



Local 53 • 1918 West Burbank Boulevard • Burbank, California 91506 • (818) 846-0490
Fax (818) 846-2306

BULLETIN # 1

KMEX, Los Angeles, California
February 19, 2020

The NABET-CWA / KMEX Negotiating Committee convened in caucus on 2/12/20. The Committee reviewed the many questionnaires submitted by members, considered issues from the past four years, and began framing the topics of negotiations from the Union's point of view. The Committee also drafted and submitted documents to the Company covering the Ground Rules and Understandings that have guided our negotiations since 2004. The Committee also drafted a current Extension Agreement that would extend the contract while the parties discuss the issues. Both documents were forwarded to the Company in advance of our 2/19/20 meeting across the table.

On Wednesday, 2/19/20 the parties met at the bargaining table. The Company was represented by Angel Ortiz (SVP & Associate General Counsel, Labor Relations), and Marisol Torres (Human Resources Manager).

Our Committee was chaired by Leroy Jackson, with Armando Aguilera, Salvador Solorio, and John Soltero in attendance.

The parties discussed the Ground Rules & Understandings, the Extension Agreement, and agreed to lay out a general map of where each expected the talks to cover.

After a lengthy discussion on how and why the Ground Rules were drafted the way they are, the parties agreed to make minor changes. The Ground Rules were agreed upon and now govern the way the negotiations are conducted. The parties also discussed the Extension Agreement, of which the Company stated it did not want to agree to retroactivity up front. The Union explained that the purpose of the agreement is to bring certainty to both the company and the Union during the discussions, and not to try and use retroactivity as a punishment for the bargaining unit since the Company solely controls the speed and frequency of negotiations. The Union also explained that no matter whether the parties agree to retroactivity up front or later, that cost is going to be the same in either case. At this point no agreement is in place to extend the agreement, and at this point negotiations will move forward with uncertainty. The company has indicated it is interested in a shorter term contract, more use on non-union workers, longer work days, health care cost shifting to the employees, scope of jurisdiction, digital camera language, all of which have serious financial impact on your income and job security. The Union has indicated to the Company that it has a number of areas it wants to strengthen to make the Company live up to current agreements let alone new changes and improvements. From a negotiations standpoint, the parties really could not be further apart. The only time we were this far apart was in 2000, when we had our last strike. The company has touched on multiple strike issues.

The parties will return to the table on March 18-20, 2020.

KMEX Negotiation Committee
Bulletin #1
February 19, 2020

In the meantime, we urge you to not listen to rumors and opinions not stated at the bargaining table. The bulletins will have the accurate account of what took place, not what was said. If you have questions, please contact your Negotiating Committee members.

NABET-CWA/KMEX Negotiating Committee

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

SR:aps
opeiu-153
aficioclc
KMEX-Bul-2020-01.doc