



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

FIFTEEN YEARS LATER JUSTICE FOR CNN WORKERS IN HISTORIC SETTLEMENT

After more than a decade of litigation, NABET-CWA Local 11 (NY) and Local 31 – Washington, DC, reached a historic settlement with CNN America, requiring the repayment of \$76 million in backpay to hundreds of broadcast technicians who were unlawfully fired when CNN terminated a relationship with a previous subcontractor. The settlement is one of the largest ever agreed to in front of the National Labor Relations Board, and is the culmination of thousands of hours of work from NABET-CWA officers, attorneys, representatives, members and advocates.

NABET-CWA is pleased to have reached such a monumental and impactful resolution, and is equally happy to have delivered justice to the hundreds of affected members who suffered from CNN's unlawful

and unconscionable behavior. Moreover, NABET-CWA is grateful to all of those who have devoted such considerable time to the cause of reaching this settlement. Please see the press release below for additional information on this historic occurrence:

Washington, D.C. (January 10) -- NABET-CWA, a sector of the Communications Workers of America, and its Local 11 (New York) and Local 31 (Washington, D.C.), have negotiated one of the largest back pay settlements in the 84-year history of the National Labor Relations Board (NLRB), requiring CNN America, Inc. to pay a total of \$76 million to hundreds of broadcast technicians who were fired when CNN terminated its subcontract with union-represented employees at Team Video Services (TVS). The settlement provides substantial justice to workers who have been waiting more than 15 years to be made whole for the losses that they suffered as a result of CNN's unlawful conduct.

“After more than 15 years, this settlement agreement finally delivers justice for workers who experienced serious hardship in their lives due to CNN's union-busting practices,” said NABET-CWA President Charlie Braico. “This incredible settlement in workers' favor should send a very clear message to CNN and to other employers that union-busting is illegal and has consequences.”

The union's longstanding labor dispute with CNN threatened to disrupt the January 14 debate at Drake



From left to right: Joe Mills (NPR) Sarah Pacheco (CNN),
Tyrone Riggs (CNN) Jimmy Suissa (CNN).

University, which CNN was hosting. NABET-CWA had advised the Democratic National Committee, Democratic presidential candidates who qualified for the debate, and CNN of its intention to picket the event.

“We are grateful to Democratic National Committee Chair Tom Perez for his help ensuring that this debate will proceed without the disruption of a labor dispute,” said Communications Workers of America President Chris Shelton. “The Democratic presidential candidates demonstrated their commitment to working people by intending to honor the picket line.”

Under the terms of the agreement released today, CNN will pay \$76 million to the NLRB, which in turn will make payments to the affected workers. The payments will compensate them for the protracted length of the case and the adverse tax consequences from the size of the payouts. NABET-CWA will withdraw all pending charges against CNN.

AT&T CEO Randall Stephenson and WarnerMedia CEO John Stankey played a constructive role in the settlement talks between NABET-CWA and CNN. CNN is part of AT&T’s WarnerMedia division.

CNN’s ability to avoid taking responsibility for its unlawful behavior for over 15 years shows just how far U.S. labor laws that are supposed to protect workers have become rigged in favor of corporations. While CNN did everything possible to avoid complying with the law, many of the affected workers struggled to make ends meet with minimum wage jobs or were forced to uproot their families in order to find work. Several of the workers have died while waiting for justice from the company.

Background: More than 300 working families have been seeking justice since 2004, when CNN ended its contracts with a contractor, Team Video Services (TVS), in order to bring the services in-house. Even though NABET-CWA represented the engineers and technicians employed by TVS, CNN refused to recognize NABET-CWA as the workers’ collective bargaining representative, refused to bargain over wages and other terms of employment, refused to retain long-term bargaining unit employees, and unilaterally changed the wages and benefits of the unit employees it retained.

In November 2008, a National Labor Relations Board (NLRB) Administrative Law Judge (ALJ) found that CNN’s misconduct violated federal labor law. Since then, CNN has sought to undermine the ALJ’s decision, filing more than 1,600 exceptions with the National Labor Relations Board (“NLRB”) which were rejected by the NLRB in 2014. CNN then filed a petition for review with the United States Court of Appeals for the D.C. Circuit which upheld the NLRB’s conclusion that CNN discriminated against the union-represented TVS employees.

NABET-CWA and CNN agreed in February 2018 to utilize the NLRB’s Alternative Dispute Resolution (“ADR”) Program to resolve the outstanding issues, including fair compensation for the impacted workers. The ADR process ended on November 15, 2019 without an agreement. ❖

NLRB Region 5 has established a mailbox and telephone number for discriminates to access for information about the settlement: CNNMailbox@nlrb.gov / 202-258-2789



THE NABET-CWA SECTOR CONFERENCE

NABET-CWA concluded its Quadrennial Sector Conference, held at the end of July, in Las Vegas, NV. Much was accomplished at the conference, both before the event convened and during its proceedings. Prior to the opening of the conference, Sector President Charlie Braico and Sector Vice President Louis Marinaro were re-elected to their positions by order of acclamation. Sector President Braico was the only candidate for the sector president position to receive a valid nominating petition, leading to his re-election. Vice President Louis Marinaro ran unopposed for the office of vice president, leading to his re-election.

Additionally, in a closely-contested election, Raza Siddiqui, Vice President – Local 41, Chicago, was elected the next Regional Vice President for NABET-CWA Region 4 (RVP4). Don Farnham, Jr., had previously served three terms as RVP-4, but chose not to run for reelection to the position.

During the conference itself, a number of resolutions were passed by the delegation. Resolutions included measures to posthumously honor Fred Saburro and Bill Wachenschwanz; support for the Public Broadcasting, National Public Radio, and the National



NABET-CWA Sector Conference attendees gather for a group photo.



Chris Willadsen, Duffer Kendrick and Gil Maestas.



From left to right: Jorge Lara, Raza Siddiqui, Chris Willadsen, Charlie Braico and Don Villar.

Endowment for the Arts, among others.

Additionally, recognition was given to Don Farnham, Sr., for 70+ years of membership and service; to retired Staff Representatives Bill Murray and Lou Fallot, upon their retirement; Staff Representatives Rob Gabalski, Eric Seggi, and Eugene “Duffer” Kendrick, for their committed service; and to James Harvey, posthumously, for his service to the union.

Additionally, Sector By-Laws were amended during the conference. All By-Laws amendments and resolutions were adopted by the Sector Conference and became effective upon adjournment on July 27, 2019. ❖



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for the latest changes in labor laws, important decisions from the NLRB, and ERISA news.

2020 Vision



NABET-CWA
Sector President
Charlie Braico

When I last took to this column to discuss politics, it was late-2018 and we were closing out the year on a high note, having elected numerous pro-Labor candidates throughout the country, at the local, state, and federal levels. As we say goodbye to 2019, we are similarly tasked with a momentous opportunity and daunting challenge—continue

our momentum built in 2018 and elect a new slate of legislators that support the interests of working women and men across the country.

One of the most significant pieces of pro-Labor legislation to be taken up in Congress since the Employee Free Choice Act is known as the Protecting the Right to Organize Act—or PRO Act. In short, this legislation will ensure that our rights are protected when employers unfairly interfere with our rights in the workplace, provides more freedom to organize without duplicitous employer interference, and provides for a wealth of other protections at the bargaining table.

While the PRO Act promises an opportunity for working Americans to compel their elected officials to fully support organized labor, many anti-Labor politicians and interest groups have set their sights on opposing the legislation. In just a few short years, the current administration has rolled back countless federal regulations, from a repeal of the Obama-era Fair Play and Safe Workplace order, raising the earnings threshold for workers to earn overtime, and simultaneously rolled back injury reporting requirements while crippling the Occupational Safety and Health Administration. The administration has portrayed organized federal workers as villains, and turned the Department of Labor into a tool of

destruction. While this has occurred, several rabidly anti-union candidates have declared their intention to run for election or reelection in 2020.

It will be incumbent upon us to apply pressure to our legislators to vote for our interests, and support measures that protect us at work, rather than harm us. However, as we have learned time and time again, we cannot rely simply on our existing legislators to protect our rights – we need to put as many boots on the ground as possible to ensure that we elect as many worker-friendly candidates as we can. Sisters and Brothers, this is not simply an issue of Democrat vs Republican; both parties have their champions and their villains, and we cannot allow the partisan divide to prevent us from triumph. We must come together to identify the candidates that will work for us, that will strengthen our unions, ultimately strengthening the backbone of American society.

As always, NABET-CWA will be at the forefront of the movement to protect our members and our interests with every resource we have available to us. As we draw closer to election season, I encourage you to reach out to your local union or political action committee or union hall, and make a commitment to volunteer your time to ensuring a brighter future for all working Americans. ❖

New Labor Legislation Due for Potential Vote in U.S. House

A new piece of legislation is soon to be taken to the floor of the U.S. House of Representatives for debate, with the potential to dramatically reshape the landscape in which unions operate. Known as the Protecting the Right to Organize Act—or “PRO Act”—the legislation provides a host of changes to strengthen unions’ abilities to organize, to protect the rights of workers in their efforts to unionize, and to penalize employers for flagrant violations of existing labor laws. Specifically, the legislation would address:

Stronger and swifter remedies when employers interfere with workers’ rights. Under current law, there are no penalties on employers or compensatory damages for workers when employers illegally fire or retaliate against workers who are trying to form a union. The PRO Act institutes civil penalties for violations of the National Labor Relations Act (NLRA). Specifically, the legislation establishes compensatory damages for workers and penalties against employers (including penalties on officers and directors) when employers break the law and illegally fire or retaliate against workers.

More freedom to organize without employer interference. The PRO Act streamlines the NLRB election process so workers can petition to form a union and get a timely vote without their employer interfering and delaying the vote. The act prohibits companies from forcing workers to attend mandatory anti-union meetings as a condition of continued employment. If the employer breaks the law or interferes with a fair election, the PRO Act empowers the NLRB to require the employer to bargain with the union if it had the support of a majority of workers prior to the election.

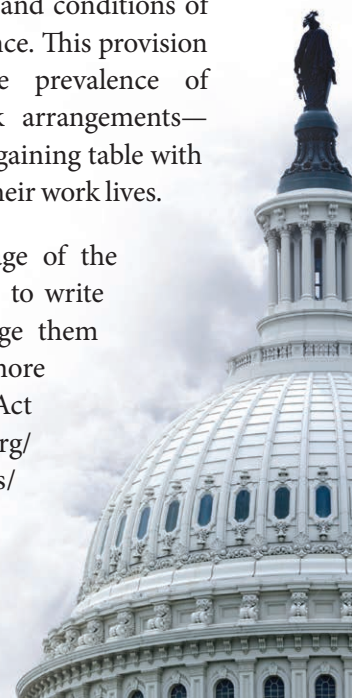
Winning first contract agreements when workers organize and protecting fair share agreements. Employers often drag out the bargaining process to avoid reaching a first agreement. More than half of all workers who vote to form a union don’t have a collective bargaining agreement a year later. The PRO Act establishes a process for reaching a first agreement when workers organize, utilizing mediation and then, if necessary, binding arbitration, to enable the parties to reach a first agreement. And the PRO Act overrides so-

called “right-to-work” laws by establishing that employers and unions in all 50 states may agree upon a “fair share” clause requiring all workers who are covered by—and benefit from—the collective bargaining agreement to contribute a fair share fee.

Protecting strikes and other protest activity. When workers need economic leverage in bargaining, the law gives them the right to withhold their labor from their employer—to strike—as a means of putting economic pressure on the employer. But court decisions have dramatically undermined this right by allowing employers to “permanently replace” strikers—in other words, replace strikers with other workers so the strikers no longer have jobs. The PRO Act helps level the playing field for workers by repealing the prohibition on secondary boycotts and prohibiting employers from permanently replacing strikers.

Organizing and bargaining rights for more workers. The PRO Act tightens the definitions of independent contractor and supervisor to crack down on misclassification and extend NLRA protections to more workers. And, the PRO Act makes clear that workers can have more than one employer, and that both employers need to engage in collective bargaining over the terms and conditions of employment that they control or influence. This provision is particularly important given the prevalence of contracting out and temporary work arrangements—workers need the ability to sit at the bargaining table with all the entities that control or influence their work lives.

NABET-CWA strongly supports passage of the PRO Act, and encourages all members to write to or call their congressperson to urge them to support passage of the act. For more information, visit the CWA’s PRO Act page on the web: <https://cwa-union.org/national-issues/legislation-and-politics/pro-act> ❖



Update on National Captioning Institute Organizing Drive

In 2016, NABET-CWA commenced an organizing drive to represent approximately 150 employees of National Captioning Institute, Inc. (NCI), who provide closed captioning for live and recorded television programs. The employees worked in NCI's Los Angeles, CA and Dallas, TX offices, and in many cases remotely from their homes. NCI's management learned about the organizing campaign, and engaged in a course of conduct to discourage the employees from organizing. NCI terminated two key Dallas organizers, Marie Hall and Mike Lukas. Furthermore, NCI engaged in surveillance by asking employees to report on the campaign's Facebook activity, and maintained a social media and unacceptable behavior policy, which interfered with the employees' rights to discuss and disclose information.

NABET-CWA filed unfair labor practice charges with Region 16 of the National Labor Relations Board ("NLRB"), and the agency conducted a trial in early 2017. The administrative law judge found that NCI violated federal labor law by terminating Hall and Lukas, engaging in unlawful

surveillance, and maintaining unlawful policies. NCI filed an appeal with the NLRB.

The NLRB on October 29, 2019 upheld the judge's finding that NCI unlawfully terminated Hall and Lukas, and engaged in unlawful surveillance. The NLRB ordered the reinstatement with back pay of Hall and Lukas, and ordered NCI to post a notice about its findings. The NLRB did not affirm the allegations about the alleged unlawful policies, and instead remanded the issue to the judge for further consideration. NCI did not appeal the NLRB decision, and the agency is calculating the back pay amounts at the present time. NABET-CWA Staff Representative Eric Seggi worked diligently on the initial organizing drive, and later assisted NABET-CWA General Counsel Judi Chartier with the processing of the NLRB charges.

NABET-CWA is now focused on reinvigorating the organizing drive and bringing union representation to these workers. ❖



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Jodi Fabrizio-Clontz Celebrates 25 Years of Service at NABET-CWA



In October 1994, a new employee reported for work at NABET headquarters in Washington, DC. Twenty-five years later, she reports to the same NABET-CWA headquarters as she did originally. Jodi Fabrizio-Clontz has been a dedicated and diligent employee of NABET-CWA for a quarter of a century.

In 1994, she may have been a new employee, but Jodi was certainly no stranger to NABET-CWA, having grown up in Saginaw-Bay City Michigan as part of the Local 48 family. Jodi's father, Mike Tiglio, was the Local 48 President and would later become a national Staff Representative for the Union. Once Mike was hired as a Staff Representative, the family moved to Maryland, where Jodi's Mother, Izzy Tiglio went to work for NABET-CWA Local 31.

From this Union household, Jodi learned the meaning of solidarity and loyalty. She first reported to headquarters as a Technical Secretary to Secretary-Treasurer Bill Bryan and, later, served as the Administrative Secretary to Sector President John Clark, as well as assistant to Dan Mahoney. When Mahoney retired, Jodi took over his duties and is now the Assistant to NABET-CWA President, Charlie Braico.

Jodi is held in high regard by all Locals in NABET-CWA. She works tirelessly in service to the Staff, Officers, Locals – and all members of NABET-CWA. She has been instrumental in planning countless events and meetings, and has worked on numerous CWA and NABET programs that provide training and services to the Locals she cares so much about. Alongside the Sector Executive Council, she has implemented countless projects designed to improve the Sector. Messages from Jodi's colleagues throughout the years can be found below:

From Charles Braico; current NABET-CWA Sector President:

I'm proud to collaborate and work alongside Jodi each and every day. NABET-CWA is better and stronger today because of Jodi's remarkable dedication, sharp focus and her tireless work ethic. Jodi is truly the "super glue" that holds the Headquarters office together.

From James Joyce; former NABET-CWA Sector President:

It's a great pleasure to congratulate Jodi Fabrizio-Clontz on achieving 25 years of outstanding service to NABET-CWA. Jodi has enthusiastically handled every role she has served for the Union all these years, and continues to be tireless advocate for all of us.

From John Clark; former NABET-CWA Sector President:

Jodi is one of the most positive and professional people I've ever worked with. She does her job in a good-natured manner that gets results, even with some of the most difficult people. The Union is fortunate to have her!

All of the Officers, Staff and members of NABET-CWA wish to congratulate Jodi Fabrizio-Clontz on her 25 years of service and hope to have the honor of working with her for many more years to come. Thank you, Jodi, for all that you do!

Local President Receives Award from United Way Chapter

At the recently-concluded awards dinner hosted by the United Way of Saginaw County (MI), NABET-CWA Local 48 President Tom Knaub was presented with the LIVE UNITED Labor Award for service to the local community.



Local 48 Vice President Brian Donaldson and President Tom Knaub.

“I was honored and humbled to win this award,” said Knaub. “I was also surprised. We’ve seen a labor resurgence in our area, and it feels like so many people have contributed so many things to the community. I’ve long been involved, I come from a labor family, and to be recognized in this way is truly special. I didn’t expect this, but it’s nice to know your efforts are recognized. We’ve done a lot of good things, here.”

The United Way of Saginaw County partners with organized labor to accomplish many of its community-oriented goals. The organization fights for Saginaw County residents by funding programs that combat the root causes of financial instability in the area: high barriers to reliable employment, poor employment attendance, limited affordable child care, mismatches between skilled jobs and requirements, and prison records. Along with local union affiliates, the organization fights to help build better futures for Saginaw County residents, and fights for those who do not have a voice.

“I don’t do this for any type of recognition or award. It’s not why I’m involved or why anyone else is involved.

We all care about the community and do what we can to help members of the community thrive. When Right to Work legislation passed in Michigan, it was devastating. But this just goes to show there’s still a lot of good that labor can do.”

NABET-CWA is honored to have Knaub among its ranks and commends him on his service to his community, and congratulates him on receipt of the LIVE UNITED Award. ❖

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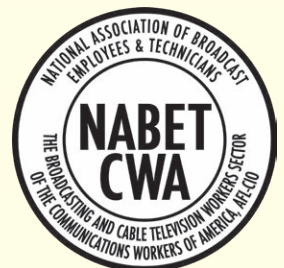
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Communications Workers of America

President Emeritus Morton Bahr Dead at 93

Morton “Moerty” Bahr, President Emeritus of Communications Workers of America (CWA), has passed away at the age of 93 from pancreatic cancer. Bahr was an extremely influential leader in the labor movement and specifically the telecommunications industry, as he helped usher CWA into the modern era, protecting jobs from digitalization and corporate restructuring.



CWA President Emeritus Morton “Morty” Bahr.

Bahr began his career as a telegraph operator, and rose through the ranks to eventually become CWA President in 1985. Bahr presided over the union for 20 years, until 2005. During this time, Bahr navigated the Union through the breakup of “Ma Bell,” AT&T’s Bell System monopoly. At the time, the Bell System employed nearly half a million union workers.

Sensing the seismic shift in the industry, Bahr began partnering with educational institutions and working with management to create job training and retraining programs, to help avoid a significant displacement of union workers. An ardent advocate for continuing education, Bahr also secured child care benefits and flexible schedules to allow workers greater ability to take educational classes outside of their working hours.

It was also under the stewardship of Bahr that CWA absorbed hundreds of thousands of members from outside the telecommunications industry, including the National Association of Broadcast Engineers and

Technicians (NABET), the International Typographical Union (ITU), the International Union of Electrical Workers (IUE), the Association of Flight Attendants (AFA), and the Newspaper Guild. The leverage created by the addition of new sectors helped keep CWA stable and thriving through otherwise difficult times.

“Morty understood that the CWA’s power depended on economic leverage,” Prof. Harry Charles Katz, director of the Scheinman Institute on Conflict Resolution at Cornell University, has been quoted as saying. “He cleverly found ways to counteract the loss in traditional sources of union power that occurred when telecommunications technology made switchboard operators obsolete.”

Bahr was born in Brooklyn to Morton and Elizabeth Bahr, Jewish immigrants from Russia. He was raised in the Brownsville section. His father worked in the silk business. Bahr would later go on to serve in World War II, first as a merchant seaman, and later as a radio operator. He married his girlfriend during leave in 1945, and upon his discharge from the military, took a job as a telegraph operator for the Mackay Radio and Telegraph Service at the urging of his wife.

Current CWA President Chris Shelton was always impressed by Bahr’s confidence and steady demeanor. “Morty was comfortable whether he was in the company of presidents of the United States, in the halls of Congress, or on a picket line,” recalled Shelton.

Bahr is survived by his son, Daniel; his wife, Florence; his daughter, Janice; four grandchildren; and eight great-grandchildren. NABET-CWA offers its condolences to Bahr’s family and fondly remembers the exemplary leadership he displayed in leading both CWA and NABET-CWA to where they are today. Bahr will be forever remembered. ❖

NABET Staff Representative Honored with Award

This past September, the United Way of Erie County (PA) hosted its 53rd annual Awards Banquet to recognize outstanding members of the local community. Among the individuals honored was NABET-CWA Staff Representative Eric Seggi, who received the John David Dever Award. The John David Dever Award was created to outstanding service from a member of the labor movement to the United Way of Erie County and to the Erie Community.

“Being honored with this award, I was really humbled,” stated Seggi. “We have such a great network of activists in this community, particularly from organized labor, who give themselves and their time to help the community. So, to be recognized by those people, and by my peers, it really means a lot to me.”

Organized labor has long partnered with the United Way of Erie County to improve the community in the Erie area. The labor/United Way partnership includes training for union members to assist co-workers and their families with information about available local services, soliciting contributions from workers



Staff Representative Eric Seggi with wife Karen Seggi.



Eric Seggi delivering award acceptance speech.

through payroll deductions (which account for approximately two-thirds of the funds that United Way raises each year), and the Labor Letters of Endorsement Program which encourages individual union members to volunteer their time and contribute their resources to United Way campaigns, among other activities.

“There’s a lot of need out there. Organized labor has always stood with members of our communities, whether it’s fighting for better working conditions or across-the-board minimum wage increases, it’s always good to support the community. Particularly if we as labor need help from the community down the road. It’s good to be involved, it’s good for those that have the ability to give, to do so,” added Seggi.

NABET-CWA thanks Mr. Seggi, and we express our gratitude for his dedicated service to his local community. Eric is an inspiration and model labor advocate, and we congratulate him on winning this award. ❖

NABET-CWA Staff Representative Receives Award

NABET-CWA staff representative Eugene “Duffer” Kendrick received an award at NABET-CWA Local 21’s annual Fred Saburro Memorial Clambake, held the Saturday after Labor Day, recognizing him for his many years of dedicated and passionate service to his local. Having served Local 21 for over 20 years as steward, vice president, and president, Kendrick left an impressive legacy at his local before joining NABET-CWA as a staff representative.

“I was really honored that they recognized me. I didn’t get involved and become an officer in the local to receive awards. I did it to help improve the working conditions of the members of Local 21. Now as a staff rep, my goal is to just keep doing good work for the locals, and to continue to fight hard for the rights of our members. It’s a tough climate out there, politically and in general, and I try my best to sit at the table and do as best as I can by the members,” said Kendrick.

NABET-CWA salutes Kendrick for his impressive tenure at Local 21, and for his continued service to his union as a Staff Representative. Kendrick’s dedication to the labor movement serves as a model for us all. ❖



NABET-CWA Staff Representative Eugene “Duffer” Kendrick and Local 21 President Paul Spadafora.

Local 11 Honored for Organizing

NABET-CWA Sector Vice President/Local 11 President Lou Marinaro received an award at the recently-concluded CWA Convention. Marinaro was honored for his exceptional efforts in organizing over 100 new members into the Union, following an incredibly successful organizing drive at NASCAR/NBCSN.

NABET-CWA commends Marinaro on his organizing efforts, and thanks him for his continued service to both NABET-CWA and his local union. Marinaro is a shining example of a dedicated labor leader for us all to aspire to. ❖



NABET-CWA Vice Pres./Local 11 President Lou Marinaro (second from left) receiving an award with others at the CWA Convention.

Congratulations to Karen Ruiz for 31 years at NABET-CWA Local 31

This past August, Karen Ruiz, Assistant to the Treasurer at NABET-CWA Local 31 – Washington, DC, celebrated her thirty-first year of service with the local. In honor of her many years of dedicated service performed for the Union, the local honored Ruiz with both a letter and certificate of recognition, which can be found reprinted in their entirety below. NABET-CWA extends its sincerest gratitude to Ms. Ruiz for her contributions to the Union, and hopes to see her continue for many years to come.

Dear Karen Ruiz:

We, The Officers and Executive Board of NABET Local 31, on behalf of the membership of this Union, would like to express out sincere thanks and gratitude for your years of service, loyalty, and dedication to this Union and office over the past 31 years.

When President Larry Reynolds made the decision to hire you in June of 1988, who knew what a great employee our local would be blessed with? Your hard work for the next seven presidents. Your moves from clerk typist part-time, to administrative assistant, to your present position of Assistant to the Treasurer. Promotions that were well deserved. You have been an inspiration to us as officers and all your coworkers over your years of service.

At NABET Local 31, we realize that our employees are our greatest asset, and we are delighted to honor your dedicated service and commitment over these many years to this organization. It is our employees who uphold our principles, demonstrate our vision of working for a better future for our members, and make us the passionate organization we are today.

The success of our organization is a direct result of your efforts and dedication these many years. Your commitment to quality and personal and professional integrity is the differentiating factor that sets us apart from other organizations.

On behalf of NABET Local 31, it is with great pride and admiration that we celebrate you and your individual and collective contributions to this Local's success, and we look forward with great expectancy to many more good years to come—together.

Robert Williams
President

Bantu Opiotennionde
Vice President

James Carl Mayers
Treasurer

Judy Washington
Secretary



Karen Ruiz with Local 31 President Bob Williams holding her Service Award.



Karen Ruiz and husband Anthony Ruiz.

Recently, I spent some time at the Museum of the City of New York which has an exhibit on the History

of N.Y.'s Labor Movement. It was both impressive and kind of sad. I knew much of this history already. But seeing artifacts and new details about the struggles, battles, and many sacrifices including injury and death, which were made to get fair working conditions made me proud to be a part of NABET/CWA and organized labor.

One section covered the long, bitter fight to bring decent working conditions to garment workers. These men and women were the Daily Hires of the 19th and 20th Centuries. They were paid by the piece and nothing more.

It was an amazing effort of people power which eventually led to the formation of the ILGWU (International Ladies Garment Workers Union) and other Unions which brought those families reasonable pay and some basic benefits. What made me sad... more than a century and a half later, the Corporate war against fair pay and working conditions is actually growing and we are fighting the same greed, hatred, and lies about what Unions are and do, as workers did in the 1850's. We are still the evil "Socialists" or worse. What is also sad is that we are not doing enough to fight back. Too many of us have forgotten what it took to get here. Too many of us have forgotten that it was the sacrifices of those who came before which gave America a solid middle class and all that comes with that. While the Corporate Masters may use softer words and more subtle techniques, their aims are exactly the same...take it away!

At NBC, our NABET/CWA bargaining team fought against massive givebacks the Company wanted.

And the committee forced the Company to acknowledge the role we Daily Hires play in bringing them success which resulted in some new and improved benefits for DH members. At our other shops, NABET/CWA leadership is taking the same approach. But the battle continues. And we Daily Hires must be more active in knowing and enforcing contract rules and keeping the

Companies honest. We also need to spread the word to those Non-NABET employees (like DJ's, MJs, I-T workers, etc) about the benefits and protections they are missing out on. What YOU do will make a difference in all of our futures. (And about the New NBC/UNI contract--both sides are still in the painstaking process of proof-reading it paragraph by paragraph. Sector leadership believes we should have it soon. In the meantime, New Contract summaries are on each local website.)

This summer, I got to attend the national NABET and CWA conventions. NABET's convention brought together members from across the country. We spent 2 and a half days comparing notes about a variety of issues and addressing Union housekeeping. Our main accomplishment was electing Sector leadership. Sector President Charlie Braico and Vice President Lou Marinaro were unanimously re-elected. I can tell you this is excellent for the Daily Hire community. Both Charlie and Lou are strong advocates and defenders of Daily Hire rights and concerns and they will fight hard for us. We also took part in CWA's National Convention during which Charlie and Lou provided strong and careful protection of the NABET Sector's rights.

We were also reminded that CWA has a series of benefit programs which we can benefit from. You can find them at UNIONPLUS.ORG/CWA. Also, in addition to NABET's own training programs, NABET has a relationship with DYNASTY FINANCIAL ADVISORS which can be a good aid in getting your financial house in order. (This is NOT a commercial). DYNASTY's executives will meet with you and for NO CHARGE, give you a full analysis of your financial health and suggestions for the future. This check up covers everything from investments and saving to insurance coverage and future planning. There is a DYNASTY link on the NABET website. I'm told by dozens of Staff and DH members, it's a solid, reliable program.

Finally, as we move into 2020, we know for Union members especially, we are headed for interesting times. Stay informed, stay strong. ❖

NABET-CWA Locals Support Striking UAW Members

NABET-CWA Local 25 – Buffalo, NY, Local 41 – Chicago, IL, Local 43 – Detroit, MI, and Local 48 – Saginaw, MI members recently took to the streets to support their striking Sisters and Brothers of the United Autoworkers (UAW). On September 16, over 40,000 members of UAW went on strike to protest unfair practices from management of General Motors (GM). One of the

central issues in the dispute is GM's insistence on using temporary workers, who often remain in that status for years without any path towards earning permanent status with the company. The Union would like to see this change. Additional items the union would like to see improve include fair wages, affordable healthcare, profit-sharing, and increased job security. ❖



NABET-CWA members standing in solidarity with striking UAW workers.

Local 51 Continues Tradition of Drone Training

At NABET-CWA Local 51 in San Francisco's Bay Area, members were recently afforded the opportunity to train themselves in an emerging new technology: aerial drones. On August 24 and 25, 2019, Local 51 members of KABC and ABC took to the CWA District 9 Southern California parking lots to practice operating the drones for potential use in their work. Drone footage is currently being used at station KQED to introduce restaurants on the show, "Check Please, Bay Area."

This was the sixth time the local hosted in the training, in conjunction with Dart Drones and sponsored by CWA/NETT. Attendees learn hands-on flying techniques, as well as weather flying protocols and all information needed to be able to pass the Federal Aviation Administration (FAA) Drone Certification Test. CWA/NETT funding

pays for the hands-on, classroom, and on-line portions of the training. Local 51 additionally provides lunch for all involved each day.

Members participating in the training are now working towards completing their online test preparation. Once they complete this prep work, they will have the opportunity to take the FAA certification test and become certified drone pilots. NABET-CWA Local 51 is happy to offer this program to members and looks forward to continuing this training in the future.

To find out what opportunities exist for you or your local through CWA/NETT, visit the website at <http://cwanett.org> or ask your local union. ❖

NABET-CWA Prevails in Local 24/ Stephens Media Group Labor Dispute

In the Spring 2019 Edition of NABET News, the ongoing dispute between NABET-CWA Local 24 – Watertown-Massena was detailed at length. In the intervening period, a number of additional actions have occurred, including a resolution favorable to NABET-CWA.

Stephens Media Group (SMG) owns and operates several radio stations in upstate New York, including WTNY, WNER, and WFRY, in Watertown and Massena. NABET-CWA is the exclusive representative for bargaining unit employees at the radio stations. In June 2018, SMG terminated the employment of David Romigh, the local steward in Massena. In August, SMG laid off and reduced the working hours of multiple employees in Watertown, including the layoff of Local President Dianne Chase. NABET-CWA filed unfair labor practice charges with Region 3 of the National Labor Relations Board (NLRB), alleging the termination of Romigh and the layoffs violated the National Labor Relations Act (NLRA). The Union also alleged that SMG refused to provide the Union with requested information, engaged in unlawful direct dealing with bargaining unit employees, and engaged in bad faith bargaining.

After a thorough investigation, the Regional Director for the NLRB issued a Consolidated Complaint against SMG, alleging the Company unlawfully terminated Romigh, unlawfully laid off and reduced the hours of employees in Watertown, engaged in unlawful direct dealing, refused to timely provide requested information to the Union, and engaged in bad faith bargaining with NABET-CWA.

On January 24, 2020, Administrative Law Judge Charles J. Muhl issued his comprehensive 54-page decision in which he found SMG to have committed several serious violations of the NLRA. The judge concluded that SMG at its radio stations in Watertown violated federal labor law by its 1) unlawful

declaration of impasse after two and a half days of bargaining; unlawful unilateral changes including the layoffs of Chase, Frank Laverghetta, and Michael Stoffel; unlawful reduction in hours and elimination of shifts for Holly Gaskin, Brian Best, and Jeffrey Shannon; unlawful removal of bargaining unit work; and unlawful interrogation of Laverghetta. Judge Muhl further found SMG violated the NLRA at its radio station in Massena by 1) refusing to bargain with NABET-CWA over terms and conditions of employment; and 2) its unlawful termination of Local 24 steward David Romigh.

To remedy the labor law violations, the ALJ ordered SMG to 1) rescind all the unilateral changes in Watertown upon request of NABET-CWA, to include: 1) the reinstatement of Chase and Laverghetta; the restoration of Stoffel's job to the bargaining unit; the restoration of the shifts worked by Gaskin, Best and Shannon; and backpay with interest for all affected members. The ALJ also ordered SMG to bargain in good faith with NABET-CWA for a new contract, and to post and mail a notice to all bargaining unit members. To remedy the violations in Massena, Judge Muhl ordered SMG to reinstate Romigh to his former or similar position, remove all references to the termination from his file, and make him whole to include backpay with interest. SMG must also bargain with the Union for a new contract for the Massena bargaining unit.

Local 24 President Chase and NABET-CWA Staff Representative Ron Gabalski worked tirelessly with the NLRB investigators, and along with several bargaining unit members, testified at the four-day trial last August. SMG has the right under NLRB regulations to file exceptions to the ALJ's decision, and the Order will not become effective until it is affirmed or modified by the NLRB. NABET-CWA is confident that the ALJ's decision will be upheld and is pleased with the initial ruling. ❖

Officer Receives Award for Membership Milestone



Another NABET-CWA member to receive an award at the Sector Conference was Local 21 Treasurer Patrick Tubiolo. The award given to Tubiolo was to acknowledge his service as an active member of NABET-CWA and his service as an officer for over consecutive 30 years.

NABET-CWA congratulates Tubiolo on his long career and meritorious service to his union, and hopes that he remains an active member for decades to come. ❖

INDEPENDENT REPORT

WTIC, HARTFORD, CT (LOCAL 17)

Bargaining began in June for a successor agreement to the previous two-year agreement, which was a first contract for this newly-organized unit. The parties met for two days in June and two more days in July. Station owner Tribune Media was in the process of being sold to Nexstar, and WTIC was due to be divested to TEGNA as part of the overall transaction. Tribune came to the table with no proposals to change the existing agreement, and offered a wage increase proposal of 2% per year over three years. A tentative agreement was reached in the July session that included an increase for the number of people released for bargaining, improved missed-meal language, increases to all of the minimum rates in the agreement, and general wage increases of \$0.50/hour or just over \$1,000 per year for each member of the unit who is not also under a PSC. The more progressive dollar figure proposal averages to 2.3% for the unit as a whole, but represents up to a 3.2% increase for the lowest paid members of the unit. The unit ratified the agreement two days ahead of contract expiration. The bargaining committee included Steward John Krebs, unit members Sean Pragano and Erin Wolfe, along with Staff Representative Ron Gabalski. The sale of Tribune to Nexstar and WTIC to TEGNA was completed in late September.

WGBH FOUNDATION, BOSTON, MA (LOCAL 18)

A grievance regarding staffing of bargaining unit work for an in-studio production has been winding its way through the grievance process. Local President Mike Wilkins and Vice President Liz Miller, along with Staff Representative Ron Gabalski, met with the Foundation in early September to discuss the matter.

WWNY, WATERTOWN, NY (LOCAL 24)

United Communications Corporation has sold WWNY to Gray Television.

WMHT EDUCATION TELEVISION, ALBANY, NY (LOCAL 21)

The bargaining unit members at WMHT received a 2.5% wage increase effective October 1, 2019. WMHT Chief Steward Bruce

Cole, and NABET-CWA Staff Representative Eugene “Duffer” Kendrick, and Company representatives completed an extensive rewrite of the job descriptions, to update the mostly outdated job responsibilities of the WMHT bargaining unit members.

WNYT, ALBANY, NY (LOCAL 21)

A new four-year agreement was reached with owner Hubbard Broadcasting, and ratified by the 88-member unit in September. Bargaining began in June and was conducted family-style; Local 21 President Paul Spadafora and the General Manager from WNYT participated in the talks. The company came into bargaining with some very aggressive proposals: capping severance for long term employees, elimination of personal days, zero-percent wage increases, and many additional items. After multiple bargaining sessions the parties were able to reach a tentative agreement on a new deal. Highlights of the agreement include a wage increase of 8% over the life of the agreement, a new minimum starting rate of \$14.00 per hour for all employees, and some minor clean-up of old outdated language.

WIVB, BUFFALO, NY (LOCAL 25)

Bargaining continues to carry on with the new owner, Nexstar Media. Talks began in February of 2017, with Nexstar proposing nearly 100 changes, not including economic proposals. Unit members are steadfast in their effort to maintain their existing agreement, despite being without a wage increase since March 2016. The committee will meet with Nexstar again in early November and includes Chief Steward Rich Ersing, Steward Jim Diavastes, and Staff Representative Ron Gabalski.

WKYC, CLEVELAND, OH (LOCAL 42)

Bargaining of a new tentative agreement with owner TEGNA was reach ahead of expiration across three sessions in March and early-April. The three-year agreement included the addition of two positions to the bargaining unit, an additional holiday, bullet-proof vests for employees who request one, language clarifications in several areas of

the agreement, and a \$300 lump-sum bonus. Unit members ratified the agreement in late-April. The committee included President Ken Kosick, Vice President Cathy Watkins, and Staff Representative Ron Gabalski along with Staff Representative Duffer Kendrick.

KGTV, SAN DIEGO, CA (LOCAL 54)

A single two-day session of bargaining in May yielded a new tentative agreement with owner Scripps Media. The tentative agreement held the line in areas where the employer sought changes, and included modest gains and language clarifications for the bargaining unit as well as wage increases totaling 8% over four years. The committee was pleased to report that this contract, their second under Scripps ownership, was completed in record time and ratified ahead of expiration. The committee included Local 54 President Dennis Csillag, Vice President Robert Buchanan, Steward Tony Velez, Steward Frank Castillo, and Staff Representative Ron Gabalski along with Staff Representative Duffer Kendrick.

WCMU, MT. PLEASANT, MI (LOCAL 412)

A new tentative agreement was reached across a single three-day bargaining session with employer Central Michigan University in early-May. Most of the changes revolved around housekeeping and language clarification issues. The University continued to want to tie the wage increases for the bargaining unit to wage increases for an unrepresented group on the CMU campus. The unit was resistant to this idea, but ultimately agreed to continue that program if the University agreed to a new bonus structure for the Marketing Representatives that are in the NABET-CWA bargaining unit. Wage increases included a \$500 lump-sum in year one of the three-year agreement, with the subsequent years to be determined. The committee consisted of Local 412 President Mike Horace, Vice President Joe Kirklin, unit members Linda Dielman, Matthew Ozanich, Michael Johnson, and David Nicholas, as well as Staff Representative Ron Gabalski along with Staff Representative Duffer Kendrick.



...After the Show

by Bill Freeda

NABET-CWA NATIONAL RETIREE COORDINATOR

On October 23, 2019, General Electric (GE) retirees met with the GE Human Resources team in Schenectady, New York. GE has committed to paying the \$1,000 RRA through 2020 but will not commit past that. There were seventeen retirees representing IUE-CWA, UE, UAW, IAM, as well as NABET-CWA, in attendance. Athena Kavoris, a GE Vice President, made a PowerPoint presentation, giving a snapshot of the direction of the company.

GE's announced pension freeze was discussed in detail. It will go into effect on January 1, 2021. This freeze will not affect any GE retirees that are currently collecting their pension. It will affect salaried GE employees who are still working. However, the freeze will have no effect on pension benefits that have already been earned. It does mean that beginning in 2021, the affected employees will not be able to accrue additional pension benefits.

Another subject of great interest was that GE is going to offer lump sum pension payments to more than a hundred thousand vested employees who had not begun to collect their pension. This offer is strictly voluntary.

Much of the publicity surrounding this offer has been a bit one-sided. The information usually dwells on the negative aspects. As is usually the case, there is more than one side to this offer. If you receive this offer you should research the different options. I will be happy to explain some of those options should you contact me directly.

There were three representatives from VIA Benefits. They answered any and all questions posed to them. It was decided that GE would pay the cost of a small contingent of GE retirees to visit VIA's home offices in Salt Lake City, UT. That will take place in early 2020. Who those retirees will be has not yet been decided. I have no interest in being one of those retirees.

Finally, I wanted all of you to know that earlier this year I resigned as President of Media Sector on the CWA Retired Members Council. I will not address my reasons in this column. However, I will continue as NABET-CWA National Retiree Coordinator.

In unity,
Bill Freeda



Social media is a tremendously powerful and versatile tool for union advocates to mobilize members and plan events, help in organizing campaigns, and simply to create conversations and more effectively engage with other members and union leaders alike. NABET-CWA has a robust and active presence on social media, and we encourage all members, active and retired, to "Like" and "Follow" us on our social media accounts. Please see the below graphic for our account information, and to keep up-to-date with all NABET-CWA news. We look forward to connecting with you!

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NABET-CWA

MEMBERS ON THE MOVE

No matter the day—or night—NABET-CWA members can be found hard at work. Whether it is providing the nation with coverage of important and historical events, such as the Democratic Presidential Debate; working to produce the nightly news or coverage of a sporting event; or participating in union actions such as Red Shirt Thursday or union education classes, the skilled women and men of NABET-CWA are always engaged and dedicated to their jobs.

If you or your local have pictures of members at work, we strongly encourage you to submit them to NABET News for publication. Please also submit names of the individuals for proper attribution. Please email any picture submissions to jfabrizi@cwa-union.org.

LOCAL 25 COVERING PRESIDENTIAL DEBATE



US OPEN COVERAGE



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