

NABET-CWA LOCAL 16 EXECUTIVE BOARD

DATE OF MEETING: Wednesday, January 8, 2003

ATTENDANCE: **President:** Eugene J. Maxwell
 Vice President: James C. Joyce
 Secretary-Treasurer: Richard L. Gelber

Executive Board Representatives:

Unit #1: **Joseph Brady**
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 4:35p.m.

1. Minutes

The minutes of the previous meeting, held on December 20, 2002, were approved as submitted.

Moved: Brady

Seconded: Boyarsky

Passed Unanimously

2. Grievance and Arbitration Report

Grievance Chairman Jim Joyce reports that a long list of grievance and arbitration dates has been proposed to ABC. The Company seems to have a continuing problem regarding witness availability.

Among the cases awaiting mutually acceptable dates is the suspension arbitration concerning Lenzel Davis and John Schultz.

2. Grievance and Arbitration Report – Cont'd

We continue to await information requested from the Company on the Sector layoff arbitration.

A new grievance has been filed over violations of our jurisdiction by sending lenses out for repair.

3. Secretary-Treasurer's Report

Secretary-Treasurer Gelber distributed the receipt and disbursement reports for December, 2002 and responded to Board members' questions. CWA continues to run behind in processing Sector dues. The new ABC payroll system is said to be a factor. The Labor Department report for the most recently ended fiscal year has been filed. Copies will be furnished to Executive Board members. The annual IRS report is expected to be filed next week. Also, W-2 and 1099 forms for the Local 16 office will go out next week. Thank you notes have been received from several members for the LTD gifts.

4. Political Report

A public event is scheduled for January 16 at Columbia University Law School for FCC Commissioners to gauge community and industry feelings on media ownership rules. Jim Joyce will participate on a panel representing CWA.

Arrangements are pending for a Local 16 representative to attend the CWA District One political retreat.

Several Local 16 representatives will attend the annual CWA Legislative Conference in Washington.

5. Training Report

Another BURST Training Day will be held on Friday, February 7, at the Local 11 office at 888 Seventh Avenue. The focus will be on ENG cameras, lighting, and audio. The next such event will take place in June. A product demonstration is being scheduled during March for Grass Valley "Vibrant".

Paul Vasquez is investigating locations for Pro Tools training.

6. Organizing Report

Some leads are being followed up within ABC.

In the aftermath of the combination of staffs at WWOR-TV and WNYW, some engineers at WOR radio will need to be placed in a local once Local 209 is dissolved. Both Locals 11 and 16 have expressed interest. The determination will be made by the NABET-CWA Sector Executive Council.

7. Negotiations / Mobilization

Mobilization Coordinator Joe Brady reports flyers will be prepared in connection with the upcoming Disney shareholders' meeting and proxy solicitation. CWA has submitted a shareholder proposal calling for performance-based executive compensation. The 2003 shareholders' meeting will take place on March 19 in Denver, Colorado.

Formal negotiations for a new Collective Bargaining Agreement will begin the week of February 24 at the Courtyard by Marriott in Tysons Corner, Virginia, outside of Washington, DC.

The Board discussed a proposal for each ABC local to allocate \$3300 to cover the costs of leave of absence for a full-time mobilization coordinator during the first 12 weeks of negotiations. The Board deferred action pending a formal request from the Negotiating Committee.

8. Ken Moffett Retirement

Ken Moffett, Director of Human Resources for CWA in Washington, and former Assistant to the President of NABET-CWA, is retiring from CWA.

Jim Joyce proposed the following:

Motion (#03-001):

WHEREAS Moffett has announced his retirement as Director of Human Resources for CWA in Washington; and

WHEREAS Ken Moffett has served as Assistant to NABET Presidents James P. Nolan and John S. Clark; and

WHEREAS Ken Moffett has assisted NABET- CWA Local 16 in its endeavors to advance the objectives and principles of the Union, including but not limited to organizing and collective bargaining; and

8. Ken Moffett Retirement – Cont'd

WHEREAS Ken Moffett played an integral role in the CWA/NABET merger; and

WHEREAS Ken Moffett has utilized his experience as a Federal Mediator, including his experience as Acting Director of the F.M.C.S. under three U.S. Presidents, to serve Local 16, NABET, and the CWA;

NOW THEREFORE BE IT RESOLVED by unanimous action of the Executive Board that on this 8th day of January, 2003, NABET-CWA Local 16 expresses its gratitude and appreciation to Ken Moffett and wishes him a long and happy retirement.

Moved: Joyce

Seconded: Gelber, Nolan

Passed Unanimously

9. Pension Report

Pension Trustee Dennis Allen reported that the Pension Fund reported a loss of just under 10 percent in calendar year 2002. The fund is now technically slightly underfunded.

10. New Members

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

C. Boudreau
P. Manjoras

S. Hamaker
S. Urick

T. Washington

J. Roche

Moved: Allen

Seconded: Brady

Passed Unanimously

11. Executive Session

Motion to go into Executive Session

Moved: Vasquez

Seconded: Joyce

Passed Unanimously

Motion to leave Executive Session

Moved: Joyce

Seconded: Gelber

Passed Unanimously

