



BULLETIN

NABET-CWA/NBCU NEGOTIATIONS NEW YORK CITY



BULLETIN #4
March 29, 2015

As we approach March 31st – the expiration date of the NABET-CWA/NBCU Master Agreement - your bargaining committee files this important update.

At the outset of these negotiations, the Union and the Company agreed that an intensely focused and immersive approach to bargaining was the best way to achieve and deliver a new contract, in a timely manner. To that end, the parties committed to a schedule of face-to-face talks during seven out of eight weeks - from January 20th through March 13th - with the goal of concluding a deal by March 13th. When it became apparent that an overall tentative agreement could not be reached by the target date, the parties agreed to additional dates during the successive two week period, which could still bring negotiations to conclusion prior to contract expiration on March 31st. Union negotiators remain committed to that goal.

Throughout these added weeks, both sides continued to offer counterproposals and modifications on various contract provisions. On Thursday, March 26th the Network Negotiating Committee presented the Company with a substantial package of proposals, designed to move the process to conclusion by addressing a large number of critically important, but still unresolved, issues.

Key to the Union's presentation were proposals to enhance 'travel-only' pay rates, improve Company matching contributions for daily hire 401(k) benefits, increase per diem payments for employees who travel on Company business, as well as a 13.5% increase in wage rates for all classifications in the Master Agreement over the life of a proposed 4-year deal.

The Union's package of proposals also addresses and counters several Company proposals which will have an adverse impact on the membership. Included in those negative Company proposals is an attempt to further invade seniority protections, a proposal to reduce the night shift differential corridor, and a damaging proposal aimed at eroding overtime earnings in relation to meal periods. The Company's current proposal would carve out meal periods from the calculation of overtime. Employees receiving a meal period, or an Opportunity to Eat (OTE), would suffer a loss of income if they worked longer than eight hours in a tour. For employees who work overtime regularly this amounts to a pay cut.

Additionally, the Union is proposing a new daily hire sick leave platform, one in which daily hire employees would accrue paid sick leave in each calendar year. This initiative would bring paid sick leave to our daily hire members for the first time ever under the NABET-CWA/NBCU Master Agreement.

The Union's package of proposals and counterproposals is balanced, and built on a foundation of compromise and true bartering. Tactlessly, the Company's response on Thursday was punctuated with the unambiguous theme of **rejection**:

<u>Union Proposal:</u>	<u>Company Response:</u>
Increase 'travel only' pay to respectable levels	REJECT
Increase in per diem and laundry allowances	REJECT
Improvements in the "D" Contract	REJECT
Expansion of the cancellation window regarding daily hire employee work schedules and assignments	REJECT
Comcast 'Courtesy Services' for daily hire employees	REJECT
Earned sick leave for daily hire employees	REJECT
Reduce non-union freelance percentage on remotes in exchange for an increase in the sports vendor count.	REJECT
Lowering the 180-day threshold for enhanced daily hire benefits to 100-days	REJECT
Union proposed general wage increases	REJECT

Following the rebuke of the Union's package by Company negotiators, the NABET-CWA Network Negotiating Committee met in caucus all day Friday, March 27th. Negotiations are scheduled to resume Monday, March 30, 2015.

Union negotiators have expressed your concerns and your demands for a better contract with a clear, strong voice at the bargaining table throughout these talks. The time has come for you to step forward and let your voices be heard. Be alert for communications from your Local Mobilization Committee Coordinators, and be prepared to participate and engage as necessary. This is your contract – help to protect and defend it!

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