

SPRING 2019

Communications Workers of America, AFL-CIO  
501 3rd Street, NW, Washington, DC 20001

Electronic Service Requested



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

Printed in the U.S.A.

# OFFICIAL CALL

## 2019 NABET-CWA SECTOR CONFERENCE

JULY 25 - 27, 2019 - LAS VEGAS, NEVADA

Dear NABET-CWA Local Officer:

This will serve as the Official Call for the 2019 NABET-CWA Sector Conference. The Conference will be held at the Las Vegas Convention Center in Las Vegas, Nevada.

Travel in for this Conference will be on Wednesday, July 24, 2019. Registration for the Conference and an orientation meeting will be conducted on that day.

The Conference will convene on Thursday, July 25, 2019. Sessions will be conducted through Saturday, July 27, 2019, at which time Sector Officers will be elected.

The CWA will provide each Local with its official membership count around April 17, 2019. There is no need to wait for this count before conducting your elections for your delegate(s). Delegates must be elected by secret ballot by the members of their Local in accordance with Local and Sector By-Laws and the CWA Constitution.

### Please note the following important dates

#### Friday - April 26, 2019

Deadline for Locals to submit their proposed amendments to the Sector By-Laws

#### Monday - June 10, 2019

Local Officers will receive a copy of the proposed amendments to the Sector By-Laws.

#### Tuesday - June 18, 2019

Names of each Delegate MUST be received by the Washington Office by this date and credential applications must be submitted to the CWA.

#### Friday - June 21, 2019

Petitions for Sector Offices MUST be submitted to the Washington Office by this date.

#### Monday - June 24, 2019

Delegates will be mailed their final information packet and a copy of the proposed amendments to the Sector By-Laws by this date.

#### Wednesday - July 24, 2019

Delegates arrive in Las Vegas. Delegate registration held all day. Orientation meeting for all Delegates at 5:30 P.M.

#### Thursday - July 25, 2019

Conference convenes at 9:00 A.M.

#### Saturday - July 27, 2019

Conference adjourns.

#### Saturday - July 27, 2019

Regions 2 & 6 Joint Regional Advisory Board Meeting (afternoon).

#### Sunday - July 28, 2019

Travel out for those not attending the CWA Convention.

#### Monday - July 29, 2019

The CWA Convention opens. The Convention will adjourn on Wednesday, July 31, 2019. Thursday, August 1, 2019 will be the travel out day for those attending the CWA Convention.





# CWASTORE.ORG

CWA-BRANDED PROMOTIONAL PRODUCTS & APPAREL



## NABET-CWA STORE

NABET-CWA-BRANDED PROMOTIONAL PRODUCTS AND APPAREL **FOR YOUR LOCAL**



*Coming soon....*

CONTACT US FOR ALL YOUR PROMOTIONAL PRODUCT NEEDS!



**UNIVERSAL PROMOTIONS**  
CWA's Official Manufacturer and Distributor  
of Promotional Products & Apparel  
(954) 587-5316/1-855-257-3335 | [universalpromotions.com](http://universalpromotions.com)



## LABOR VICTORIES AND STRENGTH THROUGH REMAINING

# CWA STRONG



NABET-CWA  
Sector President  
Charlie Braico

As we bid farewell to 2018, a year of near-unprecedented political unrest and division in the United States, we can look back at the recent midterm elections as a watershed moment in the fight to preserve our very existence as union members. At stake were all of the nation's 435 congressional representatives, 36 senators, 26 governors, numerous state legislatures, and a number of ballot measures. Across each category, through the tireless efforts of union members across the country, we were able to elect dozens of pro-labor candidates and fight off anti-union measures in many areas.

To be certain, this wasn't simply a matter of Democratic candidates vs. Republican candidates, but a concerted effort to mobilize, support, and ultimately elect candidates that will help not just NABET-CWA members, but labor members across the nation. In Wisconsin, thousands of union members mobilized throughout the state to defeat Governor Scott Walker and repudiate, once-and-for-all, his disturbing brand of union-busting politics. In Pennsylvania, tens of thousands of union voters came out to reelect Senator Bob Casey and Governor Tom Wolf, helping to secure the future of labor in Pennsylvania and nationally. In New York, members helped elect the full slate of labor endorsed candidates for governor, attorney general, comptroller, and U.S. Senate. The same held true in Minnesota, with five labor-backed candidates being elected to Congress.

In addition to electing pro-labor candidates, we saw hundreds of dues-paying union members elected to public office. According to the AFL-CIO<sup>1</sup>, over seven hundred and forty union members were elected, from the U.S. Senate to state capitols. A UNITE HERE member as the new Senator from Nevada; an AFT member as Governor of Michigan; an Education Minnesota member as Governor of Minnesota; a CEA and AFSA member as U.S Representative from Connecticut; and an AFSCME member as U.S. Representative from Minnesota. Labor's impact on and in the 2018 election is

undeniable, as labor households stood up to firmly reject the anti-worker, anti-union atmosphere that has been strengthening over the past several years.

However, our work is not done by any means. Significant challenges await in the wake of recent judicial rulings, state-level legislation that is surely still to come, and inevitable action from the executive branch. Because of these inevitabilities, I appeal to all NABET-CWA members: take the CWA STRONG pledge, and pledge to protect our jobs, our wages, and our benefits by doing whatever it takes. Join the CWA STRONG movement, which is designed to change the union's day-to-day priorities at all levels of the organization and its affiliates with the objective of spending more time on CWA STRONG activities, and, critically, to integrate all CWA program work at all levels so our union not only survives, but thrives; so that our living conditions and working standards do not stagnate or erode, but progress and strengthen. More information about CWA STRONG, and how to take the pledge, can be found online at: <https://cwa-union.org/cwa-strong>. You may also ask your local union office for more information.

As we begin our work in 2019, we are right to take a moment to reflect upon our successes from the past year, and know that through hard work, planning, and coordination, we can push organized labor back to the forefront of the political process. However, we must not allow ourselves to become complacent, or else we risk falling further behind than ever before. Fellow NABET-CWA members, let us continue our positive momentum and make this next year NABET-CWA's most successful yet, and lay the foundation for more successes in years to come. Thank you. ❖

<sup>1</sup> A Driving Force in This Election, <https://aflcio.org/2018/11/7/driving-force-election>

# Local 24 fighting back in Watertown

Members of NABET-CWA Local 24-Watertown-Massena have been fighting back against Stephens Media Group since late August, when the company abruptly removed the staff of NABET-CWA-represented radio personalities employed in the Watertown radio stations WTNY, WCIZ, WNER, and WFRY.

The contract with Stephens Media for members at the stations in Watertown, as well as the contract for members at WMSA in Massena, NY, expired on May 1, 2018. Despite efforts to compel the company to begin bargaining new agreements, the owner of the stations failed to schedule negotiations or even provide opening proposals before expiration. NABET-CWA staff responded to the company's inaction by contacting the attorney for Stephens Media to request bargaining dates in Watertown and Massena. Disturbingly, company attorney Michael King first attempted to deny the Union the opportunity to negotiate in person, pushing for negotiations by telephone or video conference. After the Union negotiator informed the company that NABET-CWA would not waive their legal right to bargain face-to-face, King grudgingly asked the Union to hold the last two weeks of July open as possible dates for bargaining. The company finally met with the Union in mid-August for the first bargaining session in Watertown, some three-and-a-half months later.

The NABET-CWA bargaining team of Local 24 President Dianne Chase, Stewards Alan Walts and Ashlee Tracey of the Watertown Unit, Steward David Romigh of the Massena unit, and NABET-CWA Staff Representative Ron Gabalski met with representatives for Stephens Media on August 15, 16, and 17. The bargaining sessions did not result in an agreement, as the company refused to respond to the Union's opening proposals or many Union counter-proposals to the opening proposals of the company. At the end of two and a half days of bargaining there, were still many open issues.

The following week, on August 23, the Watertown station manager summoned two of the full-time staff to a meeting to tell them that as a result of the "stalled" negotiations, the station had decided to "restructure," and the staff would be laid off. The station had not yet given layoff notices to the part-time staff as the contract requires, but by the end of that week the station had told almost all of the staff members that they would no longer be needed for their regular schedules, effective immediately.

The station also made an offer of reemployment the next day to Member Mike Stoffel, but the position was for a newly fabricated part-time management position that the station was excluding from the bargaining unit. Offers were also made to some of the part-time members to return for fill-in air shifts, but the station made no effort to conduct the layoffs or the recalls according to the terms specified in the collective bargaining agreement.

The NABET-CWA--represented stations "Z93" and "Froggy 97" are well-known institutions in the Watertown community. When word of the labor massacre became public, other area media outlets sought answers. Local President Dianne Chase responded to requests for interviews from television station WWNH and Watertown Daily News. Members sprang into action, disseminating the message to the public by holding a rally at a community event.

The legal battle, while less visible to the public, began in earnest. NABET-CWA General Counsel Judi Chartier prepared and filed charges with the National Labor Relations Board Region 3 Office in Buffalo, NY, and had them delivered the day after the layoffs were announced. Staff, local officers, and affected members then gave lengthy affidavits to a field examiner from the NLRB to back up the allegations made by NABET-CWA that



Stephens Media had committed grievous violations of the National Labor Relations Act (NLRA). Those alleged violations covered actions by the company both during the course of bargaining and when Stephens decimated the bargaining unit on August 23.

Stephens Media owner David Stephens has continued to use his attorney in attempts to claim the parties had reached impasse and to deny the violations, but NABET-CWA has disputed this in every instance. NABET-CWA remains optimistic that there will soon be a decision from the NLRB that will be favorable to the Union.

The Union has requested additional bargaining dates with Stephens Media, but Stephens continued to falsely claim impasse. Stephens only offered attempts to force the bargaining unit to engage in bargaining by email, and suggested the Union should offer additional concessions without the company first responding to the counter-proposals the Union already made to Stephens' opening positions.

Eventually Stephens Media responded

to dates NABET-CWA offered in October, but rather than accepting the offer to meet on two consecutive days during normal business hours, the company offered to meet starting at 4 p.m. The Union bargaining team was not available for consecutive nighttime meetings, but did agree to meet on a single evening in October. Though the parties were operating under the cloud of layoffs and labor law violations, some useful bargaining was accomplished in that session. However, at the end of the session, Stephens' lead negotiator King once again indicated that he was refusing to engage in any additional face-to-face bargaining. King offered to participate in any subsequent sessions by phone or video conference only. The Union reminded Mr. King that he could not compel the bargaining team to agree to meetings that are not face-to-face, and there have not been any additional bargaining dates scheduled so far.

In the months since the layoffs in Watertown, Stephens Media has offered modest hours to some of the NABET-CWA--represented employees who were displaced, but has not followed the recall

procedures that exist in the contract; in fact, throughout the process, Stephens has pointedly made no effort to even recall Local 24 President Dianne Chase.

Local 24 has applied for and received Member Relief funding for those people who are still out of work under the "Victims of Collective Bargaining Strategy" policy of the CWA Defense funds. Those funds are being administered by the Local, and the displaced members are continuing their mobilization efforts. The Local has distributed lawn signs throughout the community, has been patrolling Watertown with their mobile billboard, and has demonstrated outside the Stephens Media Studios in Watertown.

The Union and the Local Committee remain open and eager to negotiate a new agreement with Stephens Media that may include a resolution to the actions taken by Stephens. NABET-CWA continues to cooperate with the NLRB and remains hopeful that a favorable decision will soon be issued to help push this struggle to a just and agreeable conclusion for all concerned. ❖

**Official Publication of the  
Communications Workers of America  
(AFL-CIO, CLC)**

International Union Headquarters 501 3rd Street, N.W.,  
Washington, D.C. 20001-2797 Phone: (202) 434-1100

CWA News (ISSN 0007-9227) is published  
by Communications Workers of America,  
501 3rd Street, N.W., Washington, D.C. 20001-2797.  
Periodical Postage Paid at Washington, D.C. and  
additional mailing offices.

Postmaster: Send address changes to NABET NEWS at  
501 Third St. NW, Washington, D.C. 20001-2797  
Phone: 202-434-1254

E-mail: [nabet-cwa@cwa-union.org](mailto:nabet-cwa@cwa-union.org)  
Distributed to all active and retired NABET-CWA members.

Please send news items to:  
NABET News  
501 3rd St NW, Washington, DC 20001  
E-mail: [nabet-cwa@cwa-union.org](mailto:nabet-cwa@cwa-union.org)  
Editor: Allen Nucio

**Sector Officers**

Charles Braico, Sector President  
Louis Marinaro, Sector Vice President  
Regional Vice Presidents  
Region 1 - Cristina Silver  
Region 2 - Roy Schrodt  
Region 3 - James "Carl" Mayers  
Region 4 - Donald R. Farnham, Jr.  
Region 5 - Cheryl Bacon  
Region 6 - Gil Maestas, II



## NABET-CWA Election Notice Regions 2, 4 and 6

NABET-CWA members wishing to run for election as Regional Vice President in NABET-CWA Regions 2, 4 and 6 may obtain nominating petitions from their Local after January 7, 2019. Original petitions must be filed by April 12, 2019 in the Sector Office, in Washington, D.C.

Candidates must be active NABET-CWA members in good standing in their Region for at least three (3) years immediately preceding their nomination. Election procedures are specified in Article VII of the NABET-CWA Sector By-Laws.

Voting for these offices will be conducted by secret mail ballot. Ballots will be mailed out on May 3, 2019, to all active members in good standing, in each of the three Regions, to the address on file with the Sector Office. If you have moved, please be sure your address is current with your local and with the Sector Office.

If you do not receive a ballot within a reasonable time after May 10, 2019, and believe you are eligible to vote, notify your Local so that an inquiry may be made to the Sector or call the local office directly to request a duplicate ballot.

Ballots must reach the Sector Office by 10:00 a.m. Eastern Daylight Time, on June 3, 2019 and will be counted that day. Candidates, who are elected, will begin three year terms on the Sector Executive Council on July 1, 2019. ❖



# 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 funeral of President George H.W. Bush; 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](mailto:jfabrizi@cwa-union.org).



# New Region 6 RVP Appointed



Gil Maestas, President, Local 52-Denver, CO, has been appointed Interim Vice President for NABET-CWA Region Six, effective December 12, 2018. Maestas' appointment comes in the wake of the unexpected and tragic passing of former Region Six Vice President Bill Wachenschwanz. The appointment of Maestas in an interim position is in accordance with NABET-

CWA By-Laws, and Maestas' appointment was subsequently unanimously approved by the Sector Executive Council. Maestas will serve out the remainder of the term, which will expire June 30, 2019.

Maestas has spent the past 25 years as a dedicated member of NABET-CWA, joining Local 52 in 1994. Beginning service to his union first a shop steward, Maestas later became an executive board member, vice president, and assumed the office of president in 1998. Throughout his ascent through the union and during his lengthy tenure as president, Maestas has shown remarkable commitment to his members, the local, and the broader labor movement overall.

“When I got my start decades ago, I was working in a non-union shop. When I was laid off, I went to work at a union shop. What I immediately experienced were dramatically better wages, a workplace where if you had a problem you always had someone by your side, and generally an organization that worked to protect the members,” recalled Maestas. “Experiencing this firsthand is what motivated me to become involved in the union, and eventually put me on the path that I took to get here.”

Maestas understands the many challenges facing union members and local unions as the industry continues to evolve.

That evolution is not lost on him, and it is a reality that he constantly plans for.

“We face many challenges today. With automation and the changing of the television industry, there are fewer jobs and people have to be willing to embrace change and learn new technology. What I've tried to do is foster a positive relationship with management, and work through open lines of communication. The approach has paid off—we've had many successful contracts, and management is more willing to work with us before implementing any changes that would impact our members.”

While Maestas shared a profound sadness at the manner in which the position opened up, he was similarly eager to get started in his new role. Maestas is nothing if not an optimist, and to this point his positivity and willingness to engage in open communications is something he feels will serve his region well.

“I'm constantly looking for different ways to represent our people. Becoming an RVP provides me a larger platform to help our members. What I hope to accomplish is increased communication; talking with our members about our concerns, our challenges, our safety issues, the things we deal with every day. I'm eager to serve as the conduit between the locals and the national union, and above all else, to get things done. I want our members to feel the union difference that I felt so many years ago.”

While NABET-CWA continues to mourn the loss of Bill Wachenschwanz, we look forward to the leadership that Gil Maestas is sure to provide. Maestas is a tremendous labor leader and will undoubtedly excel in his new role within the union, while continuing to provide tremendous leadership at Local 52. ❖

---

## NBCUniversal

### NABET-CWA Reaches Tentative Agreement with NBCUniversal

NABET-CWA is pleased to announce that a tentative agreement has been reached with NBCUniversal, covering nearly 3,000 NABET-CWA members. The agreement contains numerous notable gains, and, if ratified, covers a period of four years through March 31, 2022—the previous agreement having expired March 31, 2018. The agreement carries a unanimous recommendation to ratify from the Bargaining Committee.

We thank you for your support during this process and are very pleased to have reached a tentative agreement. Ratification ballots are due by and will be counted March 20th, 2019. ❖



# 2018 NABET-CWA Scholarship Winners

NABET-CWA awarded scholarships this year to ten high school scholars who are the daughters or sons of active NABET-CWA members. In honor of their academic and community leadership, these students won merit-based scholarships named in memory of past NABET-CWA International Presidents and/or employees:



**JUSTIN P. BAILEY - LOCAL 211**  
Region II James P. Nolan Scholarship  
Attending Rochester Institute of Technology



**RILEY B. DAYKIN - LOCAL 42**  
James P. Nolan Scholarship  
Attending Ohio State University



**SARA A. MOORE - LOCAL 43**  
Region 6 James Harris Scholarship  
Attending Grand Valley State University



**TAYLOR M. BEAUDIN - LOCAL 43**  
Dorr C. Wilson Scholarship  
Attending Belmont University



**MILES A. GEORGE - LOCAL 16**  
Thomas F. Kennedy Scholarship  
Attending Massachusetts Inst. of Technology



**JAKAB M. PENGAL - LOCAL 42**  
Region 6 James Harris Scholarship  
Attending Bowling Green State University



**JACK A. COCCHIA - LOCAL 16**  
Lawrence Dworkin Scholarship  
Attending Temple University



**NATHAN T. GREEN - LOCAL 54**  
George Smith Scholarship  
Attending Univ. of Calif., Santa Barbara



**ANDREA SANTOS - LOCAL 18**  
Region II James P. Nolan Scholarship  
Attending Emmanuel College



**ALAINA C. KENNY - LOCAL 211**  
Edward M. Lynch Scholarship  
Attending University at Buffalo

# Local 25 Leader Honored for Community Service



Robert Hellwitz, Vice President of Local 25-Buffalo, NY, has been awarded by the Western New York CWA Council as the recipient of the 2019 E.J. Mays Memorial Award, given annually to an individual in the community who has demonstrated a dedication and commitment to the labor movement. His continued support of numerous community service organizations, as well as his dedication to the Working Families Party in his area, has earned Hellwitz this year's honor. Hellwitz also actively works for the Erie County Board of Elections.

"I'm very humbled by this award," said Hellwitz. "We as union officials have a moral obligation to give back to society and community. I think this award recognizes me for the ways I have helped give back to our society, and I am very appreciative of the recognition."

Hellwitz has also served on numerous other bodies. He served on the Living Wage Commission of Buffalo for approximately ten years, which is a volunteer commission in the City of Buffalo to monitor and enforce the local living wage ordinance. Hellwitz is currently involved in the FBI Citizens' Academy Foundation, where

candidates are nominated by FBI employees, former Citizens Academy graduates, and community leaders, and participants are selected by the special agent in charge of the local FBI field office.

"One of the things I'm particularly proud of, through my community involvement, is that I was able to help change a noncompete law, which I thought unfairly restricted the ability of people working under a personal services agreement to change employers. After years of work, we were able to change the law so that the employer can't prevent you from going to work somewhere else."

In addition to his own commitment to serving his local community, Hellwitz strongly encourages all union members to get involved in the process of volunteering.

"If you're not involved, you can't change anything by sitting on the sidelines. You can't really complain if you're not actively working to change things. You have to be involved to make change, at any level."

Hellwitz was honored with other award and scholarship winners at a dinner on January 19. We congratulate Mr. Hellwitz on winning this award and commend him on his continued service to his community. ❖

---

## Longtime Local 41 Staffer Retires

On February 27, 2019, after 43 years of dedicated service to the union, NABET-CWA Local 41-Chicago Administrative Assistant Susan Gerb retired. Ms. Gerb first came to work for the local in February 1976, on what was initially a temporary basis. She quickly took a liking to the job, and never looked back.

"I graduated from Southern Illinois University at Carbondale, and received my teaching degree. It was during the summer, someone I knew had worked with ABC, and said the president of Local 41 at the time, Dan Delaney, needed some secretarial help. I took the job, one thing led to another, and I was here for good," recalled Gerb.

Including Delaney, Gerb has worked for five local presidents in her time at Local 41: Ray Taylor, Sector President Charlie Braico, Don Villar, and current Local 41 President Chris Willadsen.

Stability has been a hallmark of Local 41, and the work of employees like Gerb has gone a long way toward building that foundation. Throughout strikes and turmoil, Gerb has been present to provide a calming influence and a sense of continuity in the office.

"Working with Dan [Delaney] and Ray [Taylor], and all that the local went through over the years, really taught me to appreciate the union, and to appreciate the work the local did. I saw firsthand how important it was to so many people."

Gerb's coworker of over three decades, and fellow OPEIU member Karen Groves, is thrilled for her longtime friend: "I wish Sue so much happiness in her well-deserved retirement years. She has been a true sister for many years—not just an OPEIU sister. What a journey it has been!"



*L-R: Local 41 President, Chris Willadsen / NABET-CWA President, Charlie Braico / Sue Gerb / Local 41 President Emeritus, Ray Taylor / Karen Groves / Former Local 41 President, Don Villar*

"I'm so appreciative of everything I've had at the local. It has been a great job, and I can't express just how thankful I am to have had it, and to have worked with such great people. Now, I'll move on to the next part of things. I have a mother to care for, friends to spend time with, and family to enjoy. I'm also looking forward to volunteering, and helping in the community."

NABET-CWA congratulates Susan Gerb on her retirement and thanks her for her many years of committed service to the union. She is a tremendous person, friend, and union member, and we wish her well in all future endeavors and the many years of retirement that lie ahead. ❖



# LOCAL 21



## Celebrates Annual Freddie Saburro Clambake

This past September, NABET-CWA Local 21-Schenectady, NY, celebrated their annual clambake, named in honor of longtime Local 21 President and NABET-CWA Regional Vice President Freddie Saburro.

“It’s an annual event that we have for our members and their families,” stated Local 21 President Paul Spadafora. “It’s something people really enjoy. It’s been going on for decades; longer than I can personally remember. We named it after Freddie Saburro as Freddie is basically synonymous with Local 21. He was a very long-serving president, and he was our RVP longer than anyone. He basically founded the local, so it seems appropriate.”

The event is held each year at the Colonie Elks Lodge in Albany, NY, and is always an anticipated event by the members. The event features all-you-can-eat clams, hamburgers, ice cream, door prizes and other raffle items for the 150-plus participants. Recent prizes have included televisions and other exciting items. A bounce castle has recently become a staple for the younger attendees.

Perhaps more than anything else, the picnic provides a great opportunity for local members to connect with other members

that they may not have seen for some time. Bringing the union together is a major motivating factor behind the event.

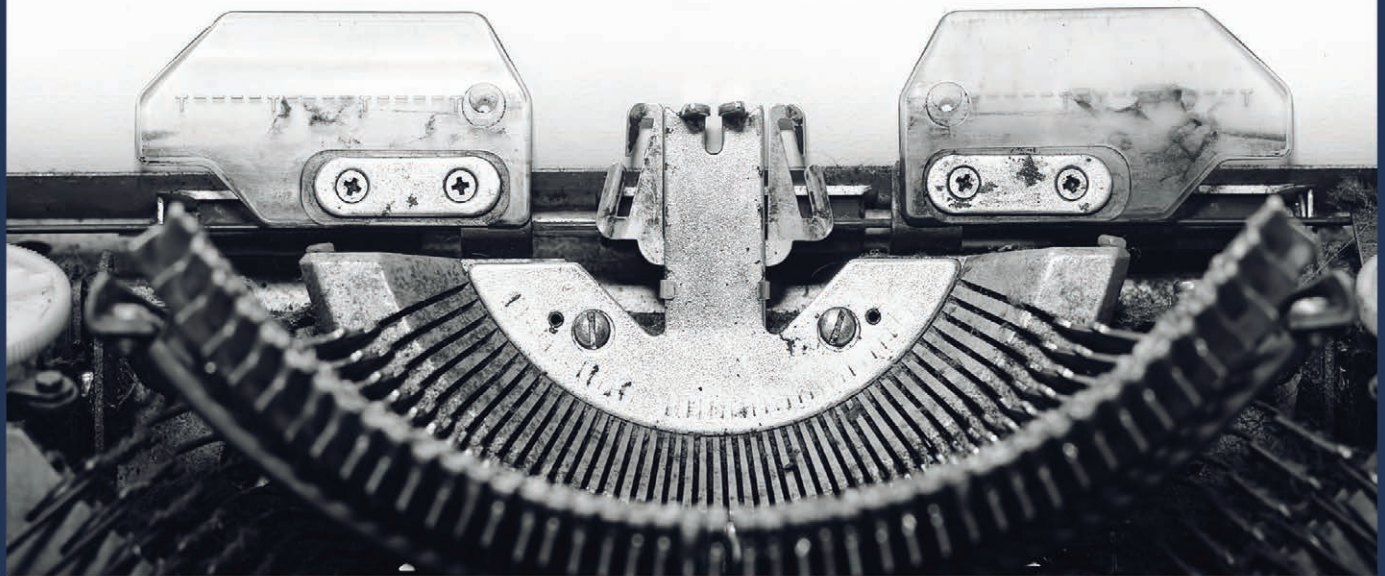
“We really do this for the members. It’s an event for them, and their families, as recognition of their hard work and dedication to their jobs and their union throughout the year. It’s a nice thing, for people to be able to come out and spend the day with their families and their union.”

“Even the Elks—they love the event as well. They’re volunteers, and they do the catering for the event. The enjoy having us out there and seeing all the happy members enjoying their facilities and catering.”

The event is held the weekend immediately following Labor Day weekend. The tradition will continue this September, surely to the delight of the hard-working members of NABET-CWA Local 21. ❖



Words Have Power



So Do Numbers

CWA affiliates can count on Baratz & Associates to focus on the numbers. When you choose the right accounting firm, you can focus on the work.

 Baratz &  
Associates, P.A.  
accountants and consultants

 [baratzcpa.com](http://baratzcpa.com)  

---

856.985.5688

# Local 25 Picnic

NABET-CWA Local 25-Buffalo recently wrapped up a local-wide picnic on the grounds of a Fireman's Grove in Orchard Park, where good food, good people, and fun prizes were the story of the day. The picnic is the resurrection of what once was an annual event for the local.

"This picnic used to be an annual thing, where we had big, huge picnics with lots of people, but then we had some shifts in the local, people got a little older, families grew up, and we stopped having it," noted Local 25 President Roy Schrodt. "We had some interest in doing it again, and now we've done it for three or four years now. People are really enjoying it, I think."

Aside from coming out to enjoy the camaraderie of their fellow members from the local, members had opportunities to win prizes—a staple of the local's picnics—gift certificates, tickets to the philharmonic, a performing arts center, or new television sets. The local made it a special point to not simply give away tangible items, but to include prizes such as the various tickets to encourage members to support the local community.

"I think people enjoy it. The prizes are nice, we had a couple TVs, one bigger and one smaller, we try to mix it up a little, but people really like that. Just coming out and spending time with your local, maybe some of the people you don't usually see. It's a good time and we hope to continue it," added Schrodt. "And we tried to make it so everyone could come and have fun. If you didn't have a spouse or children, you could bring someone else that you wanted to. We wanted everyone to come."

Schrodt says there were 100 or more people in attendance, a mix of union members, friends, and family members. He considers the event a great success, and will do what he can to make sure the local can keep it a regular occurrence.

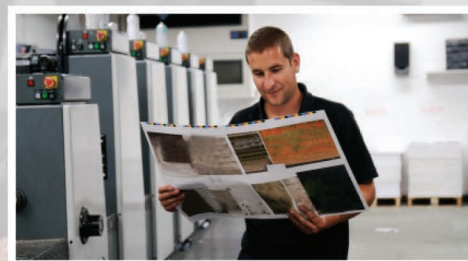
"I think it was a success. People had fun. I thought the amount of people that came out was positive—there were some things that prevented people from coming; we had a Bills game being played at that time so we lost some of the freelancers. But it's definitely something we should keep doing. We used to do it all the time. Hopefully everyone enjoyed it and we can keep it a regular event again." ❖



# DOYLE PRINTING & OFFSET COMPANY



**AT DOYLE PRINTING, WE OFFER A LITTLE  
BIT OF "OLD FASHIONED" PRINTING MIXED  
WITH MODERN INNOVATION.**



**[www.DoylePrint.com](http://www.DoylePrint.com)**

**5206 46th Ave. Hyattsville, MD 20781**

**301-322-4800**



# NABET-CWA Leader Affected by California Blaze

The month of November was host to a number of devastating wildfires throughout both Northern and Southern California. Most calamitous of all was the Camp fire, which began in the North's Butte County. This particular fire has been reported to be the most damaging in the state's history. While the nation watched in horror as this and other fires ravaged homes and claimed over 85 lives in the process, Local 53-Burbank President Steve Ross was forced to evacuate his residence.

"I woke up one night with my cellphone buzzing nonstop. I was getting evacuation notices. I eventually received a call telling me that all residences in Thousand Oaks needed to evacuate immediately. I was obviously concerned but I wasn't sure if this was just precautionary or if we were really in any danger."

Upon exiting his residence, Ross immediately realized the gravity of the situation: he could see the fire, which was, at this point, within a single mile of his house.

"When I saw how close the fire was, I knew this was the real deal. It actually moved to about a half-mile from my house. The fire department and emergency crews had done some controlled burns to stop it from getting closer, but the fear is always the strong Santa Ana winds blowing it another direction or having it jump the fire lines. And it only takes one ember to light up a palm tree or something else and cause a new fire to start."

Fortunately, Ross escaped the fire with no loss to person or property, and stayed the next four days with a relative until he was allowed back into his residence.

The various fires were caused, in large part, by drought conditions, winds, and a fire season that drags increasingly deep into the year. Forest management officials and scientists warn that as global temperatures increase, dry seasons will similarly extend across the country and rainy seasons will see a decline in length, leading to more and more catastrophic fires.

In addition to warming temperatures across the globe, the continued expansion of homes and communities ever closer to the forest line invites accidental fires and places many residents directly in harm's way. Coupled with trees that become more and more dry along with rising temperatures, and it is a perfect storm for additional fires on a cataclysmic scale.

Ross reports that many Local 53 members from affiliate news stations were on the front lines, filming the fires, placing themselves potentially in the way of great danger.

"We had people out there from a number of stations, right on top of the fires, helping to report on them live. They're incredibly brave, and really dedicated to their jobs. The fires can change direction really quickly with the winds, and sometimes our people have to get out of their really quickly. A few years ago, we had a fire shift so quickly that a new van was lost as they couldn't get it out in time. A van that cost a few million was burned to nothing."

"It really shows the level of commitment our NABET-CWA members have to their jobs. It's a dangerous job that not a lot of people would do. They're out there on the front lines, with the first responders, documenting what's happening to help keep the public informed, and above all, safe. It's very noble and very brave."

Now that the fires have been contained, a new threat has emerged: mudslides. Due to the topography of the region and the destruction of hundreds of square miles of foliage, the recent heavy rains have begun causing the soil to erode and slide. Ross reports that this is a continued concern, and one that continues to tax an already devastated population.

While we grapple with ways to reduce the impact of our behaviors on creating and exacerbating wildfires and their subsequent effects, there is one thing we know: the courageous members of NABET-CWA will be there to document the situation every step of the way—even if they themselves are displaced. ❖



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!

 [www.nabetcwa.org](http://www.nabetcwa.org)

 <https://bit.ly/2Ecyivw>

 [twitter.com/NABETCWA](https://twitter.com/NABETCWA)

 [www.nabetcwasports.org](http://www.nabetcwasports.org)

 <https://bit.ly/2SCCUnp>

**Stay informed on all the latest in NABET News by visiting [www.nabetcwa.org/nabet-news](http://www.nabetcwa.org/nabet-news).  
NABET News is available electronically and/or by mail with free subscription.**

# Remembering a Great Leader, Dear Friend: Bill Wachenschwanz



The month of November was a difficult one for NABET-CWA as the union lost a number of influential leaders. Perhaps no loss will be felt more so than that of William S. “Bill” Wachenschwanz, known to most simply as “Wach.” Wachenschwanz passed away in his Cleveland home on November 29, surrounded by his family.

Wachenschwanz leaves behind an immense legacy at NABET-CWA, having served for decades at Local 42-Cleveland, where he had been serving as president, and as region six vice president, both positions he held until his untimely passing. The impact that Wachenschwanz had not just on the union itself and the people who knew him is immeasurable.

“Bill was truly a passionate, kind man,” said Local 42 Treasurer Marilyn Oliver, who knew Bill for decades. “He lived and breathed—every moment of his adult life—for the union. To make things better for those in his local, and those around him.”

“And he was a fighter. He always had your back,” added Sister Oliver. “No matter what, he was always there for you. Even towards the end of his life, when he was very ill, he was still working the phones, sending the union message. I don’t know that there will ever be anyone quite like Bill.”

This sentiment was echoed by many, including Local 42 President Ken Kosciak, who had served as vice president under Wachenschwanz until his passing. “Bill was always there, for

anyone, and with a smile on his face. Whether it was another local that needed help, Bill would stop whatever he was doing and help. He was just a truly good human being.”

The respect and appreciation for Wachenschwanz was not limited to union members. As told by Kosciak, “At the viewing service, I saw a guy, that I then realized was my boss from the company. He came up to me and said, ‘Bill was a really good guy. I wanted to pay my respects. I wouldn’t miss it.’ And that’s the kind of guy Bill was. Even the people that sat at the other side of the table, across from him, enjoyed and appreciated him.”

A large part of what endeared Wachenschwanz to so many was his tireless work ethic. Regions 2 and 6 lynda.com Training Coordinator Jim Kolendo learned first-hand just how devoted Wachenschwanz was to his craft. “I traveled with Bill to conventions, to conferences, and that’s when I really saw how hard of a worker he was. Every night, he was up till, 2 a.m., 3 a.m., talking to members, planning the next contract tactic. He lived and breathed the union.”

“He was a good man. He had a good sense of humor—and kept you on your toes. He could make you laugh to the point of tears. Bill enjoyed people’s company, and he served all the members of the region, and his local, as well as anyone could hope. His loss is one that will not be forgotten by anyone that ever met him.”

Wachenschwanz is survived by his beloved wife Lorri, daughters Kayla and Tabitha, brother Ed, and many revered members of his extended family. His full obituary can be found online at: <https://www.aripepiandsons.com/>. ❖

---

## A Hero to America, Labor



NABET-CWA suffered another tragic loss in the passing of longtime union leader James “Jim” Harvey, on November 10. Harvey, who served admirably in both Navy and Army during World War II and the Korean War, respectively, was a hero not just for his service to this country, but for his service to the men and women of his union.

After leaving the military, Harvey began work in New Haven, CT. He eventually left this position to become the Regional Director of NABET. Harvey later took work with an ABC affiliate in Washington, DC, during which time he served in positions including studio cameraman, technical director, remote supervisor, electronic news-gathering cameraman/sound

man, and maintenance supervisor. Notably, Harvey covered presidential funerals of Presidents Kennedy and Eisenhower, the Watergate Hearings, and many other presidential events. In 1972, Harvey was among the first television engineers that traveled to Beijing, China in advance of President Nixon’s visit to reestablish diplomatic ties.

Though his exemplary service in the armed forces and distinguished career in broadcasting are noteworthy themselves, it is the legacy Harvey left as a man and as a union leader that is most fondly recalled by those who knew him. No one knew him better than his son, Alan Harvey. “My father was always extremely fair and hardworking; he laid out the facts and found a way to get it done. He always had the members’ best interests in his heart, and he would absolutely go to the mat for a member. He’d never give in, and would fight through until the end,” recalled the younger Harvey. “He loved all unions—he truly believed in the movement. My sister worked for the teacher’s union, and he was



out supporting them. He worked closely with CWA at the time. His brother was a bricklayer. His stepfather was a bricklayer. He was from the old school and he believed in what he was doing. It wasn't just a job."

Longtime friend and associate Moe Thomas, former secretary and treasurer for Local 31, and former regional vice president for region three, remembered Harvey similarly. "Jim Harvey was an absolute stalwart for the union, and an unshakeable leader. He was also a great leader for those of us looking to get into the union. He was really the example for what a union leader ought to be—diplomatic, fair, hardworking and committed. We really counted on his leadership; he was a steady hand through the good, through lockouts, always."

Harvey's leadership and encouragement to participate in the union is also recalled by Region Three Vice President and Local 31 President Emeritus James "Carl" Mayers. "Jim is why I got involved in the union. I resisted, but he pushed and pushed. I became a shop steward, and then an executive board member, and then moved up from there. That was because of Jim and his persuasiveness."

Mayers continued: "He had tremendous passion for the movement. He had exactly what we need today. No person could sell you more on why you should be in the union than Jim. He was a mentor to me. He took his job so seriously; we are charged with the Sector By-Laws of our union to protect the interests of our members. Jim never let that out of his sight."

When asked to summarize his father's union legacy, Harvey summed it up thusly: "He was a good, honest man. He knew you had to fight for better working conditions whenever you can. He knew you always had to keep up the fight. Nothing was handed to us. He was the union."

Harvey is survived by his son, Alan Harvey, as well as many nieces and nephews. If desired, contributions in the name of James Harvey can be made to the Bethesda Chevy Chase Rescue Squad ([www.bccrs.org](http://www.bccrs.org)). ❖

---

---

## NABET-CWA Mourns Loss of Former Local President Dexter Blake



On November 21, NABET-CWA lost beloved officer Dexter Blake after a hard-fought battle with Leukemia at the age of 77. Blake was the former president of NABET-CWA Local 211-Syracuse, among many other notable positions held during his lifetime. Friends and colleagues of

Blake have been quick to offer praise of a man they remember as a consummate trade unionist, and great human being.

Local 211 Member Rod Wood, whose career with the union dates back over 40 years, remembers fondly his time spent with Blake during their decades together. "Dexter was one of the original members of the local," recalls Wood. "He helped get us to where we are. He was a really, genuinely funny guy. We had some tough times over the years, but he was always there to make you laugh, to keep it light and to keep you on track."

Those who knew Blake well recall a man who always went out of his way to make fellow members laugh, and to feel at ease. His ability to do so was something that served him well over his decades of involvement with the union and in broadcasting, and is not lost on his peers.

Current president of Local 211 Anthony Vecchio agrees wholeheartedly. "He was about as good of a guy as you could have known. Even if you didn't know him that well, you knew who he was. He made everyone laugh, and made people comfortable, and was just a great guy to be around. I actually wish I knew him better. He was big part of this local."

In addition to serving in a wide range of roles in the broadcast news industry—working for WTVH Channel 5 and WIXT Channel 9, Blake served as a writer, photographer, editor and producer—he also served as the president of Syracuse Press Club. Outside of the news realm, Blake was involved in many different pursuits: he served as the president of the Society for the Preservation and Appreciation of Antique Motor Fire Apparatus in America, and as a proud, honorary member of the Moyers Corners Volunteer Fire Department.

"He was a good, good, union man, who really worked hard for all of us," submitted Wood. "He did a lot for the local and for NABET-CWA. I was fortunate to have worked with him and been around him for a long time. We all loved him, and unfortunately today, we lost a really good man. He'll be missed by all.

Blake was married to wife Filomena on October 12, 1968, with the couple recently celebrating their 50th wedding anniversary. In addition to his wife, Dexter is survived by his sons, Jason, Jarod, and Ian; his daughter, Ashley; his aunt, Louise O'Connor; and many other cherished members of his extended family. Blake's full obituary can be found online at: <http://tjpfuneralhome.com>. ❖

# INDEPENDENT REPORT

## WMHT EDUCATIONAL TELEVISION - ALBANY, NY (LOCAL 21)

After agreeing to a 30-day extension to accommodate bargaining team schedules, a new three-year agreement was reached in a single day of bargaining in early October. This agreement replaces the agreement with WMHT that had expired on September 30th. Agreements were reached quickly on subjects to modernize language. Terms were also reached for the CWA STRONG initiative of new member orientation language. The company agreed to increase the minimum in-hire rate to \$16.00/hour for all bargaining unit positions. Wage increases were set at 2% for the first year, with wage reopener language for subsequent years. The four-member unit of full-time staff ratified the terms on October 15th. The committee included Local 21 President Eugene “Duffer” Kendrick, WMHT Chief Steward Bruce Cole, and NABET-CWA Staff Representative Ron Gabalski.

## STEPHENS MEDIA GROUP - WATERTOWN AND MASSENA, NY (LOCAL 24)

Attempts to resume bargaining for WNER/WFRY/WTNY/WCIZ and WMSA continue amid mass layoffs and pending charges at the NLRB. See additional coverage in this edition.

## WKBW-TV - BUFFALO, NY (LOCAL 25)

Bargaining went smoothly for a new four-year agreement with WKBW-TV, owned by Scripps. A tentative agreement was reached before expiration following one bargaining session of two days, and is due to go to the full 49-member unit for a ratification vote on December 19th. Highlights include a broadened holiday benefit, increases to the base wage, and wage increases of 1.5%, 2.5%, 1.5%, and 2.5%. The company also agreed to added language for the CWA STRONG initiative relating to new member orientation. Several other discussion points yielded clarified interpretations of existing language that favored the

bargaining unit and required no further proposal to resolve related issues. The committee included Chief Steward David Morales, unit members Jeff Wick and Jason Zeczak, along with NABET-CWA Staff Representative Ron Gabalski and assistance from Local Vice President Bob Hellwitz.

## WIVB-TV - BUFFALO, NY (LOCAL 25)

Unit members at Nexstar, owned WIVB, have been working under a rolling extension since March 2017, with their last wage increase being March 2016. In that time the unit has seen changes at the table including the retirement of their assigned representative, a replacement staff representative, and the departure of their chief steward. Nexstar opened bargaining almost two years ago by presenting the Union with nearly 100 proposed changes. Since then, progress has been slow, and in October 2017, a board charge regarding salary loss of bargaining team members brought bargaining to a near-halt, resulting in only two bargaining sessions in the last 12 months (totaling six hours). The Union was on track to prevail in an NLRB hearing on the matter, when an 11th hour settlement was struck to get the parties back to bargaining. One day of bargaining was scheduled for December 12. The committee includes Chief Steward Rich Erasing, Steward Jim Diavastes, and NABET-CWA Staff Representative Eric Seggi with continued participation from Staff Representative Ron Gabalski, former WIVB chief steward.

## WSYR-TV - SYRACUSE, NY (LOCAL 211)

Ten months of bargaining, which began with now-retired Staff Representative Bill Murray and included assistance from an FMCS Mediator, resulted in a “Last, Best, and Final” offer from Nexstar-owned WSYR on October 31. The bargaining team opted to allow the members to vote on the offer, which included wage increases of just 1% per year over three years, and no retroactive pay from the February 1st expiration. The 84-member

bargaining unit sent the offer to defeat on November 14, and began a rejuvenated effort at mobilizing. The station returned to the table on December 17th, and eventually an offer was presented that increased the total compensation package and withdrew some of the givebacks that were in the previous offer, resulting in a tentative agreement. The agreement runs for three years starting at ratification, including a signing bonus, with pay increases of 25 cents, 10 cents, and 12 cents per hour over those three years. Members of Local 211 ratified the agreement on January 9th. The committee included Local 211 President Anthony Vecchio, Treasurer Colin Bailey, Stewards Melissa Curinga and Tom Cunningham, along with NABET-CWA Staff Representative Ron Gabalski.

## WJW-TV (PRODUCERS UNIT) - CLEVELAND, OH (LOCAL 42)

A new two-year agreement was reached with owner Tribune Broadcasting, and ratified by the 20-member unit in September. Bargaining began in May, and continued with an extension beyond the expiration date at the end of June. The bargaining team was able to achieve a tightening of the number of non-unit employees who could be allowed to perform unit work. Bargaining occurred during the heavily publicized purchase deal with Sinclair Broadcasting. Negotiations arrived at a wage increase offer of 2% per year over three years. With optimism surrounding the potential to deal with a new owner, the bargaining team countered for a shorter two-year agreement. In the end, the Sinclair Broadcasting deal which was reported to include a WJW spin-off to Fox fell apart, and a new purchase agreement with industry behemoth Nexstar is now pending. The committee included Local President Bill Wachenschwanz, Chief Steward Brian Geiger, unit members Janelle Bass Hawthorn and Michael Friend, along with NABET-CWA Staff Representative Ron Gabalski.

# Thinking about Retirement?

Are the Ups and Downs of the market stressing you out?



**Dynasty Advisors is an Independent Wealth Management Enterprise Group focusing on YOUR financial goals**

**Let's help plan for your successful STRESS FREE Retirement!**

**Speak with a Financial Professional**

**Ronald Lomangino CLU, ChFC • Alexander Saulon CPA<sup>®</sup>, CDFIA<sup>™</sup>**

*“Experience the Dynasty Difference”...We care about you.*



**866-284-1314 • [www.dynastyadvisors.com](http://www.dynastyadvisors.com)**



Corporate Office: 517 Route 1 South, Suite 3050, Iselin, NJ 08830

**We are proud to be affiliated with Commonwealth Financial Network<sup>®</sup>,  
fifth straight time J.D. Power ranks Commonwealth:  
“Highest in Independent Advisor Satisfaction Among  
Financial Investment Firms.”**

\*Commonwealth Financial Network<sup>®</sup> received the highest score in the independent advisor segment of the J.D. Power 2010, 2012, 2013, 2014, and 2018 Financial Advisor Satisfaction Studies of customers' satisfaction among financial advisors. Visit [jdpower.com/awards](http://jdpower.com/awards).

Securities and advisory services offered through Commonwealth Financial Network<sup>®</sup>, member FINRA/SIPC, a Registered Investment Adviser.  
Fixed insurance products and services offered through Dynasty Advisors LLC.



# ...After the Show

by Bill Freeda

NABET-CWA NATIONAL COORDINATOR AND PRESIDENT OF THE MEDIA SECTOR, CWA RETIRED MEMBERS COUNCIL

I am happy to see the NABET News, and my "After the Show" column, return after a short time away. As 2018 comes to a close, there are a couple of items I wanted to bring to your attention. By now you should have received your new Medicare card without your Social Security Number, and instead a random ID number. This is long overdue. I also want to remind you that the Medicare Part D "donut hole" (a temporary limit on what the drug plan will cover for drugs) for brand name drugs disappears in 2019. It had originally been scheduled to end in 2020, by virtue of a provision in the Affordable Care Act. Please make sure you're prepared for these changes. Now, for NABET-CWA news.

## ABC-NABET RETIREMENT TRUST

In calendar year 2018 the ABC-NABET Retirement Trust paid out just over \$50,000,000 in pension benefits payments to retirees and beneficiaries. The Plan's diversified investments continue to perform reasonably well and asset levels remain relatively stable despite a year marked by increased volatility. The assets of the Plan at the end of September 2018 were approximately \$851,000,000 dollars and the liabilities were approximately \$812,000,000 resulting in a funding ratio of 105%. This funding ratio is down about 5% from the average funding ratio which had hovered near 110% for the last several years. This drop in funding ratio was not attributable to plan investment performance but rather came as a result of an increase in liabilities due to IRS requirements that the Plan adopt a new Mortality Table.

The new IRS mandated Mortality Table takes into account the good news,

that the general population is now living longer than what was accounted for in the previously used Mortality Table. The adoption of the new Mortality Table requires that the Plan actuaries increase the value of the Plan's liabilities to account for the increase in expected individual life spans and the anticipated additional number of monthly pension payments payable to retirees or their beneficiaries.

The Plan valuation reports for the closing months of 2018 are not yet complete, but it is expected that there may be an additional small decline in funding ratio based on general market performance and the flattening of the treasury bond yield curve. The funding ratio is very closely monitored by the Plan Trustees to make sure that the current Liability Driven Investment strategy remains on target to produce the overall Plan performance that is needed to pay the required pension benefit payments.

## THEME PARK DISCOUNTS

At a recent ABC retiree lunch, I was approached by a retiree who told me that he had not yet received a new Main Entrance Pass for Disney theme parks. After inquiring on his behalf, I was told by ABC that these passes are not issued every year, and retirees can continue to use the pass they currently possess until further notice.

As for our NBCU Brothers and Sisters, I have been trying to convince NBCU to develop a policy that would offer discounts to NBCU retirees at NBC Universal theme parks. A Senior Vice President at NBCU recently told me that they should have a retiree discount policy by the end of the first quarter of 2019.

## POOR TREATMENT OF GE RETIREES

On October 25, 2018, I attended a meeting in Schenectady, NY, between the GE Human Resources team and GE retirees. It was an opportunity to meet GE's new Senior Vice President of Human Resources, Raghu Krishnamoorthy. Retirees and Raghu had a frank discussion on how poorly GE has treated their retirees. I was somewhat of a wet blanket at this meeting, by pointing out to Raghu how many times GE has outright lied to retirees. We did get a commitment that the \$1,000 per person RRA will continue in 2019, however with no commitments past that.

In this same vein, while it may be premature, I wanted to alert you that there may be a GE shareholder proposal that would allow GE to claw-back some of the money given to Jeff Immelt, and other GE senior executives. I will provide more information, as I receive it.

## FEDERAL ASSISTANCE FOR PEOPLE WITH HEARING LOSS

I have recently become aware of a federal program to assist people with hearing loss. The name of the organization is Clear Captions; they are a Federal Communications Commission (FCC) certified telephone-captioning provider. This service is at no cost to qualified individuals whose hearing loss inhibits their phone use. The service is paid for through Title IV of the Americans with Disabilities Act (ADA). For more information, you can call Jessica Colligan at (929) 208-5937, or you can visit their website at <http://clearcaptions.com>.