



March 14, 2025

BULLETIN #2

NABET-CWA / KMEX 2024 NEGOTIATIONS

On March 7, 2025, the parties met to discuss the last couple of issues standing between reaching a tentative agreement. After a few discussions, the issues were resolved and a Tentative Agreement was reached.

The NABET-CWA \ KMEX-TV Negotiating Committee reviewed the questionnaires received at the beginning of the process, and narrowed the issues down to the common concerns raised by all of you, which involved vacation, scheduling, time off, benefits, additional days off, and of course increases. The goal of the Committee is to address as many issues as possible, while trying to resolve the issues as quickly as possible. This is the first contract in my 35 years at KMEX that we did not have an extension agreement in force to keep the peace as this process moved forward. The Committee recognizes and appreciates the KMEX Company Committee for their good faith efforts to move this process along as quickly as possible, with the goal of reaching a Tentative Agreement.

The Memorandum of Agreement listing the new changes is still being drafted, however the following agreements will be listed in the document:

- 5.1– Evaluations – Understanding that tenured employees can opt out of review process.
- 6.01(g) – Broadcast of Non-Broadcast Material – Union withdrew proposal to clarify Live Streaming is covered work. 6.01(a) speaks for itself. Parties agreed to leave the language as is and reserve their positions.
- 13.05(c) – LTD Insurance – NABET members at KMEX to be included in the policy.
- 16.01– In Lieu of additional Personal Days requested, Juneteenth Federal Holiday included as a Holiday.
- 17.02(b) – Vacation Scheduling and Blackouts – Schedulers can now utilize two selection periods to improve processing and granting time off requests. Blackout periods reduced to 12 weeks during sweeps periods. Sales and Traffic not included in Blackout periods.
- 19.09 – Night Differential – Increased to \$4.00.
- 21.08 – Video Journalists – Only NABET-CWA Photojournalists may perform VJ assignments with a minimum \$350 dollar appearance fee added for AFTRA duties, which are credited to any payments subject to AFTRA jurisdiction. Second paragraph deleted, as well as sunset clause.
- 24.01 – Wages – 3% per year, retroactive to April 1, 2024.
- NOOM Weight Loss Access
- Win Fertility Program Access

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>