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BULLETIN # 4

KMEX, Los Angeles, California
May 10 & 12, 2016
3:00 p.m. (PDT)

Negotiations resumed on Tuesday, May 10th at KMEX.

The session began with discussions related to scheduling concerns, with the Company suggesting that arrangements made for certain employees may be causing problems for other employees. The Union raised the contradiction that exists between employees being considered interchangeable components when it is convenient for the Company however not so interchangeable when it comes to assigning work schedules. More discussions will be held related to this subject.

A lot of discussion has been held over Vacation Carry Over. The Company and the Union have very different views on when and how vested vacation could be lost if not scheduled. The Union's position is that vested vacation is an earned benefit that cannot be caused to be lost. The driving issue however, is employees scheduling all of their vacation earned for the next year except for one week of carry over. This discussion is not about your "vacation bank". This is a forward looking debate that in any case should be less of a problem if you schedule your vacation correctly.

The parties also discussed Maternity Leave for NABET members. As it turns out the number of people not included in the Company's policies on Maternity Leave which includes a Salary Continuance provision, is only approximately 100 people out of 4500 is only .02% of the Company. Being Union is no reason for our women to be discriminated against by excluding from these policies. Most of the people excluded are at KMEX Los Angeles and WXTV New York.

Discussions also occurred over the Per Diem offer of Company healthcare. Safety concerns over the abandonment of the Assignment Desk at times during the day when our crews are deployed was discussed in detail.

The parties caucused on Wednesday.

On Thursday, the Union presented four proposals – 6.01b Area Jurisdiction, 13.02 Sick Leave, 13.03 Pregnancy Disability, and a counter proposal on 17.03 Vacation Carry Over.

6.01b Area Jurisdiction proposes the 100 mile limit be extended to 150 miles to eliminate any confusion that KMEX members should be assigned to San Diego work for KMEX. 13.02 Sick Leave is a minor fix to the first 6 months making sure after 90 days of work 3 days are made available to staff members. 13.03 Pregnancy Disability proposes that the decision to use sick or vacation time is the employee's choice, and that Salary Continuance is provided in accordance with the Company policy the same as it is provided to AFTRA members. 17.03 Vacation Carry Over sets a deadline for members to schedule their vacation that should have been scheduled

during the vacation selection period, and sets a date that gives the Company their legal right to assign your vacation if you do not take care of this matter.

The next scheduled dates of negotiations are June 7-9, 2016.

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

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