

NABET-CWA Local 16 Executive Board

DATE OF MEETING: Tuesday, December 13, 2005
ATTENDANCE: **President:** Eugene J. Maxwell
Vice President: James C. Joyce
Secretary-Treasurer: Richard L. Gelber

Executive Board Representatives:

Unit #1: William Bores
Unit #2: Frank Schiraldi
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 3:20 p.m.

1. WOR Radio Negotiations

President Maxwell reported that a tentative agreement on a new 5-year contract (succeeding the previous 5-year agreement) covering WOR Radio was reached on December 9. The wage increases total 17.06% compounded over the 5 years. Changes in non-economic issues were minor. A ratification vote will take place when the final agreed-upon language is received from the employer, Buckley Broadcasting.

2. Grievance and Arbitration Report

Vice-President and Grievance Chairman Jim Joyce reported that grievance meetings took place at WABC-TV on November 29 and December 13. The Company denied Local 16's grievance over the recent layoff of two members. The Union has also filed a grievance over one of the members on layoff status not getting Daily Hire work in violation of Section A14.1(b) of the Engineering Agreement.

NABET-CWA has filed an information request of national scope regarding working conditions for members assigned to cover Hurricane Katrina and its aftermath.

2. Grievance and Arbitration Report – Cont'd

Local 16 is continuing to pursue complaints over time sheet changes after the fact.

We believe we are near a resolution regarding posting of available Article XVIII Payback Days.

Local 16 and WABC-TV management discussed facilities rearrangement in connection with conversion to digital broadcasting, upgrades, GPS tracking devices, and non-NABET “media managers”.

The arbitration over a member’s suspension at WABC-TV concluded on December 9, and briefs are pending.

An ENG editor at WABC-TV recently received a 3-day suspension, which is being scheduled for arbitration.

At the TV Network, a Section 20.10 grievance was filed over a large number of master videotapes that were recently sent from the Videotape Library to ESPN in Bristol, Connecticut, for dubbing.

Jim Joyce also reported that Local 16 has filed an Unfair Labor Practice charge with the National Labor Relations Board against ABC. The Union believes that the Company is illegally retaliating against a member who recently won an arbitration case.

The arbitration in the “AIO” national grievance over improper payment of night-shift differential (Article X) during vacations, in certain cities, will be held on February 24.

Scheduling of a Sideletter “BY” meeting is still pending.

3. Minutes

The minutes of the previous meeting, held on November 9, 2005, were approved as corrected.

Moved: Nolan

Seconded: Joyce

Passed Unanimously

Abstain: Burgos

4. Secretary-Treasurer’s Report

Secretary-Treasurer Gelber presented the November receipt and disbursement reports and explained several unusual items including rent escalations provided for in the office lease and ABC LOA bills. The CWA is still somewhat late in remitting part of our dues rebate, so there is an unusual receivable of at least \$10,000 in that regard.

An opportunity has arisen to upgrade our mailing equipment and postage meter to newer technology at a lower cost than the current lease, which will provide an immediate cost savings of approximately \$70 per month.

4. Secretary-Treasurer's Report – Cont'd

Motion (#05-037): To approve a new lease on a Pitney Bowes model DM-500 mailing machine, at a cost of \$275 per month, and which will absorb the remaining time on the current lease.

Moved: Gelber

Seconded: Ciccone

Passed Unanimously

5. Political Report

Jim Joyce passed around the table a letter from New York City Central Labor Council President Brian McLaughlin thanking Local 16 for our continuing political activity.

New Jersey Governor-elect John Corzine appeared at the CWA District One Conference in Atlantic City (see item #13 below) and pledged his support for New Jersey public workers (many of whom are represented by CWA).

The CWA District One Annual Political Retreat will be held over January 27-29 in Saratoga Springs, New York. The Officers and Board recommended that some of the Political Committee members attend this retreat this year instead of the CWA Annual Legislative Conference in Washington.

Paul Vasquez reported on the Working Families Party retreat that he recently attended. Paul also summarized the 2005 election results for the WFP and indicated that health care would be the principal WFP issue for 2006.

A “fusion voting” measure (fusion voting is what makes multiple party endorsements by the WFP and others possible, and it only exists in ten states, including New York and Connecticut) has gotten enough petition signatures to get on the ballot in Massachusetts in 2006.

Jim Joyce distributed to the Board new COPE cards and literature.

6. Training Report

Paul Vasquez reported that BURST now has a new rep. at Comp-USA and that new programs will be forthcoming. BURST is continuing to develop programs for newswriter training in the cities where the NABET contract covers these positions.

7. Organizing Report

Jim Nolan reported on continuing pursuit of organizing leads from several interested internal groups.

8. New Members

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

H. Sisken
P. Daacon

A. Jimenez
S. Morency

A. Farley

I. Dronova

Moved: Allen

Seconded: Schiraldi

Passed Unanimously

9. Pension Update

Dennis Allen reported that, after a slightly negative October, the fund was back up to \$608.8 million as of the end of November, with seven months to go until the “pop-up snapshot” date of June 30, 2006. ABC has still not responded to the Union’s request regarding enhanced applicability of the pop-up.

10. LTD Holiday Gifts

The Board agreed by consensus to continue our practice of sending \$200 Holiday Gifts to those members receiving Long Term Disability benefits (or otherwise on long-term medical leaves).

11. Picnic Date

Secretary-Treasurer Gelber presented a choice of picnic dates available at Krucker’s, supplied by Picnic Chairman Bruce Giarraffa. Of the limited choices available, the Board chose Sunday, July 23. There are no earlier weekend dates available in July, and no Saturdays available during the summer at all.

12. Funding Requests

a. NYC CLC – NYU Graduate Students Strike Fund

The Graduate Students Organizing Committee / UAW Local 2110 at New York University is on strike over NYU’s refusal to recognize this Union, which previously had a contract in force. An appeal was received from the New York City Central Labor Council.

Motion (#05-038): To contribute \$200 to the NYU Graduate Students Organizing Committee / UAW Local 2110 Strike Fund.

Moved: Nolan

Seconded: Allen

Passed Unanimously

12. **Funding Requests – Cont'd**

b. CWA District One Retired Members Council

An appeal was received from CWA District One Vice President Chris Shelton to support the work of the District's Retired Members Council. The Local 16 RMC chapter has worked closely with the Council and its President, Ed Creegan.

Motion (#05-039): To contribute \$100 to the CWA District One Retired Members Council.

Moved: Gelber Seconded: Burgos Passed Unanimously

c. Adonis Dawkins Appeal

An appeal was received from NABET-CWA and RVP-2 Fred Saburro asking for financial help for Adonis Dawkins, a member of Local 25 in Buffalo. Dawkins is a Vietnam veteran who is involved in a benefits-entitlement dispute with the Veterans Administration. Despite the efforts of numerous elected officials, the dispute remains unresolved, and Dawkins finds himself mostly unable to work and is in imminent danger of losing his house and suffering other extreme financial hardship. Although Local 16 does not normally respond to individual appeals of this kind, there was considerable feeling among the Executive Board members that this appeal had special merit.

Motion (#05-040): To contribute \$200 to the Adonis Dawkins appeal, in care of NABET-CWA Local 25.

Moved: Ciccone Seconded: Nolan Passed Unanimously

d. Pediatric AIDS Foundation

Secretary-Treasurer Gelber brought up again the CWA's appeal for Local 16's annual quota for the Pediatric AIDS Foundation.

Motion (#05-041): To contribute Local 16's 2005 annual quota of \$1100 to the CWA's "Charity of Choice", the Pediatric AIDS Foundation.

Moved: Gelber Seconded: Joyce

After discussion, the following amendment was proposed:

Motion (#05-042): To amend Motion #05-041 to contribute \$550.

Moved: Burgos Seconded: Schiraldi
In Favor: Gelber, Schiraldi, Ciccone, Allen, Burgos, Vasquez
Opposed: Joyce, Nolan
Abstain: Bores
Amendment adopted

12. **Funding Requests – Cont'd**

d. **Pediatric AIDS Foundation – Cont'd**

Vote then proceeded on Motion #05-041, as amended to show \$550.

In Favor: Joyce, Gelber, Ciccone, Schiraldi, Allen, Nolan, Burgos, Vasquez

Opposed: Bores

Motion adopted

Vice-President Joyce then proposed the following resolution:

Motion (#05-043): Resolved, that the Executive Board of NABET-CWA Local 16 will endeavor to meet the Local's Pediatric AIDS Foundation quota via solicitation of personal donations from Officers, Stewards, and members.

Moved: Joyce

Seconded: Gelber & Vasquez

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

Opposed: Ciccone, Schiraldi, Allen

Motion Adopted

13. **CWA District One Leadership Conference**

Jim Joyce and Rich Gelber attended this annual conference in Atlantic City over Nov. 30 and Dec. 1. Highlights were the address by New Jersey Governor-elect Corzine mentioned in Item #5 above, and an address by A. J. Sabath, the New Jersey Commissioner of Labor, who was extremely energetic in pledging his commitment to enforcement of New Jersey workers' organizing rights. The Conference also devoted much attention to discussion of Resolution 1, passed at the CWA Convention in August, which seeks ideas for the efficient reorganization of the CWA internal structure.

14. **Local 16 Office Staff Bonus**

In keeping with prior years' practice, the Executive Board discussed a Holiday Bonus for the Local 16 office staff.

Motion (#05-044): To give a Holiday Bonus of one week's base salary to each member of the Local 16 office staff.

Moved: Ciccone

Seconded: Burgos

In Favor: Bores, Ciccone, Schiraldi, Allen, Burgos, Vasquez

Opposed: none

Abstain: Joyce, Gelber, Nolan

15. 2006 Local 16 Election Schedule

Elections are scheduled in 2006 for the following Local 16 offices:
Local Secretary-Treasurer
Local Executive Board Representatives for Units #1, 3, 5, and 7.
The Elections Committee Chairman will announce the schedule for the conduct of these elections.

16. Unit #7 Meeting

Paul Vasquez indicated his desire to conduct the previously agreed-to Unit #7 meeting around the third week in January.

17. Local 16 Daily Hire Committee

In connection with his duties as NABET-CWA National Daily Hire Advisory Committee Chairman, Paul Vasquez indicated his desire to form a Local 16 Daily Hire Committee. President Maxwell asked the Executive Board to search for interested members.

18. Local 11 Office Move

The Board discussed the possible pending move of Local 11's office to New Jersey, and Paul Vasquez suggested the benefits of a combined Local 11 and 16 satellite office in New York.

19. "Scene-16" & Communications Committee

President Maxwell continues to work with Scene 16 Editor Brendan Black on producing an issue. Several candidates for the new Communications Committee were recommended by the Board members.

20. Sector Executive Council Meeting

Secretary-Treasurer Gelber, as NABET-CWA RVP #1, reported on the recent Sector Executive Council meeting, held in Bal Harbour, Florida. The Sector's national ENG safety efforts were extensively discussed, as well as numerous Sector and CWA internal administrative issues. Local 16 and NABET-CWA Vice-President Joyce outlined savings in Sector finances that were agreed to at the meeting, as well as his work as Chairman of the NABET-CWA Strategic Planning Committee.

[At this point, Vice-President Joyce exited the meeting to prepare for union business the following day.]

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21. Executive Session

Motion to go into Executive Session

Moved: Vasquez

Seconded: Ciccone

Passed Unanimously

The Board discussed making a proposal to WABC-TV management concerning non-bargaining unit work.

Motion to come out of Executive Session

Moved: Gelber

Seconded: Burgos

Passed Unanimously

The meeting adjourned at 7:35 p.m.

Respectfully submitted,

Richard L. Gelber

RLG:ph
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