

**NABET-CWA Local 16 Executive Board**

**DATE OF MEETING:** Wednesday, January 5, 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:** 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 4:40 p.m.**

**1. Grievance and Arbitration Report**

Vice-President and Grievance Chairman Jim Joyce reported that the Arbitrators have granted extensions on the filing deadlines for briefs in the suspension case of a WABC-TV editor, and the outside employment case. The Arbitrator is in the process of determining arbitrability in the failure to hire case involving a Daily Hire audio operator.

Network grievance meetings will take place on January 17 and 18.

A grievance that was filed on the vendor cap for GMA is on Joint Hold. A grievance was filed over the knockdown schedule in TV-17.

Grievances have been denied by the Company on the following issues: Millionaire show pay increases, failure to reschedule vacation due to Workers Comp. injury, and specialty camera upgrade.

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

Discussions have been held with the Company regarding outside lens repair.

The WABC-TV vacation arbitration is scheduled for January 19, and the next following scheduled arbitration date is January 27.

A meeting was held earlier today with ABC Labor Relations concerning the printing of the contract, at which the Company presented a second draft. Some substantive issues regarding the draft have been settled, but several still remain.

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

Secretary-Treasurer Gelber presented reports on the December, 2004 receipts and disbursements. Most items are at or near budgeted figures, taking into account expected seasonal variations.

It is necessary to increase slightly the budget for the LTD Holiday Gifts paid last month, to reflect actual payments.

Motion (#05-001): To increase the budget for LTD Holiday Gifts by \$400.

Moved: Vasquez

Seconded: Ciccone

Passed Unanimously

Copies of the LM-2 (annual Labor Department report) for the previous fiscal year were distributed to the Executive Board members, and will be discussed at the next meeting, along with the Annual Financial Report, which is expected to be available for distribution to the Executive Board members in mid-January. The LM-2 was filed in timely manner.

The new photocopy machine which was approved at the last meeting has been delivered and is operating well. Options connected with the upcoming termination of the phone system lease will be discussed at the next meeting.

**3. Political Report**

Paul Vasquez will attend the annual Working Families Party meeting in Albany later in January. The WFP may take the lead on the never-ending universal health care battle in New York.

The CWA Annual Legislative Conference is coming up in March in Washington, as is the CWA District One annual political conference in Saratoga Springs, New York.

**4. Training**

**Executive Board Meeting Minutes  
January 5, 2005 – Page 3**

Paul Vasquez distributed a poster for the next BURST event to be held at Local 11 on January 12.

Now that BURST has its own administrative functions, the \$3000 allocated by Local 16 for BURST in 2003 can be paid.

BURST is working on a new Avid training program.

At the next meeting, we will need to appoint a Local 16 representative to BURST's Board.

**5. Organizing**

Jim Nolan is working on another new organizing lead.

**6. Executive Session**

Motion to go into Executive Session.

Moved: Burgos                      Seconded: Vasquez                      Passed Unanimously

Motion to come out of Executive Session.

Moved: Nolan                      Seconded: Vasquez                      Passed Unanimously

**7. Minutes**

The minutes of the previous meeting, held on December 2, 2004, were approved as submitted.

Moved: Boyarsky                      Seconded: Bores                      Passed Unanimously  
Abstain: Allen

**8. Shop Steward Jackets**

Jim Nolan showed a sample of the proposed jacket style and design and will pursue details with our Union vendor.

**9. Pension Report**

**Executive Board Meeting Minutes**  
**January 5, 2005 – Page 4**

Pension Trustee Dennis Allen reported that a Company Trustee is leaving ABC and will be replaced by another Company executive.

The unofficial fund balance at the end of calendar 2004 was \$603 million. The target figure to beat on June 30, 2006, in order to trigger the contractual “pop-up” provision for the accrual rate, is \$580 million. Based on known benefit payout figures and required Company contribution amounts between now and June 30, 2006, the target will be reached if the investment results are at least flat over that period.

**10. Medical Plan**

Orlando Burgos inquired about the results of President Maxwell’s November, 2004 call for reports of prescription drug approval problems with the Signature Plan. Several complaints were received. The Board discussed other medical plan problems with claims processing time, claim rejections, etc.

**11. New Members**

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

L. Glaser  
E. Lopez

C. Knauer  
C. Lewis

R. Schmitt    J. Volack

Moved: Ciccone

Seconded: Nolan

Passed Unanimously

The meeting adjourned at 7:20 p.m.

Respectfully submitted,

Richard L. Gelber