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BULLETIN # 12

KMEX, Los Angeles, California  
February 21-22, 2017  
2:00 p.m. (PST)

Before the negotiations began on Tuesday, February 21<sup>st</sup>, a brief sidebar was held to discuss the mechanics of negotiations moving forward in light of the Union’s second Arbitration Award win regarding the KMEX Traffic Coordinators. Arbitrator Mark Burstein ruled that the company had indeed violated the contract in a manner consistent with the Master Control case. The Union is finding it more difficult to negotiate with the company when the tone at the bargaining table is good, and items are getting slowly but surely resolved at the table, yet larger questions remain when it comes to compliance with an impartial arbitrator’s rulings on items that should have been negotiated before the company set out violate the collective bargaining agreement. Now the bargaining unit has to recoup the value of all those shifts that were assigned to non-NABET employees. This is now a huge amount of money that is impossible to ignore. The Union has no intention to ignore these matters.

Once negotiations resumed, the parties concluded discussions over 11.01 Per Diem PTO/Sick Time, which began as a Union proposal to codify current federal, state, and local sick leave requirements, as well as preserving the Paid Time Off provision. The Tentatively Agreed upon compromise is the best of both worlds, and gives Per Diem employees great flexibility with these benefits. 19.04g Days Off, is a modification of a 4 hour call that has existed in the KMEX / NABET CBA for a long time. The company presented a proposal under 19.02 aimed at giving some financial relief in circumstances where an employee is asked to perform a couple hours of work on a scheduled day off. The company proposed a minimum 4 hour call in all circumstances. The Union determined that the request had a reasonable aspect to it, and responded with a modification of a Mini-cam 4 hour shift that could now be done by any NABET employee on a voluntary basis. The proposal was TA’d. The parties caucused for the day and recessed until Wednesday.

On Wednesday morning discussions resumed at KMEX. Numerous proposals already in play were discussed, however none were able to be brought forward for resolution. The parties set additional dates for negotiations. March 21<sup>st</sup>, 22<sup>nd</sup>, April 6<sup>th</sup> and 7<sup>th</sup> are the next four dates.

Your Negotiating Committee is calling a **general membership meeting** and strike vote authorization for March 15<sup>th</sup>. Details of the meeting will be released shortly. **Your attendance is strongly recommended.**

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>