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June 3, 2016

TO: All NABET-CWA Local 53 Members

FROM: Steve Ross

SUBJECT: Presidents Message

Summer is almost here! Our annual family picnic on July 17, 2016 is just around the corner. As with last year, we are having this special event at Calamigos Ranch in Malibu. If you attended last year, you know how much fun it was. Please RSVP early as our list fills up quickly.

There's been a lot of activity at our Local and I would like to update our members with what's happening at the companies we represent.

**KTTV/KCOP:** I am delighted to report that NABET-CWA Local 53 and Cheryl Bacon have reached an amicable non-National Relations Board (NLRB) settlement with KTTV that has resolved all disputes concerning Bacon's discharge from employment by KTTV on August 12, 2015. The terms of the settlement are confidential. In return for certain confidential considerations, the Union has withdrawn the grievance and NLRB Charge.

The KTTV News Negotiating Committee and the Company are in the process of finalizing a tentative agreement on a new three year contract. Membership meetings and a ratification vote could be scheduled soon. Details of the agreement will be made when the deal is finalized. The current contract expired in January 2012.

The KTTV Engineering Unit has elected a new negotiating committee. They are confident they can successfully bring an end to this protracted and difficult battle for a fair contract.

**KMEX:** We have three arbitrations currently ongoing at KMEX. On August 11, 2014, the Company violated the collective bargaining agreement by moving exclusive bargaining unit work in the KMEX commercial traffic department to Vineland, NJ. Then on September 21, 2014, it was violated again when the Company transferred exclusive bargaining unit work in Master Control to non-bargaining unit personnel in Texas. The arbitration involving the Traffic Department has been completed and we are now waiting on a decision from the arbitrator. The third arbitration involves the PDE (Producer, Director, and Editor) upgrade. We just received good news that the arbitrator has ruled in the Union's favor on the first part. We are hopeful that we will be successful on the second part. Negotiations have begun. The current collective bargaining agreement was set to expire on March 31, 2016, but was extended by mutual agreement.

June 1, 2016

**FOX NE&O:** The Air Conditioning and Building Services Unit, representing members at FOX is gearing up for negotiations. The current contract expires June 30, 2016.

A final draft of the new Collective Bargaining Agreement has been received by the Local. Our FOX N E & O Negotiating committee is now in the process of reviewing for any discrepancies.

You may have heard in the media recently that FOX is offering early retirement to all Non-Union employees who have worked for the Company at least fifteen years. They have earmarked 250 million dollars to fund this. When the dust settles, a considerable amount of Non-Union employees will be leaving and the Company's management team will probably look different.

**FOX Las Vegas HUB:** Bargaining was recently held April 13th and 14th in Las Vegas. Members are encouraged to attend the bargaining session. Please contact a shop steward if you are interested. This one of our strongest groups and they are determined to get a fair contract.

**NBC:** Four grievances were recently escalated to arbitration. Since NBCUniversal was purchased by Comcast over five years ago, we have seen a growing number of grievances and reluctance on the part of the Company to resolve them. The only way to get resolution to the grievances is to arbitrate them. Luckily, most of them are settled prior to arbitration at very little cost to the Union. As an example, last week a grievance that had been referred to arbitration, was quickly settled to the Unions satisfaction.

The new collective bargaining agreement has been sent to the printer and copies should be available soon.

**KWHY:** As you may recall, last year our members at KWHY were all laid off when the Company decided to cease news operations at the station. Additionally the Company was required to bargain over the effects of this closure. They did not do this and we filed a grievance and Unfair Labor Practice (ULP) with the NLRB. The NLRB has deferred the matter to arbitration. An arbitration date has been scheduled for June 2, 2016.

**KVEA:** Last week, we finalized the review process of the ratified contract by having the signature pages signed by the Company and the Union. We received the fully executed signature page from Sector President Charles Braico and the contract is being sent to printer.

I hope to see you at the picnic!

Fraternally,



Steve Ross  
PRESIDENT