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BULLETIN # 11

KMEX, Los Angeles, California  
February 13-14, 2017  
2:00 p.m. (PST)

Negotiations resumed at KMEX on Monday, February 13<sup>th</sup>. The day began with sidebar discussions regarding the Master Control Arbitration. To date, the company has not complied with the Arbitrator’s Award, which requires the return of the covered work to the bargaining unit. There is concern that this issue could slow bargaining over the collective bargaining agreement. The Union is intent upon seeing the company comply with the binding decision.

The parties returned to the table and discussed the 4 hour overtime call, the merging of the Per Diem PTO and California Sick Leave provisions, as well as a revised company proposal on Meal Periods that has gone from making the hour paid lunch “unworked” time which would have delayed overtime until after the 9<sup>th</sup> hour, to a new proposal to make your lunch hour unpaid time altogether. The new proposal represents an 18.75% loss of pay to our 8 hour a day workers, which is the loss of 1 hour overtime for staying on duty 9 hours under the current contract. The Union advised the company that the new proposal is much easier to reject.

The parties spent time in caucuses in an attempt to move closer on some of the issues discussed. There is a possibility of reaching agreement on the new voluntary 4 hour overtime call, which is intended to give relief to the company when calling someone in to relieve a person out sick who only works a few hours. The company felt it was unfair to have to pay 8 full hours of overtime for being caught in a tough position. The Union, as it always tries to do when a problem is pointed out, modified language in 19.04g which was rarely used for the Minicam/Editors to work short overtime shifts on a day off. The Union counter proposal provides as much as a 200 dollar per day reduction for the company, with the understanding that exceeding the 4 hour special formula would revert the day to a standard 8 hour call. The Merging of PTO time and Sick Leave for the Per Diem work force will result in more PTO days earned that can be used as sick days or cashed out except for 16 hours, which roll into the next year. This will provide Per Diems the ability to earn up to 72 hours a year, and a potential cash out of 56 hours, or 7 days per year, if no sick time is used. We believe this will result in a better program for our Per Diem workforce.

The negotiations session on the 14<sup>th</sup> continued the discussions on these issues. The parties will resume negotiations on February 21, 2017.

Fraternally,

NABET-CWA/KMEX Negotiating Committee

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FOR MORE INFORMATION, VISIT NABET-CWA LOCAL 53’S WEBSITE AT:  
<http://www.nabet53.org>