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BULLETIN # 1

KMEX, Los Angeles, California  
July 11, 2024

The NABET-CWA / KMEX Negotiating Committee met for the first time via Teams meetings on June 5<sup>th</sup> and 6<sup>th</sup> 2024. The company was represented by Raul Gonzalez, Director, Labor and Employee Relations; Edward Lieber, Kauff McGuire & Margolis LLP, Lead Negotiator, and Marisol Torres, KMEX Human Resources Manager.

The Union team consisted of Armando Aguilar, Ruben Moreno, Salvador Solorio, and Leroy Jackson. Local 53 President Joe Ayala and Vice President Kevin Gallo attended the Teams meetings.

The parties introduced each other, and held discussions over the Ground Rules and Understandings for the 2024 Negotiations cycle. Discussions were also held regarding the normal use of the Contract Extension Agreement. At the conclusion of the two-day talks, the parties agreed to continue the use of the Ground Rules and Understandings with a mild alteration. The parties did not reach agreement to extend the CBA. The main issue involved the normal practice of agreeing upon retroactivity. The Union has always taken the position that the unit does not control the time it takes to negotiate a contract, therefore the issue of whether they get a increase in this year should not be held hostage. Since the extension was designed to be cancellable if things changed, neither side previously had a problem reaching this agreement. We were unable to do so this round. Currently, we are working under an expired CBA. The express terms of the agreement continue. There are a couple of provisions that do not, which both parties are aware of.

On July 2<sup>nd</sup> and 3<sup>rd</sup>, the NABET-CWA/KMEX Collective Bargaining Agreement negotiations had its first two in person meetings at KMEX for this round of contract talks. Local 53 President Joe Ayala joined the negotiations team at KMEX for the first day. The parties officially signed the Ground Rules and Understandings Agreement, which allows the negotiations to be conducted freely, reducing issues to writing when appropriate which creates the official record of the negotiations. We will not be reporting out any discussions that have not been reduced to writing. The company has expressed concerns over Use of Sick Time, Upgrades, Lunch Hour, Black Out Periods, and a desire to renew all agreements reached in previous negotiations.

The Union responded to questions and concerns the company has on these matters, as well as the concerns the bargaining unit has. An initial proposal regarding Vacation Scheduling is currently being discussed and proposed. The Union has also requested a number of information items to help the committee assess the needs of the bargaining unit.

The parties scheduled additional dates for August 12<sup>th</sup> and 21<sup>st</sup> via Teams, and September 17<sup>th</sup>, 18<sup>th</sup> in person @ KMEX.

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If you have any questions or concerns, please refer to our official bulletins, or your negotiating committee members. We thank you for your support and cooperation as we work through this process.

Fraternally,

NABET-CWA/KMEX Negotiating Committee

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FOR MORE INFORMATION, VISIT NABET-CWA LOCAL 53'S WEBSITE AT: <http://www.nabet53.org>

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