

NABET-CWA Proposals for FOX DIGITAL 8-11-15

The Union reserves the right to submit any additional proposals or to alter or amend proposals made during the course of these negotiations.

A Union Proposal or any withdrawal or modification of a proposal does not constitute a waiver by the Union of the interpretation it places on the language of the proposal.

All proposals are made without prejudice and without conceding that the contents represent rights not presently enjoyed.

Points of Discussion – these may lead to a proposal.

- 1. Training Policy.**
- 2. Master Control FS1 and FS2.**
- 3. Editing Positions – work load/skill set.**
- 4. Single Server for Digital and Cable.**
- 5. Job titles and definitions.**
- 6. Online content – video streaming.**

NABET-CWA Local 53 Proposals

- 1. Penalties - Standardize all penalties for both Digital and Cable to the same rate (Digital rate).**
- 2. Night Differential – Increase rate to \$4.25 per hour.**
- 3. Meal Penalty – Increase rate by two dollars (\$2.00).**
- 4. Turnaround – Increase rate by one dollar (\$1.00) and extend turnaround period to fifteen (15) hours.**
- 5. Paid Time Off (PTO) – Increase each level by two (2) days.**
- 6. Holidays – Add Labor Day to schedule of holidays.**
- 7. Sick Leave – Daily employees to be covered by California Law regarding sick leave. Once employee has exhausted sick leave, he/she may use accrued PTO time (if any) for subsequent sick leave.**
- 8. Eliminate Sideletter VII.**
- 9. Wages - Reserved.**
- 10. FLEX Plan contribution(s) – Reserved.**
- 11. Term – Reserved.**