



# *NABET - CWA*

## *Local 31*

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### BULLETIN

### NABET-CWA/WJLA NEGOTIATIONS

**October 25, 2016,**

Negotiations between NABET-CWA and WJLA resumed Monday, October 24, 2016. The Company responded to the Union's latest proposals and counterproposals. While rejecting most of what the Union had proposed, the Company made some small token movements on minor issues.

The Company's latest compensation offer is 1%, 1% and 1% over a three year Agreement. The offer did not include retroactive pay or a ratification bonus. By contrast, the Union's last proposal was a wage increase of 3.5% each year.

The Company was steadfast in their rejection of the Union's proposals on Union Security, Dues Checkoff, overtime pay, penalty payments and other compensation issues. The Company is also proposing the elimination of Groups 1, 2 and 3 from the contract.

The Union is seeking a four year Agreement and a payout mechanism for members of WJLA who have unused "frozen" sick time.

Major issues such as vacation entitlements, compensation, seniority and premium pay remain open. The Company insists on removing compensation and vacation entitlement that you have received over the years by your NABET contract. A 1% raise is an insult. Each member works very hard putting out more material in a day than many of Sinclair's stations combined! Many of the Company's proposals will reduce your income and benefits, and INCREASE your out-of-pocket costs.

Please understand that the Bargaining Committee needs your full support to reach a fair and equitable agreement with WJLA and Sinclair.

The NABET-CWA contract that you work under today affords you so much more than what the company is proposing. As an example, today each member is granted their full number of vacation weeks on the first day of each year. Now the company wants you to “accrue” your weeks as the year goes on, and by the way, they also want to REDUCE the number of vacation weeks you have today, and can attain tomorrow.

The parties have agreed to meet again on Monday, December 5, 2016.

You are reminded to ignore all rumors since any official information regarding these negotiations will be released by your bargaining committee.

In Unity,

NABET-CWA/WJLA Negotiating Committee

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