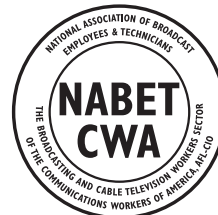


# NABET CWA News

NATIONAL ASSOCIATION OF BROADCAST EMPLOYEES & TECHNICIANS  
THE BROADCASTING AND CABLE TELEVISION WORKERS SECTOR  
OF THE COMMUNICATIONS WORKERS OF AMERICA



{WWW.NABETCWA.ORG}

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## TALKS AT ABC RESUME IN NEW YEAR

The Network Negotiating Committee (NNC) and representatives from ABC/Disney resumed contract negotiations in New York City on January 30. During the week of face-to-face talks, the Union amplified to Company representatives the many concerns expressed by members at NABET-CWA meetings held in New York, Washington, Chicago and California during December and January.

The Company had initially proposed severe cuts to the "Opportunity to Eat" payments, but moderated that proposal based on reports from around the country that the membership expressed strong opposition to the proposed reduction. The Union is still fighting a Company proposal designed to eliminate Night Shift Differential for represented employees at ABC-owned television stations. Discussions continued regarding the impact of the Company's plan to transfer NABET-CWA work from the Network Distribution Center in Los Angeles to a non-union Disney cable facility.

The Union made significant progress on two critical provisions for Daily Hires: a paid sick leave structure and enhancements to the "Payment in Lieu of Benefits" provision. The NNC also is pressing hard to achieve short-turnaround pay for certain groups of Daily Hires, as well as improvements to the "Travel-Only Day" stipend. In addition, the parties exchanged proposals focused on improving the retroactive "Pop-Up" formula for the accrual rate in the ABC-NABET Retirement Trust. To date, the parties have reached tentative agreement in dozens of areas.

Critical issues remain affecting Newswriters at KABC-TV, WLS-TV, and KGO-TV. NABET-CWA is seeking to gain "Pay Seniority" rights for Daily Hire Newswriters in California, which would guarantee higher wages based on how long these Newswriters have worked at the stations. In return, the Company is proposing a new two-tier wage scale – with lower rates for new employees. Future progressions to the top wage scale would be at the sole discretion of management.

For the first time in these negotiations, ABC presented a wage proposal (1.5% in each year of the contract) and the Union countered with a 3% per year wage increase.

Full updated copies of NABET-CWA and ABC proposals are posted on the websites of Locals 16, 31, 41 and 51.



NNC members include Local 16 President Arthur Mazzacca; Local 31 Treasurer Maurice Thomas; RVP-4 Don Farnham; and, Local 51 Executive Board member Jennifer Olney. Also attending the negotiations are Sector Vice President Lou Marinaro; Local 16 Vice President James Nolan; Local 31 President Rich McDermott;

Local 41 President Don Villar; Local 51 President Kevin Wilson; and, Assistant to the Sector President Jodi Fabrizio-Clontz. For the first time, NABET-CWA attorney Ralph Phillips has joined the NNC for bargaining.

The next round of talks is scheduled for March 6-8 in New York City. The current NABET-CWA/ABC Master Agreement expires on March 31, 2017.

## KMEX-TV ordered to restore bargaining unit work in Los Angeles

On February 17, Arbitrator Mark Burstein sided with NABET-CWA in its grievance on behalf of KMEX-TV/Channel 34 (Univision) traffic coordinators whose jobs were transferred to Univision's company-wide "hub" in New Jersey. The arbitrator restored the work to the bargaining unit in Los Angeles and ordered KMEX to make the grievants whole.

"This is big victory for the Union," said Local 53 President Steve Ross, who explained that the arbitrator's ruling meant that jurisdiction over these jobs belonged to the Union.

In its grievance filing, NABET-CWA alleged that the employer violated the collective bargaining agreement (CBA) when it transferred the exclusive bargaining unit work of the KMEX Traffic Department to non-unit employees in Vineland, New Jersey. The 2014 transfer cost the jobs of two Staff KMEX employees – Ana Luna and Nancy Morataya – and two Daily Hires.

This ruling comes just two months after a December 5 judgment that also found the station's hubbing of its Master Control work to Houston violated NABET-CWA's jurisdiction under the CBA. Twelve people were affected by the closure of Master Control; the Daily Hires were let go, and those that were Staff were transferred to other NABET-CWA positions at the station. The decision orders that the work be restored.

"This is precedent-setting for the industry in that companies' attempts to unilaterally move jobs on the basis of geographic scope have twice been ruled improper by two different arbitrators," said Local 53 Grievance Chair Leroy Jackson. "Our

members contribute dues for the primary purpose of defending their contracts. At KMEX, our Grievance Committee aims to do our best in achieving this goal, with outstanding support of Local 53, the NABET-CWA Sector and CWA Headquarters. We are proud to have been able to successfully defend our jurisdictional rights."

Since last year, Local 53 has had three affirmative rulings related to covered work moving out of the Union's jurisdiction. A grievance filed against KTTV found that it was in violation of the NABET-CWA contract when it moved jobs to its hub in Las Vegas.

"The companies fight you tooth and nail, so the only way to defend the contract is to file a grievance," said Ross. As the largest local in NABET-CWA, Local 53 has the means to defend its contracts, but smaller locals don't always have that recourse. The situation will only get worse if more right to work laws are implemented around the country.

The parties are negotiating the grievants' return to work. The Company has resisted the arbitrators' ruling, and the Union is aggressively pursuing these awards.

After a January hearing, NABET-CWA is waiting on yet another arbitration decision over KMEX producer/director/editor (PDE) upgrades. Employees currently are doing the PDE job without the upgrade pay, Ross said, but they are keeping track of the work in anticipation of a possible award in the Union's favor.

## JUDI CHARTIER NAMED NABET-CWA GENERAL COUNSEL



Judi Chartier

NABET-CWA Sector President Charlie Braico announced that Sector Legal Counsel Judiann "Judi" Chartier was promoted to the position of NABET-CWA General Counsel

on January 11. Chartier has worked with NABET-CWA since being hired at CWA as a Staff Attorney in 2011.

"In her service to the Sector and to CWA, she has demonstrated herself to be a skillful attorney, a diligent litigator and a labor activist – fully committed to our Sector, its Locals, CWA and the labor movement as a whole," said Braico. "Her meticulous work on scores of cases has been nothing short of impressive."

Chartier replaces long-time Sector General Counsel Steve Sturm, who retired on December 31 after more than 46 years with the Union.

Prior to joining the Sector office, Chartier served for four years as outside counsel to the Sector and NABET-CWA Local 41 in Chicago while working for the law firm of Katz, Friedman, Eagle, Eisenstein, Johnson and Bareck, where she assisted with a mix of general labor and employment law, including collective bargaining, arbitration preparation and litigation, as well as NLRB filings and related litigation.

Chartier worked with Local 41 President Emeritus Ray Taylor on the NBCU "Content Producer" case. In 2009, NABET-CWA filed several unfair

(Continued on page 6)



Grievance Committee left to right in picture: John Soltero; Salvador Solorio; Leroy Jackson, Grievance Chairman; Steve Ross, L. 53 President; Joe Ayala, L. 53 Vice President; and Roy Crumpton.



# PRESIDENT'S PERSPECTIVE



**NABET-CWA  
Sector President  
Charlie Braico**

2017 started off with a bang – a bang over the head for the labor movement and working families. Just 12 days after Donald Trump was inaugurated President of the United States, Republicans in Congress re-introduced a national right-to-work bill that would significantly hinder unions' ability to represent workers rights and, at the same time, negatively impact worker's wages. This legislation came on the heels of Trump's nomination of Andrew Puzder, a millionaire fast-food CEO who opposes minimum wage increases and trumpets the value of robots over humans, as Secretary of Labor. Nationwide worker protests put the spotlight on Puzder's contempt for working people and forced him to withdraw his nomination a day before his confirmation

hearings. I hope that these attacks on working families right out of the gate will encourage our members to become engaged participants in their future and the future of our Union.

During the campaign, Trump said he is "100 percent" in favor of right-to-work laws. Such a law would repeal the requirement that employees pay dues to the union, entitling employees to the benefits of a union – negotiations, grievance handling and organizing – without paying the cost. In states with these right-to-work laws, workers are less likely to be in a union and are paid less (average hourly wages are as much as 15.8 percent higher in non-RTW states).<sup>1</sup> Employees in these states also are less likely to receive health insurance or pensions from their employers. Since Election Day, Kentucky and Missouri legislatures have already passed RTW bills and Colorado, Connecticut and Maine are considering such laws.

This is not just an issue for union members; it is an issue for *all workers* as there is a relationship between declining union membership and lower incomes for everyone. Unions set a standard for compensation and benefits that compels employers to offer similar wages and benefits to its workers. This legislation has nothing to do with workers' rights and everything to do with killing unions by defunding them.

Trump's nomination of Andrew Puzder (CEO of CKE Restaurants, which includes the Carl's Jr. and Hardee's chains) demonstrated a frightening disdain for workers. Puzder, who makes more in one day than a typical fast food worker makes in one year,<sup>2</sup> consistently opposed increases to the federal minimum wage and updates to overtime rules. He also famously extolled the virtues of replacing workers with machines: "They're always polite, they always upsell, they never take a vacation, they never show up late, there's never a slip-and-fall, or an age, sex, or race discrimination case."<sup>3</sup>

His withdrawal displayed what the power of workers coming together with other activists can do. The weeks of rallies, Congressional testimony, calls and social media efforts, under the hashtags #NotOurLaborSec and #Fightfor15, should give us all hope that working people still have a say in our democracy.

The new Labor Secretary nominee – R. Alexander Acosta – sat on the National Labor Relations Board under George W. Bush, which may provide insight into how he will uphold the Department of Labor's mission "To foster, promote, and develop the welfare of the wage earners, job seekers, and retirees of the United States; improve working conditions; advance opportunities for profitable employment; and assure work-related benefits and rights." Or, how the Department of Labor plans to raise the pay of America's workforce, especially the working poor – an issue that resonates with the majority of Americans.

One thing that the new Administration's direct attacks on workers and their families have shown is that they will not go unchallenged. If we are to have any chance of improving our lives and the lives of others, we must become more fully engaged and involved – at the bargaining table, in mobilizations and through political action. Without unity, we have no chance of convincing corporations to raise our wages or expand job opportunities. Through solidarity, however, we can prevail.

- 1 Economic Policy Institute, "'Right-to-Work' States Still Have Lower Wages," April 22, 2015
- 2 TalkPoverty.com
- 3 Business Insider, March 16, 2016

**"Unions set a standard for compensation and benefits that compels employers to offer similar wages and benefits to its workers."**



(front to back): James Dennis VP CWA local 4100, Attorney Richard Mack, Jr. of Miller Cohen, PLC, Local 43 President Dorethea Brown-Maxey, Rick Blocker, President Metro Detroit AFL-CIO, and radio host Kim Mandley (standing) in the WDTK radio studio.

## Staff Representative Bill Murray Celebrates 20 Years with Sector



On January 6, William "Bill" Murray celebrated 20 years as a NABET-CWA Staff Representative, negotiating contracts, handling grievances, arbitrations and other workplace issues for Union members in the northeastern United States.

Murray started out as a commercial producer for WICZ-TV in Binghamton, N.Y., where he also served as a Union Shop Steward and NABET-CWA Local 26 President for nine years. Dealing with some difficult struggles at the Local gave him the experience necessary to work for the Sector. In 1997, NABET-CWA President Emeritus John Clark hired him as a NABET-CWA Staff Representative.

"We went through a lot with the Company and had to run mobilization campaigns in 1992 and 1995," said Murray. "Thankfully, I had wonderful mentors in Don Jernigan, Ed Spillett and Mike Tiglio, who gave me incredible guidance for this job."

Murray has been instrumental in gaining victories at the bargaining table and in the legislative arena, staving off budget cuts to PBS stations, including those in Albany (WMHT-TV) and Binghamton (WSKG-TV). In 2004, proposed budget cuts to public broadcasting by the New York State Legislature would have threatened WSKG and other PBS stations across the state. Effective lobbying in Albany by Local 26, with help from Locals 21, 25 and the Sector, resulted in those budget cuts being

withdrawn, and saved the jobs of virtually everyone working at the station, including management.

He noted an especially gratifying "David v. Goliath" story – a 2007 contract win by 14 members at PBS station WITF radio and TV in Harrisburg, PA. The members withstood threats of jurisdiction changes, as well as job and wage cuts to win a contract that preserved job security and required management to fill vacant jobs.

"They really stood their ground against management. Any time the members are victorious, I'm happy," Murray said. "I'm very proud of all of my locals."

Murray developed the first NABET-CWA website, and said he really enjoys working with the current Sector staff.

"It's a nice milestone. It's a lot of years," he said of his 20th anniversary.

Murray, who hails from Scranton, PA, lives in Binghamton with his wife of 31 years, Kate Murray, who is the Secretary of NABET-CWA Local 26 and the president of the Broome County Federation of Labor, AFL-CIO. They have a daughter Molly, and two sons, Marty and Devin. Bill and Kate are strong supporters of the local labor, political and mental health communities in Broome and Tioga counties in New York, as well as the Broome County Arts Council.

## Local 43 President Brings Union Message to Radio

**"We must seize this moment and get our message out and do what we do best and start a movement. Power concedes nothing without a demand!"**  
– Dorethea Brown-Maxey, NABET-CWA Local 43 President

Local 43 President Dorethea Brown-Maxey hosted a two-hour radio show on WDTK – 101.5 FM/1400 AM – in Ferndale, Michigan. The December 18 live radio broadcast for union members – unionmembersradio.com – also featured James Dennis, Vice President of CWA Local 4100; Attorney Richard Mack, Jr. of Miller Cohen, PLC; and Rick Blocker, President of the Metro Detroit AFL-CIO, who took calls from listeners.

"I invited my fellow unionists on the show so they could explain the legalities of it all," Brown-Maxey explained. "I thought it was helpful for people to hear it from them directly about labor law and workers rights, in order to get a full picture of what it's like and what it should be like for a working class person in America to be respected, protected and to make a decent living."

The content of the show was left to Brown-Maxey's discretion. "It was a wonderful opportunity for our Union and local to get our message and purpose out to union members and folks in the community who have little idea about who we are and what we do."

Listeners called in with questions about right-to-work laws and what unions can do for working class people. Michigan became a right-to-work state in March of 2013. As of January 7, 2017, when Kentucky passed its own law, there are 27 states with right-to-work laws in the United States.

The show also gave Local 43 an opportunity to shed light on its contract talks with WDIV-TV (Graham Media Group). Negotiations with the company began on December 14, and there have been a total of six negotiating sessions so far. The contract expired on December 9, so the unit is currently working without a contract.

"When I went on the air, we'd just gotten through two days of talks, so I wanted to get that out there and give people a well-rounded understanding about the fight of working class people," Brown-Maxey said. With the appointment of several billionaires to the new president's cabinet, Brown-Maxey feels that those in charge are more out of touch with the average working class person than ever before. "They could make it better by bringing in jobs, but I'm skeptical that that is their real purpose," she said. "Trump said he was going to bring jobs back. I hope that they are good paying, union jobs – the type of jobs that folks can make a living on and support their families – and not more Walmart jobs."

Educating the younger generation is especially important, she said, because many don't understand that the benefits they receive at work – good working conditions, overtime, healthcare and regular days off – are the result of labor's past battles and not due to corporate generosity.

"I'm hoping that people will someday realize the need for Unions, but I just hope that it's not so far down the road that we can't climb back up," Brown-Maxey said of the decline in union membership and right-

(Continued on page 4)



# RVP 2 FREDDIE SABURRO TURNS 90

**D**ozens of NABET-CWA members and friends came out to celebrate RVP2 Fred “Freddie” Saburro’s 90th birthday last month in New York. The surprise dinner event coincided with the Union’s Sector Executive Council meeting.

“I was so surprised,” Saburro, a NABET-CWA member for 63 years, said. “It was wonderful, a delightful affair. There were so many people I hadn’t seen in years. I’m so pleased that they did it, and so pleased that I was around to have it done.”

Among the attendees were former Sector Vice President Bob Beaulac, CWA Retiree Coordinator Bill Freeda, former Local 17 President Tom Lang, representatives from NABET-CWA Locals 21, 25, 212, 11 and 16, as well as Francis Nolan, wife of previous NABET President Jim Nolan, Sr. NABET-CWA Staff Representative Bill Murray may have tipped him off to the festivities, however, when Saburro caught a glimpse of Murray on the hotel elevator. “I wondered, what the hell is he doing here?” Saburro said.

In addition to the dinner, Saburro was feted with three birthday cakes and a custom purple 90th birthday tee shirt. He was the 13th child and the “baby” – born to his parents on Friday, Feb. 13, a date sandwiched between Abraham Lincoln’s birthday and Valentine’s Day, making him “honest and loveable – the complete man,” he mused.

He was just four when his mother died, and all of his brothers and sisters have passed (though one brother lived to be 100). He has lived in Schenectady, N.Y., his whole life, except for a stint in the Navy during WWII. Saburro left home at 17 with his entire baseball team – 14 young men – who joined the Navy together the same day. They were stationed in different places, but all returned home safely from the war.

Saburro became a member of NABET Local 21 on Dec. 7, 1953, when he landed a job as a camera operator at WRGB-TV, the world’s first television station. Local 21, the first non-network local in the Union, had 55 members at the time. Saburro quickly became involved as a Shop Steward in 1954. He soon was elected Vice President of the Local and became Local President in 1955, a position he retained for nearly 25 years. He was around when NABET – then an international union – was separated between Canada and the United States during the 1974 Convention in Atlanta. He served as chairman of the Constitution Committee in 1974 and has since served on many of the Union’s most prestigious committees. In December 1979, he ran for Regional Vice President of Region 2 and has served 14 terms since. Saburro ended his television career at WRGB in February 1989 as a lighting director.

In tribute to his longevity and loyalty to the Union, Local 21 named its annual summertime Clambake after him. The long-running event takes place in Latham, N.Y., each year, just after Labor Day, so that members from Capital Region stations WMHT, WNYT and WRGB can share time together.

Saburro and his wife Ida – who have been married nearly 45 years – have 10 children, 12 grandchildren and 8 great-grandchildren.

In reflecting on his long life and his years with NABET-CWA, Saburro offered: “Maybe the party was more than a birthday party, maybe it was a way to finally say goodbye.”

Using his favorite sign-off, we say, “Remember who loves you, Freddie” – all of us at NABET-CWA.



The Nolan Family - Mary, Kathleen, Frances, Fred Saburro in the center Back Row: Local 16 Vice President Jim Nolan, Eileen and Patty



Left to Right: Local 11 Admin Secretary Carrol Deolal, Local 11 Secretary Catherine Rodriguez,

Asst. to the President Jodi Fabrizio-Clontz, Sector Secretary Kristen Helmstetter, Sector Secretary Nikisha Lango and Fred Saburro



Fred Saburro with Local 212 commemorative tee shirt



Fred Saburro and Frances Nolan



Local 21 President Duffer Kendrick, Jr., Local 21 Treasurer Patrick Tubiolo, Local 21 Vice President Paul Spadafora, and Fred Saburro



Left to Right: Local 16 Admin. Secretary Patty Hildebrandt, Local 11 Admin Secretary Carrol Deolal, Local 11 Secretary Catherine Rodriguez, Sector Secretary Kristen Helmstetter, Sector Secretary Nikisha Lango



Pat Beaulac, former Sector Vice President Bob Beaulac, Former Local 17 President Tom Lang



Local 16 President Art Mazzacca and Fred Saburro



Gene Klump, Fred Saburro (second from left), Herb Stephen and others

Fred Saburro, Pete Cattuci, Paul Anderson, James Nolan, and President Emeritus John S. Clark



Nadine Schrott, Local 25 President Roy Schrott, and RVP 1 and Local 11 Treasurer Cristina Silver



Fred Saburro and Local 21 President Duffer Kendrick, Jr.



Some of the NABET-CWA Local 211 Officers with NABET-CWA RVP2 Fred Saburro at the 2016 Clambake.



Local 42 President/RVP6 Bill Wachenschwanz and Fred Saburro

Photos by Jodi Fabrizio-Clontz



# THE 58TH PRESIDENTIAL INAUGURATION

– January 20, 2017

**T**hough the presidential campaign and election were anything but ordinary this time around, news coverage of the inauguration of the 45th president of the United States mostly adhered to norms. NABET-CWA members from various news outlets worked on Capitol Hill, the parade route and the evening inaugural balls. Members of the press “pool” – NBC, ABC, CBS, CNN and Fox News – split up these responsibilities on Inauguration Day, tracking President Donald Trump’s moves through the traditions and rituals of our nation’s transfer of power.

Coverage of the inauguration spread across all media platforms, offering TV, radio and online audiences in the United States and around the world a view of the day’s events. Viewers were able to live stream from more news organizations than ever before, including NBC News, CBS News, Telemundo, C-SPAN, Bloomberg Politics, USA Today, YouTube and The Washington Post.

This was the eighth inauguration for ABC cameraman Brian Haefeli, who has been a NABET-CWA member since 1986, when he started his career at CNN. He’s also worked at NBC and FOX before becoming a Daily Hire with ABC. His first inauguration was George H.W. Bush, when his parents came down and sat on the front lawn of the Capitol. In those days, security was minimal, with no metal detectors or fences.



Inaugural stage at U.S. Capitol from press tower



View of press tower and Inaugural stage



Media wait in Rayburn House Office Building to get onto Capitol grounds

In 2017, Haefeli’s inauguration prep began the Sunday before at the network trailer on Capitol Hill, where the ABC crew – including about 25 NABET-CWA members from Washington, D.C. and New York – plus reporters and producers – spent the next five days setting up and rehearsing. Prior to their arrival, technical crews ran cables between the platforms and production trucks.

Inauguration Day itself started at 3:15 a.m., when the bus picked the ABC crews up from their hotel and took them to their location on the Hill. Haefeli ran camera for a Special Edition of Good Morning America and was stationed on the press tower at the Capitol. Thankfully, the forecasted deluge of rain never came to pass as they were told they couldn’t use umbrellas or, for that matter, anything stamped with their media outlet’s name on it (including mic flags).

GMA was on the air from 7:00 a.m. until 4 p.m., with live reports and cut-ins from various reporter locations in D.C.



Brian Haefeli, ABC  
(Photo credit: Local 31 President Rich McDermott)

After breaking down and pulling cables, Haefeli’s day wrapped up around 8 p.m., earlier than past inaugurations, he noted, since he usually works late into the night at the inaugural balls. The other noted difference was the weather – the warmest he’s worked (Ronald Reagan’s first inaugural in 1981 is the warmest on record: 55 degrees at noon).

According to Haefeli, their coverage ran smoothly, thanks in part to the skill of the NABET-CWA crews from New York who have extensive experience pulling off special events for Good Morning America in Times Square each week: “These NABET-CWA guys from New York really knew what they were doing. Everyone was pretty happy and there were no real problems,” he said of their team’s coverage.



MSNBC crew working in the studio tent on roof of 400 North Capitol Street with NBC reporter Katy Tur (Photo credit: Local 31 President Rich McDermott)



Joe Shalhoup, NBC Audio Engineer (Photo credit: Local 31 President Rich McDermott)

## Local 43 President Brings Union Message to Radio

(Continued from page 2)

to-work trends. “People in unions are working class people who have the nerve to fight for what is right and what we deserve.”

Brown-Maxey, who came from a union family, hoped to connect with the radio audience as a regular, working class person and help them realize that if they don’t own a company, they’re just like her – working for someone else. “I want people to realize that our work, health, and well-being is worth something.”

She hopes that working people can come together to try and improve each other’s lives and build solidarity in the workplace and in the community.

The show’s producers called the show “fantastic” and invited Brown-Maxey to come back anytime, saying, “If you have anything you want to say, you can certainly count on us to get the message out.”

You may hear the entire episode at:

**Hour 1:**  
<https://www.podbean.com/media/player/embed/postId/PB65B949JA7R9>

**Hour 2:**  
<https://www.podbean.com/media/player/embed/postId/PB65B947BDSIW>





# THE WOMEN'S MARCH ON WASHINGTON

– January 21, 2017

The day after the presidential inauguration, more than 500,000 demonstrators in Washington, D.C. and millions more gathered in cities worldwide (600 individual marches across seven continents) in solidarity with the Women's March on Washington. The march organizer's mission and vision was for people "to stand together in solidarity with our partners and children for the protection of our rights, our safety, our health, and our families – recognizing that our vibrant and diverse communities are the strength of our country."

CWA was a leading partner of the march. More than 1,000 CWAers came by bus from North Carolina, southern Virginia, New Jersey and New York. As buses rolled into CWA headquarters, CWA President Chris Shelton, Secretary-Treasurer Sara Steffens, and AFA-CWA President Sara Nelson greeted the riders.

The march's success was beyond anyone's expectations, as most pre-march estimates predicted attendance of around 200,000 people. The sea of pink-knit hats bearing many unique, heartfelt, and often hilarious, hand-written signs included all ages, races and genders. The "march" itself turned out to be more of a "stand-in-place" rally due to the crowd's size, which stretched from the Capitol to the White House and sprawled through several streets in between.

The march and potential movement are guided by principles that follow Martin Luther King's philosophy of nonviolence and defined by the belief that women's rights are human rights. According to *The Hill* newspaper, which quoted the D.C. Homeland Security Director, no arrests were made during the march, despite the massive crowds.

In order to build on the enormous energy from the march, organizers are working in small groups in neighborhoods around the world to define next steps. "First we marched, now we huddle" is the mantra

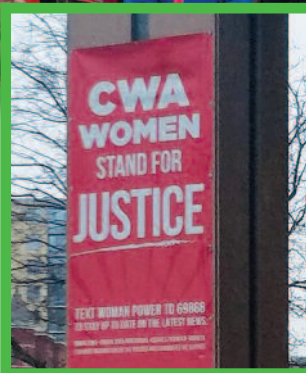


Marchers in Washington  
(Photo credit: Connor Loube)



CWA marchers outside of CWA headquarters

CWA displays its support of Washington Women's March. (Photo credit: Jodi Fabrizio-Clontz)



behind the **10 Actions for the First 100 Days** campaign to "win back the country and the world we want." In February, the group posted an announcement via Facebook and Twitter, which stated, "General Strike: A Day Without a Woman – date to be announced," along with the comment, "The will of the people will stand."

The group's website – [www.womensmarch.com](http://www.womensmarch.com) – provides information and resources for finding a group in your area for gathering and planning.



## Retired NBC Cameraman Shelly Fielman, 80, Dies

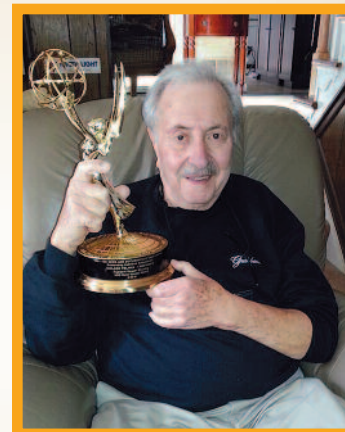
On February 20, 2017, the television news industry and our Union lost a news legend with the passing of former NBC News cameraman Shelly Fielman. Fielman worked as a White House cameraman for 50 years before his retirement in January 2014.

His first day on the job was November 22, 1963, the day John F. Kennedy was assassinated in Dallas. He was immediately sent to Dallas as an audio engineer to cover the story, only to witness Lee Harvey Oswald's death two days later while assigned to Dallas Police Headquarters as part of NBC's live coverage. Eighteen years into his career as a photojournalist, Fielman again captured a moment that made history, the assassination attempt on President Ronald Reagan outside the Hilton Hotel in Washington, D.C.

In 1981, Fielman was one of six network cameramen to receive a special Emmy award for filming the assassination attempt on Reagan. The White House News Photographers Association presented him with its Lifetime Achievement Award in 2007.

"His footage of the attempted assassination of President Reagan will be viewed by all present and future Americans. He keeps us visually educated with his camera work," said NABET-CWA Local 31 President Rich McDermott. "NABET-CWA Local 31 salutes him and thanks him for his service to our Union and to America."

Prior to working for NBC, Fielman served his country as a U.S. Air Force bombardier communications operator.



Fielman with his Emmy award

## NABET-CWA Drone Training:

2nd class completes training, first NABET-CWA drone pilot licensed

**C**ONGRATULATIONS! Local 25 Member Gary Schaut is our first Drone School student to take and pass the sUAS Airman Knowledge Test. Gary is the first of what we expect will be many Local 25 members licensed by the FAA as sUAS Pilots. Thank you again to CWA NETT Academy and DARTdrones Flight School for working with our members to shape them into qualified "Drone Pilots." – Local 25/WIVB Chief Steward Ron Gabalski.

Gary Schaut takes pilots test.



Photo, top right (left to right): Bob Mancuso, Joe Rohm,

Andre Nacov(in front), Sabres Unit Steward Dan Neaverth, Danylo Paszkowsky, Jeff Helmick, Local 25 President Roy Schrodt, Local 25 Vice President Bob Hellwitz, and Dart Drones Instructor Colin Romberger (Photo credit: Ron Gabalski)



# AROUND NABET-CWA

## Local 411/Minneapolis



NABET-CWA Local 411 members setting up for a production at the local PBS station on Feb. 8, 2017. (Photo credit: L. 411 President Joe Kaczynski)

## Local 51/Portland



On January 12, NABET-CWA-represented Assignment Desk Editor Christopher Reaves returned to his job at KOIN-TV in Portland, Oregon. Thrilled to have him back on the assignment desk, Reaves' NABET-CWA brothers and sisters greeted him with a "Welcome Back, Christopher!" cake. Reaves was fired in October 2015, and in December 2016, arbitrator Howard Gaba entirely overruled the Company. His award ruled that KOIN-TV had wrongfully discharged him and ordered him back to work with 16 months back pay, including compensation for all lost benefits. Local Portland attorney Gene Mechanic represented Local 51. (Photo credit: Ellen Hansen)

Joe Carzoli (right) and Devin Eggleston (below), ABC members, work the Bulls vs. Timberwolves game on Dec. 13, 2016, at the United Center in Chicago. (Photo credit: Dan Moreno)



## Local 41/Chicago



Paul Krugman (above) and Mark Emmons (right), ABC members, work the Bulls vs. Timberwolves game on Dec. 13 at the United Center in Chicago. (Photo credit: Dan Moreno)



## Local 54/San Diego



NABET-CWA members prepping live coverage of the California Primary from Election Central at Golden Hall on June 7, 2016. (Photo credit: L54)

## Judi Chartier

(Continued from page 1)

labor practice charges and a unit clarification petition with the National Labor Relations Board claiming that NBCU's Content Producers were performing NABET-CWA-represented functions and that the Union's Master Agreement with NBCU should cover all such workers. Under Chartier's counsel, NABET-CWA prevailed on its unit clarification petition, and the Board granted summary judgment against NBC on a significant ULP Complaint.

"Of all the people you'd want to go through this rather protracted period of time, it's Judi," Taylor said. "She really understands the law and our contractual relationship with companies. Judi is a very capable, talented and dedicated attorney."

Chartier's other prior legal experience includes serving as Assistant General Counsel to UNITE-HERE, as well as working at law firms representing private and public sector workers in New Jersey. Born in Brooklyn, N.Y., Chartier grew up in New Jersey and attended law school at the University of Richmond in Virginia.

Inspired by her mother, who was a union-represented cafeteria worker in a New Jersey public school, Chartier said she knew early on that she wanted to work in the labor movement. After graduating from law school, Chartier first worked as an organizer through the AFL-CIO's Organizing Institute, where she was a member of one of its first graduating classes in 1991.

"Being an organizer made me a better union lawyer," Chartier explained. "The more interaction we have with members, the better we understand what needs to be done and how we can help."

Before her promotion to General Counsel, Chartier split her time between NABET-CWA and CWA, where she worked on airline employee issues and campaigns. As NABET-CWA General Counsel, she will perform more work for the Sector, including helping with training, education and advising the Sector Executive Council. Her office will remain in CWA's Legal Department, where she expressed appreciation for their camaraderie and support.

Large or small, Chartier said she likes to think that each case she has worked on had an impact on the Union. Much of her work at NABET-CWA today is ensuring that the Union's jurisdiction – constantly under technological attack – is maintained and members' work is not lost due to other circumstances.

Chartier currently is assisting NABET-CWA Staff Representative Eric Seggi with a large organizing campaign at the National Captioning Institute, which fired three employees who supported the Union. The NLRB recently told Chartier that it found merit in NABET-CWA's charges against the company and has indicated that it would issue complaints for their wrongful terminations.

"Organizing is very important for our Union," Chartier said. "We need to be looking outside to see who we can bring into the NABET-CWA family because the larger we are, the stronger we are, and the better we are for our members."

Chartier said she has NABET-CWA to thank for more than her job; she met her husband, former Local 44 President Daniel Tackett, who was employed at WCPO in Cincinnati, when she attended her first Regional Advisory Board meeting. "Thanks to this Union, I got a great job and a husband," Chartier said.



# INDEPENDENT REPORT

## WIVB-TV – Buffalo, NY (Local 25)

Talks began for a successor agreement on February 23-24. Nexstar President Tim Busch is presiding over negotiations. The current contract expires on March 26, 2017. The FCC recently approved the sale of Media General to Nexstar Media Group for \$4.6 billion. It's the second ownership change in three years: Media General bought WIVB and WNLO from LIN Media in 2014. NEXSTAR is now the second-largest television broadcaster in the country, with 171 stations in 100 markets.

## WTNH-TV – New Haven, CT (Local 14)

Negotiations for a successor agreement for the 12 Producers and Directors continued under the auspices of a federal mediator. The previous contract expired on January 31. The Technicians contract, which expires shortly, was included in the latest round of talks in February. According to NABET-CWA Staff Representative Lou Fallot, it is expected that Nexstar President Tim Busch will take over negotiations for the Company. The bargaining committee includes Local 14 President Joe D'Addese, Secretary-Treasurer Jim Bagley, and Fallot.

## WTIC-TV – Hartford, CT (Local 17)

Ongoing talks have led to breakthroughs on seniority, severance, jurisdiction, discharge/discipline grievance and arbitration, according to NABET-CWA Staff Representative Bill Murray, who is part of the bargaining committee. The talks, which began a couple of years ago, will move to economics next. Murray is hopeful that they'll reach a deal soon.

## WDIV-TV – Detroit, MI (Local 43)

The two sides bargained for four days in January, without resolution on a contract for 30 Technical Directors, Master Control, Maintenance, Editing and Receive Operations workers. There are a number of open issues regarding jurisdiction, seniority, dues check-off, right-to-work, and management rights. The parties are attempting to schedule additional bargaining dates. The bargaining committee includes Local 43 President Dorethea Brown-Maxey, Jack Bellomo, Madalyn Lee, Paul Muczynski, Mark Baur, and James Wegehaupt.

## WJLA-TV – Washington, D.C. (Local 31)

A federal mediator presided over another round of bargaining in late January for the unit of 55 Photographers, Editors, Master Control and Studio Technicians. Very little progress was made and the next round of talks is scheduled for late March. Mobilization has begun at the station and members have been sending emails to Human Resources Vice President Don Thompson, voicing their concern and objections to the company's proposals. In the meantime, station owner Sinclair Broadcasting announced the layoff of approximately 20 employees, including two

people in the bargaining unit. The Local has filed grievances over the manner in which the layoffs were handled. The bargaining committee includes Local 31 President Rich McDermott, Alton Morris, Rich Guastadisegni, and NABET-CWA Staff Representative Lou Fallot.

## WJRT-TV – Flint, MI (Local 46)

The Company finalized its master control relocation on January 7, which impacted four employees. On March 9, the two sides will begin negotiations on a successor agreement for the 25-member unit of Maintenance, Studio Production, and Graphics employees.

## KTCA-TV – Minneapolis, MN (Local 411)

Contract talks for the 40-member unit of Studio and Field Production and Videographers were held in January and February with little progress. The employer insists on assigning non-unit web/digital employees to perform field work for broadcasting, and has taken the position that SLR cameras, which record HD video, are not under the Union's jurisdiction. According to NABET-CWA Staff Representative Eric Seggi, members have been using these cameras for years. The bargaining committee includes Local 411 President Joe Kaczynski, Mike Phillips, Terry Grey, Clayton Henderson and Seggi.



Staff Representative Eric Seggi, Clayton Henderson, Mike Phillips. (Photo credit: Joe Kaczynski)



Local 53 in Los Angeles steps up mobilization to get a fair and decent contract at FOX11 in L.A. (Photo credit: Louis Gabriele)

## KTTV-TV – Burbank, CA (Local 53)

The KTTV/KCOP Engineering Negotiations Committee ignited its mobilization after recent talks failed to yield progress. Over the course of two days – Nov. 19 and Dec. 3 – members picketed at the station's advertisers, including Living Spaces, Monrovia, Toyota of Pasadena, and Norm Reeves Honda in West Covina, Penske Toyota in West Covina on Nov. 19; and Keyes Toyota in Van Nuys, Galpin Honda in San Fernando and Living Spaces in Panorama City on Dec. 3. The parties last met with the Company for two days in September 2016. This was the first meeting between the Company and the newly elected bargaining committee. At that time, the Company refused to consider the Committee's proposals, telling them that it would not change its previous positions. The bargaining committee includes Keith Hendriks (Chair), Brian Wallace, David Arvizu and Larry Farmer.

## DAILY HIRE CORNER

By: Larry Barr, Daily Hire, NBC-TV

### STAY INFORMED. MAKE YOUR VOICE HEARD. WE MAY WELL BE IN FOR THE FIGHT OF OUR FINANCIAL AND PROFESSIONAL LIVES.

#### My Fellow Daily Hires:

Well, we can't say you weren't warned. The Trump Administration has taken control of the national agenda, and organized labor (especially the DH community) is in BIG TROUBLE. While Mr. Trump campaigned as the savior of working people, his appointees are all millionaire (if not billionaire) business people with records showing they have no use for organized labor/consumer rights and oppose most of the programs and benefits we have won and are working to improve. This information comes from their own statements and previous actions and is not a Kellyanne Conway "alternative fact."

Here's what we face:

1. A couple of days before we went to press, Republicans in the House of Representatives introduced a bill to establish a **National Right-to-Work law**. In short, if approved and signed by President Trump (highly likely), it would eliminate mandatory union membership – so-called closed shops – and the requirement that all who benefit from a contract pay union dues. That action would cripple many, if not all, union operations. So what?? Well, without dues, there is no money to pay for union services, from contract negotiating, grievance and arbitration to training programs. With no money and no union activity, we're back to minimum wage workers with no voice at all. And remember, your salaries and benefits and working conditions are NOT due to

Indifference is our biggest enemy right now, so take an interest in the business, take action when you can, and Keep the Faith.

the largess of the companies we work for. Currently, 27 states have individual right-to-work laws that could be overturned by future legislatures and governors down the road. A national law, however, would be much harder to get rid of.

2. Mr. Trump's first nominee for **Labor Secretary**, Andrew Puzder, has little use for labor unions, labor law, or much of anything benefiting working people. Puzder's record is easy to find.

3. This week, Mr. Trump promoted the Republican member of the **National Labor Relations Board** to Acting Chairman. He also has two other vacancies to fill. The new chairman has stated that the NLRB needs to back off on regulating business. And Mr. Trump's next picks will likely embrace the same philosophy. The NLRB has been the one place we have been able to get some serious relief from unfair corporate treatment. The Trump NLRB will not be a friend to working people.

So what do we do? First: stay informed. Keep up with presidential appointments, congressional action, AND labor and consumer matters in your own legislatures as well. You need to be up-to-date on what we, as working folks, face. Second: if you haven't yet, use that iPad, phone, laptop, or even typewriter to make your voice heard by your representatives.

It takes as little time as surfing the net. Most lawmakers have "comments" sections on their websites, so it's easy to tell them what you think and what you want. Your voice DOES count, especially if the lawmaker gets several thousand messages with the same concern. Also, take a few minutes to send a message of support

(Continued on page 8)



## "America Is A Stupid Country"

**A**merica is a stupid country." Those are not my words, brothers and sisters. I am quoting Bill Maher from a July 2009 interview with Wolf Blitzer, which aired on CNN. Maher is a political satirist, so I take much of what he says with a good deal of skepticism. Even when I agree with his basic premise, I am frequently uncomfortable with many of his stated views, so when he said, "America is a stupid country," I just laughed it off (as I do many of his comments).

At least, that was what I did until Election Day 2016, when his statement may have proven to be true. It never occurred to me that Donald Trump could ever become President of the United States of America. I have come to realize that people, even educated people, will believe whatever they want to believe and because of that, they frequently vote against their own interests. Americans need to understand that elections have consequences. Donald Trump has vowed to repeal the Affordable Care Act (ACA), commonly known as "Obamacare."

Since this a column is about retiree issues, let us examine some of the changes that will occur to Medicare if and when the Affordable Care Act is repealed.

Medicare recipients will have to pay for their annual "wellness visit." (That's the one you're not allowed to refer to as an "annual checkup.")

Remember the preventive services you received at no cost: flu shots, colonoscopies, mammograms, diabetes



NABET-CWA National Coordinator and President of the Media Sector, CWA Retired Members Council

screenings, etc.? They will no longer be cost-free if the ACA is repealed.

Currently, Medicare Part D recipients receive a 50% discount on their brand name prescription medications while caught in the infamous "donut hole," or coverage gap. Upon repeal of the ACA, they will pay full price for those medications. Let us talk more about the donut hole. Since the ACA was

passed in 2011, the donut hole has been gradually reduced and is scheduled to disappear completely in 2020. If the ACA is repealed, the donut hole will **not** disappear, and perhaps it will go back to what it was before 2011. (Cue the

applause from the pharmaceutical and medical insurance industries!)

Let us now turn our attention to some non-Medicare provisions of the ACA that will be lost. Currently, if you are pre-Medicare, members of your family cannot be denied health insurance coverage due to pre-existing conditions: **GONE!!!** Having your children covered on your health insurance until they are 26? That's **GONE** too.

Oh, I know House Speaker Paul Ryan and President Trump say they will retain some of these provisions in their "new law," but

### NABET-CWA Brothers & Sisters

If anyone can provide me with material regarding retirees or retiree issues, I would be happy to include them in future *NABET News* columns.

somehow, we haven't seen any of the provisions of that new law yet. In fact, we haven't seen any of the proposed law at all. President Trump said the repeal of the ACA and the effective date of the new law would be almost simultaneous. If you believe that, please contact me and I can give you a great deal on purchasing the George Washington Bridge!

Brothers and sisters, there are powerful forces in this country that would like nothing better than to eliminate Medicare and Social Security as we know them. This election put those powerful forces one step closer to accomplishing their goal. To those of you who say, "*HEY, THEY CAN'T DO THAT,*" I reply, "*OH YES THEY CAN!!!*"

To my brothers and sisters who cast their votes based on social issues, or their concern they would lose their Second Amendment rights, I ask you to compare that with losing Social Security and Medicare in their current, much-appreciated form.

Speaker Ryan has named his new version of Medicare "A Better Way." Better for whom? Ryan's plan calls for "premium

support." What that means is that you will receive a voucher from the federal government, which enables you to go into the "marketplace" and purchase your own individual Medicare plan. Let's examine this a little closer. Is this premium support indexed for healthcare inflation for future years? Will you even be able to purchase a plan comparable to what you receive from traditional Medicare for the amount of the voucher? Will insurance companies, in their infinite wisdom and well-known generosity, insure you at all? After all, the older you get, the more likely you will actually need medical care. So why would insurance companies want to insure "old, sick people" with affordable and effective insurance? In short, they probably wouldn't.

Brothers and sisters, we have to realize as a retiree and senior citizen, we can no longer elect our officials based solely on party. In fact, I think retirees and senior citizens should form our own party, a party whose goals and focus would be to protect what we have earned during our long working lives.

One of the saddest and more ironic stories of this past election concerns coal miners. Our new president promised that he would bring back coal mining. That is not likely, but if the ACA is repealed, which is likely, families of coal miners who died of black lung disease will lose a government payment that had been included in the ACA. What makes this story even more ironic is that coal-mining regions voted for President Trump 80% to 20%. Their reasoning was that they wanted to send a message to the "elite" in this country. Well, they certainly did that, and now they are paying a price for that message.

Let us return to the title of my column. In a recent conversation, a colleague of mine was told that they did not need Obamacare because they have the Affordable Care Act. Of course, they are one in the same. **SO, BILL MAHER WAS RIGHT.**

Finally, nothing would make me happier than to write a future column entitled, "I WAS WRONG" instead of "I TOLD YOU SO."

## Daily Hire Corner

(Continued from page 7)

to lawmakers on our side of the issues. It lets them know they are on the correct path. Third: participate in small (or large) demonstrations supporting our goals. "Shirt" days at work are a good start. I don't mean to sound overly dramatic, but we may well be in for the fight of our financial and professional lives.

### Save the Date

#### Annual Regional Advisory Board Meeting for Regions 2 and 6

Officers of Regions 2 and 6 will meet August 5-6, 2017, in Pittsburgh, PA. Please submit proposed agenda items and discussion points to Staff Representative William Murray: [wmurray@cwa-union.org](mailto:wmurray@cwa-union.org)

#### 76th CWA Convention

CWA will host its biennial convention August 7-8, 2017 in Pittsburgh, PA


The future of health care (and the "Affordable Care Act") remains a mystery for now, but 2017 FlexPlan coverage and benefits are in place and will not be affected this year. 2018 benefits and costs will be worked out later this year. Sean Dugan, our **FlexPlan** administrator reminds us all that if you have any questions, call member services at (888)FLEX-401K (Mon- Fri./10:30AM-8:00PM, ET). For DH members with Company coverage (Comcast, ABC), contact your plan administrators with questions. If you cannot get an answer, please let your Local NABET office know.

One of our companies' favorite words at the bargaining table is "flexibility." It can be maddening as companies use it to try to cut jurisdiction, pay or penalties. But, it's also a good word for us Daily Hires. In just the last few years, the technical changes we've seen have been mind-boggling. As our jobs move from copper to IP and beyond, it is imperative that we all continue to update our own skills. For Daily Hires, it is critical. The good news is there are lots of free or low-cost ways to update those skills and learn new ones. Check with your Local office about the lynda.com training programs. Another good resource is trade association meetings and conventions. Many of those (NAB, Cine-Gear, SMPTE etc.) offer

free passes to their exhibit halls where you can see and learn about new technology and get connected with training. Two excellent websites are **TheBroadcastBridge.com** and **StudentFilmmakers.com**, which have very good information and links to other websites. There also are a number of free print or online trade publications such as **TV TECHNOLOGY** that can keep you up-to-date.

Finally, as we go to print, our NABET/CWA sisters and brothers at ABC/Disney are locked in some very tense contract negotiations. We may be called upon to help our ABC NABET-CWA Daily Hires and Staff get the Mouse's attention through Shirt Days, informational picketing, or other forms of communication. If that happens, please, please offer a hand and some time in support. This is a new world and all of us need to work together. Group action can make an important difference. The cartoonist Walt Kelly (POGO) popularized a great line: "We has met the enemy and he is US!" Indifference is our biggest enemy right now, so take an interest in the business, take action when you can, and **Keep the Faith.**

Faternally,  
Larry Barr  
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