

**Network Engineering and Operations (NE&O) – NABET-53 Engineering**  
Company Proposal #1  
August 11, 2015

*The Company reserves the right to add to, delete from, modify, amend, withdraw, or change in any way these proposals. Note that in many areas the proposals are conceptual in nature, will require discussion and amplification, and do not always incorporate actual contract language. Conforming changes to be made as necessary.*

1. Revise name of employer to Fox Digital Enterprises, Inc.
2. Four Year Agreement from the date of ratification.
3. Add “explicit authorization” language and appropriate Section 7 non-discrimination language to CBA.
4. Revise rate structure so that there is a common wage rate for all work, weather cable or Network. This implies a higher rate than what exists today for Cable and a Lower rate than what exists today for Network.
5. Remove paid meal period such that there is seven and one half (7 1/2) hours of work and a one half (1/2) hour unpaid meal period. Overtime starts after 8 hours of “actual work” in one day.
6. Turnaround – Reduce turnaround to 8, 32, and 56 hours instead of 12, 36, and 60..
7. No Pyramiding of Overtime (Discuss/Clarify long standing express language, interpretation and application as it relates to recent grievance) Section 9.10 and interplay with Section 10.01.
8. Discuss integration of sick leave language into minimum thresholds for accrual of PTO for all employees.
9. Discuss Short Term Union Leaves.
10. Rest Periods to be two (2) ten (10) minute rest periods per shift (one after the start of shift and meal period and the second between the meal period and end of shift).
11. Redefine EIC roles, responsibilities and position description (Section 7.01). Also, remove Section 7.01(a)(ii) regarding assignment of an EIC for a two person for an Electronic Field Production. Eliminate the term “supervision” from the EIC criteria. Responsibility for the work is key as opposed to responsibility for the employees. Management shall designate all individuals who are EIC (a list of existing EICs to be discussed further).
12. Modify Teleprompter Language so that it is non-exclusive (such that talent may operate teleprompter).
13. Modernize Scheduling, Posting, and Timecards – Deploy web portal and improved time-keeping system such as Kronos. All information must be added to the system immediately.
14. Full implementation of Automation Systems, Workflows, and Tools.
  - a. Production Automation Such as Ross Overdrive.
  - b. Lighting Board Control by video operator within Production Automation System.
  - c. Video on Demand driven by Upstream input of instructions.
15. Expand Section 1.01 so that the number of sixteen (16) named persons is not limited.
16. Need a roster of qualified persons for categories (in particular ENG or EVS). If such individuals can't be dispatched by Union, the Company may hire outside of BU positions.

17. Expand exceptions to jurisdiction language in 6.02(c)(x) to eliminate restriction on IATSE represented employees from performing audio editing (required to sync audio to graphics elements).
18. Scratch tracks audio to be performed by producers as well as audio technicians (will not result in a loss of shifts).
19. In Section 16.02(g) add a four hour minimum call provision for training classes at straight time. Also, extend a current five (5) hour call to eight (8) without during a twelve (12) hour period without penalty.
20. Expansion of Sideletter #VII so that there is no exclusion concerning who can perform non-linear editing and that there are no temporal limitations. As such, non-linear editing can be performed by anyone without limitations.
21. Discuss common storage volumes – Shared servers for Network and Cable content (Sideletter #9) with a formal proposal to follow. Topics for expanded discussion are: Common Storage Volumes, Implementation of Cloud Servers/Payout and Cloud Based Editing.
22. Review of all Sideletters for continued applicability and/or modifications.
23. Remote work (from home or some other location). Discuss employment parameters related to this topic.
24. Discuss the commoditization of equipment and software as well as computer systems and their various functions (file duplication, file transfers, viewing, etc.).