



2121 Avenue of the Stars, 22nd Floor, Room 2243
Los Angeles, California 90067-5010
Phone 310 369 7219
e-mail: steve.moy@fox.com

FOX ENTERTAINMENT GROUP, LLC

Steven J. Moy
Director
Labor Relations

December 8, 2017

SENT VIA E-MAIL AND FIRST CLASS US MAIL

NABET-CWA Local 53
Attn: Steve B. Ross, President
1918 West Burbank Boulevard
Burbank, CA 9105

RECEIVED

DEC 18 2017

NABET LOCAL 53

Re: NABET-CWA Local 53 and Fox Digital (Engineering)
Letter of Clarification – Paid Time Off (“PTO”) Roll Over

Steve:

Please let this letter serve as a letter of clarification regarding the PTO Vacation Year Sideletter dated August 30, 2017. In the sideletter, the Parties proactively resolved a potential dispute by aligning this Collective Bargaining Agreement (“CBA”) with State law that requires the Employer to provide paid sick leave on a calendar year basis.

In programming this alignment, subsequent communications from the Employer to the Bargaining Unit referenced a further alignment of the Roll Over date (February 1st) with the newly aligned PTO Vacation Year (January 1 – December 31). The Roll Over language outlined in Section 16.03(m) of the current CBA allows up to six (6) days of PTO to roll over for up to six months (to be used by June 30 of the following year in which such PTO was earned). Despite the alignment of the PTO vacation year, the PTO roll over date of February 1st will remain February 1st of each year.

In addition, as a better condition of employment, the Company will further allow all PTO days earned in 2017 to roll over into 2018. This one-time only, non-precedent setting exception will allow for further programming and a better transition for employees during the re-alignment of the 2018 PTO vacation year.

By way of example, if an employee qualified for the maximum of fifteen (15) days in the 2017 calendar year, they previously could roll over six (6) PTO days on February 1, 2018, for use prior to June 30, 2018. Thus, the employee would have needed to use nine (9) PTO days prior to February 1, 2018. In 2018 only, if no PTO days were used in 2017, the Employer will allow all fifteen (15) PTO days to roll over past February 1, 2018, for use prior to June 30, 2018. Then on February 1, 2019, employees will be permitted to roll over six (6) days of PTO only.

Please contact me if you have any questions or concerns.

Respectfully,

Steve Moy
Director, Fox Labor