



BULLETIN

NABET-CWA/NBCU NEGOTIATIONS

New York City



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During the past several weeks, NABET-CWA has been conducting off-the-record talks with NBCU in an ongoing attempt to reach agreement over terms and conditions for a new Master Agreement. While the timeline has been protracted and the negotiation process has been complicated, the lines of communication between the parties remain open and progress has been made on a number of issues. Mandatory subjects of bargaining which remain open include; wages, term of agreement, seniority and future hires/Digital Journalists.

Today your Negotiating Committee sent NBCU a comprehensive response and counter proposal to all remaining open mandatory subjects of bargaining. Acceptance by the Company of these proposals would bring these lengthy negotiations to a conclusion. The next step would be a presentation of the package to you - the membership - for consideration and ratification. We await the Company's response.

On the non-mandatory subject of bargaining, which centers around the Content Producer issues and related litigation, Region 13 of the NLRB issued a Complaint against NBC over Unfair Labor Practice (ULP) charges filed by the Union in 2009. The Complaint alleges violations of 8(a) (1) and (5) of the National Labor Relations Act for unilaterally altering the scope of the bargaining unit, unilaterally altering terms and conditions of employment, threatening employees with layoffs, advising employees that they no longer have to honor the union security clause of the Master Agreement, direct dealing, removal of employees from the unit, and refusing to recognize NABET-CWA as the exclusive representative for the employees. In terms of a remedy, the Complaint demands that NBC return all employees to the unit, make the employees whole for any lost wages or benefits, make the Union whole for lost dues, as well as an order to bargain. Similar ULPs – covering NABET-CWA-represented employees in New York, Washington, DC and Los Angeles - were filed by the Union in respective Regions of the NLRB. The Complaints to be issued by Regions 2, 5 and 31 will be consolidated with Region 13's Complaint and a single Judge will travel from city to city to conduct the hearings, which are scheduled to commence on January 18, 2011.

The Negotiating Committee will communicate updates to you as developments warrant. In the meantime, members are reminded to ignore all rumors and contact your Local Union Office with any questions or concerns.

NABET-CWA Network Negotiating Committee