



NABET-CWA Local 16

229 WEST 28TH STREET, SUITE 402

NEW YORK, NY 10001

TELEPHONE: (212) 757-7191

FAX: (212) 247-4356

NABET-CWA Local 16 Executive Board Meeting Minutes May 17, 2017

LOCATION OF MEETING: Local 16 Office, 229 West 28th St., Room 402, NY 10001

DATE OF MEETING: May 17, 2017

ATTENDANCE: President: Arthur Mazzacca
Vice President: James J. Nolan
Secretary-Treasurer: Richard L. Gelber

Executive Board Representatives:

Unit #1: Al Villar
Unit #2: William Bores
Unit #3: Stephen Rubbinaccio
Unit #4: Brian Kelly
Unit #5: Stephen Francis

The meeting was called to order at 9:20 a.m.

1. Center for Popular Democracy (Funding Request)

The Center for Popular Democracy will hold a Gala honoring CWA President Chris Shelton, among other labor leaders, on May 23, 2017.

Motion (#2017-04) to allocate \$750 for a "Slideshow Ad" for the Gala to be held by the Center for Popular Democracy on May 23, 2017. (Secretary-Treasurer Gelber will produce a PowerPoint slide.)

Moved: Kelly Seconded: Villar Passed Unanimously

2. Executive Session

Motion to go into Executive Session

Moved: Villar Seconded: Bores Passed Unanimously

Motion to come out of Executive Session

Moved: Rubbinaccio Seconded: Villar Passed Unanimously



3. Grievance Chairman

President Mazzacca appointed Al Villar as the new Grievance Committee Chairman.

Motion (#2017- 05) for the total annual compensation of the Grievance Chairman while a full-time ABC staff employee, to be Group 8 plus 10%. (Effective May 20, 2017)

Moved: Rubbinaccio Seconded: Kelly Passed Unanimously
Abstain: Villar

4. Secretary-Treasurer's Compensation

Motion (#2017- 06) for the total annual compensation of the Secretary-Treasurer while a full-time ABC staff employee, to be Group 8 plus 10%. (Effective first pay period in June, 2017)

Moved: Rubbinaccio Seconded: Villar
In Favor: Villar, Bores, Rubbinaccio, Kelly, Francis
Opposed: Gelber
Abstain: Nolan

5. Vice-President's Compensation

Motion (#2017- 07) for the total annual compensation of the Vice-President while a full-time ABC staff employee, to be Group 8 plus 15%. (Effective first pay period in June, 2017)

Moved: Villar Seconded: Kelly
In Favor: Villar, Bores, Rubbinaccio, Kelly, Francis
Opposed: Gelber
Abstain: Nolan

6. Bargaining Updates

A. ABC

The new Master Agreement between NABET-CWA and ABC was ratified by a majority of members voting nationwide, and the ballots were counted with the results announced on April 14, 2017. The buy-out solicitations connected with the contract ratification are being mailed by ABC this week.

6. **Bargaining Updates – Cont'd**

B. GMA EVS Operators

New dates for conclusion of the negotiations for the GMA EVS operators are still in the process of being set up.

7. **NCC Meeting & NAB Convention in Las Vegas**

President Mazzacca reported that much of the new technology demonstrated at the NAB Convention was cloud-based in one way or another.

At the Network Coordinating Committee (NCC) meeting, possible changes to the national Daily Hire local membership allocation map, which dates from 1993, were extensively discussed.

8. **CWA Biennial Convention, Pittsburgh, PA**

The CWA Biennial Convention will be held in Pittsburgh, PA on August 7 and 8.

Motion (#2017- 08): To send one delegate to the 2017 CWA Biennial Convention.

Moved: Francis

Seconded: Rubbinaccio

In Favor: Villar, Rubbinaccio, Nolan, Kelly, Bores, Francis

Abstain: Gelber

9. **Shop Steward List**

The Executive Board members studied the existing Shop Steward list and considered action regarding vacancies.

10. **Anniversary of 1977 Strike**

The Executive Board took note of today's date of May 17, 1977 as the 40th Anniversary of the beginning of the 1977 Strike, which lasted 20 weeks.

11. **New Members**

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

J. Ulisse

J. Hartmann

S. Raphael

M. Renaudin

G. Mackie

Moved: Rubbinaccio

Seconded: Gelber

Passed Unanimously

12. General Membership Meeting

A General Membership Meeting has been scheduled for June 21, 2017 at the Hotel Watson (formerly Holiday Inn) on West 57th St.

13. Committees

A. Grievance & Arbitration Report

Written report submitted by Vice President Nolan.

Brian Kelly brought up the ENG “hold” issue and an apparently altered document regarding a settlement that has become part of the dispute. Further investigation is underway.

The remaining “Snow day” pay grievances are still being worked on.

B. Safety

A Safety Committee meeting will be held tomorrow at the Network.

Safety Co-Chairman Plimack reported by speakerphone. Photos from an inspection of the WABC-TV ENG garage that was conducted in January were emailed in. Several unsafe conditions visible in the photos still exist.

The Board discussed ongoing noise from construction that is underway in and adjacent to our buildings.

C. Remote Servicing

S. Rubbinaccio brought the Board up to date on remote servicing issues. There continue to be problems with local remote mileage, specialty camera definitions, and the definition of “utility” functions.

D. Political

IBEW Local 3 is on strike against Spectrum Cable (formerly Time-Warner). Bill Bores will coordinate Local 16's support as necessary and appropriate.

14. Secretary-Treasurer's Report

Secretary-Treasurer Gelber presented the March and April financial report, and the Board discussed unusual individual items and longer-term trends.

Motion to accept the report of the Secretary-Treasurer.

Moved: Francis

Seconded: Bores

Passed Unanimously

15. Minutes

The minutes of the meeting of the Executive Board held on April 4, 2017 were accepted as submitted.

Moved: Nolan
Abstain: Villar

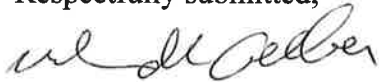
Seconded: Francis

Passed Unanimously

The next meeting will be Tuesday, July 18, 2017

The meeting was adjourned at 3:20 p.m.

Respectfully submitted,



Richard L. Gelber
Secretary-Treasurer

RLG:ph
opeiu153afl-cio

GRIEVANCE AND ARBITRATION REPORT
MAY 2017

We have an arbitration date set for June 14th. We may use that date for the weather day grievance.

Attached is the minutes from the April 5th grievance meeting.
No new grievances have been filed since the last report.

Grievance Meeting Minutes

April 5th 2017

Present for the Union: Jim Nolan, Bill Bores and Brian Kelly

Present for the Company: Paul Besson, Brian Kennedy, Carolyn Olms, Joe Callendrillo and Joe Nuzzo

AN-16-08 – Manager in Graphics refusal to speak with an Executive Board Representative investigating a potential grievance and well-being of a member.

Status- After discussing, the Company feels they have the right not to speak with this representative or any rep and refer that to Labor Relations or another manager. Union disagrees and Company has denied grievance. Subsequent to that the Union has referred this grievance to arbitration.

AN-17-03 – Suspension of one week issued to Network TD for allegedly switching to the wrong server even though he was instructed to do so by the AD. Company states that grievant knew he was performing the wrong switch and did it anyway.

Status- After discussing and trying to impress on the Company that in no way did this TD have the mindset that “even though he knew it was wrong he did it anyway because he was instructed to”. We could not agree on a much less disciplinary action since history will easily show that mishaps much greater than this have received much less discipline if any at all. This grievance has been referred to arbitration.

AN-17-04- Weather days not honored by the Company. After much discussion of the three individuals affected the company has raised some further inquires. The union will investigate and as so this grievance is put on Union Hold.

Status – On Union hold pending further investigation.

AN-17-05- Excessive gap between daily schedules in the Videotape operations in 47w basement. Company believes they can schedule anyway they see fit. We absolutely disagree.

Status- Company hold pending further investigation.

AN-17-06- Practice of management at NY Network ENG putting employees on “Hold” without compensation when cancelling and also threatening DH’s when they refuse a “Hold” assignment.

Status- After a lengthy conversation the company did not agree with our assertion that this was a violation of Article 8 and A 14. They did agree however that they will not tolerate anyone being threatened. We strongly believe this is a violation but in the interest of moving forward the Union has put forth a letter agreement outlining how this procedure should be directed in the future. The Company is reviewing this letter and will get back to us soon.

AN-17-09- Excessive gap between daily schedules in Studio TV-3 Maintenance. Parties discussed an extremely wide gap in scheduling in this area. Union feels this is a health and safety hazard and demanded the Company cease this type of scheduling. Union stated that just because they do not want to hire the proper personnel it shouldn’t come at the cost of our members. Management from this area agreed they didn’t want to affect the health or safety of their employees and that this was just a temporary training schedule.

Status- Both parties have agreed to put this on joint hold until we see how the schedule looks after training has ceased.