

## NABET-CWA LOCAL 42 E-BOARD MINUTES FROM OCTOBER 15, 2005

The meeting was called to order at 11:20 AM. Two Officers and four Stewards were present. There was no quorum and no votes taken on issues or finances.

1. Minutes of September's Meeting: The Minutes from September's meeting were not posted or available. Discussion and acceptance was set aside till November.

2. Treasurer's Report: Complete reports for August and September were not available. Discussion and acceptance of financial matters was set aside till November.

A. Monthly Report: There was discussion of a bill from Fox-8 for lost wages due to reassignment of personnel to cover contract negotiations. The Union wants an audit of scheduling and actual expenses incurred.

B. New Members: Nothing to Report.

C. Member Actions: Nothing to Report.

3. Correspondence: There was a thank you from Cleveland Ward 15 politician Emily Lipovan-Holan to Bill for his political support in the recent primary election.

4. Steward's Reports & Grievances

A. WKYC: Nothing to Report.

B. WOIO/WUAB: Raycom management has requested negotiations pending medical insurance premium increases for its employees. Raycom's medical plan is self-insured. The company would like graduated increases based on an individual's actual earnings rather than flat, across-the-board increases. John Potter questioned if Raycom had investigated other avenues of insuring its employees. This led to a general discussion of high medical insurance costs and the need for CWA to lead the fight for universal health coverage.

There was discussion of pending arbitrations and the Union's desire to settle these by negotiation before taking them to arbitration.

The 19/43 Stewards Election process is proceeding and nominating petitions are posted.

C. WJW Engineering: Two pending grievances have been withdrawn by the Union "without prejudice." The first concerned the payment of severance to the estate of Leo Krusiensky. Fox-8 management claims that since a death benefit was paid there was no claim to severance despite no contract provision disallowing such a payment. Also, Leo's family requested the matter be withdrawn. The second grievance on behalf of Marilyn Oliver and Britt Jackson involved alleged age discrimination over training and work assignments for new equipment. This was aside because both Oliver and Jackson can pursue other legal options with the Ohio Civil Rights Commission and the courts. Despite

withdrawal, the Union has made it clear that we believe Fox 8 management was in violation and that the Union reserves the right to pursue these matters in the future for other members in similar situations.

Proof reading of the Engineering contract will be completed by the end of October and submitted to the company for final approval and signing by all parties.

Bob Melcher and President Wachenschwanz discussed training and job assignments on the new live-shot trucks. They feel that both have been inadequate and inequitable.

Corrected Thanksgiving and Christmas work schedules have been posted.

D. WJW News: Pay increases and back pay on the contract extension have been effected. The Negotiating Committee is preparing to bargain a new contract.

5. AFL-CIO: The major news is the AFL-CIO's decision not to endorse any candidate in the Cleveland Mayoral Primary or upcoming November election. There was also discussion about President John Ryan's apparent indifference to problems being faced by NABET-CWA Local 42 and his failure to lend support when requested.

6. Committee on Equity: There was no October meeting and nothing to report.

7. Old Business: Nothing to report.

8. New Business:

At the 2005 CWA Convention in Chicago the delegates adopted Resolution 1, entitled "CWA: Ready for the Future." The Resolution started a 10-month period of self-examination and planning within CWA and NABET, which will culminate in a report and recommendations to the delegates at the 2006 Convention. The intent is for members to examine CWA and NABET and offer positive suggestions to improve the structure, goals, direction and performance of our Union. Preliminary discussion was opened based on a CWA questionnaire. Some surprising and unsettling suggestions were made that will be forwarded to NABET and CWA. Discussion will continue in November.

The progress on training was briefly discussed. Letters and questionnaires will be mailed shortly to management at Cleveland's television stations inviting their partnership with NABET in the training process. We are also waiting for a report from the BURST Committee on test results of implementing Avid Express Pro software in laptop computers. If these tests are positive, the expense of nonlinear edit training will be greatly reduced.

Discussion about the Christmas party has been put off till November.

Adjournment: As business was concluded, Doug Yandala made a motion for adjournment. It was seconded by Bob Melcher. The meeting was adjourned at approximately 2:30 PM.