February 25, 2019

Re: NBCU Negotiations – February 14, 2019 Tentative Agreement

Dear Sisters and Brothers,

Your Union and NBCUniversal have reached an overall tentative agreement for a new Master Agreement to replace the contract that expired March 31, 2018. The tentative agreement was reached on February 14, 2019, after more than a year of negotiations in New York City and Los Angeles, which began on January 3, 2018. Your bargaining committee unanimously recommends that you vote to ratify this tentative agreement.

In the area of general economics, the wage offer contains the following increases: 3% effective the first full payroll period following April 1, 2019; 2.5% effective the first full payroll period following April 1, 2020; and 2.5% effective the first full payroll period following April 1, 2021.

Important Note: NBCUniversal management has stated that employees who are covered by overscale arrangements or personal services agreements are not necessarily, or automatically, eligible for the annual wage increases listed above. If you have negotiated an overscale arrangement or a personal services agreement, be aware of this company philosophy and speak to your manager about receiving an annual wage increase.

Additionally the parties have negotiated a ratification bonus as follows:

- One Thousand Dollars ($1000) to all Staff employees – and all Daily Hire employees who worked 170 days or more in calendar year 2018.
- Seven Hundred Fifty ($750) to all Daily Hire employees who worked 100-169 days in calendar year 2018.
- Five Hundred ($500) to all Daily Hire employees who worked 75-99 days in calendar year 2018.

A number of key improvements have been achieved for our Daily Hire members. The Daily Benefit Payment (DBP) contribution to the Flex Plan will increase by $4 over the life of the new contract. For Daily Hire employees who travel on Company business, the ‘Travel Only’ pay will increase by a total of 12.5% over the next three years -- $2/hour in April 2019, with an additional $1/hour increase in April 2020 and another $1/hour increase in April 2021. In addition, all Daily Hires that travel as part of their work assignment are covered by the NBCUniversal Business Travel Accident Plan. Beginning next year, the Company matching contribution for the CWA SRT (401k Plan) will increase from the current 2% to 2.5% of gross earnings. Also, Daily Hire employees who are eligible for paid sick leave will, after 960 hours of work in a calendar year, accrue an additional sick day for carry-over purposes, and all eligible Daily Hires will receive the ‘DBP’ on paid sick days. Beginning April 1, 2020, all 170-day Daily Hire employees will be eligible for the Company commuter tax benefit program.
In the area of job security, the company withdrew a controversial proposal relating to seniority and lay off of staff employees. Additionally, certain protections from layoffs which were contained in the previous contract are extended through the life of this new contract. These include the guarantee contained in Sideletter 11, the digital hand held camera Sideletter as well as Sideletter 23, the primary workforce Sideletter.

For Sports and Entertainment remote assignments, the percentage of non-unit "freelance" personnel that the Company can employ has been dramatically reduced, which will result in more NABET-CWA represented positions on these events.

Typical of any negotiation, some compromises are necessary and some provisions of the Master Agreement have changed unfavorably. The night shift differential premium will be reduced incrementally during the first two years of the new contract, so that by April 2020 the straight-time differential will be reduced to 10% and the overtime differential will be reduced to 15%. The parties also agreed to new language relating to schedule changes affecting shift start times.

Enclosed in this mailing is a contract summary prepared by the Union. The summary is intended to be a quick guide and overview of the package. Copies of the tentative agreement are available through your Local. Your Local Union will be holding membership meetings to discuss the tentative agreement and you should make every effort to attend such a meeting.

Your bargaining committee asks that you to study the package carefully and cast your vote promptly. A ratification ballot and return envelope are included in this mailing. Please be sure to follow the ballot instructions carefully. Ballots must be received in your Local union office by 12:00pm (local time) on Wednesday, March 20, 2019. Ratification ballots will be tabulated, and the results of the ratification vote will be announced, on that day.

Once again, your NABET-CWA negotiating committee is unanimously recommending ratification as you prepare to cast your vote on this tentative agreement.

Your committee thanks you for your vital support and solidarity during these negotiations.

In Unity,

The NABET-CWA/NBCU Network Negotiating Team:
Lou Marinaro, Local 11 President / Sector Vice President
Rob Weiss, Local 11 Alternate Negotiator
Max Sicherman, Local 11 General Counsel and Grievance Chairman
Mike Judge, Local 31 Negotiator
Bob Williams, Local 31 President / Alternate Negotiator
Ed Dabrowski, Local 41 Negotiator
Chris Willadsen, Local 41 President / Alternate Negotiator
Steve Ross, President Local 53
Warren Stern, Local 53 Alternate Negotiator
Judi Chartier, General Counsel NABET-CWA
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