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

TALKS AT ABC RESUME IN NEW YEAR

The Network Negotiating Committee (NNC) and representatives from ABC/Disney resumed contractual 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 “Night Shift D ifferential” for Local 53 President Steve Ross, who explained that the arbitrator’s ruling meant that jurisdiction over these jobs belonged to the bargaining unit in Los Angeles and ordered KMEX to make the grievances 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.

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 grievances 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.

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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.

JUDI CHARTIER NAMED NABET-CWA GENERAL COUNSEL

Judi Chartier

Judi Chartier

NABET-CWA Sector President Charlie Braico announced that Sector General Counsel 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.

“Judi has demonstrated herself to be a skilled attorney, a diligent litigator and a labor activist – fully committed to our sector Locals, CWA and the labor movement as a whole,” said Braico. “Her meticulous work on scores of cases has been nothing short of impressive.”

Charter 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, Charter served for four years as outside counsel to the Sector and CWA. In 2014 he joined the ABC 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)
Unions set a standard for compensation and benefits that compels employers to offer similar wages and benefits to its workers.

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 Spilliet and Mike Tigli, who gave me incredible guidance for this job.”

Murray has been instrumental in gaining victories at the bargaining table and in the legislative arena, staying 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 often especially gravitates “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.

“I’ve really enjoyed working with the current Sector staff,” Murray said. He 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 has lived in 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 community organizations in Broome and Tioga counties in New York, as well as the Broome County Arts Council.

Local 43 President Brings Union Message to Radio

Loc al 43 President Dorethea Brown-Maxey hosted a two-hour radio show on WD KT – 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, PLLC; 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 its 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 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

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.

“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-to-work laws.

(Continued on page 4)
ODO 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 HAVEN’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 Freedman, former Local 17 President Tom Lang, and 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.
Though 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.

In 2017, Haefeli’s inauguration prep began the Sunday before at the network trailer on Capitol Hill, where the ABC crew — including about 26 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 up the ABC crews 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.

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.

The 58th Presidential Inauguration

— January 20, 2017

L ocal 43 President Brings Union Message to Radio

(Continued from page 2)

“The 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’ve 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/PB65B949JA7R

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

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).

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 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)
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 APA-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.

In order to build on the enormous energy from the march, organizers are working in small groups in neighborhoods around the marched, now we huddle” is the mantra 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, “The will of the people will stand.”

The group’s website – 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 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.

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

CONGRATULATIONS! 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.

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

(Continued from page 1)

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 we have with members, the better we understand what needs to be done and how we can help.”

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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 will issue complaints for 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, where she attended her first Regional Advisory Board meeting. “Thanks to this Union, I got a great job and a husband,” Chartier said.

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**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 WNYO from LIN Media in 2014. NEVSTAR is now the second-largest television broadcaster in the country, with 171 stations in 100 markets.

**WNIN-TV** – New Haven, CT (Local 44)
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 57)
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-Mavey, 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 66)
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 441)
Contract talks for the 40-member unit of Studio and Field Production and Videographers were held in January 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 441 President Joe Kaczynski, Mike Phillips, Terry Grey, Clayton Henderson and Seggi.

**KTVF-TV** – Burbank, CA (Local 53)
The KTVF/ROC 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.

**STAY INFORMED. MAKE YOUR VOICE HEARD. WE MAY WELL BE IN 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 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.

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

(Continued on page 8)
**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. It lets them know they are on the correct path.

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 amount-money you are allowed to refer to as an “annual checkup.”)

Remember the preventive services you were told that you did not need O bam acare for. Whether or not you were told that you did not need O bam acare for.

**“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.”**

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 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 will 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 it did not need O bam acare 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.”

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**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: wmmurray@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. gave a FlexPlan administrator reminds us all that 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 for the lynda.com training programs. Another good resource is trade association meetings and conventions. And 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 Daily Hires and 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 at work are a good start. I don’t think that even 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 so 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.

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

by Bill Freeda