

NABET-CWA Local 16 Executive Board

DATE OF MEETING: December 10, 2010  
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 (work)  
Unit #3: Steve Rubbinaccio  
Unit #4: Dennis Allen  
Unit #5: Arthur Mazzacca  
Unit #6: Brian Kelly  
Unit #7: Henry Plimack (via Skype)  
Unit #8: Katherine Henry (MLOA)

The meeting was called to order at 7:45 a.m.

**1. Pension Update**

Pension Trustee Dennis Allen reported that a dispute exists between the parties regarding the method of calculating the equity exposure of the Plan's investments.

The "Notice of Restatement" for the Plan that is posted in certain areas is a legally required posting and does not represent any changes in the Plan. An explanation of the 12/31/2010 "pop-op" calculation will be posted on the Local 16 website.

**2. Digital Conversion of Files**

A "webinar" was held on November 19 with a company in Connecticut and all the ABC network locals except Washington.

**3. Real Estate**

The Real Estate Committee will meet with our broker on Monday, January 10, regarding the search for suitable space for Local 16. Our lease expires on June 30, 2011.



**8. Retiree Gifts and Death Benefits**

At the October, 2010 Executive Board Meeting, the Board voted to eliminate the Local 16 Retiree Gifts and Death Benefits. Secretary-Treasurer Gelber urged the Board to reconsider the elimination of the Death Benefit with respect to those members (or their surviving spouses) who had already retired. This question will be taken up at the January meeting as Old Business. Gelber gave notice of intent to move to rescind or amend the previous decision.

**9. Old Business**

**A. Retirement Gifts**

H. Plimack raised again the matter of whether retirement gifts should have been paid to two members under the original rule, or the July, 2009 “either/or” rule. Both have already been paid the retirement gifts, so the question now pertains to whether they are, or were, still entitled to the retiree death benefit. President Vasquez promised, on the recommendation of counsel, to report on the Pension Plan Trust Document definition of “retirement”.

**B. By-Law Amendment pertaining to Executive Board Stipend for Officers**

The following Amendment to the Local 16 By-Laws, originally passed on October 19, 2010 as Motion #10-27, was moved for the second time:

To amend Local 16 By-Law Sections 3.2(c), 3.3(b), and 3.4(f), adding the following at the end of each such section: “Effective with the term that begins in 2011 [2012 in the case of the Secretary-Treasurer], this fee shall not be payable when said officer is otherwise paid a salary by the local.”

Moved: Mazzacca

Seconded: Rubbinaccio

In Favor: Vasquez, Black, Rubbinaccio, Allen, Mazzacca, Kelly

Opposed: Plimack

Abstain: Nolan, Gelber

Having received a 2/3 majority of the members present and voting, the Amendment is adopted.

**C. By-Law Amendment pertaining to Executive Board Realignment**

The following Amendment to the Local 16 By-Laws, originally passed on October 19, 2010, as Motion #10-28, was moved for the second time:

Moved, to amend Section 4.2(a) of the Local 16 By-Laws so as to reorganize the Executive Board Units as follows, effective with the 2011 Executive Board elections:

Replace the 8 Executive Board Units specified in Section 4.2(a) of the Local 16 By-Laws with the following 5 Units:

Unit #1 - WABC-TV (All), Network Radio, Local Radio, Traffic, Publicity, Talent/Telephone Coordinators, TV and Radio Network Desk Assistants

9. **Old Business – Cont’d**

**C. By-Law Amendment pertaining to Executive Board Realignment – Cont’d**

Unit #2 - Technical Directors, Light Direction Engineers, TV Audio Engineers, Video Control Engineers, Video Tape, Video Tape Library

Unit #3 - Network TV Studio/Field, RF Maintenance

Unit #4 - Network ENG (Field, Editors and Maintenance), Electronic Graphics, Graphic Artists

Unit #5 - TV Master Control, SMAG, Network Technical Maintenance, DMC Maintenance

Moved: Mazzacca

Seconded: Kelly

In Favor: Nolan, Gelber, Black, Rubbinaccio, Mazzacca, Kelly

Opposed: Allen, Plimack

Having received a 2/3 majority of the members present and voting, the Amendment is adopted.

**D. By-Law Amendment Pertaining to the Executive Board Unit Assignment of the Traffic Group**

Dennis Allen made a convincing presentation to the Board that the amendment just adopted was flawed in the assignment of the Traffic Group to new Unit #1:

Motion (#10-33): To amend Local 16 By-Law 4.2(a) to reassign Traffic from Unit #1 to Unit #5.

Moved: Mazzacca

Seconded: Allen

Passed Unanimously

*In accordance with Section 1.5 of the By-Laws, a final vote on the above proposed amendment shall be held not earlier than 45 days, nor later than 75 days, following today's date.*

10. **Sideletter “HH”**

President Vasquez reported that, to the best of our knowledge, 19 members have submitted resignations under the current HH process to date. One T.D. has been made a staff Director and will become a Ross Overdrive operator.

11. **Grievance and Arbitration Report**

Grievance Committee Chairman Jim Nolan reported that the following items were discussed at the recent Network grievance meeting:

Closing of the Engineering Lab

GMA Lighting

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

A member who became ill or injured while on vacation  
Group classification for an audio operator

The “first hour lunch” arbitration continued yesterday, and one more hearing date will be necessary to conclude the case.

**12. Secretary-Treasurer’s Report**

Secretary-Treasurer Gelber presented the receipts and disbursements for November, 2010 and the fiscal year-to-date totals.

Motion (#10-34): To provide \$200 Holiday gifts to members on Long Term Disability or otherwise on unpaid medical leave, as before.

Moved: Mazzacca

Seconded: Kelly

Passed Unanimously

The next meeting of the Executive Board will take place on January 18, 2011.

The meeting was adjourned at 12:30 p.m.

Respectfully submitted,

Richard L. Gelber

RLG:ph  
opeiu153afl-cio