relations last week regarding procedures to be employed when "Sideletter 24" (Alternate Layoff Procedure) is used. We consider the results uncertain.

Local 16 has met with WABC-TV management over the time clock system planned to be in use next year.

The Martin Bell discharge arbitration will continue on October 15.

**2. Pension Update**

Pension Trustee Dennis Allen reported that there are now more retirees receiving benefits from the Plan than there are participants still working. Despite the recent market volatility the ratio of plan assets to current liabilities is still over 120%. The Plan's return on investment (ROI) for the three months ending September 30, 2008 places our plan in the top 1% of comparable plans.

**3. Old Business**

**a. Safety & Health Survey**

President Vasquez solicited questions for a new occupational safety and health survey to be distributed to the members, which will then form the basis for a survey that will cover all of NABET-CWA.

**b. Sports Remotes**

President Vasquez has been in contact with Bob Braunlich of ABC Sports regarding getting more accurate updates of remote sheets. We will also try to get copies of the final crew sheets from the T.D.'s.

**c. Communication Tools**

"Google Docs" as a tool for the E-Board agenda seems to be fairly successful. We will move towards using this officially.

**d. Sideletter 24 ("HH")**

As mentioned during the Grievance and Arbitration Report, a meeting was held between the parties on October 1, with uncertain results.

**4. Safety**

At a recent NR Committee meeting, Bill Bores asked the managers present why AED (Automated External Defibrillator) location notices were posted on each floor in 77 West, but not at 47W/30W. Management promised to look into this, and also Local 16 Safety Committee Chairman Plimack will follow up.

**5. New Members**

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

M. Mandelbaum      P. Martinez      E. Dziurzynski      K. Red-Horse

Moved: Mazzacca      Seconded: Black      Passed Unanimously

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**6. Minutes**

The minutes of the previous regular meeting of the Local 16 Executive Board, held on September 10, 2008, were approved as corrected.

Moved: Burgos  
Abstain: Henry

Seconded: Rubbinaccio

Passed Unanimously

**7. Political Report**

Phone banking for the Obama campaign is being conducted here at 80 West End Ave. by TWU Local 100, as well as at the New York City Central Labor Council at 275 Seventh Ave. Members are encouraged to participate at either location.

The Board discussed the current issue regarding New York City term limits.

**8. Training**

BURST's scheduled Duet training has been postponed due to the lack of an instructor.

An AVID class will be held around the end of October.

In response to a member's suggestion, laid-off (or forcibly bought-out) members will get priority for Lynda.com training slots. Request for participation should be sent to Lynda@nabet16.org.

**9. Organizing Report**

Things are proceeding well with an internal group that has shown considerable interest.

**10. Steve George**

Katherine Henry reports that Steve George has given ABC his notice of resignation.

Motion (#08-26): The Executive Board expresses its thanks to Steve George for his 18 years of service to NABET-CWA Local 16. Steve served as shop steward for many years and always gave of his time unselfishly, in the best trade union tradition. Steve will be missed, in particular, by the members in Network Graphics, who repeatedly re-elected him as steward, in recognition of his enthusiasm and effectiveness.

Steve also had a major role in the creation of the giant insect that brought much public attention to our picket lines during the 1998-1999 ABC Lockout.

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**10. Steve George – Cont’d**

We will all miss his quick wit, creative thinking, and unfailing willingness to help his fellow members.

The Executive Board wishes Steve well in his future endeavors.

Moved: Henry

Seconded: Nolan

Passed Unanimously

[The Board stood in recess from 11:45 a.m. for a General Membership Meeting. The Executive Board Meeting resumed at 3:00 p.m.]

**11. Funding Policy**

After considering the file of current funding requests, the Board debated and adopted the following:

Motion (#08-27): That in the future, Local 16 will not consider charity funding requests other than from labor-related organizations including the CWA’s “Charity of Choice”.

Moved: Mazzacca

Seconded: Rubbinaccio

In Favor: Black, Bores, Rubbinaccio, Allen, Mazzacca, Burgos, Henry

Opposed: Nolan, Gelber, Plimack

Motion Adopted

**12. Secretary-Treasurer’s Report**

The September, 2008 income and disbursement reports, and the fiscal year-end preliminary cash-basis totals were distributed to the Board by Secretary-Treasurer Gelber, and questions about specific items were asked and answered. The Board discussed changing from Local 16’s traditional weekly payroll to a bi-weekly payroll in order to reduce payroll processing costs, which Gelber reports should amount to over \$1100 in savings on an annual basis.

Motion (#08-28): The Executive Board directs the Local 16 Officers to discuss with the Local 16 office staff a change in the Local 16 payroll to a bi-weekly basis, to be effective as soon as possible following January 1, 2009.

Moved: Henry

Seconded: Bores

In Favor: Black, Bores, Rubbinaccio, Allen, Mazzacca, Burgos, Plimack, Henry

Opposed: none

Abstain: Nolan, Gelber

Motion Adopted

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**13. Ideas**

The following members' ideas submitted via e-mail were discussed:

Frequency of Scene-16 (issue in progress)  
Contract Printing (proofreading almost finished)  
Seniority List updates  
Forms availability via the Local 16 website  
Discounts on medical lab tests

**14. Unit #3**

Steve Rubbinaccio asked how it is determined which members assigned to audio are considered to be in Executive Board Unit #3 (as opposed to Unit #2), since many work on studio floors. Rich Gelber explained that we go by which Tech Records checkerboard a member appears on; if someone is on the audio checkerboard, they are in Unit #2.

**15. CWA & Local 16**

President Vasquez met with CWA District One Vice-President Chris Shelton and Downstate Coordinator Lisa Riordan about the relationship between CWA and Local 16. In order to involve Local 16 and its members more fully in CWA, the following will take place:

A high-level CWA official, possibly Chris Shelton, will be invited to attend the November Executive Board meeting.

A Stewards meeting will follow.

Chris will try to attend the next General Membership Meeting (to be held in December) and then visit as many of our shops as possible.

After the 2009 Steward Elections, Steward training will be conducted.

The Board discussed the internal District and Sector structure of CWA.

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

**16. Executive Session**

A motion was made and adopted to enter Executive Session at 4:30 p.m.

Moved: Mazzacca                      Seconded: Nolan                      Passed Unanimously

A motion was made and adopted to emerge from Executive Session at 4:45 p.m.

Moved: Gelber                      Seconded: Mazzacca                      Passed Unanimously

**17. “This Week at Local 16”**

A weekly calendar summary of planned significant events at Local 16 will be distributed via e-mail as the “Week xx Bulletin”, first to the Stewards list, beginning immediately, and then starting in January to the entire Local 16 e-mail list.

**18. Committee Reports**

**a. Safety Committee**

Safety Committee Chairman Plimack requested that each Executive Board Officer provide a name, e-mail address, and phone contact, for a Safety Representative in each of their work areas. This person can be the E-Board Rep., Shop Steward, or any interested member. From this listing a NABET Local 16 Safety Committee will be reconstructed. Henry will also re-establish contacts with the Mt. Sinai Center for Occupational and Environmental Medicine, as well as other important projects.

**19. ABC News Management Meeting**

Local 16 recently requested, and held, a meeting with ABC News management to discuss numerous long-standing problems. Orlando Burgos addressed some serious scheduling problems. Management identified the decision makers in this area. Another meeting was held with Labor Relations, and some positive changes seem to be starting to take place.

The meeting was adjourned at 5:30 p.m.

The next meeting of the Executive Board will be on Thursday, November 13 at 10:00 a.m.

Respectfully submitted,

Richard L. Gelber

RLG:ph  
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