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BULLETIN #1

KTTV/KCOP
Los Angeles, California
Sunday, November 22, 2020
5:00 P.M. (PDT)

The Union Negotiation Committee (David Arvizu, Robert Mejia, Kevin Takumi, Chris Ramirez), hereafter referred to as the “Committee”, met with the Company via Zoom on Oct. 8, 2020. The following is a list of the other attendees:

Bill Lamb, Kevin Casey, Thomas Casey, Erica Hill-Rodriguez, Stephanie Coyle, Tim Redmond, Pat Jones, Kevin Scalir, and Denise Rosas. The Union was also represented in the meeting by President Steven Ross and Vice President Joe Ayala.

At that meeting, the Company presented its proposals for modification of the current NABET Engineering contract. At that time, the Committee also presented its proposals to the Company. Copies of both proposals are included at the end of this bulletin. Both sides agreed to extend the current contract to Oct. 31, 2020 (that has now been extended to January 31, 2021). No specific proposals were discussed as it was felt that it would be necessary to fully review the Company’s proposal before drafting an appropriate response.

Although the Company’s proposal is rather broad in its coverage, there are some specific items that the Committee would like to draw your attention to, indicated by the proposal number #.

Item # 3: Exception to Jurisdiction: The Company is proposing to allow a wider number of Fox employees to use/operate NABET jurisdiction equipment.

Item # 6: Workday/Meal Period: The Company is proposing to eliminate the paid meal period.

Item # 8: Retirement Payment: The Company is proposing to eliminate the Retirement Payment.

Item # 11: Daily Hires: The Company is proposing to (a) reduce the Daily Hire Premium from 15% to 5%; (b) Eliminate the Flex Plan; (c) Eliminate Paid Time Off; (d) Eliminate the CWA Savings and Retirement Trust.

Item # 12: Photographers- The Company is proposing to eliminate the language in the contract that balances the number of cross-utilized personnel on a one for one basis and replace it with language that provides for a balance in the number of staff-hired cross-utilized Photographers (NABET and IATSE).

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Item #14: Layoffs: The Company is proposing to create eight separate seniority lists in the event there are layoffs.

Item # 16: Bereavement Leave: The Company is proposing to eliminate Bereavement Leave for Daily Hire employees.

Again, the Committee wishes to emphasize that the above is only a summary of what the Company is proposing. It is YOUR responsibility to know your contract, read the Company's proposals in its entirety and do your due diligence in understanding what is being proposed.

In the near future, we will hold Zoom meetings with the Union membership to allow more back-and-forth communication.

Thank you,

NABET CWA KTTV/KCOP Engineering Negotiating Committee

FOR MORE INFORMATION, VISIT NABET-CWA LOCAL 53'S WEBSITE AT:

<http://www.nabet53.org>