

NABET-CWA LOCAL 31
Executive Board Meeting Minutes

Monday, January 12, 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
Stephen Johnson, HRS
Rich McDermott, NBC/WRC
Michael Queen, NBC
Rick Reese, ABC
Stu Rushfield, NPR
Judy Washington, PBS
Al Zodun, Assist to President, NBC

Approval of Executive Board Minutes for the meeting held on December 8, 2008.

2009-01-01 MOTION MADE to approve the minutes of Executive Board Meeting, December 8, 2008.

MAKER: Parr

SECOND: Queen

MOTION PASSED

Record Vote: Rushfield and Johnson abstained, all others present voted Aye.

Secretary's Report:

1. Correspondence - The Local received "Thank You" notes from the OPEIU office staff for the Holiday gifts received from the Executive Board.
2. Web Page: Active and getting many hits.
3. Computer Update: The computer system in the Local Office is alive and well. VP Lee reported that he has experienced problems with emails being spooled back to his mailbox.
4. Future & Media: Report given on weekend conference held in Baltimore. President Mayers, Secretary Thomas and Assistant to the President for NBC Al Zodun attended.
5. New Officers Course: This course is being offered at the George Meaney Labor College the weekend of January 23-26.

Treasurer's Report:

Below are the accounts that were considerably higher or lower than the normal budgeted amount for December 2008.

INCOME:

4001: Total Rebate: \$60,677.47 is \$5,577.47 above the monthly budgeted amount of \$55,100.00. The Sector has caught up with the NPR and WJLA October and November rebates..

4005: Investment Income: \$4,335.31 is \$2,335.31 above the monthly budgeted amount of \$2,000.00.

The Local's December 2008 income of \$67,744.80 was \$6,744.80 above the monthly budgeted amount of \$61,000.00.

EXPENSES:

5002: ABC: \$779.82 for the month was \$529.82 over the monthly budgeted amount of \$250.00. This amount covered Local 31 portion of expenses from an ABC meeting regarding sideletters held in Arizona.

5019: INSURANCE EXPENSES: \$5,456.15 for the month was \$456.15 over the monthly budgeted amount of \$5,000.00. The balance due for the workman's comp insurance was paid in December.

5027: FINANCIAL EXPENSES: \$3,000.00 was \$2,000.00 over the \$1,000.00 monthly budgeted amount. \$3,000.00 was a partial bill for our annual audit.

5028: MEMBERS BENEFITS/TRAINING: \$1,800.0 was \$650.00 over the \$1,150.00 monthly budgeted amount. This is due to the Christmas gifts given to the office staff.

5031: LEGAL EXPENSES: \$10,654.43 was \$654.43 over the monthly budgeted amount of \$10,000.00. This is due to continued expenses for the CNN case.

The Auditors are finalizing the annual audit. All other accounts are under the monthly budgeted amount.

The Local was \$10,876.46 under the monthly budgeted amount of \$71,825.00 for total expenses. The net income for the month of December was \$6,796.26.

2009-01-02 MOTION MADE to accept the financial report.

MAKER: Lee

SECOND: McDermott

MOTION PASSED

RECORD Vote: All present voted Aye.

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

2009-01-03 MOTION MADE to accept the following applicants as new members: Mark Daniel Crowner, Brian Keith Davis, Jeffrey S. Glaze, Donna Joyce, John Major Marks, Chris Kevin McCary, John D. Sherrill, Jr., and Theodore Spiegler, daily hires at ABC; Michael J. McQuerry, staff at HRS; Ronald Vincent DiCianni, William Giglio, and Michael K. Hawkins, daily hires at NBC; Kevin Alonzo Neale and Herbert Evan Roberts, staff at SRS.

MAKER: Lee

SECOND: Queen

MOTION PASSED

RECORD Vote: All present voted Aye.

3. LM-2 Report: Report has been sent to the Department of Labor.
4. Audit (Draft): The final version has not been received in the office from the auditor. A draft of the audit was presented to the Board.

2009-01-04 MOTION MADE to go into Executive Session.

MAKER: Parr

SECOND: Queen

MOTION PASSED

2009-01-05 MOTION MADE to come out of Executive Session.

MAKER: Lee

SECOND: Queen

MOTIN PASSED

President's Report

1. Local 31 Cuts Due to Financial Problems
 - a. As of January 1, 2009, the payroll will be generated out of the Local Office using Quickbooks to save on the fees charged by the payroll company.
 - b. The LM-2 report will now be prepared by the OPEIU staff and the Treasurer.
2. Number of Executive Board Meetings: Discussed. No action.
3. Future of Media Industry Conference: Conference held in Baltimore. President Mayers reported on workshops he attended.

Vice President's Report

1. CWA Call for Community Service: There will be a food drive for the local area so that we can demonstrate that we are part of the community.

Staff Report

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

ABC

Theodore Spiegler

SRS

Kevin Neale
Evan Roberts

NBC

Don Clagett
Paul Commiskey
Christian Gbetie
Brian Gessner
Sean Hailey

WJLA

Maurice Cottom

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 a combined Executive Board and General Membership Meeting held on Monday, February 2, 2009, beginning at 7:30 pm.
2. Executive Board Elections: Elections for Executive Board members will be held in March. Nominations will be sent out for posting in all areas the beginning of February. All positions must have a nomination in order to seat the member.
3. O'Donoghue & O'Donoghue Retainer Increase: The attorneys have requested an increase in the retainer paid for their legal services from \$9,200 to \$12,000 per month. The increase is necessary to take into account the huge costs incurred to litigate the CNN case.

2009-01-06 MOTION MADE to increase the retainer as requested by O'Donoghue & O'Donoghue.

MAKER: Thomas

SECOND: Lee

MOTION APPROVED

Record of vote: All present voted Aye.

4. MCTV Affairs:
 - a. Richard Turner's father passed away this past Sunday, January 11th.
 - b. This looks to be an active month for MCT. The County government shoots and the council sessions are starting up again after a short holiday break.
 - c. 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. 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
 - d. 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.
 - e. We are in the process of discussions 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 is progressing 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.
 - f. 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.

5. NBC Affairs: WRC/NBC has received delivery of new “prosumer” cameras which will be distributed to producers and reporters for covering stories. They are also distributing laptop editors to any non-NABET “volunteers so that news coverage will be enhanced. There are no NABET-CWA/NBC-UNIVERSAL contract negotiations scheduled at this time. The NABET-CWA negotiating committee will meet this week to move the negotiations forward. The contract expires on March 31, 2009. Bob Snow, WRC long time maintenance engineer has been diagnosed with a brain tumor. Please keep him and his family in your thoughts and prayers.

- 6.. NPR Affairs: Confirming the speculation that abounded at the time of the December 2008 Executive Board meeting, NPR did, in fact, slash its employment rolls by seven percent. These cuts included 64 staff positions and 21 unfilled positions. Both NPR programs produced out of the NPR West studios in Culver City, CA are being cancelled, and will cease production on March 20, 2009. Four full time NABET staffers’ positions are being eliminated as a result of the cutbacks (three at NPR West and one at NPR’s New York bureau). The New York cut will drop the number of NABET Broadcast Recording Technicians there to three, yet a supervisor’s position in New York was unaffected, leaving a supervisor in place to supervise three long-time, seasoned NPR veterans. Many have wondered why this direct supervision (and the cost of that supervision) of the same three engineers who worked very successfully for many years with no direct supervision would be necessary...

Some of the affected NABET staffers have been utilizing Local 31’s Lynda.com training and have requested that the training continue to be made available to them as they try to shift into other employment opportunities...

In addition to the elimination of the four full time staff positions, all six Temporary engineers at NPR’s Washington headquarters have seen their hours slashed from full time to two days a week...

With fewer than three months remaining before the end of the NABET/NPR contract, no formal beginning of negotiations has been calendared. However, members at NPR are working from several angles in preparation for the events to come. One of the biggest changes forthcoming will be much more open lines of communications between the negotiating committee and our membership. Our members spoke out about the lack of information and the general secrecy surrounding previous negotiations, particularly from our "lead" negotiator, and will instead receive frequent and open updates regarding the proposals and stances of both NPR and NABET in the talks.

7. PBS Affairs: There's a new Project technician, Ian Farley, at the Network Operations Center. We have a new editor at the MOC, Jasenn Robertson. He has already expressed interest in joining the union. Both the NOC and MOC are trying to iron out issues with our new systems in the transition to Digital. And the MOC technicians are now working 3 shifts to cover the workload until the transition has been completed.

8. SRS Affairs: No Report.

9. TVS/CNN Affairs: No Report.

10. WHUT Affairs: No Report.
11. WJLA Affairs: We are now broadcasting out of our studio in HD. The switch to HD went pretty smooth. Still dealing with a number of human resource issues. Had a photographer slip on the ice and crack his head open. He had to go to the hospital but is doing ok. We are gearing up for Jan 20, and all expect to work a very long day. Have been training more photographers on fielding editing. Most of the pocket calendars and stickers have been handed out.
12. WRC Affairs: See NBC Affairs report.
13. ABC Affairs: The ABC News Washington Bureau will play an integral role in the news coverage of President – Elect Barack Obama’s inauguration. The Newseum will host the location site for news anchor Charlie Gibson and other ABC reporters and commentators. This will be the first time ABC News has produced inauguration coverage using High Definition technology. There will be SD to HD up-converters available at the bureau and a control room capable of HD production switching. Several edit suites are also HD ready. A HD capable transmission link between Washington and New York will facilitate network integration and distribution.
14. Citadel/WMAL Affairs: No Report.
15. Freelance Affairs: No report
16. HRS Affairs: HRS Affairs: Contract negotiations are going well at this point. We have divided some of our issues between contract language clarifications, side letter negotiations and long term policy discussions as necessary. House Recording anticipates some very busy days in the next few months.

2009-01-07 MOTION MADE to adjourn.

MAKER: Burris SECOND: Washington MOTION PASSED

Meeting adjourned at 9:09 PM.

Respectfully submitted,



Maurice Thomas, III
Secretary

MT3:sf
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