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BULLETIN # 3

KMEX, Los Angeles, California  
April 26-27, 2016  
3:00 p.m. (PDT)

The parties returned to the table at 10am on Tuesday. Discussions focused on questions and answers related to proposals presented on days 2 and 3. The subject of Maternity Leave also was discussed in detail. As the Union reminded the company, at this particular time this is a matter that needs to be addressed as quickly as possible given the immediate impact on at least one NABET employee at this time.

The afternoon session focused on proposals related to Vacation Selection and Vacation Carry Over. The issues related to these topics concern the selection process and posting of approved vacations by the end of the year, and the company's increasing desire to have members comply with vacation scheduling and carry over. The discussions also highlighted differences of opinion on the contract's impact on California Labor Code 227.3 governing vacations, and the concept of using your vacation or losing it moving forward.

Discussions on Vacation Carry Over continued on Day 5, with both sides planning on further reviewing and analyzing the contract language and the effects of 227.3.

It is worth noting that the parties have a mutual desire to reach a reasonable conclusion that makes sure our members are complying with 17.03 and complying with the law. Both sides mutually want to see our members using their vacation benefit to the best of the member's interest.

The Union presented a proposal on 19.04 Days Off, strengthening the language requiring at least one weekend day off, and shift selection by seniority. The Union also presented a proposal on 19.07 Meal Penalty, increasing the missed meal compensation to 12 and 15 dollars respectively.

The parties set dates for May 10 and 12, 2016. Meetings are held on the 3<sup>rd</sup> floor, usually room 3A unless occupied. As a reminder, negotiations sessions are open to interested members. If you elect to sit in on a negotiations session, please contact one of your negotiating committee members so that the company can be noticed of your attendance.

If you have any questions or concerns, please refer to our official bulletins or your negotiating committee members. We thank you for your support and cooperation as we work through this process.

Fraternally,

NABET-CWA/KMEX Negotiating Committee

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FOR MORE INFORMATION, VISIT NABET-CWA LOCAL 53'S WEBSITE AT:  
<http://www.nabet53.org>

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