

PREAMBLE

This Agreement effective February 1, 2002 is between Team Video Services, L.L.C. (hereinafter referred to as "TVS," "the Company" or "the Employer"), or a successor purchaser of TVS, and the National Association of Broadcast Employees and Technicians-CWA, AFL-CIO (hereinafter referred to as "NABET" or "the Union") with respect to work performed pursuant to the contract between the Company and The Cable News Network Bureau in Washington, D.C. ("CNN").

ARTICLE I

UNION RECOGNITION, CHECK-OFF

Section 1.1:

Bargaining Unit: The Employer formally recognizes the Union as the exclusive representative of the following Unit of Employees for purposes of collective bargaining with respect to wages, hours, and all other terms and conditions of employment:

All full-time and per diem employees employed by the Employer at the CNN Washington, D.C. facility including camera operators, tape operators, engineers, master controllers and couriers; excluding all clericals, chief engineers, salespersons, guards, and supervisors as defined by the Act.

Section 1.2:

Union Security: As a condition of employment, all Employees referred to in Section 1.1 shall, thirty (30) days after the date of execution of this Agreement, or in the case of new Employees, thirty (30) days after the date of hiring, become members of the Union and remain members in good standing in the Union during the term of this Agreement.

(a) The Employer agrees to refer all applicants upon hiring and in any event within seven (7) days after the commencement of work, to the Local Officers of the Union for information and advice as to the Union Shop requirements of the Agreement and to notify the Local Union of such hiring within the seven (7) day period. The notice to the Local Union shall be in writing, and shall include the new Employee's name, address, telephone number and (if known to the Company at such time) the Employee's place of assignment.

(b) In lieu of the provisions of (a) above, Employees hired on a daily basis shall, after twenty (20) workdays (i.e., days paid under the Master Agreement) in a calendar year or thirty (30) days of employment in two (2) consecutive calendar years, become members of the Union and remain members in good standing in the Union during the term of this Agreement, provided only that such twenty (20) workdays fall within a period of no less than thirty (30) calendar days.

(c) The Employer, upon request of the Local Union, will supply such Local Union status sheets showing wage changes (other than daily and weekly upgradings and general wage adjustments), leaves of absence of longer than one (1) week and terminations which have taken place in the active employment roster during the preceding month.

Section 1.3:

Membership Dues: The Company will, within ten (10) working days after receipt of notice from the Union, discharge any Employee who has failed to tender dues, initiation fees or applicable maintenance fees.

Section 1.4:

Check-Off:

(a) Upon receipt of a signed authorization of the Employee involved, in the form set forth in Section 1.5, the Company shall deduct from the Employee's paycheck the Union initiation fee and dues payable by him/her to the Union during the period provided for in said authorization.

(b) Deductions shall be made on account of initiation fees and Union dues from the first paycheck of the Employee after receipt of the authorization and biweekly thereafter.

Deduction of Union dues shall not be made from severance pay.

(c) Deductions for initiation fees and Union dues shall be remitted to the International Office of the Union no later than the tenth (10th) day of the month following the deductions. The Company shall furnish the International Union, at least monthly, with an alphabetical record of those for whom deductions have been made and the total amount of each deduction.

Section 1.5:

Check-Off Form: The parties agree that the check-off authorizations shall be in the following form:

Name: _____ Dept. _____

Social Security Number: _____

I hereby authorize Team Video Services, LLC ("TVS") to deduct bi-weekly from my wages a sum equal to one and two-thirds percent (1 2/3%) of my total earnings for the previous bi-weekly period including all overtime and penalty payments on account of membership dues (or the equivalent) in NABET. I further authorize TVS when notified in writing to do so by the Union to deduct from my wages on account of Union Initiation Fee the sum of _____ dollars which shall be paid (provide for period and number of payments). The sums thus to be deducted are to be remitted to the Union.

I submit this authorization and assignment with the understanding that it will be effective and irrevocable for a period of one (1) year from this date, or up to the termination date of the

Collective Bargaining Agreement entered into between TVS and NABET, whichever occurs sooner.

This authorization and assignment shall continue in full force and effect for yearly periods beyond the irrevocable period set forth above and each subsequent yearly period shall be similarly irrevocable unless revoked by me within ten (10) days prior to the expiration or the irrevocable period hereof. Such revocation shall be effected by written notice by registered mail to TVS and the Union within such ten (10) day period.

Signature: _____ Date: _____

Social Security Number: _____

ARTICLE II

JURISDICTION, NEW DEVICES, AND TRANSFER OF WORK

Section 2.1:

Jurisdiction: Within a one-hundred (100) mile radius, only Employees employed under this Agreement shall carry, install, operate, construct, test, maintain, repair, retrofit, transport, and set up the technical equipment and technical facilities of the Employer.

Nothing herein shall preclude work covered by this Section 2.1 from being performed by Company supervisory personnel when needed to assist Employees covered by this Agreement for abnormal or unanticipated news coverage requirements or unanticipated staff shortages.

The Company may have non-Company personnel repair and maintain equipment when the equipment is under warranty or when such repair and maintenance requires special equipment not present in the Company's premises or requires skills beyond the capacity of unit employees.

Nothing in this Agreement requires the Company to assign Employees to work outside the jurisdictional radius, including overseas assignment. However, in the event Employees are assigned to such outside work, all terms and conditions set forth in this Agreement shall apply to such assignment.

This Section 2.1 is expressly limited to work performed pursuant to the Company's contract with CNN.

Section 2.2:

New Devices - In the event that the Company introduces or permits to be used any process, machinery, equipment or device which substitutes for, supplements, or replaces any present process, machinery, equipment, or device being operated by Employees within the bargaining unit such process, machinery, equipment, or device shall be installed, operated, constructed, tested, maintained, repaired, retrofitted, and set up by Employees in the bargaining unit, to the same extent they installed, operated, constructed, tested, maintained, repaired, retrofitted or set

up the replaced process, machinery, equipment or device. The Company will use qualified personnel to provide adequate training of Employees with respect to any such new devices.

The Company shall not permit anyone to use the Company Employees in any manner which affects or changes the work, duties, or working conditions of employees in the bargaining unit.

Use of facilities owned by the Company by outside individuals shall not affect adversely the rights of employees under this Agreement.

Nothing in this section restricts the rights of the Company's customer from using the customer's equipment, machinery or devices.

Section 2.3:

Transfer of Work: Within a one hundred (100) mile radius of the Company's CNN Washington, D.C. location, the Company will not transfer any CNN work or function presently being performed by bargaining unit Employees to persons outside of the bargaining unit.

ARTICLE III

WORKDAY, WORKWEEK, OVERTIME, TURNAROUND, SCHEDULES AND MEAL/BREAK PERIODS

Section 3.1:

Regular Workday: A regular workday is defined as consisting of eight (8) hours or ten (10) hours, which shall be computed by totaling the number of hours between the time an Employee reports for work and the time of completion of his/her duties for such workday, including meal/break periods. A tour of duty starting any day and continuing into the following day shall be considered as one (1) tour of duty and attributed to the first (1st) day. Time spent during meal/break periods is considered as time worked for all purposes under this Agreement.

Section 3.2:

Regular Workweek: A regular workweek is defined as consisting of four (4) ten (10) hour days, or five (5) eight (8) hour days, for a total of forty (40) hours, and as beginning at 12:01 AM Sunday and continuing until 12:00 Midnight the following Saturday. Each Employee shall have two (2) consecutive days off in each week if scheduled for five (5) days, and three (3) consecutive days off if scheduled for four (4) days. For this purpose, Saturday and Sunday, if consecutive, shall be considered consecutive days off. All regular Employees shall be guaranteed a minimum of forty (40) hours of work per week or equivalent pay.

Section 3.3:

Overtime: Hours worked in excess of a regular workweek or a regular workday shall be regarded as overtime and compensated at one and one-half (1 1/2) times the regular rate of pay in one quarter (1/4) hour segments, provided that an employee has actually worked all scheduled time that week or has been on paid sick, paid personal, holiday or vacation leave, or approved

Union leave associated with this bargaining unit. Time off for non-approved or unpaid leave shall not count as time worked. Once an Employee has reported to work, his/her scheduled tour, including overtime, will not be shortened.

The Employee shall have the right to refuse overtime when he/she has worked twenty (20) hours overtime in the previous seven (7) days, provided that this right to refuse shall not apply when the request to work overtime is made prior to the Employee having worked 20 hours within the seven (7) day period.

If all bargaining unit Employees have refused overtime in accordance with this Section and Section 4.2(b), the Company may have the work performed in any manner possible. This paragraph shall not be applicable to Employees while on assignment outside the 100-mile radius.

If an Employee desires to be released at the end of a regular workday because of a pressing personal consideration, the Employee shall notify the Scheduling Desk or other designated person of such request as early as possible but in no event later than 11:30 AM on the preceding day. While recognizing that the Company has the right to require overtime subject to the preceding paragraph, the Company will give due consideration to releasing the Employee at the end of a regular workday as requested, and also will use its best efforts to notify the Employee as early as possible whether the Employee will be released as requested. The Employee will call the Scheduling Desk by 7:30 PM on the preceding day to inquire.

Section 3.4

Turnaround:

- (a) The Company will endeavor to provide a minimum of twelve (12) hours between the end of an Employee's original schedule or extension thereof on any regular workday and the start of the next. One (1) day off shall consist of at least thirty-two (32) hours consecutively, two (2) days off fifty-two (52) hours, and three (3) days off seventy-four (74) hours. An assignment during a turnaround period shall be compensated for, in addition to the applicable rate, by a payment of additional three-quarters (3/4) time at the Employee's base hourly rate for each hour or portion thereof the turnaround period is invaded.

Section 3.5:

Days Off and Daily Schedules:

- (a) Schedules: The Company shall post a regular schedule for Employees showing an Employee's days off. Changes may be made in this schedule no later than two weeks prior to the week including the change. If an Employee is scheduled for seven (7) consecutive days without a scheduled day off he will receive double his straight-time rate of pay for all hours worked on such seventh (7th) consecutive workday.
- (b) Daily Schedules: The Company shall post on its audix voicemail system by 7:30 PM of the day prior to the day in question a daily schedule including the "in" and

“out” times, and any over-time known at the time of posting. The Company shall also post a hard copy of the “in” and “out” times subsequent to the recording. If an Employee’s scheduled time is changed after 7:30 PM, the Company will contact the Employee to inform him or her of the new times and the Employee will receive a penalty of \$15.00 for any such change.

- (c) Change in Scheduled Days Off. The Company retains the right to make changes in the regular schedule of days off for changed circumstances beyond the Company’s control. If an Employee is given less than forty-eight (48) hours notice of such a change, all work performed on the previously scheduled day off shall be at time and one-half.

Section 3.6:

Meal/Break Periods, Penalties and Wage Differential:

- (a) First Meal/Break Period: The length of the Employee’s first meal/break period shall be sixty (60) minutes. The meal/break period shall begin at the time that the Employee is told to begin the meal/break period. It is understood that any equipment breakdown or storage which is required will be performed prior to beginning a meal/break period.

The first (1st) meal/break period shall be scheduled: (i) between the beginning of the Employee’s third (3rd) hour of work and must be completed by the end of the sixth (6th) hour for Employees on a five (5) day workweek; and (ii) between the beginning of the Employee’s fourth (4th) hour of work and must be completed by the end of the seventh (7th) hour for Employees on a four (4) day workweek. In the event there is a mixed crew of five (5) day and four (4) day Employees, and the Company desires to schedule the same meal/break period for the entire crew, the meal/break period for all such Employees shall be between the beginning of the fourth (4th) hour of work and must be completed by the end of the seventh (7th) hour.

- (b) Second and Subsequent Meals/Breaks:

In the event an Employee remains on duty for a period longer than twelve (12) hours after reporting to work, the Employee shall receive a second (2nd) paid meal/break period of thirty (30) minutes.

Second and subsequent meal/break periods of thirty (30) minutes shall occur between the beginning of the 11th and end of the thirteenth (13th) hours, between the beginning of the 16th and end of the 18th hours, and in the twenty-third (23rd) hour of the work day. An Employee not released for the day prior to any such window becomes entitled to that meal/break period.

- (c) When an Employee travels and performs no work on the day of travel, no meal/break periods or meal/break penalties are applicable. When an Employee travels and works on the same day, and a meal (breakfast, lunch, dinner) is served on an airline flight:
- (1) If no work has been performed prior to the flight, such meal shall satisfy the requirement of a first meal/break period and shall be deemed to be in the sixth hour;
 - (2) If work has been performed that day prior to the flight, and the first meal/break period has been given prior to the flight, the meal served on the flight shall satisfy the requirement of a second meal/break period; or
 - (3) If work has been performed that day prior to the flight, and the first meal/break period has not been given prior to the flight, the meal served on the flight shall satisfy the requirement of a first meal/break period, which shall be deemed to occur during the second hour after departure.

(d) Penalties

If an Employee does not receive one meal/break period in accordance with Section 3.6 (a) and (b), the Employee shall receive a meal/break penalty of Fifty Dollars (\$50.00).

If an Employee does not receive two meal/break periods in accordance with Section 3.6 (a) and (b), the Employee shall receive a meal/break penalty of One Hundred Dollars (\$100.00).

If an Employee does not receive three meal/break periods in accordance with Section 3.6 (a) and (b), the Employee shall receive a meal/break penalty of One Hundred and Fifty Dollars (\$150.00).

If an Employee does not receive four meal/break periods in accordance with Section 3.6 (a) and (b), the Employee shall receive a meal/break penalty of Two Hundred and Eighty Dollars (\$280.00).

No employee shall receive more than Two Hundred and Eighty Dollars (\$280.00) in meal penalties for any one 24 hour day (commencing at the start of the work tour and continuing for 24 hours). After 24 hours, the meal/break penalties will begin anew.

(e) Wage Differential:

Hours worked between 12:01 a.m. and 5 a.m. shall be paid at 10% above the employees' prevailing rate of pay.

Section 3.7:

Work On Day Off: The Company retains the right to require an Employee to work on a scheduled day off after it has attempted to obtain coverage from Employees willing to work.

Employees working on a scheduled day off shall receive a minimum of six (6) hours of work or equivalent pay. If an Employee is required to work six (6) hours, he will get a thirty (30) minute break, but that the break can be given at the end of the shift, if we choose. Overtime rates shall apply, provided the Employee has worked all scheduled time that week or has been on paid sick, paid personal, approved Union leave associated with this bargaining unit, holiday or vacation leave.

ARTICLE IV

EMPLOYMENT

Section 4.1:

Regular Employees: All newly hired Employees are subject to the completion of a six (6) month probationary period after which the Employee shall be considered a regular Employee.

The Employer retains the right to discharge newly hired Employees during the probationary period with or without cause. If the Employer rehires an Employee within six (6) months, he/she shall not have to serve another probationary period, but would have to complete his/her first (1st) probationary period.

Section 4.2:

Per Diem Employees:

- (a) The Company may hire Per Diem Employees to supplement but not replace regular Employees except in the case of unavailability. Except as set forth in subsection (c) below, work must be offered to regular employees before the Company can hire Per Diem Employees as outlined in subsection (b) below. Per Diem Employees shall become members of the Union or pay service fees as described in Article I of this Agreement. Per Diem Employees shall be paid at or above the highest applicable hourly wage rate set forth in Article V for each hour worked in the classification hired. The Company may not use Per Diem Employees to circumvent the hiring of regular Employees. Per Diem employees shall receive the same meal/break periods and meal/break penalties under Section 3.6, the same schedule change penalties under section 3.5(b) as regular Employees, turnaround pay and premium pay of time and one-half the regular rate of pay for working on New Year's Day, Thanksgiving and Christmas, but no other penalties or benefits provided in this Agreement shall apply to Per Diem employees.
- (b) Over-time Sign-up Sheet Procedure: In order to expedite staffing open positions, the Company will eliminate the unnecessary calls to regular Employees who are not interested in overtime. Therefore, the Company will be obligated to call only those regular Employees who are listed on the daily or weekend overtime sign-up sheets. In the event that providing a given over-time assignment to an employee on the sign-up sheet would result in that employee working a seventh consecutive day, the Company

may pass over that employee and proceed to another employee on the sheet who would not be working seven consecutive days if given the assignment. If the assignment is not covered, and the Company has gone through the entire over-time list, the Company will then start to contact Per Diem Employees in an effort to staff the open assignment.

- Overtime sheets will be posted for four week blocks. Daily sheets will be posted for Monday, Tuesday, Wednesday, Thursday, and Friday and weekend sheets for Saturday and Sunday for each of the four weeks. The sheets will be “frozen” at 8:00 AM four days prior to the day in question. For example, the sheet for Saturday will be “frozen” on the preceding Tuesday at 8:00 AM and the sheet for Tuesday will be “frozen” on the preceding Friday at 8:00 AM.
- The term “frozen” will mean that at the stated time the sheet will be taken down and the Company will have no obligation under Section 4.2 of the Agreement to contact a regular Employee not on the sheet before offering work to Per Diem Employees. However, this will not prevent a regular Employee not on the sheet when it is taken down from notifying the Scheduling Desk of his or her availability to perform overtime.
- A new overtime sheet will be put up every time a sheet is taken down. Overtime will not be assigned from the top of the list, so it is not necessary to be at or near the top for overtime consideration. The Company will distribute overtime equitably.

It is not necessary for regular Employees to sign up for any same-day overtime that becomes available before and/or after a shift. The Company will make every reasonable effort to contact those regular Employees already scheduled or on-the-clock for same day overtime.

- (c) Per Diem Employees with Equipment. Notwithstanding subsections (a) and (b), the Company may hire Per Diem Employees with Equipment without following the process set forth in subsection (b) on those days where the Company has all available customer cameras in the field in accordance with the following:

- * If one person is on the overtime sign-up sheet, the Company may hire one Per Diem Employee with Equipment (without first offering the work to a regular Employee) as long as the Company also schedules the Employee on the overtime sign-up sheet with the Per Diem Employee with Equipment hired under this subsection.
- * If two employees are on the overtime sign-up sheet, the Company will rent one camera which will be used by the two employees as a crew so long the employees are qualified to perform the necessary job functions.
- * If three or more employees are on the overtime sign-up sheet, the Company will rent one camera which will be used by two of the employees on the overtime sign-up sheet (so long as the employees are qualified to perform the necessary job functions), and may hire Per Diem Employees with Equipment as necessary as long as the Company also

schedules an Employee on the overtime sign-up sheet (if any) with each Per Diem Employee with Equipment hired under this subsection.

Once the overtime sign-up sheet is exhausted, the Company may freely hire Per Diem Employees (with or without equipment) as it deems necessary without first offering the work to a regular employee.

- (d) If a regular Employee is on a paid or unpaid leave (excluding vacation leaves) of absence of more than fourteen (14) calendar days, the Company may hire a per diem Employee to staff the open assignment.
- (e) If a regular Employee has signed up to work overtime consistent with the Agreement and the Company schedules a per diem Employee to do the work in place of the regular Employee, the Company shall pay that Employee or if more than one Employee has signed up, shall split the pay among those Employees, for the hours lost by such scheduling. Payment shall be at the rate the Employee(s) would have been had the Employee(s) worked the overtime in question.

ARTICLE V

WAGES

- (a) Weekly rates have been rounded up or down to the nearest dollar. Hourly rates are determined by dividing the rounded weekly rates by forty (40) and rounding up or down to the nearest penny.
- (b) Employees in the Courier classification shall receive the following minimum weekly or hourly wage:

Effective <u>2/1/02</u>		Effective <u>2/1/03</u>		Effective <u>2/1/04</u>		Effective <u>2/1/05</u>	
<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>
\$707	\$17.68	\$735	\$18.39	\$765	\$19.12	\$795	\$19.88

- (c) Group one:
 - (i) Employees in the E.N.G. Field Technician classification, other than those covered by subsection (ii) below, shall receive the following minimum weekly or hourly wage:

	Effective 2/1/02		Effective 2/1/03		Effective 2/1/04		Effective 2/1/05	
	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>
0-3 months	\$707	\$17.68	\$735	\$18.39	\$765	\$19.12	\$796	\$19.89
3-12 months	\$778	\$19.45	\$809	\$20.23	\$841	\$21.03	\$875	\$21.88
1-2 years	\$855	\$21.37	\$889	\$22.23	\$925	\$23.12	\$962	\$24.04
2-3 years	\$938	\$23.45	\$976	\$24.39	\$1015	\$25.37	\$1055	\$26.38
3-4 years	\$1037	\$25.93	\$1078	\$26.96	\$1121	\$28.04	\$1166	\$29.16
4+ years	\$1189	\$29.72	\$1236	\$30.91	\$1286	\$32.15	\$1337	\$33.43

Field Technicians with less than 10 years seniority who are being paid at the Group One Master Control rate, shall receive an increase, if any, which shall keep their rate at the level of Field Technicians with less than 10 years seniority.

- (ii) E.N.G. Field Technicians with 10 or more years of service, other than those presently being paid at the Group Two Master Control/Studio Technician rate, shall be paid the following minimum weekly or hourly wage:

Effective 2/1/02		Effective 2/1/03		Effective 2/1/04		Effective 2/1/05	
<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>
\$1197	\$29.94	\$1254	\$31.36	\$1314	\$32.85	\$1376	\$34.41

- (d) Group Two: Employees in the Master Control classification, including Field Technicians with more than 10 years seniority who are being paid at the Group Two rate shall receive the following minimum weekly or hourly wage:

	Effective 2/1/02		Effective 2/1/03		Effective 2/1/04		Effective 2/1/05	
	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>
0-3 months	\$737	\$18.44	\$767	\$19.18	\$798	\$19.94	\$829	\$20.74
3-12 months	\$813	\$20.33	\$846	\$21.15	\$880	\$21.99	\$915	\$22.87
1-2 years	\$890	\$22.26	\$926	\$23.15	\$963	\$24.07	\$1001	\$25.03
2-3 years	\$977	\$24.42	\$1016	\$25.40	\$1056	\$26.41	\$1098	\$27.47
3-4 years	\$1076	\$26.92	\$1119	\$27.99	\$1164	\$29.11	\$1211	\$30.28
4+ years	\$1233	\$30.84	\$1283	\$32.07	\$1334	\$33.35	\$1387	\$34.69

- (e) Shift Supervisor: Employees assigned by the Company as Shift Supervisors shall receive seven and one-half percent (7 1/2%) above the Group Two, 4+ years and over weekly or hourly wage, as follows:

Effective 2/1/02		Effective 2/1/03		Effective 2/1/04		Effective 2/1/05	
<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>
\$1326	\$33.15	\$1379	\$34.47	\$1434	\$35.85	\$1492	\$37.29

- (1) Shift supervisors may carry out the tasks of scheduling, assigning, training and helping other Employees on their shifts in a manner that ensures fair treatment for those under their charge. While shift supervisors are expected to report to TVS management regarding problems affecting the job performance of Employees assigned to them, shift supervisors are not authorized to discipline or effectively recommend discipline of those persons. It is the job of TVS management to investigate and discipline.
- (2) If a shift supervisor voluntarily requests to be relieved of supervisory duties, the Employee shall be downgraded in pay to the applicable rate of his or her new position.

(f) Maintenance: Employees in the Maintenance classification shall receive the following minimum weekly or hourly wage:

	Effective 2/1/02		Effective 2/1/03		Effective 2/1/04		Effective 2/1/05	
	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>
0-1 years	\$1199	\$29.98	\$1247	\$31.18	\$1297	\$32.43	\$1349	\$33.73
1+ years	\$1418	\$35.44	\$1474	\$36.86	\$1533	\$38.34	\$1595	\$39.87

ARTICLE VI

TRAVEL AND OUT TOWN ASSIGNMENTS

Section 6.1:

Travel Time: All travel time shall be work time. Travel time shall be all that time consumed by an Employee when traveling on Company assignment from his/her home, home office, hotel and/or motel and return thereto.

Where an Employee does not report to the Company's office before commencing travel on a scheduled carrier, the Employee shall be deemed to begin traveling thirty (30) minutes prior to check-in time of the scheduled carrier.

Where an Employee does not report to the Company's office upon return of travel on a scheduled carrier, the Employee shall be deemed to cease traveling thirty (30) minutes after the time of baggage pickup.

When the Employee is traveling to or from Dulles, Baltimore-Washington Airport, or Andrews Air Force Base, the Employee shall be allotted an additional thirty (30) minutes of traveling time if he/she does not report to the home office.

Section 6.2:

Means of Travel: All travel shall be by common carrier or Company vehicle (except use of taxis to/from the airport are permissible if the taxi cost is less than the charge for parking at the airport). The term "common carrier" as applied to travel assignments shall include airplanes, trains, boats, and air-conditioned buses, if available.

No Employee shall be required to use a form of transportation which is excepted from coverage under a normal form of life, health, or accident insurance which he has in effect unless the Company has made arrangements in advance to maintain such coverage or to provide an equivalent substitute.

Section 6.3:

Accommodations: The Employer will provide national chain type or better hotel or motel accommodations, if available, with single occupancy, provided that the Employee actually uses such single occupancy. The foregoing shall apply to any accommodations provided to Employees, whether in or out of town.

Section 6.4:

Per Diem: When an Employee travels or has an assignment outside a fifty (50) mile radius of the Employer's office, or whenever overnight hotel accommodations are provided, the Employee shall receive a minimum per diem for meals. When an Employee travels or has an assignment outside of the United States, the Employee shall receive a minimum per diem for meals. The Company agrees to apply the CNN per diem rates to bargaining unit employees. Reasonable expenses incurred at the behest of the Company shall be reimbursed by the Company. Per Diem, Tolls, Fuel, Parking and Tips are considered ordinary business expenses and require no prior approval. Employees must submit a travel expense report within 10 business days of return from travel. All reports must be signed and filled out completely. All reported expenses must be backed up by valid receipts which must be included with the report. All reports are subject to review for reasonableness and accuracy. Expense advances which are not accounted for as outlined in this Section within twenty (20) business days from the return of the trip will be subject to reimbursement to the Company through payroll deductions. For purposes of this section, per diem is paid for a 24-hour period beginning when the Employee reports to work.

Section 6.5:

Advances: All advance expense money shall be in travelers checks.

Section 6.6:

Phone Calls: An Employee who is assigned out of town overnight shall be allowed thirty (30) minutes of personal phone calls per day. The Company will issue telephone cards to those Employees who are required to travel which will be used for calls under this section. Employees may use their own portable telephones in place of telephone cards to make such calls so long as the cellular rate is no greater than the rate paid for the telephone cards.

Section 6.7:

Days Off Out of Town: An Employee may not be given a day off on an out of town assignment, unless mutually agreed to by the Employee and the Company. The Company will not in any way pressure the Employee to take a day off on an out of town assignment.

Section 6.8:

Foreign Assignments: On any foreign assignment, an employee shall receive a payment of sixty-five dollars (\$65.00) per day in lieu of all penalties provided in Article III of this Agreement for each day worked on such assignments. Travel days where no work is performed do not require this payment. The Company's obligation to pay for a short turnaround shall be limited to eight (8) hours.

ARTICLE VII

NO STRIKE - NO LOCKOUT

Section 7.1:

No Strike: During the term of this Agreement, there shall be no strikes, slowdowns, sympathy strikes, withdrawal of Employees, intentional interruptions or impeding of work or any other form of work stoppage and the Union shall not authorize, ratify or condone any such action.

Section 7.2:

No Lockout: The Company shall not lockout Employees during the term of this Agreement.

Section 7.3:

Unauthorized Work Stoppage: In the event of any violations of Section 7.1, the Union shall, in good faith and as promptly as possible, take affirmative action to persuade all the individuals or group of individuals to cease the work stoppage and return to their jobs in compliance with the terms of this Agreement. The Union shall not encourage and/or sanction the actions of Employees in violation of this Section.

Section 7.4:

Liability: The Union shall not be liable to the Company in damages for any such unauthorized work stoppage providing that the Union complies with Section 7.3 above.

It is specifically agreed that, in the event of a strike or other work stoppage in violation of this Article, the Employer may petition an appropriate court for injunctive relief to restrain the work stoppage and the court shall have the power to issue an order for such relief.

The Employer will not assign, transfer or require Employees to go to any radio or television station, transmitter, studio or property to perform the duties of employees who are on strike or to originate a program or programs especially for such station.

ARTICLE VIII

NO DISCRIMINATION

Neither the Company nor the Union will discriminate against any Employee because of race, sex, color, religion, national origin, age, physical handicap or disability, marital status, personal appearance, sexual orientation, family responsibilities, matriculation, or political affiliation or otherwise in violation of Title VII of the Civil Rights Act, the Americans with Disabilities Act, the Age Discrimination in Employment Act, the D.C. Human Rights Act or other Federal or state fair employment practice acts. The Company will not discriminate against any Employee for Union activity.

ARTICLE IX

SENIORITY, LAYOFF AND RECALL

Seniority shall be accrued from the date of the first day of work with the Employer. Employees will also be credited with service for seniority purposes for all employment with Mobile Video Services, Ltd., Professional Video Systems, Limited, and Newslink, Inc. and Potomac Television Services Corp. to the extent such employment related to work on a CNN contract. Unit seniority shall be measured by the length of continuous service within the bargaining unit as set forth in Section 1.1. Unit seniority will govern choice of vacation selection. Classification seniority shall be measured by length of service within the classification.

In the event there is excess help in a classification, the Employee with the least seniority in the classification shall be subject to layoff from his classification, but such Employee shall have the right to displace a less senior Employee in other classifications, provided that the senior Employee had performed work in that classification on a full-time basis for a total period of thirty (30) days or more within any twelve month period. If a senior Employee displaced a junior Employee, the senior Employee shall be returned to his original position as soon as an opening occurs. The recall of Employees to a classification shall be in the reverse order of their layoff, but such recall right shall not be retained beyond two (2) years after an Employee has been laid off.

ARTICLE X

LEAVES OF ABSENCE

Section 10.1:

Leave Without Pay:

a. Short Term: Upon request, the Company may grant a leave of absence without pay of up to ninety (90) days. Seniority for all purposes shall accrue during any such leave without pay. Employee will not receive pay, holidays or other benefits during the unpaid leave except as required by law.

b. Long Term: Upon request, the Company may grant a leave of absence without pay of up to one (1) year. Seniority for all purposes shall not accrue during any such leave without pay. Seniority in these cases will be that which he/she had on the date of commencement of such leave. Employee will not receive pay, holidays or other benefits during the unpaid leave except as required by law.

Employees shall fill out leave forms specifying date of return and may not apply for unemployment compensation during such leave.

Section 10.2:

Funeral Leave: In the event of a death in the Employee's immediate family, the Company shall give the Employee up to five (5) workdays off with pay to attend to the funeral and other arrangements. Immediate family shall mean a spouse, parents, children, brothers, sisters or parents-in-law. In the event of the death of grandparents, the Company shall give the Employee up to three (3) workdays off with pay.

Section 10.3:

Personal Leave: An Employee shall earn two (2) days of paid personal leave or pay in lieu thereof for each calendar year, except an Employee may not take personal leave during the six (6) month probationary period.

The personal leave may be taken during the year in which it is earned, but if an Employee leaves the Company before the end of the year, he shall be required to reimburse the Company on a pro-rated basis for the personal leave taken.

Such leave can be taken at a time mutually agreeable between the Company and Employee. The Company shall not unreasonably withhold permission.

Employees will receive accrued unused personal leave on a pro-rated basis upon termination.

Section 10.4:

Maternity and Paternity Leave: Maternity and pregnancy shall be treated the same as any illness. Leave of absence for pregnancy or maternity will commence upon disability and end at the conclusion of the disability period and shall be paid by the Employer's disability insurance. The Company presumes eight (8) weeks of disability for an Employee on pregnancy/maternity leave.

The Employer agrees to grant up to three (3) days with pay for paternity leave provided that the Employee request such leave in writing.

The Company will provide unpaid leave consistent with the D.C. and Federal Family and Medical Leave Acts.

Section 10.5:

Sick Leave:

- (a) Regular Employees (other than probationary) on the payroll on January 1 of each year shall be entitled to eighty (80) hours sick leave in that calendar year. Employees hired after January 1 shall accrue 3.1 hours of paid sick leave for each completed pay period in that calendar year. Loss of time beyond the sixth (6th) consecutive day of illness or the first (1st) day of accidental injury will be covered by insurance.
- (b) To be eligible for paid sick leave, Employees are required to notify the office at least one (1) hour before their scheduled starting time. For illness of longer than one (1) day, the Company will require, at its discretion, the Employee to obtain a doctor's certificate specifying that the Employee was unable to work. If an Employee has not yet reached his/her annual deductible on his/her medical insurance, the Company will pay the amount necessary to obtain the deductible so that the cost for doctors' visits for purposes of obtaining sick certificates shall not be borne by the Employee.
- (c) Any unused sick leave can be carried over to the next year as accrued, additional sick leave or, at the option of the Employee, can be paid to the Employee at the rate of the number of unused sick leave hours for that year multiplied by Employee's straight time base hourly rate.
- (d) Under no circumstances, however, will an Employee be permitted to carry over sick leave time to the next year for the purpose of obtaining cash reimbursement for that time at the end of a subsequent year.
- (e) Once an Employee has used his/her allotment of sick leave, a doctor's excuse may be required for any additional absences where a pattern appears to exist.

Section 10.6:

Armed Forces:

- (a) Any Employee who shall enter or has entered the Armed Forces of the United States shall, upon discharge from such service, be granted such re-employment rights as are provided for in such statutes or Governmental regulations as may at that time be applicable.
- (b) Any regular Employee who is a member of the National Guard or one of the Armed Services Reserves and is required to report for military training shall be granted leave when ordered to active duty for such purpose.

Section 10.7:

Jury Duty: A regular Employee who is required by law to serve as a juror and who presents satisfactory written evidence of a notice for jury duty will be given the necessary time off (which shall not be considered work time) from his regular schedule for the period during which he serves as a juror and will receive the difference between his regular base pay for all regular work days absent for jury duty and the amount received for serving as a juror. Such Employee is expected to report to work on any day his jury duty hours reasonably permit. Upon his request, an Employee who is required to serve on jury duty will have his days off changed to Saturday and Sunday during the weeks which include his jury duty service if such request is made in time for the Company to change days off in accordance with Section 3.5(c). If the Company has changed an Employee's days off pursuant to the foregoing sentence and, for the week following the Employee's jury service, wishes to change the Employee's days off back to other than Saturday and Sunday, Section 3.5(c) shall not apply to such change.

ARTICLE XI

INSURANCE AND OTHER BENEFITS

Section 11.1:

Group Insurance: The Company agrees to provide group health, life, dental, vision, short-term disability and long-term disability insurance programs. The Company shall contribute up to the following amounts toward the cost of health/dental/vision care coverage for each employee:

<u>10/1/02</u>	<u>2/1/03</u>	<u>2/1/04</u>	<u>2/1/05</u>
\$440	\$480	\$520	\$560

Full-time Employees will have a choice of individual or family coverage and a choice of HMO, POS or PPO coverage. If the costs for providing the health care benefit does not exceed the amount allocated for coverage by the Company, Employees will not be required to make any contribution toward the premium for health insurance coverage. If the costs for providing the health care benefit exceeds the amount allocated for coverage by the Company — due to the type of coverage (individual or family) or health insurance program selection (HMO, POS or PPO) made by Employees, increased insurance rates, or any other reason — the additional costs

will be assessed to the Employees with family coverage in an equitable manner. The Company and Union will review the health care costs each quarter to determine if any assessment to Employees is necessary. All newly hired full-time Employees shall be covered by the Employer's health insurance package upon the first day of the following month. Life insurance coverage shall commence on the date of hire.

Section 11.2:

401(k) Savings Plan: The Employer agrees to maintain the present 401(k) Savings Plan for Employees and the plan documents govern the eligibility and other requirements of this benefit. Employees may contribute to such Plan at a rate of their choice up to IRS limits. The Company will match each such Employee contribution at the rate of one dollar (\$1.00) for each dollar contributed to a maximum of two thousand dollars (\$2,000.00) per Employee. The Company agrees to increase the 401(k) Plan match as follows or to add the following amounts through its own contribution:

<u>2/1/03</u>	<u>2/1/04</u>	<u>2/1/05</u>
\$2350	\$2700	\$3000

Section 11.3:

Cafeteria 125 Benefit Plan: The Employer shall establish and maintain a "Cafeteria 125" Benefit Plan for Employees. The Employer will cover the costs for administering the plan and Employees will not be required to contribute any fee for this benefit.

ARTICLE XII

VACATION AND HOLIDAYS

Section 12.1:

Vacation Accrual: Vacation is based on an Employee's date of hire and length of service, and is accrued monthly at the following rate:

<u>Length of Service</u>	<u>Accrued Per Month (in hours)</u>	<u>Total Accrued (in days)</u>	
		<u>5-days/week</u>	<u>4 days/Week</u>
1st Year	6.66 Hours	10	8
2nd Year through 10th Year	10.0 Hours	15	12
11th Year and Over	13.33 Hours	20	16

Vacation accrues during an Employee's probationary period, but a newly hired Employee may not use accrued vacation until after completion of the probationary period.

Vacation may be taken any time after it is accrued, and may be taken in daily or weekly increments.

Section 12.2:

Vacation Period: Employees shall make their vacation requests by December 1 for vacations during the following calendar year. Subject to Section 12.3, Employees may change their requested vacation dates by providing at least two weeks advance notice of any such desired change; the Company may approve a change in requested vacation dates with fewer than two weeks notice. All vacation requests must be in writing.

Section 12.3:

Vacation Limitations: No more than one (1) Employee in Maintenance, one (1) Courier, three (3) Employees in Master Control and five (5) Employees from the field group shall be permitted to take vacation at the same time. In case of a conflict, unit seniority shall govern. The Company shall have the right to block a maximum of five (5) weeks in a presidential election year and three (3) weeks in all other years during which no vacations may be scheduled. It is also understood that no vacations can be scheduled in the three (3) weeks preceding a presidential inauguration.

In those instances where the Employer allows additional Employees to take vacation, over and above the number of slots set forth in this section, and such vacation is granted at least two weeks in advance, the Employer shall have the right to hire per diem Employees to fill the positions vacated as a result of such vacations.

Section 12.4:

Vacation carry-over: Vacation leave may be carried for a period of twenty-three (23) months from date of accrual (such that an Employee will never carry over more than three (3) weeks at any given time.)

Vacation on Leaving Company: Any and all vacation accrued by an Employee shall be paid to the Employee upon leaving the Company or to the Employee's estate upon the Employee's death. If at the time of separation from the Company, an Employee has used more vacation leave than he or she has earned, the Employee will, at the time of separation, reimburse the Company for all unearned vacation leave taken.

Section 12.5:

Holiday: Employees covered by this Agreement shall be entitled to the following paid holidays:

Memorial Day	President's Day
Christmas Day	New Year's Day
Fourth of July	Labor Day
Thanksgiving Day	

The Company recognizes the calendar date (as opposed to the "observed" date) as the holiday for purposes of this Section.

- (a) Time off for holidays will be given when and where possible. For all hours worked on a holiday an Employee will be paid twice his/her regular straight-time hourly rate or, at the Employee's option, the Employee may take a different day off.
- (b) If no work is performed on the above holidays, and the Employee was scheduled to work on such day, the Employee shall receive a regular workday's pay at the Employee's regular straight-time hourly rate of pay for each of said holidays not worked. If an Employee's regularly scheduled day off falls on a holiday, the Employee shall have the option to receive pay for the holiday or an additional day off.

Section 12.6:

Religious Holidays: Should an Employee wish to observe any religious holidays instead of the foregoing, he/she must notify the Company at least one (1) month prior to the planned observance.

ARTICLE XIII

MANAGEMENT RIGHTS

The operation of the Company and the direction of the work force is vested in the Company exclusively. This includes, but is not limited to, the right to hire and discharge for just cause, promote, demote or transfer, suspend, lay-off, establish work schedules, to determine, and from time to time redetermine, the number, location and types of its operations and locations, and the methods, processes, and materials to be employed, to introduce new and improved methods, to discontinue conduct of its business or operations in whole or in part, to select and direct the working forces in accordance with the requirements determined by the Company to be necessary to the orderly, efficient and economical operation of the business. In the exercise of the above management's rights, the Company agrees that any action taken by the Company shall not conflict with any other provision of this Agreement. The Company reserves all the rights, powers, and authority customarily exercised by management except as otherwise specifically designated or modified by express provisions of this Agreement. The right of management in the operation of its business is limited only by the provisions of this Agreement.

ARTICLE XIV

UPGRADING

Section 14.1:

Temporary Classification: An Employee assigned to work in a higher classification more than thirty (30) days cumulative within a twenty-four (24) month period shall be paid at such higher classification rate of pay when working in the higher classification. The Employee shall receive the rate of pay in the higher classification which is closest to his current rate; provided that such rate of pay is higher than his current rate. When an Employee chooses to work in a lower paid

classification, the Employee shall receive the highest rate for that classification not to exceed the Employee's current rate. Thus, in those situations where the Employer advises the Employee that there is work available in a particular classification (*e.g.*, courier) and the Employee chooses to work in that classification (*i.e.*, the Employee accepts the available work), the Employee shall be paid at the rate for the classification of work which is being performed. Where the Employer advises the Employee that the Employer needs the Employee to work in a classification other than the Employee's normal classification (*e.g.*, as a courier), the Employee shall be paid at the rate for the Employee's normal classification.

Section 14.2:

Upgrading: The Employer may assign an Employee to work in a higher classification without permanently upgrading the Employee so long as the Employee does not work more than (90) days in such higher classification in any twenty-four (24) month period. Once an Employee is permanently upgraded, the Employee shall receive the rate of pay in the higher classification which is closest to his current rate; provided that such rate of pay is higher than his current rate and the Employee may not be downgraded unless the position in the higher classification is eliminated. Should such position be reinstated, the downgraded person shall be upgraded to that position.

Section 14.3:

Shift Supervisor: An Employee assigned to be a Shift Supervisor, shall be paid at the Shift Supervisor rate of pay, as the case may be, immediately upon such assignment. Nothing herein shall require the Company to replace a Shift Supervisor who is absent for any reason. If and when the Employee no longer is assigned as a Shift Supervisor, he shall revert to the Group Two top weekly and hourly wage.

Section 14.4:

Crew Interchangeability: Should a crew want to rotate the assignments within the crew and the Company approves, nothing herein shall prevent that and the Company will not be required to pay temporary upgrades in this case.

Section 14.5:

Equipment: The care and security of equipment assigned to Employees is critical. Employees will be accountable for equipment that has been assigned to them. This responsibility includes the obligation to replace any equipment which is lost through the negligence of the Employee. The Employer shall have the burden of proof in proving negligence in any proceeding under Article XVI involving equipment which has been lost or abused.

Section 14.6:

Work Rules: The Company shall have the right to prescribe reasonable work rules.

Section 14.7:

Hazardous Conditions: Employees will not be required to perform their duties under hazardous conditions.

ARTICLE XV

DISCIPLINE AND/OR DISCHARGE

Section 15.1:

Discharge: The parties recognize the principle of progressive discipline in appropriate cases. Discharge and discipline shall be for just cause only, subject to Section 4.1 of the Agreement applying to probationary Employees.

Section 15.2:

Disciplinary Procedure: Employees shall be advised in advance when any discussion involves possible discipline, and shall have the right to have a Union Representative present during any such discussion if they so request.

Section 15.3:

Arbitration: Should the Union feel that any discharge or disciplinary action is without just cause, the Union may request arbitration of the dispute by notice to the American Arbitration Association, pursuant to Section 16.1 (second) hereof.

ARTICLE XVI

GRIEVANCE AND ARBITRATION

Section 16.1:

Grievance Procedure: It is the desire and the intention of the parties to reach a mutually satisfactory solution of their common problems, and the parties hereby agree that they will consult and cooperate with each other with respect to matters covered by this Agreement. In the event of any misunderstanding or dispute arising out of or during the term of this Agreement or any alleged violation of any provision of the Agreement, such dispute shall be resolved through the following procedure. The Employee may first seek direct adjustment with his immediate supervisor. If the matter is not settled to the Employee's satisfaction within the working day, it may be submitted by the Union as a grievance according to the following procedure:

FIRST: The grievance will be put in writing, signed by the Union and may be signed by the aggrieved Employee and Shop Steward, and submitted to a supervisor of the Company who will give his written reply within seven (7) days from the time of submission in writing, provided that the Company and the Steward have had an opportunity to discuss the grievance.

SECOND: If the grievance is still not satisfactorily adjusted, the aggrieved party may request arbitration by delivering a signed written notice to that effect directed to the other party and the party requesting such arbitration shall simultaneously request the American Arbitration Association to appoint an arbitrator in accordance with its rules. The request for arbitration must be made within thirty (30) days of the incident giving rise to the grievance. Any arbitration conducted pursuant to this section shall be conducted in accordance with the rules of the American Arbitration Association and a decision or award of the arbitrator shall be made within one (1) month after the close of the hearing. In the case of a grievance regarding an Employee's discharge, an arbitrator shall render a decision within two (2) weeks of the close of the hearing. An arbitration decision shall be final and binding on both parties and each party will promptly comply therewith. Each party will bear its own expenses in carrying out these provisions. The expense of the arbitration shall be shared equally by the parties. In no event shall the arbitrator modify or amend the provisions of this Agreement nor shall the identical issue be the subject of arbitration more than once, except upon a showing of new evidence, change of conditions, or circumstances.

No grievance may be filed more than thirty (30) days after knowledge of the incident or condition which gave rise to the grievance was known, or should have been known, to the Union. A grievance not appealed to any higher step within the specified time limit shall be deemed to be waived. A grievance which has been waived shall not be deemed to be a settlement or an arbitral determination adverse to the grieving party. Time limits may be extended only on mutual consent of the parties.

Section 16.2:

Assignment of Duties: The Company agrees that, in the assignment of Employees to positions hereunder, and in the delegation of duties to them, it will not assign more responsibilities to them than they can reasonably be expected to perform. In the event of any dispute involving the foregoing provision, the same may be made the subject of grievance and arbitration under this Article. Notwithstanding anything contained in this Agreement, the Union shall not be precluded from establishing in any such grievance or arbitration that the assignment or delegation of duties in dispute constitutes overburdening of responsibilities in violation of this section.

Section 16.3:

New Operating Procedures: If the Company initiates any new operating practice or procedure which increases or makes substantially more difficult the duties or job of an Employee hereunder, it will notify and meet with the Union representatives prior to implementing such change where operational necessities permit such advance notification.

ARTICLE XVII
SAFETY AND HEALTH

Section 17.1:

Safety: The Company agrees to maintain a safe place of work for the Employees.

Section 17.2:

Safety Committee: The parties agree that a joint Safety Committee shall be maintained for purposes of discussing matters affecting safety and health. The Safety Committee will consist of three (3) NABET representatives and three (3) Company representatives. Any three members of the Safety Committee can call a meeting, and there will be alternating chairs at such meetings. The Safety Committee will not have the power to commit or bind the Company on any matter.

Section 17.3:

Microwave Equipment: The Company will develop and maintain a microwave training and certification program. No Employee will be assigned to operate microwave equipment unless the Employee has been trained and certified in the operation of microwave equipment.

Section 17.4:

Red Cross: All Employees are encouraged to attend an accredited Red Cross CPR and/or First Aid course, or renewal course, on their own time. Employees will be reimbursed by the Company with documentation of successfully completing the course or renewal course.

Section 17.5:

Vehicles:

The Company will provide safe vehicles which are inspected regularly. The Company agrees that in all of its trucks and vans a safety partition will be installed between the cargo and seating area.

Section 17.6:

Vehicle Repairs: The Company will provide a vehicle repair request form to be used in reporting needed repairs. The Company will acknowledge in writing all repairs made on the request form. The repair request form, with the repair acknowledgment, will be placed in the vehicle prior to its return to work and will remain in the vehicle for at least one (1) month after the repairs have been completed. Any back-up documentation regarding whether the vehicle went to a repair shop or not; if so, the vehicle vendor's name; itemization of the repairs made; repair invoice number; and the date of the repairs will be made available to Employees or the Union upon request. Any Employee may refuse to operate a vehicle which he or she believes is unsafe.

ARTICLE XVIII
MISCELLANEOUS

Section 18.1:

Use of Employee's Car: An Employee cannot be required to use his/her automobile for Company business.

Section 18.2:

Bulletin Board: The Company shall provide a bulletin board for posting Union notices and memoranda. The Union will use its best efforts to ensure that anonymous memoranda or notes are not posted on the bulletin board.

Section 18.3

Posting of Employment Opportunities: The Company shall post notices of all opportunities for employment covered by this Agreement and provide copies of such postings to a Shop Steward.

Section 18.4:

Locker: The Company agrees to provide a locker to each Employee.

Section 18.5:

Union Meetings: The Company will endeavor to arrange the work of schedule of Executive Board Members and Shop Stewards so that they may attend regularly scheduled meetings of the Local Executive Board or Local Shop Stewards as the case may be.

Section 18.6:

Tuition Refund: In its sole discretion, the Company shall consider requests from Employees for tuition refunds towards educational programs which are specifically job related. If any such refund is granted, the Company may establish standards for compliance with educational and other requirements, and may cancel the refund if such requirements are not met. This provision is not subject to arbitration.

Section 18.7:

Parking Space Assignment: The Company shall assign certain parking spaces as it deems necessary and appropriate. With respect to any additional parking spaces, the Company shall assign those in consultation with the Union.

Section 18.8:

Immediate Call-In to Work: If an Employee is called and asked to report to a given work location, "as soon as he/she can do so/immediately" and the report time is more than two hours

before the Employee's scheduled reporting time, the Company shall pay the Employee one-hour at his regular rate so long as the Employee reports expeditiously after being called (*i.e.*, leaves promptly after being called and proceeds immediately to the work location).

Section 18.9:

Driving Directly to Work: If an Employee is required to report directly to his/her work location rather than reporting to the Company office, the Employee shall receive thirty (30) minutes paid travel time to and from the assigned work location. Should the Employee return to the Company during a day in which he has reported to the assigned work location, he shall only receive travel time for travel to the work location (*i.e.*, thirty (30) minutes). Likewise, should an Employee report to the Company office and then drive to his/her work location, he/she shall receive thirty (30) minutes travel time at the end of his/her shift. Should a situation arise where it is impractical for the Employee to report to the work location as requested, the Company agrees to discuss an alternative.

ARTICLE XIX

SEVERANCE

Section 19.1:

Severance and Severance Pay:

- (a) All non-probationary Employees are entitled to two (2) weeks notice of termination or two (2) weeks pay in lieu of such notice, or a combination thereof, unless the Employee is discharged for just cause.
- (b) Each non-probationary Employee shall be entitled to one (1) week of pay for each complete year of service (including service with predecessor employers as set forth in Article IX) upon termination of employment by the Company, except those discharged for just cause shall not receive this severance.
- (c) In the event the Employer's contract with CNN is canceled or not renewed, the provisions of Section 19.1(a) and (b) shall not be applicable to Employees who are retained in employment by the successor CNN subcontractor.

ARTICLE XX

TERM OF AGREEMENT

This Agreement shall become effective in force and effect as of February 1, 2002 and shall remain in force and effect until January 31, 2006. It shall continue in effect from year to year thereafter unless terminated by either party stating their intent, in writing, at least 60 days prior to January 31, 2006.

This Agreement is expressly limited to the work assigned the Company pursuant to the contract between the Company and CNN. If CNN cancels or otherwise terminates its contract with the Company, except as provided herein (including severance and any duty to bargain), all obligations required by this Agreement shall cease upon the effective termination date of the CNN contract.

This Agreement shall supersede any and all understandings which have been entered into by the parties prior to the date of execution of this Agreement. Any changes, supplements or amendments made during the term of this Agreement must be reduced to writing, signed by the parties hereto, and then shall become a part of this Agreement.

NATIONAL ASSOCIATION OF BROADCAST
EMPLOYEES AND TECHNICIANS-CWA,
AFL-CIO

TEAM VIDEO
SERVICES, LLC

By _____
Mark Peach
President Local 31

By _____
S. Larry D'Anna
President

By _____
Ed Spillet
International Representative

By _____
Greg Robertson
Negotiating Committee Member

By _____
Jimmy Suissa
Negotiating Committee Member

APPROVED:

By _____
John S. Clark
NABET-CWA President

AGREEMENT BETWEEN
NABET-CWA, AFL-CIO
AND
TEAM VIDEO SERVICES, L.L.C.

February 1, 2002 to January 31, 2006

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