

NABET-CWA LOCAL 31

Executive Board Meeting – January 9, 2016

Minutes

Meeting was held at the office of Local 31 and began at 9:42 am. A quorum was present.

Attendance: Richard McDermott – President
Robert “Bob” Williams – Vice President
Maurice Thomas – Treasurer
Judy Washington – Secretary
Bantu Opiotennione - NBC
John Evanko – SRS (via phone)
Joe Mills – NPR
Rory Reese – ABC
Scott Riess – NBC (via phone)

Approval of Minutes of the Executive Board Meeting held on December 5, 2015

MOTION 2016-1-01: To approve the minutes of the Executive Board Meeting held on December 5, 2015

MAKER: Bob Williams

SECOND: Bantu Opiotennione

PASSED

President’s Agenda

1. ABC Negotiator. Negotiator needed. (Negotiator is an elected position.) Cost of negotiations with negotiator on union leave is a concern. Prefer unit member. Backup could be Rich when needed at no cost. Agreed at last negotiations to start early. Start process of negotiator elections would start now.
2. Rich and Bob went to prep for Monday night football game on December 7th at Fed Ex field. The Flex Health Plan insurance for daily hires with individual insurance plans is a big concern.

Vice President’s Agenda

1. Internship program is moving forward by the Marketing Committee. Memorandum of understanding to academic institutions and bargaining units should be developed/created by the Marketing Committee at their next meeting. Participants would be given an associate membership.

2. WHUT decision on sale on their spectrum still undecided. (Unit report inclusion)

Treasurer's Agenda

1. Financial Report. LM2 completed. Audit passed without issue. Much appreciation to office staff. Of some concern, CCEX sent in Dec, Jan and Feb bills all at once (quarterly billing). Dropped one of our phone lines and 800 number. Better documentation of financial information.

Financial Report for December 2015

Below are the accounts that were considerably higher or lower than the normal budgeted amount for December 2015.

INCOME:

4001: Total Rebate: \$58,785.51 was 8,785.51 above the monthly budgeted amount of \$50,000.00.

The total rebate was higher in December because the Local received the NBC October & November additional rebate in December.

Total Income: \$63,138.03 was \$13,138.03 above the monthly budgeted amount of \$50,000.00.

EXPENSES:

5014: OPEIU WAGES: \$16,659.56 was \$4,759.56 over the monthly budgeted amount of \$11,900.00 the office had three pay periods in December 2015.

5015: OFFICERS WAGES: \$11,638.29 was \$2,968.29 over the \$8,670.00 monthly budgeted amount. The office had three pay periods in December 2015. This amount covers three pay periods for the President.

5019: INSURANCE EXPENSES: \$9,245.42 was \$3,365.42 over the monthly budgeted amount of \$5,880.00. The Local paid the Workers Comp Insurance, OPEIU Medical Insurance and the Presidents Medical Insurance in December.

5028: MEMBERS BENEFITS/TRAINING: \$594.00 was \$394.00 above the monthly budgeted amount of \$200.00. The Local gave the Office staff a Bonus and the Sector reimbursed the Local for Tyrone Riggs training.

5032: PAYROLL TAXES/EXPENSES: \$2,271.79 was \$471.79 above the monthly budgeted amount of \$1,800.00. This was also due to the fact that the Office had 3 pay periods in December.

The Audit Review and the LM2 have been completed. The Local is waiting for the copies of the Audit Review. A copy of the LM2 is on the table if you would to take a look at it. If you would like your own copy please contact the office and a copy will be emailed to you. The 990 is in the process of being done. Most of the other accounts were under budget. The Local was \$4,656.71 above the monthly budgeted amount of \$49,992.00 for total expenses. The net income for the month of December 2015 was \$8,489.32.

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MOTION 2016-1-02 To approve Financial Report for December 2015.

MAKER: Bantu Opiotennionde **SECOND:** Rory Reese **PASSED**

2. New members. ABC – Casper Corder
MCT – Thomas Divita, Carolyn Raskauskas
NBC – Robbie Brooks, Marshall Staton IV, Henrik Stenvall

MOTION 2016-1-03 To accept new members.

MAKER: Moe Thomas **SECOND:** Bob Williams **PASSED**

MOTION 2016-1-04 To go into Executive Session

MAKER: Joe Mills **SECOND:** Rory Reese **PASSED**

3. Barbara Krieger Voucher. Review of memo for Tuesday, January 5, 2016 Meeting with Barbara. August 2015 documentation presented by previous Treasurer – elements of this case were discussed.

MOTION 2016-1-05 To come out of Executive session

MAKER: Moe Thomas **SECOND:** Bob Williams **Abstain** Opiotennione **PASSED**

MOTION 2016-1-06 To approve Memo of Record concerning Barbara Kreiger's MCT vouchers

MAKER: Thomas **SECOND:** Williams **Abstain:** Opiotennionde **PASSED**

4. NABET-CWA Local 31 Policies Governing Contract Negotiator (s) reading dated January 9, 2016. Ratification of new policy. Amendment to MOTION :

MAKER: Moe Thomas **SECOND:** Rory Reese **PASSED**

Guest presentation:

1. Mike Terrel NBC guest discussion – Flex plan for entertainment industry was discussed. A comparison between Maryland flex plan cost vs current company flex plan would be helpful to determine the possible savings.
2. Affordable Care Act has created changes. Comcast health, dental insurance plan offered. Flex plan vs personal individual insurance plan paid by member.
3. DGA, producer's plan comparison. A suggestion was made to look at producer's health plan that might work as a mid-point indicator. That would help to see if it could be a better plan for freelancers. Check to see if producer's health plan is a

Comment [f1]:

possibility for our members. At present, Daily Hires receive an additional \$66.00 per day to pay for health care/ insurance and other medical costs i.e. Co-pays... (Contractual limitation vs year to year health care open enrollment period.) Mike will provide a synopsis of his presentation to us.

4. SEC meeting in Miami in January. Charlie Braico is doing a great job as new president. Email Moe with any information you might want to submit or to bring back from SEC.

Staff Reports

1. Member packages
2. Union Leave – V.P. Bob Williams has new days off Friday and Saturday and will no longer need Union leave to attend Eboard meetings.

Secretary's Agenda – No news to report

Old Business

New Business

1. Date of next Executive Board Meeting and General Membership meeting will be February 13, 2016 w/o objection
2. HRS - Staff people going well. Maslow group daily hire contract negotiations in progress.
3. MCM finalized contract language and should be voted on within next couple of weeks. 3% wage increase
4. ABC/ESPN – Holiday pay issue – lunch period put at end of shift (ESPN staff). ESPN Washington contract negotiation is coming up soon, (subcontract of ABC contract). ESPN studio contract and one separate contract for ESPN sports out in the field. Sean Finn is the shop steward ABC/ESPN studios.
5. NBC Affairs - Content producer date in court on Monday – first round to present cases and briefs. No formal argument. Enormous workloads with schedule changes.
6. NPR Affairs - NOC, Satellite depot things are going well. MOPS are going on line. (My note – Joe Mills will send his report to the Secretary email.)
7. PBS Affairs - PBS representative to Executive Board needed.
8. SRS Affairs - Job opening announcement at SRS for Floor people.
9. TVS/CNN Affairs - In court. Brief presentation scheduled for March (written and verbal briefs)
10. WHUT Affairs - (See above info)
11. WJLA Affairs - Negotiations are underway. Sinclair wants all stations to function in the same manner and receive the same benefits. Additional meetings scheduled for negotiations.

12. HOP Affairs - The US House of Representatives CAO (chief administration office) is interviewing for a new Director of the House office of Photography. The current chief photographer is covering some of those duties.
13. WRC Affairs - Content Producers. (Scott Reiss)
14. WITF Affairs - Schedule/shift changes. PA lottery every night.
15. WSVN Affairs - Contract negotiations are in progress. Healthcare for daily hires is an issue. Asking for equal healthcare plans equivalent to ACA plans offered.

MOTION 2016-1-9: Motion to adjourn meeting at 12:19 pm

MAKER: Joe Mills

SECOND: Bob Williams

PASSED

Respectfully Submitted,

/s/

Judy Washington
Secretary, NABET-CWA Local 52031

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