



BULLETIN

NABET-CWA/NBCU NEGOTIATIONS NEW YORK CITY



BULLETIN #3
March 13, 2015

The third round of negotiations between NABET-CWA and NBCUniversal has just concluded. The Union and the Company reconvened negotiations in New York City on February 24, 2015, and have been bargaining steadily for the past three weeks.

The early stages of this round progressed gradually, due in part to the Company's characterization that the bulk of the Union's proposals are "*economic*" in nature. Company representatives stated that economic proposals would be addressed only when the parties began to discuss the overall economic elements of the total package. On Friday, March 6th both parties presented initial wage proposals along with length of contract offers. The union is seeking a four-year package while the company is proposing a three-year contract. NABET-CWA is seeking general wage increases for all contracts within the Master Agreement, and is furthermore proposing a number of improved job re-classifications for EJ crews, maintenance, wiremen and video control engineers.

Last Friday, the Company presented a modification to their earlier meal proposal, which sought to have meal periods as scheduled but uncompensated time. In the Company's latest proposal, the compensated meal period would be returned, but meals would not be considered time worked for any purpose, including overtime and holiday premium pay. This proposal would impact anyone who receives a meal, and works longer than 8 hours in a day. With the meal period not counting as time worked, an employee who works beyond the eighth hour would receive straight time for the first additional hour. The Company's meal proposal would also impact employees who receive an Opportunity to Eat (OTE). Time spent during the OTE would likewise not count towards overtime.

The overreaching proposal by the Company designed to further erode seniority rights is still on the bargaining table, and is strongly opposed by Union negotiators. The Union has firmly stated that the seniority provisions negotiated in the 2009-2015 Master Agreement already give the Company all the flexibility it needs in this area.

The Union continues to seek crucial improvements for daily hires including; an increase in payments in lieu of benefits, optional access to Comcast health benefits for qualifying daily hire employees, paid sick leave for daily hires, enhancements in travel provisions, an increase in Company contributions to the 401(k) plan, as well as access to Comcast Courtesy Services, the Employee Stock Purchase Plan and Wage Works. To date, the Company has indicated little or no interest in providing these benefits to the daily hire employees that NBCU uses so frequently.

The NABET-CWA Network Negotiating Committee met in caucus today and negotiations are scheduled to resume next week, on March 17, 2015.

Bulletins and other official information concerning these negotiations will be distributed by the Sector and Locals on a regular basis. In the meantime, please ignore all rumors.

NABET-CWA Network Negotiating Committee