

## NABET-CWA LOCAL 31

Executive Board and General Membership Meeting – February 13, 2016

### Minutes

Meeting was held at the office of Local 31 and began at 9:52 am. A quorum was not present.

Attendance: Richard McDermott – President  
Robert “Bob” Williams – Vice President  
Maurice Thomas – Treasurer  
Judy Washington – Secretary  
Joe Mills – NPR  
Rory “Rick” Reese – ABC  
Jonathan Lutz – PBS Visitor  
Cliff DeGray – ABC Visitor  
Sean Finn – ABC/ESPN Visitor  
Chip Catherine – Visitor (via phone)  
Sarah Pacheco – TVS (via phone)

Approval of Minutes of the Executive Board Meeting held on January 9, 2016

**MOTION 2016-2-01:** To approve the minutes of the Executive Board Meeting held on January 9, 2016.

**MAKER:** Bob Williams                      **SECOND:** Rick Reese                      **TABLED**

President’s Agenda:

1. BECO Lease Renewal of Lease. The lease expires in June. Currently the rent is \$3,032. Under the proposed new lease the first years monthly rent would remain the same and then will increase by 3% (annual escalation). Other locations were considered but this appears to be the best deal.  
Cash flow issue regarding this location --- Moving costs could be as high as \$20,000 to \$25,000 cost and that is non recoverable. Landlords are very good here. \$9.50/square foot is reasonable. Maintenance/repair has been very responsive. (Table to next meeting)
2. Maslow: Negotiations are continuing.

3. ABC Negotiator – Moe petitioned to represent members of Local 31 at the NABET-CWA/ABC negotiations. He is now officially the negotiator. The board will affirm that at the next board meeting.

**Verbal MOTION 2016-2-2:**

**MAKER:** Rory Reese    **SECOND:** Joe Mills    **ABSTENTION** – Moe Thomas    **TABLED** with members present. To be reaffirmed at next meeting

4. Union Leave. Couple of negotiations going on. ABC will require a lot of union leave. Maslow/ HRS recording studio will also require Union leave.
5. Database. Have not been able to merge some of the database run by XP software (mailing lists) from old computer to new computer. Act software that costs \$200 to \$250– could be used to transfer the data to new server.  
Moe – SEC meeting in Miami – CWA uses Orion for all Union database. –Not just demographic info; Members may work for many different companies. Rates, contractual information need to be included on that database. Orion study determined that it will not be able to handle all of the database information we require.  
CWA froze the Orion contract and has requested proposals for new contractors. We have MUMS, Orion, WinCims in this office. Interrelated data is not there by specialized mailings. We need to come up with a unified system that is connected with CWA, not including financial database. Suggested that we have a Chief Information Officer who will be monitoring and creating the bigger picture.

Vice President's Agenda:

1. Marketing Committee met. Internship/ associate member program being developed. We will need a memorandum of understanding with education facilities and potential candidates and Institutions on the list. NBC's requirement is that interns be 18 years old. Fall 2016 – 2 candidates for initial program.  
Have Rich write a letter of introduction for institutions. {We need to get CWA funding info}. Institutions should develop curriculum for interns. One semester per intern. MCT has radio, television production program.
2. Look at US Presidential Candidates—what is their union stance. Make our people aware of their need to thoroughly get to know where these candidates stand.

Treasurer's Agenda

1. Financial Reports: January 2016 Financial Report.

## January 2016 Financial Report

Below are the accounts that were considerably higher or lower than the normal budgeted amount for January 2016.

### ***INCOME:***

**4001: Total Rebate:** \$55,111.89 was \$5,111.89 over the monthly budgeted amount of \$50,000.00.

The Local took a hit on investments for the month of January 2016. The local's investments were down \$38,345.01 for the month.

The Local's January 2016 income of \$25,153.60 was \$24,846.40 under the monthly budgeted amount of \$50,000.00

### ***EXPENSES:***

**5005: MCT:** \$1,009.63 was \$509.63 over the monthly budgeted amount of \$500.00. In January the Local reimbursed negotiator Barbara Krieger for her salary loss during the MCT negotiations. This reimbursement was approved at the January 2016 Executive Board meeting.

**5018: 401K EMPLOYEE:** \$2,524.85 was \$824.85 above the monthly budgeted amount of \$1,700.00. This was higher in January as the Local had 3 pay periods in December. The amount submitted to the 401K was for December 2015 deductions.

**5015: PURCHASE FURNITURE/MACHINE:** \$1,227.44 was \$1,077.44 above the monthly budgeted amount of \$150. The Local paid for a new office printer.

**5026: COMPUTER/PRINTING EXP:** \$1,481.75 was \$831.75 over the monthly budgeted amount of \$650.00. CCEX back bills for several months at one time.

**27: FINANCIAL EXPENSES:** \$6,161.73 was \$5,161.73 above the monthly budgeted amount of \$1,000.00. The Local paid \$6,000.00 in January for the required audit review.

The Local was \$6,002.92 above the monthly budgeted amount of \$49,992.00 for total expenses. The net income for the month of January 2016 was -\$30,841.32.

The Locals LM2 was filed on time in December 2015. The 990 was filed this month prior to the due date. The 2014-2015 Audit has been completed. All three are available at the Local office if any member wishes to review them.

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**MOTION 2016-2-3:** To accept financial report:

**MAKER:** Moe Thomas    **SECOND:** Rory Reese    **TABLED** To be reaffirmed at next meeting

2. New Members: Andre Joyner, Kenneth Toews, David Berman.

**MOTION 2016-2-4:** To accept new members listed.

**MAKER:** Moe Thomas      **SECOND:** Bob Williams      **TABLED** will be reaffirmed at the next meeting

3. SEC REPORT: Supreme Court case – California will have major impact for CWA. Fredericksburg CA Teachers – Right to work tactic. Beck rights in place. \$7 million annually impact for CWA. Koch brothers and other organizations are behind this – unions can't do anything for you—it's all about money—this is the tactic.

### **Old Business**

### **New Business**

1. DATE OF NEXT of next Executive board meeting will be March 12, 2016 w/o objection

2. Maslow - Negotiations are still in progress but has been slow

3. MCM - Contract settled, signing possibly next week. There are final language questions.

4. ABC – Several people hired as editors and have been there for some time—been told they do not have to join the union and have not joined. Grievance needs to be filed (Using digital journalist's clause, using Pro consumer cameras).

ABC Sports - Snow emergency- were put in hotels but not paid per diem on Friday; check in requires Friday per diem. Freelancers worked full Friday shift – kept in hotel through Sunday (scheduled to work on Sunday??). Sideletter GR clarification of contract. Assigned daily hires on 8.2.c – how lunch is accounted for on overtime on holidays – receive an unpaid lunch on holiday. **(A) contract language** negotiated lunches 7 hrs. + 1 lunch hour. Holiday should be paid at 8 hours overtime. How many other contract units included in Flex plan – alternatives needed. Will bring in Flex plan people. Regarding internship program, Sean Finn thinks that people who excel in various creative specialties such as artist and musicians should be considered for these internships. Guidance counselor could help to identify people who would be good for this program.

Educate non-members why Bernie Sanders should be their candidate. Chip Catherine – CWA political how are we are getting political information out about Sanders endorsements (5 specifics topics – fact sheet.) Dialog with opposing views comparing Clinton vs Sanders. Signal letter email distribution.

5. NBC -

6. NPR—BRT grievance. Snow days handled much better. Company is planning to add more cameras in building to protect employees and help police in emergency cases like

an active shooter. NPR has requested agreement on Confidentiality – proprietorship agreement language for devices or software created by NPR employees.

Joe Mills explained an on air impaired audio event- automation mishandled two channels while on air. Managers interfered with automation – TD position. Discipline averted – all emails have been kept.

7. PBS -

8. HRS - House staff basically smooth. House contract up next year.

9. CNN - Still in court. Chamber of commerce asked to file an Amicus brief – friend of the court brief. Keith has been working intensely on briefs. Chamber of commerce is not going to be helpful – Union does not have relationship with chamber of commerce.

10. WHUT - So far no sale of frequency or conversation. Various scenarios discussed such as relocation with WETA or MPT.

11. WJLA – Negotiations are moving on, next meeting in March. Alton Morris, Lou Falot and Rich Guastadisegni (alternate) are working on negotiations.

12. HOP – A new Director of HOP has not been hired yet.

13. WRC -

14. WITF - Some schedules have been changed. Production truck service has lost a contract, and other contracts have expired.

15. WSVN – Executive Board representative needed. Very close to closing contract negotiations. Family owned station. Meeting negotiations Rich and Carrie will be at negotiations at WSVN on February 25 & 26, 2016.

**MOTION 2016-2-5** To adjourn

**MAKER:** Joe Mills

**SECOND:** Rory Reese

**TABLED**

Respectfully Submitted,

/s/

Judy Washington

Secretary, NABET-CWA Local 52031

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