

NABET-CWA LOCAL 16 EXECUTIVE BOARD

DATE OF MEETING: December 18, 2003

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

Executive Board Representatives:

Unit #1: William Bores
Unit #2: Gary Boyarsky
Unit #3: Gregory Ciccone
Unit #4: Dennis Allen (Death in Family)
Unit #5: James J. Nolan
Unit #6: Orlando Burgos (Prior Commitment)
Unit #7: Paul Vasquez

The meeting was called to order at 3:00 p.m.

1. Minutes

The minutes of the previous meeting, held on November 19, 2003, were approved.

Moved: Bores Seconded: Ciccone Passed Unanimously
Abstain: Nolan

2. Grievance and Arbitration Report

Vice-President Joyce reported on the following items at the General Membership Meeting held earlier in the day:

Two national grievances have been filed concerning retro pay issues.

A grievance meeting has been requested at WABC-TV for after the holidays concerning issues arising out of the Opportunity-To-Eat provisions of the new contract.

Local 16 has submitted a list of 13 available dates for grievance and other meetings.

2. Grievance and Arbitration Report – Cont'd

Meetings to discuss non-NABET personnel use by Net ENG in out-of-market areas and ParkerVision use at Local stations are to be scheduled.

Grievance meetings continue over a conference call pay dispute in the Graphics Department.

3. Secretary-Treasurer's Report

Receipt and disbursement reports for November, 2003 were distributed. The CWA could not process Disney's Tomorrowland data, and consequently Local 16 has not yet received our full October rebate from the Sector.

4. Political Report

Paul Vasquez reports that the Working Families Party is in the process of organizing a retreat in Albany, New York to plan for the 2004 elections.

5. Training Report

Paul Vasquez reported on BURST activities to date and those planned for 2004.

BURST has drafted a Certification of Incorporation as a 501(c)3 organization, with approval from the State of New York expected by March, 2004. BURST must now file with the IRS for non-profit status. By-laws will be drafted in January, 2004.

Local 11 will host a two day, \$250.00, "Final Cut Pro" class in January.

An AVID day will, hopefully, be scheduled during February. NBC and CBS have bought, and ABC is considering buying, the new AVID "Adrenalin" system.

NBC is supporting Microsoft training for its NABET-represented employees while "on the clock" and at NBC facilities.

The Consortium for Worker Education is losing many of its contracts due to anti-worker cut backs in Washington.

Vice-President Joyce reports that the NABET Sector Task Force on Technology and Training meets next on March 15, 2004.

6. AFL-CIO Presentation: Union Member Mobilization

Susan Borenstein, an AFL-CIO National staff member, made a 30 minute Powerpoint presentation as part of the AFL-CIO's *Voice @ Work Campaign*. This National campaign aims to restore the freedom to organize unions and, once organized, to bargain collectively. The presentation was divided into four sections:

1. Why workers want unions
2. Why America needs unions.
3. Why workers can not get unions.
4. What we (the AFL-CIO) are doing about it.

Ms. Borenstein left a *Voice @ Work* manual and DVD for Local 16's use.

7. Organizing

Jim Nolan reports studying the possibility of co-creating, with Local 11 and partially funded by the CWA, a full time organizer.

President Maxwell reports that the ongoing organizing effort at a local station near Atlantic City, New Jersey, has faltered.

8. New Members

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

P. Waldman E. Llanos K. Taylor, Jr. M. Reese
R. Carvell

Moved: Nolan Seconded: Vasquez Passed Unanimously

9. Pediatric AIDS Foundation

The Pediatric AIDS Foundation is the Charity of Choice of the CWA. CWA requests that all member Locals contribute an annual amount equal to \$1.00 per member.

Motion (#03-022): To give an amount equal to \$1.00 per member of Local 16 to the Pediatric AIDS Foundation.

Moved: Joyce Seconded: Vasquez
In favor: Bores, Ciccone, Joyce, Nolan, Vasquez
Opposed: Boyarsky
Motion Adopted

