

NABET-CWA LOCAL 31
Executive Board
Minutes

Monday, October 5, 2009

Location: NABET-CWA Local 31 Office
Time: Meeting called to order at 6:30 pm
Presiding: James Carl Mayers, President
Present: Jim Lee, Vice President
Dave Parr, Treasurer
Maurice Thomas, III, Secretary
Richard Guastadisegni, WJLA/NewsChannel 8
Larry Jackson, SRS
Stephen Johnson, HRS
Barbara Krieger, MCT
Rich McDermott, NBC/WRC
Michael Queen, NBC
Rory Reese, ABC
David Robinson, Alternate MCT
Stu Rushfield, NPR
Thomas Thornton, Freelance
Judy Washington, PBS
Maurice Whitehurst, WHUT
Al Zodun, President's Envoy
J. Thomas Marchitto, Election/Credentials Committee Chair

Local Officers: J. Carl Mayers-President, David Parr-Treasurer and Maurice Thomas-Secretary were sworn in by Ron Collins, CWA District Two Vice President.

Approval of the Minutes of the Combined General Membership/Executive Board Meeting held on August 3, 2009.

2009-10-01 MOTION MADE to approve the minutes of the Combined General Membership/Executive Board Meeting, August 3, 2009 as amended.

MAKER: Parr

SECOND: McDermott

MOTION PASSED

Record Vote: Sarah Pacheco was absent; Barbara Krieger abstained, all others present voted Aye.

Secretary's Report:

1. Correspondence: Various organizations seeking donations.
2. Web Page: The web page is fine, but we need input from NPR, WHUT and PBS
3. Computer Update: Nothing new to report.

Treasurer's Report:

1. August Financial Report

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

INCOME:

4001: Total Rebate: \$38,511.26 is \$16,588.74 under the monthly budgeted amount of \$55,100.00. The Local did not receive PBS dues for July and August due to a staffing problem in their payroll department. The issue has been resolved and the dues were sent as of September 16.

4005: INVESTMENT INCOME: The August investment income was \$5,326.63 which is \$3,326.63 over the monthly budgeted amount of \$2,000.00.

We had not received the investment report in time for the July report. Investment income for July was \$13,373.47. That, of course, affects the bottom line for July. Instead of the reported loss of \$23,911.34 it was a loss of \$10,537.87 when the investment income is included.

The Local's August 2009 income of \$46,657.46 was \$14,342.54 under the monthly budgeted amount of \$61,000.00.

EXPENSES:

5000: NBC: \$7,475.31 was \$4,475.31 over the \$3,000.00 monthly budgeted amount. This is for mobilization and negotiations. The Local ran ads on Metro buses and Google to Turn off NBC at the cost of \$4,800.00. Also, mobilization related post cards were printed at the cost of \$843.76. For negotiations, we paid \$1,578.80 for union leave.

5022: RENT/PARKING EXP: \$2,812.04 was \$3,512.96 under the monthly budgeted amount of \$6,325.00. The Local was given a rebate due to WRIT over charging for operating expenses.

5026: COMPUTER/PRINTING EXP: \$7,650.00 was \$7,250.00 above the monthly budgeted amount of \$400.00. This bill was for driver recovery. As of this date, we have not yet been billed for the new server.

The total expenses for the month of August 2009 were \$8,845.68 under the monthly budgeted amount of \$74,325.00. The net income for the month of August 2009 was -\$18,821.86. All other accounts were under the budgeted amount or right on budget.

2009-10-02 MOTION MADE to approve the Treasurer's report for August 2009.

MAKER: Queen SECOND: McDermott MOTION PASSED

Record Vote: Krieger abstained; Pacheco, was absent; all others voted Aye.

2. September Financial Report

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

INCOME:

4000: Misc. Income: The negative \$5,605.14 is because we sent our non check off dues to the Sector but have not yet received our portion in return.

4001: Total Rebate: \$55,419.40 is \$319.40 under the monthly budgeted amount of \$55,100.00. The Local received the July and August PBS dues.

4005: INVESTMENT INCOME: Since the Executive Board meeting is early this month, the Local has not received any information on investment income. The October report will reflect the September investment income.

The Local's September 2009 income of \$49,814.26 was \$11,185.74 under the monthly budgeted amount of \$61,000.00.

EXPENSES:

5007: NPR: \$3,293.91 was \$293.91 over the \$3,000.00 monthly budgeted amount. This is because a fourth negotiator was added when negotiating a contract extension in April. We have just now received the bill.

5014: OPEIU WAGES: \$20,935.22 was \$5,985.22 above the monthly budgeted amount of \$14,950.00. The Local had three pay periods in September. October's 401K expenses will be high because of the 3 pay period month. There is always a month lag in its reporting.

5015: OFFICERS WAGES: \$15,181.75 was \$3,381.75 above the monthly budgeted amount of \$11,800.00. Again, this is because of the 3 pay period month.

5021: POSTAGE/MAIL/COURIER: \$2,030.93 was \$1,180.93 above the monthly budgeted amount of \$850.00. This is due the costs of the Officers election.

5025: COMPUTER/PRINTING EXP: \$10,386.16 was \$9,986.16 above the monthly budgeted amount of \$400.00. \$7,071 was in part payment for the new server. The remainder was for data recovery and labor.

The total expenses for the month of September 2009 were \$11,265.20 above the monthly budgeted amount of \$74,325.00.

The net income for the month of September 2009 was-\$35,775.94.

All other accounts were under the budgeted amount or on budget.

2009-10-03 MOTION MADE to approve the Treasurer's report for September 2009.

MAKER: Queen SECOND: McDermott MOTION PASSED

Record Vote: Krieger abstained; Pacheco was absent; all others present voted Aye.

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

2009-10-04 MOTION MADE to accept the following applicants as a new members: Dwayne Crump and Andrew Lawrence Gonce, daily hires at ABC.

MAKER: Lee SECOND: Thornton MOTION PASSED

Record Vote: Pacheco was absent; all present voted Aye.

4. Fiscal Year Budget 2009-2010: The proposed budget was presented and several monetary changes were made, e.g. : Line 5006 from \$100 to \$2500; Line 5031 from \$12,000 to \$12,500; Total from \$75,549 to \$77,949; Projected deficit from \$20,549 to \$22, 949.

2009-10-05 MOTION MADE to accept the proposed Fiscal Year Budget for 2009-2010 with changes as noted.

MAKER: Johnson SECOND: Lee MOTION PASSED

President's Report

1. Local 31 Status:
 - OPEIU Contract negotiations: The ballots will go out for ratification of the proposed contract.
 - NBC Mobilization: The previously allocated mobilization money has been spent - more will be requested to continue the fight for a fair contract.
 - NCC Meetings: We will try to convince the NCC to curtail expenses on the face-to-face meetings.
 - Training Lynda.com: We did not get as many keys as we feel we need. We will try to acquire more.

2009-10-06 MOTION MADE to purchase 4 additional keys for the Lynda.com Training program at a cost not to exceed \$750.

MAKER: Krieger SECOND: Parr MOTION PASSED

Record vote: Pacheco was absent, all others present voted AYE

2009-10-07 MOTION MADE to send \$100 to the Progressive Maryland Group which helps working families in Maryland

MAKER: Thornton SECOND: Krieger/Washington MOTION PASSED

Record vote: Pacheco was absent, Lee abstained, all others present voted AYE.

Staff Report

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

ABC: Thomas Actaboski Joshua Alberts Carlos Albores Tracey Anderson Phil Andrews Thomas Bacsik Leo Boucher Dwayne Crump Thomas Davis	NBC: David Able Joaquin Berrios Brian Johnson Kevin Loften Timothy Shelby Michael Terrel Wade Tyree	HRS: Jason Brown MCT: Brett Fox WHUT: Embu Ajene Seitu WJLA: Chris Overbeck Peter Vanderford
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3. No Work List (3.2): As listed for the benefit of officers and stewards.

OLD BUSINESS

1. By-Law Changes Article VII - Initiation Fees:

2009-06-07 MOTION MADE to remove current language of By-Law VII, Sections 7.13, 7.14 and 7.15 and add new section:

Current Section 7.13

If an applicant signs the dues check-off form and pays his/her Initiation Fee in full within 90 calendar days from the date the new member package was sent his/her Initiation Fee shall be discounted by 25%.

Current Section 7.14

In the case of an applicant who is employed as a permanent employee under a NABET-CWA contract, and has signed the dues and Initiation Fee check-off forms, he/she may pay the Initiation Fee in equal installments from each paycheck over a 12 month period.

Current Section 7.15

Daily hires, who sign a dues check-off for automatic dues deduction, may pay their Initiation Fee in one of the following three options: (Members, who chose not to have their dues automatically deducted through payroll deduction, must pay their initiation fee in full when submitting their original paperwork.)

1. They may pay their Initiation Fee in full within 90 days from the first day when they either request to join, or 90 days from the date when they are required to join (or pay the equivalent in the form of a service fee), and receive a 25% discount.
2. They may pay their Initiation Fee in monthly installments of \$100 per month until this fee is completed. (These payments will be made directly to the Local and will be the member's responsibility to automatically submit proper payment without being billed.)
3. Daily Hires who are infrequently employed under a NABET-CWA contract, may request and, at the discretion of the Local Treasurer, be given relief from the regular method of payment, by signing an Initiation Fee deduction form for a set amount to be deducted each pay period, which will be determined by the Local Treasurer based on the member's pay scale and amount of days worked, until the Initiation Fee is paid in full. Members, who do not have the option of automatic Initiation Fee deduction, must make the payments on a monthly basis to the Local without receiving a statement. Failure to make these payments by the last day of the month in which the work was performed will automatically place the daily hire employee under Option #2 and they will be required to pay \$100 monthly until the fee is completed.

New Section 7.13

The following options are available to new members for Initiation Fee payment:

An applicant who is employed under a NABET-CWA contract, and has signed the dues and Initiation Fee check-off forms, may pay the Initiation Fee in equal installments from each paycheck over a 24 month period, OR,

May pay their Initiation Fee in full within 90 days from the first day when they either request to join, or 90 days from the date when they are required to join (or pay the equivalent in the form of a service fee), and receive a 25% discount off the full fee payment, OR,

May pay their Initiation Fee in monthly installments of \$100 per month until the fee is paid in full (Payments must be made directly to the Local and it will be the member's responsibility to submit proper and correct payment in a timely manner). The Local will not be responsible for billing of these payments, OR,

Any member who is employed under a NABET-CWA contract or contract combination thereof, may request and, at the discretion of the Local Treasurer, be given relief from the regular method of payment, by signing an Initiation Fee deduction form for a set amount to be paid by the member. The set payment amount will be determined by the Local Treasurer. Payments must be made directly to the Local and it will be the member's responsibility to submit proper and correct

payment in a timely manner. The Local will not be responsible for billing of these payments. Failure to make these payments by the last day of the month will automatically place the member under Option #3 and he will be required to pay \$100 monthly until the fee is paid in full.

2009-10-08 MOTION MADE to hold over until the next meeting.

MAKER: SECOND: MOTION to table until next meeting.

Record vote: Pacheco was absent; all present voted AYE.

2. By-Law Change to Article VII, 7.40 : To be held over to next meeting.

NEW BUSINESS:

1. Date of next Executive Board Meeting: The next meeting will be held on Monday, December 14, 2009, beginning at 6:30 pm.
2. Conduct of Elections: Candidate for President Fielman and Treasurer Parr filed objections to the manner in which the Election Committee conducted the recent Local Officer's election. In response to their written challenges, the Election committee prepared a comprehensive written response stating the committee's actions in this election as well as its opinion of the issues and concerns raised. (Prior to this meeting, the Executive Board was able to review all such written materials, correspondence, controlling CWA Constitutional references, Sector By-laws, Local By-laws, DOL instructions, CWA instructions, as well as a recitation of all e-mails on the subject between the officers and the candidates. Materials were distributed last week by postal mail at the direction of the Local Secretary.) Candidate Fielman was present and given the opportunity to articulate his case, wherein he believes that the flaws and errors cited rose to the level that would require a new election. Treasurer Parr's objection only would require that the latter-day vote count be excluded as "late received" ballots as defined in the instructions contained on the ballot itself. There was extensive discussion of flawed language on ballot that specified a "received-by" date as well as a "postmarked-by" date, both being the same. It was argued that they were virtually exclusive requirements. However, after extensive discussion by the Executive Board in open session, it was the sense of the body that the Union should err on the side of caution, remove all doubt in the integrity of the election process, and "re-ballot" the election with clearer instructions as to due dates for ballots, and one date-certain ballot count. As a result the following:

2009-10-09 MOTION MADE:

Whereas: The Executive Board agrees that the recent Local Officer Election balloting was flawed. Therefore Be It Resolved: The Executive Board instructs, as a remedy, that the Election Committee prepare and conduct a re-balloting in accordance with Local 31 By-Laws, Article 4.10, lines four through seven.

MAKER: Queen SECOND: Whitehurst MOTION PASSED

Record of vote: Pacheco was absent; Mayers, Lee, Parr, Thomas, Johnson, Rushfield and McDermott abstained; Reese, Thornton, Krieger, Queen, Washington, Jackson, Whitehurst and Guastadisegni voted AYE

3. Carrie Biggs-Adams, Sector Representative: Discussion of: campaign for Creigh Deeds in the Virginia Governor Race; Health Care and excise tax; EFCA (Employee Free Choice Act).
4. Member Equal Access Initiation Mandate: Discussion was tabled.

2009-10-10 MOTION MADE:

Whereas a new member will most likely experience a probationary period thereby waiving rights of employment and,

Whereas the waiving of such rights during the probationary period may allow the employer a capability to fire without cause under the Doctrine of Employment at Will during the probationary period and,

Whereas a new member may be unfamiliar with his contractual rights and/or may not be specifically familiar with this local union, its duties, responsibilities and its scope of jurisdiction and,

Whereas a new member's initial introduction to the union usually is the employer who may give the new member an incorrect perspective of the union,

THEREFORE BE IT RESOLVED, that the NABET-CWA Local 52031 Executive Board, in an attempt to foster education and solidarity for new members, will approve Union leave of one day for each new member in order that they may attend a one day class of initiation within two (2) months of the acceptance as a new member of the Local and,

THEREFORE BE IT ALSO RESOLVED, that this one day mandatory class will also include a tour of the Local offices, a meeting with as many officers as possible, and a copy of the current contract for their unit. All to be accomplished during the new member's regularly scheduled work day.

MAKER: Whitehurst SECOND: Queen

MAKER: Jackson SECOND: Parr MOTION TABLED

5. Funds for Mobilization at NBC:

2009-10-11 MOTION MADE

Whereas: NABET Mobilization against NBC to attain a new contract must be intensified. Therefore Be It Resolved: the Local 31 Executive Board shall authorize an additional sum of \$10,000 to be made available to the Mobilization Committee to be used for mobilization activities as needed.

MAKER: McDermott

SECOND: Lee

MOTION PASSED

Record vote: Pacheco was absent; all present voted AYE.

6. WHUT Affairs: No Report.

7. WJLA Affairs: We are still dealing with a termination and a number of other human resource issue's. It looks like we may be taking the termination to arbitration. The 2010 vacation picks are well underway. The station is buying two cars to replace two old cars with a lot of miles. We are concerned that the new cars the company buys will be to small to work in. Not only do we carry all our gear we edit in the cars. The company has hired two free-lancers to work as news photographers and has hired a master control operator. The union is trying to set-up a meeting with the company to discuss the pay cuts the members took last winter.

8. WRC Affairs: Many of the daily hires who were not hired as content producers at WRC have been permanently "released." This includes most of the news editors.

NABET's Network Negotiating Committee has not yet reached an agreement with NBCU for a new contract. Negotiations haven been moving very slowly. No new meetings with the company are scheduled, but the negotiating team is ready and available to meet with NBCU at any time. We continue to seek a fair and equitable agreement which our members can vote on.

There have been numerous reports since last week that NBCU and Comcast are engaged in talks concerning the possible sale or merger of these two companies. There is no reliable news as to how these talks are proceeding . There are plenty of rumors as to what is going on. As always, ignore all rumors.

9. ABC Affairs: Renovation of the graphics department space for the impending move of the ABC News Washington bureau News One unit has been completed. Technical facilitation will take place over the next several weeks. The News One unit is expected to be able to move into the new workspace in early November. Also, renovation of what previously had been a non-linear edit suite is taking place in the Washington bureau in expectation of installation of the Isis media acquisition and production system. A completion is not known at this time.

10. Citadel/WMAL Affairs: No Report.

11. Freelance Affairs: Work continues to dry up for Freelancers, especially Editors at NBC due to the "Content Producer" Situation. The Lynda.com subscriptions expired in August. There was a problem with Lynda.com giving us our share of the Sector keys, but we finally got that worked out and I started getting members back in on 9/10/09. Lucky, Lynda.com also slid our start dates forward so the waste of time would not impact the length of our subscriptions I am again requesting funds this year from the Local to purchase more subscriptions to alleviate the waiting list. The program continues to be well received by our members.

12. HRS Affairs: No report.

13. MCT Affairs: A) Although our second round of negotiations was scheduled to be held on

July 22 and 23, Don Katzen relayed to Lou Fallot that he did not have the authority to negotiate any terms without the Board of Director's final nod of approval. This was not acceptable as "Negotiations in Good Faith." A conference call was held and the decision was made with mutual consent between the parties, to postpone the negotiations until John Hansman, the interim Executive Director, would be available. The imperative point being that he has the authority to make adjustments and agreements at the negotiations table.

B) Our second round of contract negotiations, took place on September 10 and 11. The negotiation teams are: Lou Fallot and Barbara Krieger for the Union and now John Hansman has been added to Don Katzen, Rodney Bryant and Patrick Thorpe for the Company. We basically started over from the top by discussing the few tentative agreements we had made in the first round. We then moved onto an article by article and page by page discussion of the proposals. A few small changes were OK'ed by Mr. Hansman and much more was taken under advisement to be resolved at a later time. All in all the days were quite productive. The next negotiation dates have now been set for Oct. 28 and 29.

C) I am very happy to report that I have two members interested in becoming more active in the Union. David Robinson has petitioned to be the alternate as a representative for the E-Board and Michael Bailey has shown interest in becoming our shop steward. I feel that both of these members will be a welcome and helpful addition to the strength of our Union. **UPDATE:** David Robinson has been sworn in as our alternate E-Board member and Michael Bailey has been elected as our shop steward. I am quite delighted to have these two diligent and bright members step to the plate in representation of our shop at MCT.

D) (Old Item, but still active and imperative because of the now ongoing contract talks – Note the Updates)

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. **UPDATE:** At the February 23rd meeting this was discussed at great length. A compromise in the form of a "resolution" rather than a grievance being filed will be forthcoming for Carl's approval and then move on to the company for agreement. ... **APRIL REPORT:** A resolution was written by the Union, then explained and given to manager, Rodney Bryant. We are awaiting the reply from the company for acceptance, but assume from the conversation that it is acceptable language. ... **MAY REPORT:** No document has been signed so I suspect the company has been operating under the proposed resolution. ... **JULY REPORT:** We still do not have a signed copy of the resolution, so the company is in clear violation of the contract in that an employee is straying the "56 hour rule" and the "consecutive days" sections of the contract. ... **OCTOBER REPORT:** This has been quite the topic of discussion at the negotiations table and will continue to be a sore point for both the company and the members. As part of negotiations we did make a formal request for time sheets. We have yet to receive anything from the company.

E) The latest company bulletin came out and should help substantiate our grievance pertaining to the Volunteers taking our work. There is an article titled “All Roads Lead to the Fair,” that clearly and unequivocally states that video from last year’s shoot is being used in PSA’s and that the Volunteer’s will be shooting the parade and the crowning of the king and queen under the guise of “hands-on training.” This project was very clearly our function at the Agricultural Fair in years past. **UPDATE:** This will most likely become a grievance as it was clearly a violation of the work which was ours in the past. In fact the latest company paper had an article which once again discussed the fair and gave a full description of the work performed.

F) There have been complaints filed against one of the members of the Board of Directors. We will wait and watch this situation. **UPDATE:** The company has clearly acknowledged there is a problem here. This matter was also discussed in more detail during the negotiation session.

G) We have had our first discipline in quite a long while. Although the company contends it was a verbal warning they made the member sign a written warning two months after the “verbal” occurred. I have been advising members of their “Weingarten Rights” under the law and I have had ongoing discussions with the company about how discipline should be handled. The member in this case felt “totally ambushed.” I hope to have a meeting soon with HR about the matter.

H) The company is started to ignore our contract. Some of our members are being advised that they cannot put in for time or penalties that are CLEARLY defined in our contract. This is becoming quite a problem. I will be putting our new shop steward to work very soon !!

14. NBC Affairs: No Report.

15. NPR Affairs: The negotiating committee for the upcoming NPR/NABET negotiations has been elected and is now in place. Representing the BRT (Broadcast/Recording Technicians) unit will be Melissa Marquis and Stu Rushfield, with Brian Jarboe as the alternate. Representing the non-BRTs (Shop/Satellite Depot/NOC/Media Center) will be Bill Bremmer, with Rich Lewis serving as the alternate. Local 31 President Carl Mayers has indicated that NPR's Assistant to the Local 31 President Mark Bejarano will sit in as Carl's representative during the talks. The negotiating committee, in conjunction with lead negotiator Carrie Biggs-Adams, have begun preliminary talks regarding the proposed negotiations, and NPR has promised to re-deliver the same contract offer it proposed prior to the current Memorandum of Agreement last spring, featuring drastic, draconian changes to workplace life and working conditions. A very limited number of meeting dates has been calendared for October, November and December, given the gravity of the changes NPR is proposing.

16. PBS Affairs: No Report.

17. SRS Affairs: Parking space reductions: Because of recent changes on Capitol Hill, parking spaces have been severely reduced and many of our members are understandably quite upset about it. Some members must arrive between an hour and an hour and a half earlier than their start time to be ensured a spot in their designated lot. Alternate lots, that frequently get filled up too, are much farther away and can add an additional twenty to thirty minutes to commutes. Since there is no provision in our contract regarding parking, and our parking department is on record as saying that “parking permits are issued but do not guarantee a parking space”, we are not sure what it is,

as union representatives, that we can do about it. Any suggestions anyone has as to how we go about tackling this issue would be appreciated.

Job Classifications: The Human Resources department has finished their review of our job classifications. A report is to be delivered to our Branch Manager, but he does not have to share it with us unless he chooses to voluntarily, which we can pretty much count on that he won't. Carl had suggested that I review contracts from our other units and analyze the job titles and descriptions enjoyed by other members of our union. At present, our members can only progress through two levels:

Broadcast Technician – Level 7

Sr. Broadcast Technician – Level 8

This is wholly inadequate and stifles our members' ability to have more structured and potentially more lucrative career paths. I would welcome any suggestions which might help us come up with more steps for our members to climb.

Employee Free Choice Act: The Hill newspaper published several articles on the Employee Free Choice Act in September. Here is a synopsis:

On Sept. 11, Sen. Tom Harkin (D-IA) wrote about the reasons why he is fighting so hard to get a bill finished this year. He stated that 60% of American workers want to join a union but that only 7% actually belong to one because the constitutional right to form a union has been systematically undermined. Harkin cited a study by Kate Bronfenbrenner, a professor at Cornell University, who studied a random sample of 1,000 union elections over the last five years. Her findings:

In 34% of those elections, companies fired employees for union activity.

In 37%, employers threatened to shut down all or part of their facilities.

In 54%, employers met with workers, one-on-one, to threaten them with reprisals if they supported a union.

Sen. Harkin, who recently took over the chairmanship of the Health, Education, Labor and Pensions Committee, wrote that nearly half of the employers refuse to negotiate in good faith. That is why he is so committed to passing a bill which will get coercion and intimidation out of the workplace.

In the Sept. 16 issue, Sen. Arlen Specter (D-PA) made the claim that he had pounded out compromise language to the Employee Free Choice Act which will be totally satisfactory to labor. Of course, he said this in front of the AFL-CIO convention in Pittsburgh, to a standing ovation. Unfortunately, in the Sept. 17 issue, Democrats, even those in leadership, pulled back from Specter's claim, saying they were unaware of any break-through deal.

In July, Sen. Harkin believed he had the 60 votes needed to forestall a filibuster to the bill, but with Sens. Kennedy and Byrd's illnesses, he could not muster a vote at that time. Since then, the bill has hit a snag. Sen. Blanche Lincoln (D-AR) has come out against the bill. The hope is that Sens. Olympia Snowe and Susan Collins (R-ME) may eventually join Democrats in trying to pass the bill.

Three provisions seem to have solid support:

1) No delays in union certification

- 2) Tough penalties for labor law violators
- 3) Binding arbitration to ensure union contracts are reached more quickly.

The most controversial provision remains to be “Card-Check”. Opposition to this provision is so fierce that Rep. Rodney Alexander (R-LA), and others, are co-sponsoring H.R. 1176, the Secret Ballot Protection Act, under the guise that without it unions would coerce employees to sign union authorization cards.

No immediate action on the bill is expected, although Sen. Harkin is on record that he wants to revive the bill by late fall.

2009-10-12 MOTION MADE to adjourn.

MAKER: Queen SECOND: Lee MOTION PASSED

Meeting adjourned at 11:29 p.m.

Respectfully submitted,



Maurice Thomas, III
Secretary

MT3:sf
opeiu153aflcio-clc