

**NABET-CWA Local 16 EXECUTIVE BOARD**

**DATE OF MEETING:** Wednesday, November 17, 2004  
**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 4:50 p.m.**

**1. Minutes**

The minutes of the previous meeting, held on October 1, 2004, were approved as amended.

Moved: Boyarsky                      Seconded: Nolan                      Passed Unanimously  
Abstain: Burgos

**2. Grievance and Arbitration Report**

Vice-President and Grievance Chairman Jim Joyce reported on the arbitrator's decision in the national case over the 2001 layoff (#AIO 01-02). The parties permitted the arbitrator to render an "interest award" which attempts to provide fairness for all parties and is not strictly bound by the terms of the contract. Most of those laid off are to receive an additional severance payment, which will vary by individual, and some extension of recall rights. The arbitrator directed the parties to settle the pension service credit issues involved and Trustee Dennis Allen reports that the Trustees are studying the situation.

Two days of hearings were held yesterday and earlier today in Greg Ciccone's outside employment case (denial of permission to work outside). Briefs are pending and the Union is hopeful.

**2. Grievance and Arbitration Report – Cont'd**

A hearing was held on October 21 in the suspension case of a WABC-TV Editor. Briefs are pending in this case as well and the Union remains hopeful for a successful result.

Grievance meetings will be held at WABC-TV tomorrow, and at the TV Network in December.

Two arbitrations (not yet confirmed) will be held during December.

The suspension issued to a Network T.D. was negotiated down from three days to one day by Local 16.

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

Secretary-Treasurer Gelber presented reports on the October, 2004 receipts and disbursements.

**4. Finance Committee Report**

Secretary-Treasurer Gelber presented, on behalf of the Finance Committee, the preliminary figures for the fiscal year which ended September 30, 2004, along with a proposed budget for the new fiscal year which began on October 1, 2004. The final figures will appear in the accountants' Annual Financial Report, expected to be ready early in 2005.

The Board extensively discussed many budget lines, including office equipment, staff salaries, retirement gifts, death benefits, and the picnic.

Motion (#04-028): To accept the Finance Committee's Report and budget.

Moved: Joyce (no second necessary for committee report)

In Favor: Joyce, Gelber, Bores, Ciccone, Nolan, Burgos, Vasquez

Opposed: Boyarsky, Allen

Motion adopted

The Board members expressed their thanks to the Finance Committee for their efforts and hard work.

**5. Pension News**

Trustee Dennis Allen reported that the target figure needed by the Plan on June 30, 2006 in order to trigger the maximum possible "pop-up" in the accrual rate (to 1.68%), is approximately \$580 million. The Plan's most recently tabulated balance is \$567 million.

**6. New Members**

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

M. Miller	D. Carney	S. Shinn	J. Gangemi
J. Stiell	D. Stankoski	L. Friaglia	K. Khdtzky
J. Jimenez	B. Brooker	J. O’Neill	J. Moruzzi
C. Mixon			

Moved: Joyce

Seconded: Bores

Passed Unanimously

**7. Political Report**

Recaps of election analysis from various sources were distributed by Jim Joyce. 25% of voters came from Union households, who overwhelmingly voted for Democratic candidates. The AFL-CIO has reported that its voter outreach program met or exceeded its goals.

Of particular CWA District One-backed candidates, Frank Barbaro lost, and Diane Savino won.

**8. Training**

Paul Vasquez reported that all recent BURST training events were very successful, and distributed a BURST/COMP-USA flyer for Final Cut Pro training.

December 3 will be the annual BURST vendor open house at Local 11.

Newswriting classes are coming up at the CWE (Consortium for Worker Education) in Manhattan.

The BURST incorporation process is now complete, and approval of IRS 501(c)3 status is pending.

CWA-NETT training continues to be popular among NABET members.

**9. Organizing**

Jim Nolan continues to pursue approaches from within and outside of ABC.

**10. Funding Requests**

The CWA “Charity of Choice” once again is the Pediatric AIDS Foundation, and once again we are asked, along with all other CWA Locals, to contribute \$1 per member per year (measured by our CWA Convention delegate count).



**13. Network Coordinating Committee (NCC) Meeting Report**

The NABET-CWA Network Coordinating Committee also met last week, in Washington, DC. The NCC now includes a representative from the Fox Network. The NCC is planning to recommend to the SEC that Daily Hire member transfers among locals only take place every three years, and the continuing problem of the inconsistency of dues and initiation fees among locals was also discussed. Representatives from the Cornell labor school conducted a program on union revitalization.

**14. Shop Steward Jackets**

The Board discussed some possible styles and their cost. Jim Nolan will visit Ad-Apparel on Long Island to examine samples.

**15. Member Petition**

The Board continued the discussion that began at the October meeting of the recent member petition.

Motion to go into Executive Session.

Moved: Ciccone                      Seconded: Boyarsky                      Passed Unanimously

Motion to come out of Executive Session.

Moved: Ciccone                      Seconded: Vasquez                      Passed Unanimously

**16. Executive Board Realignment**

Paul Vasquez has a proposal for Executive Board Unit realignment and size equalization, which he will circulate via e-mail.

The meeting adjourned at 10:00 p.m.

Respectfully submitted,

Richard L. Gelber