

NABET-CWA LOCAL 31
Combined General Membership and Executive Board Meeting
Minutes

Monday, February 2, 2009

Location: NABET-CWA Local 31 Office
Time: Meeting called to order at 6:40 pm
Presiding: Carl Mayers, President
Present: Jim Lee, Vice President
Dave Parr, Treasurer
Maurice Thomas, III, Secretary
Harold Burris, WHUT
Richard Guastadisegni, WJLA/NewsChannel 8
Stephen Johnson, HRS
Barbara Krieger, MCT
Rich McDermott, NBC/WRC
Sarah Pacheco, TVS/CNN
Michael Queen, NBC
Rick Reese, ABC
Stu Rushfield, NPR
Thomas Thornton, Freelance
Judy Washington, PBS
Brian Hopkins, visitor-WJLA
Larry Jackson, Assistant to President - SRS
Jim Joslyn, visitor-WJLA
John Monte, visitor - NBC/DH
Robert Williams, Shop Steward-NBC Net Field

Approval of Executive Board Minutes for the meeting held on January 12, 2009.

2009-02-01 MOTION MADE to approve the minutes of Executive Board Meeting, January 12, 2009.

MAKER: Lee SECOND: Guastadisegni MOTION PASSED

Record Vote: Pacheco, Krieger and Washington abstained, all others present voted Aye.

Secretary's Report:

1. Correspondence - The Local received a "Thank You" note from the American Heart Association for a donation made in the memory of Roy Welch (Tim Welch's father).
2. Web Page: Larry Jackson of Senate Recording Studio has asked for help in setting up their page on the web site and adding photos. The web page is getting quite a few hits.
3. Computer Update: The computer system in the Local Office is alive and well. No problems this month.

4. SEC Meeting: Regional Vice-President Thomas reported on the upcoming meeting of the Sector Executive Council which will meet later this month.

Treasurer's Report:

Below are the accounts that were considerably higher or lower than the normal budgeted amount for January 2009.

INCOME:

4000: Misc. Income: Non check off dues and initiation fees were \$9,063.65 which is \$5,163.65 over the monthly budget amount of \$3,900.00.

4001: Total Rebate: \$49,219.93 is \$5,880.07 under the monthly budgeted amount of \$55,100.00.

4005: Investment Income: None to report because the Local doesn't receive the bank statements until the 10th of the month.

The Local's January 2009 income of \$58,283.58 was \$2,716.42 under the monthly budgeted amount of \$61,000.00.

EXPENSES:

5019: INSURANCE EXPENSES: \$7,313.54 for the month was \$2,313.54 over the monthly budgeted amount of \$5,100.00. This is because our annual premium of \$2,784 for the Office Owners insurance policy was paid in January.

5026: COMPUTER EXPENSES: \$656.85 was \$256.85 over the \$400.00 monthly budget. This is because we needed to upgrade our QuickBooks program so that the office could now do the payroll.

5027: FINANCIAL EXPENSES: \$7,704.21 was \$6,704.21 over the \$1,000.00 monthly budgeted amount. This is because we paid the auditors \$7,575.00 for work done to date for the audit.

5035: PREVIOUS UNION LEAVE EXP: The Local made the initial payment of \$10,817.27 for union leave expenses from 2002-2008.

NOTE: In an effort to save money, we have begun doing our payroll internally rather than contracting to an outside firm. This first month, we have been reconciling our accounting system with the standard method used by Quick Books payroll software. The pay for officers were placed under 6560 Payroll Expenses by Quick Books rather than listing them under each officer. We have corrected this and future reports will show the costs listed as they have in the past by each officer or a staff member. We will go back and have January's accounts changed to properly reflect their charges. Next month we will report two months with corrected figures.

The total expenses for the month of January were \$4,339.66 over the monthly budgeted amount of \$71,825.00. The net income for the month of January was -\$17,881.08.

MEMBERSHIP: As of February 2, 2009, our membership consists of 407 permanent full time staff employees, 824 active daily hire employees, 22 temporary employees, and 13 members

who are either on LTD or MLOA. This is a total membership of 1,266 which is an increase of 13 members since the August 2008 General Membership Meeting.

2009-02-02 MOTION MADE to accept the financial report.

MAKER: Thomas

SECOND: Reese

MOTION PASSED

RECORD Vote: Krieger abstained . All others present voted Aye.

2. New Members: Applications for new members were reviewed. All were approved as presented.

2009-02-03 MOTION MADE to accept the following applicant as a new member:
Christopher Thomas Gamble, daily hire at NBC.

MAKER: Lee

SECOND: Krieger

MOTION PASSED

RECORD Vote: All present voted Aye.

President's Report

1. Local 31 Status: Need for budget cuts and belt tightening.
 - a. Assistants to the President in 10 Contract Groups took cuts, including ABC, MCT, HRS, SRS, and PBS.
 - b. Metro Council Meeting: minutes were handed out separate from the Board packet.
 - c. WJLA: Company eliminated 401 (k) contribution; asking for a 3.9% wage cut - contract sideletter - must be voted on by members. There will be a unit meeting on Saturday, February 7. Brian Hopkins
 - d. NPR - contract reopener was sent to the Company
 - e. HRS - contract reopener

Vice President's Report

1. CWA Community Service - Food Bank: NABET Local 31 donated 135 lbs of food to an authorized food center. Local 31 was only NABET local to do so.

Staff Report

1. Union Leave Report: Accepted as reported.
2. New member packets: Membership package sent to the following employee:

NBC - Christopher Gamble

Membership stickers for 2009 are being mailed out to NABET members in good standing.

3. No Work List (3.2): As listed for the benefit of officers and stewards.

OLD BUSINESS - None

NEW BUSINESS:

1. Date of next Executive Board Meeting: The next meeting will be held on Monday, March 9, 2009, beginning at 6:30 pm.
2. By-Law Changes - Officer Elections & Meeting Dates: Proposals for changes in By-Laws 4.32, 4.41, 4.42, 4.51, 4.52 and 5.10 will be formulated and submitted in writing at next Executive Board Meeting.

2009-02-04 RESOLVED, That Section 5.40 of the Local 31 By-laws be changed to read as follows:

There shall be six (6) regular meetings of the Executive Board each year to be held on even numbered months at a time and date to be determined by the Local President. In the months where a regularly scheduled meeting will not occur, the President or one half of the Executive Board members can call a meeting to consider urgent matters. Unless a change is made, and notice posted fifteen (15) days in advance, the meetings will be held on the second Monday of the even numbered months.

The Treasurer shall be required to present to the members of the Executive Board his/her report each month. In the months where there is no regularly scheduled meeting, the report shall be transmitted to the Executive Board via email or other method designated by the individual member.

(Sunset clause until election of new Executive Board.)

MAKER: Parr

SECOND: Thomas

Resolution Tabled

3. District Two Conference Delegates: It has been a long-standing tradition in this Local that the delegates elected to represent the Local at the 2008 CWA Convention are automatically elected to the District Two 2009 Conference. President Mayers and Secretary Thomas will be attending without reimbursement from the Local.
4. Request for Donations from the CWA Local 6450: To be posted in all areas.
5. Request for Mobilization Funds for NPR:

2009-02-05 MOTION MADE to approve \$5,000 in mobilization funding for the upcoming NPR/NABET negotiations for mobilization efforts.

MAKER: Rushfield

SECOND: McDermott

MOTION APPROVED

RECORD of Vote: All present voted Aye.

6. Maryland Health Care for All Plan:
7. NBC Affairs: Negotiations on hold until March 16, 2009. NBC Universal President and CEO Jeff Zucker reported that in the year 2008 NBC has had the highest profits ever in the history of NBC. In addition, the Super Bowl profits yesterday were the highest ever for the NBC Network. Despite all this, cutbacks and layoffs for the year were unprecedented. Two members of NBC NABET 31 are struggling with advanced brain cancer. There is the

question as to whether this could be work related.

8. NPR Affairs: NPR has asked for and received a waiver to delay the posting of shifts for the upcoming shift selection process... NPR has informed the Membership that it will institute four new Technical Director positions beginning in mid-March, but has further reduced the number of shifts that are available to be selected by those not selected to be TD's. The number of available shifts to be selected has dropped from the high-30's just a few years ago, and now stands at just 20. Most of this has been achieved through attrition, but does not take into account the four Members whose jobs were eliminated in California and New York in NPR's recent staff cuts... Some Members have expressed cautious optimism regarding future inclusion with the addition of the new TD positions, while others believe it is just another step by NPR to train non-NABET staff to do the work currently done by our Members... No discussions have taken place between NPR and the elected NABET bargaining committee regarding contract negotiations. The current NPR-NABET contract is set to expire at the end of March. The bargaining committee is anxious to begin the process, especially given the drawn-out nature of previous negotiations, and is hopeful that the CWA staff rep assigned to our case will be able to free up the necessary time required to fully participate in our talks.
 9. PBS Affairs: No news.
 10. SRS Affairs: No report.
 11. TVS/CNN Affairs: Positive things happening with the NLRB.
 12. WHUT Affairs: Discussed in Executive Session.
- 2009-02-06 MOTION MADE to go into Executive Session.
- MAKER: Burris SECOND: Thomas MOTION PASSED
- 2009-02-07 MOTION MADE to come out of Executive Session.
- MAKER: Parr SECOND: Thomas MOTION PASSED
13. WJLA Affairs: No report.
 14. WRC Affairs: See NBC Affairs report.
 15. ABC Affairs: The Unity Media Manager System associated with The Avid non – linear editing system was undergoing routine scheduled maintenance at ABC News' Washington Bureau, when the partition designated for archival video clip storage inadvertently lost power. Approximately seventy five percent of the video media and associated files were lost. Library systems and media managers at the bureau are attempting to restore the lost files if at all possible.
 16. Citadel/WMAL Affairs: No Report.
 17. Freelance Affairs: Daily Hires are feeling the effects of this economy more than anyone – We are the “Canaries in the Coal Mine”. Not only is work slowing down in general, but as

positions are eliminated and “Restructuring” occurs, Staff are being moved to jobs traditionally held by Freelancers. More and more Daily Hires are forced to take lower-paying non-Union work .

Training: The Lynda.com program has been gaining lots of interest as a result. Although there is no waiting list, the 12 positions are almost always filled as people take advantage of the training. Every week I hear stories from members that have been laid off or are facing an uncertain future, eager to make themselves more employable.

The program was only active for the last 6 months of 2008, and this Local’s purchase of additional slots didn’t occur until mid-August. Regardless, the participation of members is impressive. Last year, 59 people enrolled in the program and watched 4456 different videos from 117 separate courses for a total of 415 hours.

In the first month of 2009, 28 members watched 898 videos from 59 courses, totaling almost 73 hours. This is a little down from the trend, but that is to be expected considering the holiday season was winding down and many of our members were involved in the inauguration.

Please keep in mind that when I state the total hours, that number is actually the time of content watched and is much lower than the time that people spend training. It does not include the time pausing the videos to use the example files or re-watching a section. In my own experience, I spend at least double the time of the video to do the exercises.

As always, I encourage those on the Executive Board to help inform our Members of the program and even take some courses themselves.

18. HRS Affairs: The contract negotiations are continuing smoothly. We will be meeting again on February 13th at which time we expect to be presented with formal responses from House Administration on some of our issues
19. MCT Affairs: a) It has been brought to my attention that the station has purchased “Granicus,” which evidently is new software to run the automation/programming computers (including web-streaming). This purchase was made without any discussion with the Union. I have been told that anyone will be able to access and input the automation through this new software. It is supposed that this could result in a loss of our work or us taking a hit for someone else’s input errors. I would suggest a meeting be scheduled to discuss this matter... ASAP ... and UPDATE: Evidently the Mont. Co. Government has purchased this server-based system. It is not clear if they were responsible for MCT’s upgrade to this system. Again, I suggest a meeting with Richard Turner and Don Katzen to discuss this and the following points which are still outstanding:
 - b) We have filed grievances over our work being preformed by other than our members. This process is in the second stage of discovery. We are still waiting for documentation.
 - c) We need some sort of resolution over the “56 hour rest period” between workweek hours. This has been an on-going problem with the staffing of weekend projects. Since this is a very small unit and the “staff” technicians are few, we have hopes to compromise a situation that will be a “win-win” for both sides. The discussion progressed and it seems that the company would be fine with a grievance that would help us cement language that hopefully

will fly until our next contract talks in early summer. I would recommend that we file a grievance to expedite discussions for resolution.

d) We will need language to define the “TA” pay. We had a gentleman’s agreement in the last negotiations, however we seem to have a problem with the agreement, and one of our member’s struggled to get paid for his work. He did however recoup his monies, so we do have our precedence now in place should any problems arise in the future.

e) The re-organization continues and has resulted in a promotion of a new manager. Larry Merewitz has stepped up as the “Volunteer Services and Training Manager.” He has been responsible for the technical training at MCT for approx. 7 years after retiring from 30 years with Giant Food.

2009-02-08 MOTION MADE to adjourn

MAKER: Krieger

SECOND: Parr

MOTION PASSED

Meeting adjourned at 10:28 pm.

Respectfully submitted,



Maurice Thomas, III
Secretary

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