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heard of for any company to implement while still participating in federal mediation, and quite simply, these talks are not at an impasse. We believe that the NLRB will determine that ABC has violated the law.”

Even as the NLRB investigates the Union’s charges, the National Director of the FMCS, George Cohen, has intervened. New mediation sessions are scheduled to start on December 17 in New York City. Contract talks have been underway since last year to reach a new Master Agreement for NABET-CWA members working in New York, Washington, D.C., Chicago, Los Angeles, and San Francisco. The contract covers thousands of members working as technicians, news writers, news producers, communications specialists, publicists, desk assistants, and plant maintenance workers at various locations in those cities. The contract also covers technicians covering news and sports at field locations throughout the United States.

Updates on the ABC negotiations can be found on-line at www.nabetcw.org.

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Elections Matter, But Movements Matter More

As organized labor and other pro-worker and pro-rights groups review the results of the 2012 presidential election, there are plenty of high points for which we can be proud. Organized labor had higher voter turnout in many battleground states than it did in 2008, thanks to the groundwork provided by the AFL-CIO, and individual unions like CWA. Members were provided with facts at workplaces and at home concerning the importance of this election and what was at stake for the middle class. The election became a clear referendum on a majority of our country chose to move forward.

But while we may have won the presidential election, we have not won real change yet, and that is going to require work over the next four years, and beyond. That work will be just as hard as turning out votes, and requires commitment just as dedicated. The only way that real change is going to be won is through building a movement that goes beyond negotiating and administering contracts. There has to be a movement that brings labor, civil rights groups, and others together to achieve meaningful change as part of a coalition of millions of Americans.

The biggest mistake we all can make is to be complacent after the election. As part of movement building, this coalition is setting its agenda for restoring democracy in Congress, protecting healthcare and retirement benefits as well as protecting Social Security and Medicare, invigorating the economy with good jobs, reversing offshoring and bad foreign trade agreements, and by supporting key nominations and appointments at federal agencies like the FCC and the NLRB that impact our employment. Each NABET-CWA member will have to answer the call as we build this movement, and that call is coming now.

For example, one of your first challenges will be to contact members of the U.S. Senate as they head into the next legislative sessions. For too long, democracy has been blocked in that chamber, preventing meaningful change from even beginning. Senate rules which allow for secret holds of appointments to the NLRB and other agencies need to be changed so that a simple majority of the Senate can move nominations to floor votes. Currently, a single senator can effectively block progress without even formally filibustering. These blocks have created gridlock in Congress, and America’s working families are suffering. Without fully functioning agencies like the NLRB, corporations have become emboldened to continue their attacks on workers’ rights. You only have to look as far as NABET-CWA’s recent battles at ABC, NBC, Gannett, Meredith, FOX and elsewhere to know that the playing field is not level now, and only a movement can change that dynamic.

As we head into 2013, I thank each and every member for your hard work in fighting for fairness in your workplace and justice in your communities this past year. And I thank you, in advance, for answering the call to bring about meaningful change in the New Year, and beyond.

The only way that real change is going to be won is through building a movement that goes beyond negotiating and administering contracts.”

CWA Disaster Relief Fund: How members can get help and help others

The CWA Disaster Relief Fund

Many NABET-CWA members were personally impacted by Hurricane Sandy, including some who completely lost their homes. In a member’s time of need, the Disaster Relief Fund can help those who experience a financial hardship due to federally declared natural disasters such as Hurricane Sandy. The fund provides a subsidy for members and retired members in good standing with essential losses associated with their primary home.

Applications can be requested through your NABET-CWA Staff Representative. Members and their local have six months from the date of the disaster to file the application with the District staff assigned to the Disaster Relief Fund. In the case of a total loss, immediate aid is available; however, the fund is not designed to be an immediate source of financial relief.

How you can help

Working in stressful, dangerous conditions, NABET-CWA members brought the story of the struggles associated with this devastating storm to people across the country. At times, the story included their own brothers and sisters who may have lived without power for weeks or suffered other hardships.

CWA is setting up another fund that would assist members in other ways. The Hurricane Sandy Disaster Relief Fund supplements the CWA Disaster Relief Fund. We encourage NABET-CWA members to help their union sisters and brothers in their time of need. The story may be out of the news, but the financial hardship it caused is far from over.

To apply for this fund, request an application through your NABET-CWA Staff Representative. Applications for this fund are due by January 31, 2013.

If you would like to contribute to this fund, please send your donations to:

CWA Disaster Relief
Hurricane Sandy Disaster Relief Fund
Secretary-Treasurer’s Office
501 3rd St, NW
Washington, DC 20001

Cherished Summer Tradition Continues at Local 21

On September 8, a crowd of more than 150 members, retirees and friends of Local 21 attended the annual Fred Saburro Clam Bake, in Latham, N.Y. just north of Albany. Local 21 sponsors the long-running event each year, just after Labor Day, so that to members from Capital Region stations WMHT(PBS), WNYT(NBC) and WRGB(CBS) can share time together.

Local 21 President Bill Lambdin welcomed guests and spoke briefly about local Union business. Regional Vice President Fred Saburro, for whom the annual event is named, also welcomed members and updated the crowd on news within the Union that he has served for more than 50 years.

Hamburgers, hot dogs, sausages, fried chicken, shrimp and, of course, clams were among the items enjoyed by guests, as well as beverages and a variety of specialty selected ice creams from Stewart’s. Free Local 21 sweatshirts and door prizes, including HDTV’s and gift cards, were awarded to dozens of happy members and guests. Members can look forward to next year’s Clam Bake, to be held on September 7, 2013.

Special Thanks goes to Steward Paul Spadafora for taking the lead in organizing the very successful event, as well as Local 21 VP Eugene Kendrick Jr., Treasurer Pat Tubuolo and Secretary Bruce Ulrich for assisting President Bill Lambdin.

L-R, Front Row: Former Local 19 Secretary-Treasurer Jim Brassard, Local 25 President Ray Schrodt, Sector Counsel Judi Chartier, RVP 2 Fred Saburro, Former Local 211 President Lorrie Connor, Local 21 Secretary-Treasurer Patrick Tubuolo and Local 25 Secretary-Treasurer Jay Lauder. L-R, Back Row: Local 18 Treasurer Benny Keel, Administrator of the Sector Operations and Finances Jodi Fabricio-Clontz, Local 44 President Dan Tackett, Staff Representative Bill Murray and Local 25 Vice President Bob Hellwitz.
NABET-CWA reached a new four-year contract agreement with WDIV-TV, bringing a satisfying end to a year of contract talks and grievances for the 25 technical employees at the station. The unit ratified the contract in mid-November.

The Union was successful in maintaining jurisdiction for Technical Directors who operate the Sony ELC system, despite attempts by the station to eliminate NABET work by training Directors on the new equipment. The Union filed grievances over the work, which forced the company to deal with issue during contract talks. In the new contract, NABET-CWA maintains one Technical Director per news program without excluding any equipment, and preserves the 10% Technical Director/Supervisor upgrade that half of the bargaining unit receives and the company sought to eliminate.

The contract also calls for an immediate 4% upgrade for editors, maintenance and ENG receive employees, and a general 2% increase at the start of the 3rd year for all employees. Other highlights include an 8% upgrade for editors, maintenance and any equipment, and preserves the 10% Technical Director per news program with the bargaining unit receiving and the company maintaining one Technical Director per news program. In the new contract, NABET-CWA maintains one Technical Director per news program, despite attempts by the station to eliminate NABET work by training Directors on the new equipment.

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Local 43 mobilized at a Detroit Tigers playoff game; Local Vice President Dorethea Brown-Maxey, Dick Levine, and James Wegehaupt handed out a few hundred flyers to fans before the game, including a station client. The Union also sent out a couple of informational pickets in front of the station. One of the most significant efforts came from Local President Brian Moore, who spearheaded a letter-writing campaign from local politicians and business leaders to WDIV managers. The previous contract expired on October 27, 2011. The Bargaining Committee included Kevin Ward, Jay Mix, Kevin Berryman, Local 43 President Brian Moore, Local 43 Vice President Dorethea Brown-Maxey, Madalyn Lee, Brian Moore, and NABET-CWA Staff Representative Eric Seggi.

NABET-CWA staff representative Carrie Biggs-Adams.

NABET-CWA National Retiree Coordinator and VP CWA Retired Members Council, Merger-Partners Sector

by Bill Freedan

Who are the “Makers” and Who are the “Takers”?

During this past election season, we heard a lot about “makers” and “takers.” Let us examine this theory closely as it applies to the General Electric Company. The “makers,” in my view, are the NABET-CWA-represented employees who contribute so much to the “making” of television shows as the IUE-CWA members who “make” the airplane engines, locomotives, appliances, medical equipment and turbines. The “takers,” as I see it, are GE’s senior management, and their enablers on the GE Board of Directors. When GE stopped offering GE’s Pension Plan and retiree health benefits to new employees hired after January 1, 2005, it continued to offer new executives the exclusive Supplemental Executive Retirement Plan (SERP). Moreover, it continued to allow senior executives to collect millions of dollars in dividends or dividend equivalents on stock they do not own, a practice more commonly known as “phantom dividends.” Both of these practices continue in the name of staying “competitive.” So then, who are the makers, and who are the takers? Is it really possible that the only way the General Electric Company can stay “competitive” is by taking benefits away from the real makers and giving it to the executive takers? REALLY????

Until recently, GE seemed to care about and value its retirees, especially the ones with long service. As they have said, they continue to keep their promise to their retirees, while other companies have not, by continuing to pay the pensions that the Pension Plan promises. They have even increased pension payments on at least three occasions, and issued two “13th” checks, two actions that they were under no obligation to take. In addition, the GE Pension Plan also contains two provisions to protect long-term employees: the Special Early Retirement Option (SERO) and Plant Closing Pension Option (PCPO).

But sadly, it seems that the culture has changed at GE. It is clear that with this latest policy change, GE no longer cares about its long-serving employees. If you are not 65 on January 1, 2015 you will be abandoned by the General Electric Company at a time in your life that you may be most vulnerable, and it won’t matter how many years you worked for GE. And it’s all in the name of staying “competitive.” SHAME ON YOU GE.

Contract preserves jobs at WDIV in Detroit

Creative mobilization campaign paid off

E recently sent out a letter to some NABET-CWA-represented employees and retirees, informing them that they will no longer be eligible for GE’s Post-65 health care benefits, which includes a prescription drug plan and life insurance, if their spouses are not 65 years old by January 1, 2015.

The letter further states that this new policy affects retirees who were “salaried employees” at the time of their retirement. So, you might ask, why are these letters being sent to NABET-CWA retirees, who do not fit the mold of salaried employees?

As you might imagine I received several e-mails and calls asking for an explanation of this change. I called my GE contact in Schenectady, N.Y., for an explanation, and he asked me to give him a few days to investigate.

The people who I deal with in Schenectady are among the most knowledgeable and cooperative people in GE’s Human Resources Department. I do not hold them responsible for the answers we received regarding these inquiries, as they are simply the messengers and not the policy makers. They have always been very helpful to me and our members and retirees, and I am grateful to have access to them.

I received my answer the next day, which stated that GE determined that NABET-CWA retirees were classified as non-exempt, not hourly, employees because that is the way the company was “coded” and because we were covered by the GE Health Choice Plan, a plan offered to the non-hourly GE population (non-production employees). Based on that reasoning, NABET-CWA retirees not 65 as of January 1, 2015, will not be eligible for Post-65 plans.

Can you imagine that we are now classified as non-exempt employees because of GE’s internal coding system, and the Health Care Plan we belong to? Since my research into this matter has failed to find those two criteria on the website of the Wage and Hour Division (WHD) of the U.S. Department of Labor (DOL), my contact explained to me that GE’s legal team in Fairfield, Conn., had issued this opinion. I asked if “Larry, Moe and Curley” were now part of GE’s legal team.

When Comcast bought the majority share of NBC Universal, many of you received a letter from NBCU classifying you as “legacy employees.” It explained what GE benefits you were entitled to upon retirement. It would be very helpful if you sent me a copy of that letter. In the meantime, I will continue to investigate and apprise you of any developments in this matter.

Please send legacy letters to me at one of the following:

E-mail: bfreedanabetcw@verizon.net
Fax: 212-246-7780, or by snail mail to:
NABET-CWA Local 11
145 West 30th Street
12th Floor
New York, NY 10001

Is it really possible that the only way the General Electric Company can stay ‘competitive’ is by taking benefits away from the real makers and giving it to the executive takers?
Meet the people who work in NABET-CWA’s Network Local offices, providing the day-to-day support that keeps the Union going. Assisting Union members and local leadership, these staff members are a vital part of NABET-CWA.

**Sector Office, Washington, D.C.**

Kristen Helmstetter, Technical Assistant, began working at NABET’s Sector office in August of 2008. Kristen processes vouchers and invoices for reimbursement, prepares grievance filings, handles arbitration requests, works on contract re-opener notices, updates the Sector website, and supports the locals on membership questions.

Nikisha Lango, Technical Assistant, started at CWA in August 2001 in the Dues Department and applied for an internal transfer to NABET-CWA following the recent retirement of Tony Grigsby. Nikisha is responsible for supporting Staff Representatives, processing membership cards and prepares newly ratified contracts for printing and distribution. She typically is the first person you talk to when you call the Sector Office. Nikisha’s job responsibilities continue to grow as she becomes more comfortable with her new role.

**Local 11, New York, NY**

Carol Deolal has been with NABET-CWA Local 11 for 22 ½ years. Her current title is Administrative Secretary and Office Staff Supervisor.

Catherine Rodriguez is the Assistant Secretary for Local 11, where she has worked for 14 years.

Elise Roth is Assistant to the Treasurer, Joe Salvaggio, and has worked at Local 11 for 18 years.
Local 16, New York, NY

Patricia Hildebrandt, Administrative Secretary, has worked at Local 16 for over 21 years. Her responsibilities include officer correspondence and the daily operation of the Local 16 office.

As the Assistant to Local 16 Treasurer, Richard Gelber, Barbara Lynch, works with union dues and membership issues. She has worked at NABET-CWA Local 16 since March 1997. Though most of the work she does is with Mr. Gelber, she is always there to help when the other officers need information on the membership.

Local 41, Chicago, IL

Susan Gerb, Administrative Secretary, was hired in February 1976. She is the most senior OPEIU staff member at any Network local in the Union. During her 36-year career, Sue has worked for just three presidents: Dan Delaney, Ray Taylor and Charlie Branco. Sue administers all office operations, is responsible for payroll, supervises the staff, and coordinates with all of the Local officers.

Rick Rodriguez, Secretary, began working at NABET Local 41 in March 2005. He is primarily responsible for billing, dues accounting and is the office’s IT troubleshooter. He also works with membership and performs general office clerical duties.

Karen Groves, Assistant to Treasurer Jackie Denn, was hired in April 1986. Karen has been an integral member of the Local’s team working closely with the Treasurer on dues billing, invoices and expenses as well as membership records and administration.

Local 53, Burbank, CA

Tracy Jackson is the Administrative Secretary/Assistant to Treasurer, James McLaughlin. Tracy has worked for NABET-CWA Local 53 since November 1990 (22 years). Her duties include overseeing the office staff, bookkeeping, banking, payroll, preparation of eligibility lists and election materials, purchasing office equipment and supplies, and secretarial duties.

Lori Little joined Local 53 four months ago, on August 13, 2012. She handles reception and general secretarial duties.

Theresa Moreno is in charge of Membership & Dues Services. Theresa has worked for Local 53 since January 2009. In addition to her secretarial duties, she is responsible for member dues billing, enrolling new members, updating the Local website and preparing the Local 53 newsletter.

Deborah Tashjian, Secretary, has been with the Local for 11 years. Deborah is a receptionist and performs general secretarial and clerical duties.

Local 31, Washington, D.C.

Karen Ruiz has 24 years of service with NABET 31 and is the Assistant to the Treasurer, Darryl Moment. Karen works closely with Brother Moment on banking, payroll, invoices and expenses, and billing members. Karen also works on the audit, LM2 and 990 for the Local.

Marilyn Wistort is the Local’s Membership Coordinator and has been with Local 31 for nine years. Marilyn handles all aspects of membership: new members, members’ status, and transfers. She also works closely with President, Rich McDermott, on grievances and all Local correspondence, and is responsible for ordering supplies for the office.

Local 51, San Francisco, CA

Deedee Morua is the office manager for the Local. She has been with NABET since 2000.

Local 57, North Hollywood, CA

Antoinette (Toni) Stealey is the Assistant to the President of Local 57, Richard Daszkowski. Toni has worked for NABET-CWA since March 1985. As the only administrative assistant at Local 57, Toni handles a little bit of everything for the office: membership, accounting, correspondence, etc.

Local 51, San Francisco, CA

Deedee Morua

Deedee Morua
NABET-CWA Local 26 Reaches out to Small Business Community

NABET-CWA Local 26 member, Kate Murray, gave a speech on Dec. 1, on how taxing the richest 2% will not harm small business owners who earn less than $250,000. Murray also is a small business owner in Binghamton, N.Y. Her speech was taped for a local newscast by a NABET Local 26 WICZ-TV news crew. This was an event sponsored by Broome County Citizen Action and the Broome and Tioga County Labor community.

O n November 3, Sector President Jim Joyce participated with brothers and sisters from various AFL-CIO and Change to Win Unions from Connecticut, in a labor walk to both turn out voters on Election Day, and remind voters which candidates support the middle class and protect workers’ rights.

Over the course of four days leading up to Election Day, the Union’s placed special focus on states crucial to the presidential and key senate and house races.

Labor-led activities such as Get Out the Vote (GOTV) phone banks and labor walks took place across the country in Florida, Massachusetts, Nevada, Ohio, Pennsylvania, Wisconsin, Virginia, New Mexico, Missouri, Minnesota, Connecticut, Indiana and Washington. Additional events took place post-election on November 7 and 8 that were designed to remind members of Congress to keep working on real issues during the so-called “Lame Duck” sessions through the end of the year.

“Elections have consequences, and the consequences for working families will be severe if candidates with an anti-middle class/anti-worker agenda are elected,” said Joyce.

NABET-CWA Gets Out the Vote

NABET-CWA is accepting applications now for the 2013 NABET-CWA Memorial Scholarship Awards. Preliminary applications must be received by Friday, March 22, 2013. Members may obtain an application from any NABET-CWA Local or the Sector office.

The scholarship contest is open to sons and daughters of active, retired or deceased NABET-CWA members. The award provides $750 annually for four years — a total of $3,000 — toward their tuition or other expenses to the school designated by the winner.

The scholarship conditions are as follows:

- Applicants must be students in a high school class graduating in 2013.
- Winners must maintain at least a C+ average or equivalent during their four years in college and must attend full-time.
- All applications must be verified by the Local President before mailing to the Sector Office at NABET-CWA Attn: Scholarships, 501 Third Street, N.W., 6th Floor, Washington, D.C. 20001.

For more information, contact your local president or the Sector office at (202) 434-1254 or visit www.nabet-cwa.org.

This is a merit-based scholarship. Once the first application has been returned to the NABET-CWA offices, a second application will be mailed to the student. The student must complete the forms and submit a 500-1000 word essay, transcripts, and other supporting materials.

Kids Need Money for College?

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NABET-CWA Local 26 reaches out to small business community.

Daily Hire Benefits – Flex Plan

Open Enrollment: Dec. 5-31

B y now all eligible members should have received their open enrollment materials either by email or U.S. mail. If you have not received your package, please call the Flex Plan Member Services Department at 323/993-8888 or 888/353-9401, Option 1 (Monday through Friday 7:30am-5:00pm PT).

Open Enrollment begins on December 5, 2012 and ends on December 31, 2012. The process takes less than two minutes. Please be sure to go through the enrollment process, even if you do not wish to make changes. This is your one opportunity each calendar year to add or remove dependents and make insurance elections, such as adding dental coverage or dropping vision coverage.

If you are covered by an individual policy, your spouse’s employer, another employer, or Union’s plan, you must go through the Open Enrollment process to obtain the necessary insurance verification forms to allow you to receive claims payments after 1/1/2013. If you do not have current insurance information on file as of 1/1/2013, your claims payments will be suspended until the verification form and proof of other coverage information is received by the Plan.

If you receive self-payment billings, you may wish to consider pre-tax elections to pay your portion of your premiums on a pre-tax basis. You must elect this coverage during this Open Enrollment Period or you will not be eligible to elect pre-tax contributions until the next Open Enrollment period one year from now. Pre-tax elections DO NOT carryover from year to year; a new election must be made every year. Further, pre-tax elections CANNOT be accepted after December 31, 2012. If you need help setting up pre-tax elections, please call our Member Services Department at the number above; be sure to note our holiday schedule posted at www.flexplan.com.

For more information, contact your local president or the Sector office at (202) 434-1254 or visit www.nabet-cwa.org.

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Kids Need Money for College?
The CWA Savings and Retirement Trust is a flexible financial solution for retirement savings, easy to negotiate with employers, and an added benefit for members. The Trust is a multi-employer Taft-Hartley plan with equal representation between management and labor Trustees. The Plan is administered out of the CWA Headquarters in Washington, D.C. and the Plan service provider is Hartford Retirement Services, Boston, Mass. Eric Zakarin has served as the Plan’s financial advisor since 1992.

Talk to your NABET-CWA Staff Representative about including this benefit in your next collective bargaining agreement. If you have any questions about the Trust itself, please call Eoin Fitzgerald or Kathy Richardson at 1-800-987-0721.

Training: Free for Union Members

NABET-CWA members have free access to the entire library of Class on Demand training products. If your employer has recently taken delivery of a new product or is planning to upgrade existing products to a newer version, chances are Class on Demand has the most recent version covered in their extensive library of online training.

From the Convenience of Home or Office

Class on Demand’s online learning platform lets you access your free training anywhere you have an Internet connection. Save the location in the training and pick it up where you left off. Review sections, search for specific instruction and follow along with downloadable content.

New Titles Added Every Month

Just released: All New Adobe CS Training

Adobe Photoshop CS6
Learn how to use many of the amazing tools; learn some retouching, editorial, and restoration techniques; discover how easy it is to create web graphics and even edit video!

Adobe Premiere Pro CS6
Learn to edit like a pro regardless of past software experience!

Adobe Illustrator CS6
This training is perfect for the visual designer looking to make the leap into Illustrator CS6’s robust, versatile and rich feature set.

NABET-CWA Election Notice: Regions 2, 4, and 6

NABET-CWA members seeking to run for election as Regional Vice President in NABET-CWA Regions 2, 4, and 6 may obtain nominating petitions from their Local after January 1, 2013. Original petitions must be filed by April 15, 2013, in the Sector Office in Washington, DC.

Candidates must be active NABET-CWA members in good standing for at least three consecutive years immediately preceding their nomination. Election procedures are specified in Article VII of the NABET-CWA Sector By-Laws.

Voting for these offices will be conducted by mail. Ballots will be mailed on May 6, 2013 to all active members in good standing, in each of the three Regions, to the address on file with the Sector Office.

If you do not receive a ballot within a reasonable time after May 6, 2013, and believe you are eligible to vote, notify your Local so that an inquiry may be made to the Washington office, or call the office directly to request a duplicate ballot. The phone number is (202) 434-1254. Ballots must reach the Sector Office by 5 p.m. Eastern Daylight Time, on June 6, 2013, and will be counted on June 7, 2013. Elected candidates will begin terms on the Sector Executive Council commencing on July 1, 2013.

INDEPENDENT REPORT

WTNH-TV – New Haven, CT
The two sides opened bargaining on December 4 for the 35 Technicians and Photographers at WTNH. The station’s negotiator is a new labor relations officer for owner LIN media, and is new to the television business. The Company is proposing to take away seniority and scheduling, wants to put employees on call, and place restrictions on meal periods. The Union’s proposals involve issues with the merit pay system, increases to wages and penalties, and improved training language. NABET-CWA also is looking at the impact on its bargaining unit of a new contract with the talent (SAG-AFTRA) that was ratified recently and contains provisions concerning editing and camera work. The Bargaining Committee includes two new Local officers who were elected on July 1: Local 14 President Tracey Doherty (a WTNH Director) and Local 14 Vice-President Gregg Monte (a WTNH Engineer). In addition, Local 14 Secretary-Treasurer Tom Sgro (WTNH Technician), George DeYounge (photographer), and Staff Representative Carrie Biggs-Adams also are on the Bargaining Committee.

WJW-TV – Cleveland, OH
The ratified contract for the 62 WJW Technicians at NABET-CWA Local 42 has been signed and printed and is being distributed to the membership. The new contract expires on December 1, 2013.
The contract also calls for nine additional full-time vacation days, as well as sick and vacation pay. The agreement includes a one percent first-year bonus and a 1.5 percent raise for the second year. The contract also includes an increase in overnight differential each contract year, an increase in the starting minimum rate in the second and last years of the contract. Improvements were also made in the language of schedule change notifications. The Bargaining Committee included Karl Kruzewski, Chip Deufel, Brian Moffett, Bob Neeley, and NABET-CWA Staff Representative Eric Seggi.

A new three-year agreement was ratified in mid-October for the 40 News Photographers, Maintenance, Master Control, Production, Producers, Creative Producers, Directors and Assignment Desk Personnel. The agreement runs from January 2012 through December 31, 2014, and calls for a 1.5% increase retroactive to January, a 5% increase in January 2013 and 1.5% increase in January 2014. The agreement also includes an increase in night differential each contract year, an increase in the starting minimum rate in the second and last years of the contract. Improvements were also made in the language of schedule change notifications. The Bargaining Committee included Diane Chase, Mike Schenk, and NABET-CWA Staff Representative William Murray.

A new contract was unanimously ratified on September 26 for the 12 radio announcers at WTNY. Contract highlights include a one percent first-year bonus, a 1.5 percent raise for the second year, and a remote broadcast rate of $62.50 per hour. Part-time holiday pay, and improved vacation and holiday language also are part of the new agreement. The Bargaining Committee included Diane Chase, Mike Schenk, and NABET-CWA Staff Representative William Murray.

With the uncertainty of the government’s funding of public broadcasting and facing a possible lockout or implemented contract, the 50-member NABET-CWA technicians unit ratified a five-year agreement on December 1. The deal was reached in time for the unit’s participation in the Foundation’s lump sum bonus pool, which is paid out in December, as well as a host of other benefit programs (including fully subsidized parking). NABET-CWA will participate in the same company benefit plans as management personnel. And, for the first time, members are eligible to participate in the employer’s short-term disability plan instead of a private plan. The tentative agreement creates a measure of security against layoffs, and allows the station flexibility to go outside and hire independent producers by modifying rules and penalties. In the event of a layoff, unit members would receive a special severance allowance of up to 20 weeks pay. The deal, which expires on Feb. 28, 2017, will create new NABET-CWA positions in Radio and Master Control because of newer productions in radio and expansion of master control. The Bargaining Committee includes Local 18 President Brad Hawes, Local 18 Vice President Glen Heath, Steve Barasci, Mary Redmond, Antonio Oliveriatti, and NABET-CWA Staff Representative Louis Fallot.

NABET-CWA members at the House Recording and Senate Recording Studios may fall victim to the “Fiscal Cliff” should the sequester actually take place. The sequester is a series of across-the-board automatic spending cuts totaling $1.2 trillion over 10 years set to go into effect on January 1. These automatic budget cuts will be applied to a variety of government workers at the federal level on November 30, WHUT fired another worker, Davine Langford, a member of the Union’s bargaining committee, and the only one left in the unit after the firing. The deal, which expires on Feb. 28, 2017, will create new NABET-CWA positions in Radio and Master Control because of newer productions in radio and expansion of master control. The Bargaining Committee includes Local 18 President Brad Hawes, Local 18 Vice President Glen Heath, Steve Barasci, Mary Redmond, Antonio Oliveriatti, and NABET-CWA Staff Representative Louis Fallot.

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The six-person unit of radio announcers unanimously ratified a contract agreement on September 26 that includes a one percent first-year bonus and a 1.5 percent raise for the second year. The contract also calls for nine additional full-time vacation days, as well as sick and vacation days for part-time employees. The Bargaining Committee included Diane Chase, Sandy Cook, and NABET-CWA Staff Representative William Murray.

The two sides opened negotiations for the wall-to-wall unit of editors, photographers, anchors, truck operators, etc. who are working under an extension agreement. During talks in June and September, some progress was made, according to NABET-CWA Staff Representative Eric Seggi, and the Union is set to meet with the Company again in December and in the new year. On August 23, Local 48 President Zaragosa Maldonado represented NABET-CWA at Labor Night at Dow Diamond Field in Midland, Mich., where the baseball teams honored the hard work and efforts of labor unions in mid-Michigan with a night in their honor.

Several weeks of negotiations for an extension agreement were canceled due to the illness of various participants. New dates are set for the week of January 7 NABET-CWA Staff Representative Louis Fallot will lead the negotiations.

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