

OPEN CHANNELS



THE NEWSLETTER OF IBEW LOCAL 45

WWW.IBEW45.ORG

FALL 2013

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Big Victory

IBEW Local 45 elected to represent photographers and reporters at KTXL-TV in Sacramento

Things are starting to look up for some of the employees at KTXL Fox 40 in Sacramento.

In July, IBEW Local 45 was elected to represent photographers and reporters at the television station, a Fox affiliate owned by Tribune Broadcasting.

"Not all unions are created equal," said photographer Tom Long, who has been with KTXL for 14 years and played a pivotal role in joining Local 45. "I just felt that IBEW was the best fit for what we were looking for and trying to do. Overall it seemed a better fit for us."

Photographers and reporters had been considering organizing for the past few years, but only recently focused their efforts in coming together. Long took the lead, talking to coworkers about the steps to take and to rally support. In May, Long reached out to Hugh McGuigan, who represents Local 45's Northern California members. McGuigan started the process of putting together an organizing campaign while educating the potential members of the benefits of joining a union. According to McGuigan, Local 45 was elected in "strong fashion."

"They've never been a union there



From Left: Fox 40 photographer Tom Long, IBEW Local 45 Business Manager Elaine Ocasio and Northern California rep Hugh McGuigan worked to organize at KTXL.

before now," McGuigan said. "I think as with most people, they have to be mistreated and abused long enough until they finally have enough of it. I think they finally had their fill. They're underpaid in the market, overworked, in some cases I think illegally worked as it relates to over-

time treatment. They reached their threshold and wanted to do something about it, and they did."

Approximately 35 new members have joined.

According to Long, photographers were asked to do the jobs of report-

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Local 45 Members Play Key Roles in Bringing You the News

On the Job at KCBS/KCAL Los Angeles

Before a story hits the air of one of the many local news broadcasts by KCBS and KCAL in Los Angeles, there's a good chance that an assignment editor such as Terry Doyle had a hand in it early on.

"Basically, we have to cover the news, and this is the first line of de-

fense in getting the news on the air," said Doyle, speaking from his desk on a recent busy Friday afternoon.

IBEW Local 45 member and Assignment Editor Doyle has worked for the station for 25 years, first as a production assistant and then on

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Rodney Foster has worked through major L.A. news events, from plane crashes and the Civil Unrest of 1992 to earthquakes and fires.

IBEW Local 45
6255 Sunset Blvd., Ste. 721
Hollywood, CA 90028

Message from IBEW Local 45's Business Manager

By Elaine Ocasio

Greetings Local 45 members!

It is hard to believe that it has been one year since I was elected to be your Business Manager. It has been a very busy and exciting time for me. I have enjoyed visiting your worksites and meeting you and listening to your concerns.

I am amazed at the important work our members do: communications and public safety support for the City and County of Los Angeles, Avionics, medical electronics at our county hospitals, security at county jails, technical support at our L.A. Community Colleges and public schools and of course our members keep us connected at Charter Cable, do local TV news in LA and Northern California, and work for CBS Network Entertainment and CBS and FOX Sports.

We have a lot to be proud of. I come to this job with a simple viewpoint that it is my duty to serve you, Local 45 members: service your contracts, let your voices be heard, and negotiate on your behalf for a better standard of living. I make every effort to respond to issues quickly. We have 40 contracts and

over 80 work sites, but with help from your Business Representatives, Hugh McGuigan and Victor Marrero and our Shop Stewards, we work hard to handle every issue in a timely fashion.

We are working on updating our website and future issues of the Newsletter will be available online as a measure to save money in printing and postage.

We are working on ways to better communicate with you. We will have email notifications and log-ins on our new website for you to see what is happening in your own specific areas.

I invite you to participate and attend a membership meeting the 3rd Wednesday of every month at 7:15 p.m. I am also having many shop meetings where we can focus on your individual issues in the work place.

Thank you for your ongoing support.

In solidarity,

Elaine Ocasio
Business Manager/Financial Secretary



LOCAL 45 NEW WEBSITE - NEW LOOK! NEW FEATURES!

Local 45 is pleased to announce the launch of our newly redesigned website, complete with a fresh new look and user-friendly navigation. The new site is designed to keep our members updated with the latest union information utilizing everyday communications tools such as text messages and email. New features include:

- Member-only Login Section – Access contracts, request for proposals and special announcements.
- Member-Friendly Dues Payment Page – Paid Thru Date Display, Simple Navigation.
- Email and Text Messaging to Members – Get important information instantly via text and/or email – Be sure to sign-up to be in the know!
- Photos and Videos – Member worksite profiles and Local 45 events.

Whether you are new to our website or a regular visitor, all members must go to www.ibew45.org and set-up your account



preferences. Since we now have the capability to text and email you, we want to make sure that we have your email address and/or cell phone number and that you consent to having messages sent to you by text, email or both. You may also update your mailing address, make payments online or send emails to the various departments at Local 45. Messages sent by text and email will include information about: Contract Negotiations, Voting, Dues Payment Reminders, FOX/CBS Utility Crew, General Membership Meetings, and Local 45 Special Events.

We hope that you will enjoy browsing our new site, finding more options and information each time, and that it will be yet another tool for strengthening our communications with our valued members.

Staff Box

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Elaine Ocasio

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Lupe Perez

Dues Administrator
Marceil Wright

Bookkeeper
Gayle Jordan

Membership Department
Tara Garner

Business Representatives

Southern California
Victor Marrero

Northern California
Hugh McGuigan

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Spotlight on Stewards

Four local 45 members who get the job done



John Breedlove, Shop Steward at KCRA-TV, Sacramento

John Breedlove has been a member of IBEW Local 45 for 28 years. His first job was in Bakersfield at Channel 17 (KPWR at the time). In 1981 he was hired at KFSN in Fresno and promoted to chief photographer there in 1984. John then went on to work at KOVR, Sacramento, and finally to KCRA in 1998. John has been sent on many special assignments, from a space shuttle launch to tornado coverage in Oklahoma City to political conventions. One recent highlight was a trip to Washington, D.C., in late 2012 for a one-on-one interview with President Barrack Obama. John's work has been recognized with San Francisco Bay Area News Awards and two Emmys. John became a shop Steward in 2012 and was on the latest negotiating team for KCRA's contract.



George Mutafyan, Shop Steward at Olive View-UCLA Medical Center

George Mutafyan works as a medical electronics technician at Olive View-UCLA Medical Center in Sylmar, north of the City of Los Angeles. Olive View is part of L.A. County's health system. George joined Olive View, and Local 45, in 2001. Prior to that, George worked in the medical field as an electronics technician for UCLA after immigrating to the U.S. From the Soviet Union – Armenia specifically – in 1979. Now 69, George has more recently been made a Local 45 Executive Board Member, and is participating in negotiations with the County. He says he's listening and learning in order to become more active in the near future. George added he'd like to express his gratitude to Business Manager Elaine Ocasio and Public Sector Rep Victor Marrero for their leadership and openness.



Maria Martinez, Shop Steward for the City of L.A.

Without folks like Maria Martinez, the City of Los Angeles might not be able to run. Maria works in communications and electronics for the City, handling the data network for the entire city government. This includes everything from the Mayor's office and City Council to the police department and fire department. Maria has been a member of IBEW Local 45 since 1993, has worked for the City of Los Angeles since 1996 and has held the role of Steward for almost a decade. Maria has done various jobs, working on two-way radio equipment and monitoring equipment failures before transferring to the data group in 2001. Maria described her work as low-key, but when things go wrong, she's the one who gets the City back online.



Rodney Cummings, Shop Steward at KCBS/KCAL in L.A.

Rodney works as an edit supervisor at KCBS/KCAL, overseeing the day-to-day operation of the editors at the station. That promo for Queen Latifah's new talk show? Yep, that was Rodney. He also oversees 13 full-time editors and 13 daily hires. Rodney has been with the station and a member of IBEW Local 45 for 17 years, ever since joining KCAL, and he became shop Steward two-and-a-half years ago when long-time and well-respected shop Steward Bob Arellano retired. Before retiring, Bob asked Rodney to fill his very big shoes. Rodney said he was honored and took the position without hesitation. "I didn't even have to think about it," he said. Originally from Boston, Rodney eventually landed in L.A. He wears multiple hats, and during his career has won an Emmy and a Golden Mike for news editing.

Steward List

Evren Goknar - CAPITOL

Charles Paakkari - CAPITOL

Tanya Selena Cornish - CBS TV CITY

Luzell Davis - CBS

James Fields - CBS

David Guzman - CBS TV CITY

Michael Steve Hoorn - CBS TV CITY

Tracy Lawrence - CBS TV CITY

Richard Mathias - CBS TV CITY

Michael Murray - CBS TV CITY

Donna Stock - CBS TV CITY

Gary Chamberlin - CBS TV CITY

Richard Sietsema - CBS RADIO

Donna Houston - CBS TV CITY

Nagi Akl - CHARTER

Johnny Carreon - CHARTER

Victor Centeno - CHARTER

Carlos Marshall - CHARTER

Octavio Saucedo - CITY OF LA

Shawn Gabra - CITY OF LA

Harold Gonzalez - COUNTY OF LA

David Hess - COUNTY OF LA

Richard Le Comte - COUNTY OF LA

Michael Montano - COUNTY OF LA

Gevork Mutafyan - COUNTY OF LA

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Union Dues

The total of both the BASE DUES and WORKING DUES are due monthly on or before the 15th day of the month.

BASE DUES	WORKING DUES
\$16	1.25% of your monthly gross (base) earnings (\$1,601 and above)

MINIMUM MONTHLY UNION DUES ARE \$36 WHEN MONTHLY EARNINGS ARE LESS THAN \$1,600

IMPORTANT: Members must notify the Local 45 office if there is a change in your employment status, i.e., rate increase/decrease, lay-off, leave of absence, completion of freelance work assignment etc.

BASE DUES PER CAPITA INCREASE 2014

IBEW International Office Per Capita Dues Increase Effective January 1, 2014

MEMBER TYPE	NEW BASE DUES RATE
"BA" Members	\$18
"FP" (Fee Payer)	\$18
"A" Members	\$33

PUBLIC SECTOR WAGE INCREASES

Your monthly union dues will increase as a result of an increase in your salary

SECTOR	RATE INCREASE	EFFECTIVE
City of L.A.	5.25%	1-1-2014
County of L.A.*	2%	10-10-2013
	2%	10-1-2014
	2%	4-1-2015
L.A.U.S.D.	TBA	TBA
L.A.C.C.D.	3%	9-1-2013

*Scheduled wage increases effective upon member ratification vote

OBJECTION PLAN INFORMATION

During the course of the year, objectors will be expected to remit the full amount of fees charged by the Local Union. However, by no later than January 31 (or as soon as possible in the case of timely mid-year objections), the Local Union will mail a check to each individual who perfects a timely objection, reflecting the deduction in the Local's portion of agency fees to which the objector will be entitled for the twelve-month period (or the period remaining in the current calendar year). Under separate cover, the objector will also receive a check from the International Office reflecting the reduction in monthly per capita payments to which the objector is entitled. The annual notice of the procedure for filing objections will be published in the October issue of The Electrical Worker. You may also access The Electrical Worker at www.ibew.org.

Steward List

(CONTINUED FROM PAGE 3)

Joseph Nassar - COUNTY OF LA
Pierluigi Pacciardi - COUNTY OF LA
Jason Cleanthes - CITY OF LA
Maria Martinez - CITY OF LA
Basharat Syed - CITY OF LA
Eduardo Nunez - CITY OF LA
Fredrick Roberts - DAY WIRELESS
Charles Johnson - FOX SPORTS
Kelly Sedar - FOX SPORTS
Andrew Beata - GE
Kenneth Santy - GE
John Vandenberg - GE
Edward (Kip) Hannan - HOLLYWOOD PARK/SANTA ANITA
Rodney Cummings - KCBS/KCAL
David Gonzales - KCBS/KCAL
Ron Jacobs - KCBS/KCAL
Gary Johnson - KCBS/KCAL
Steve Medina - KCBS/KCAL
David Mumby - KCBS/KCAL
John Breedlove - KCRA
Patrick De George - KCRA
Tom Amico - KFSN
Steven Taylor - KFSN
Jeremy Burnham - KIIS
Carol Osgood - KOVR
Mark Baggs - KPIX
Robert Lai - KPIX
Jennifer Mistrot - KPIX
Alan Eng - KRON
Michael Johnson - KRON
Stanley Roberts - KRON
John Collins - KSEE
Jason Harvey - KTNV
Travis Marshall - KTNV
Benjamin Cruz - KTVU
John Klossner - KTVU
James Wagner - KTVU
Vernon Yonemura - LACC
Art Brickman - LACC
Chadwick David - LAUSD
Gilbert Martinez - LAUSD

AWARDS & RECOGNITION

Congratulations to Local 45 Members who have been recognized for their outstanding work!



Jennifer Mistrot of KPIX-TV San Francisco celebrates her recent Emmy win with IBEW Local 45 members. Back Row (L-R): Gevork “George” Mutafyan, Mike Murray, Vice President Art Brickman, Business Rep. Hugh McGuigan, President Donna Stock, Rodney Cummings. Front Row (L-R): Business Rep Vic Marrero, Treasurer Basharat Syed, Maria Martinez, Business Manager Elaine Ocasio, Jennifer Mistrot and her Emmy, Recording Secretary Selena Cornish, and Nagi Akl.



Laurie Fernandez of KCBS/KCAL TV in Los Angeles hit a triple at the Radio and Television News Association Golden Mike Awards earlier this year, winning for Best Spot News Reporting; Best News Videography of a Hard News Story, Series or Special; and Best Video Editing of a Hard News Story, Series or Special. Fernandez also cleaned up at the Mark Twain Awards in June, winning for Best Editing; Best Spot News Story; and Best Videography of Hard News.



Jack King, Electronics Communications Technician for the L.A. County Sheriff's Department, was named by the department as Electronic Communications Technician of the Year. IBEW Local 45 Business Manager Elaine Ocasio and Business Rep Vic Marrero were on hand to congratulate Jack.

MORE KUDOS:

The NASCAR on FOX Audio Team received an Emmy for outstanding Live Event Audio/Sound. The team includes IBEW Local 45 members Fred Aldous, Ben Altopp and George Kemper.

Garry Ashton of KCBS/KCAL-TV picked up an Emmy for Producing a March Madness Sports Tease.

Richard Alvarez KCBS/KCAL received an Emmy for News Editing for “The Prison Project.”

Notes From Around the Union: Northern California Report

This marks the 15th year that Hugh McGuigan has represented Local 45's Northern California members. McGuigan services San Francisco, Oakland, Sacramento and Fresno.

"Hugh has been a tremendous asset to me this year," said Local 45 Business Manager Elaine Ocasio. "He holds a lot of the history of the contracts we have had to negotiate and he has developed relationships over the years that help in the bargaining process." *Open Channels* asked Hugh about his job.

What has been your primary focus the past couple of months?

HM: Provide strong representation for our members. Enforce their labor agreements, make sure they get proper pay and treatment and just strongly represent the members of our local.

Are there one or two accomplishments you'd like to highlight?

HM: We were able to get a terminated employee reinstated through the grievance procedure. We went to bat for this employee and got him back on the job. We were pleased and proud about that. We were able to secure a premium wage rate position with GE. There are a number of things that are positive things. That's a few highlights.

Anything coming up you'd like to highlight?

HM: There's a number of opened or soon-to-be-

opened contract negotiations that are going to take a lot of time and effort to complete, so that's our main tasks for the next couple of months.

Hugh McGuigan's Northern California Report:

KTVU CHANNEL 2 OAKLAND

Contract negotiations are the main focus at the station at this time. Significant progress was being made until AFTRA attempted to claim jurisdiction over VJ work. We are currently working with AFTRA and IATSE to see if reasonable compromises can be made.

KCRA CHANNEL 3 SACRAMENTO

A new contract was successfully negotiated at the station with improvements in wages and increased compensation when extra duties are assumed by MC operators. There have also been some successful outcomes to a couple of grievances at the station recently.

KRON CHANNEL 4 SAN FRANCISCO

The station continues to make investments in equipment and technology, which allows the station to compete in the marketplace. It was recently announced that the station will be merging with Media General. A labor management meeting is planned to discuss impact on the membership.

KPIX CHANNEL 5 SAN FRANCISCO

A new GM was assigned to the station in Septem-



Hugh McGuigan

ber 2012, replacing long-time GM Ron Longinotti. The local and the company had a long-standing good working relationship with Ron and we were sorry to see the change. A lot of emphasis at the station this year has been working to ensure the safety of members in the field. There has been a lot of crime against news personnel and meetings with the employer have been held to work on

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Notes From Around the Union: Public Sector Report

A lot of you know Victor Marrero, who served as the President of Local 45's Executive Board for 10 years

"I hired him in February to be the Representative for the Public Sector," said Local 45 Business Manager Elaine Ocasio. "Vic brings his experience of 30 years working for the City of L.A. and much enthusiasm to his new position." *Open Channels* asked Victor about his job.

What have you been focusing on the last couple of months?

Basically I've been negotiating with the County of Los Angeles. That's the main thing I've been concentrating on the most. We've also been negotiating with Charter Communications.

What have been a couple of recent highlights?

For the county, the folks haven't had a raise for four or five years. That's the key thing, try-

ing to get the members a raise since they haven't received a raise since 2009. With Charter, we're still negotiating. It's a very tight unit. The members are tight together

What are upcoming goals?

One of the main things is we're trying to organize more shops. That's the thing that I want to shoot for.

Victor Marrero's Public Sector report CITY OF LOS ANGELES

I and an IBEW 45 Technician went to the Los Angeles County Fire Department and had a meeting with the Chief in charge of all new fire mobile installation to discuss making overtime and "call-outs" equally distributed.

I visited various Los Angeles County Hospitals to discuss new job specs for Medical Electronic

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Victor Marrero

Retiree's Corner



Chuck Hoover

CHUCK HOOVER

Chuck's interest in news started in high school where he was involved in the school newspaper and yearbook. Before he could drive, his mother assisted him with his passion of taking pictures by getting up at 4 o'clock in the morning to take him around town to shoot different fires, accidents, and other events in Fresno so he could sell them to the Fresno Bee for \$5.

Chuck's career included time in the Army and service in Vietnam. While in Vietnam he picked up the thing he loved most – his camera – and was able to take many pictures as a combat photographer. After Chuck completed his time in the service, he returned to Fresno and took a job with CBS Channel 2 before moving to ABC 30, where he spent most of his career. Chuck has seen many changes in the television industry. In the mid 70's, video tape took the place of film in the news world. During this time Chuck was one of the first cameramen in the valley to cover the

Chowchilla bus kidnapping that made national news. In 1983 he was in Coalinga for three days covering the earthquake that destroyed the town.

He also has traveled to Texas to cover one of the Presidential conventions. One thing that Chuck will tell you is that the news broadcasting has changed a lot in his span of time working, but he will also tell you that he has loved every minute of it.

JAY HARMER

Local 45 member Jay Harmer retired after 33 years at CBS. Jay played a major role in updating many of the studios at TV City. The Executive Board presented Jay with a plaque to recognize his years of service as a Shop Steward and a member of the Negotiation Committee for the CBS National Agreement.

His plans now are to relax and travel. We wish him the best!

ANDY ELLIS

This year marked the retirement of long-time member and Steward Andy Ellis. While this is a loss to the Local and Andy's coworkers, we wish him a long and prosperous and well-deserved retirement. We would also like to thank member Brian Tonneson for stepping up and taking the important role of shop steward.



IBEW Local 45 Business Manager Elaine Ocasio with a recently-retired Jay Harmer.

Big Victory

(CONTINUED FROM PAGE 1)

ers, and reporters were asked to do the job of photographers. He added that this January will mark the third year without a raise while the station acquired new trucks, gear and a new set.

"It really truly got to a point where the term unfair labor practices really fit," Long said. "It basically allowed them to go out and hire cheaper labor. If anybody can do your job, then they can hire anybody to do that job. We pretty much became the whipping horse. For example you didn't see producers doing the job of five people. It was just reporters and photographers. It was really just like that ongoing for the last couple of years."

Long and McGuigan said that the reporters and photographers at KTXL benefitted from interacting with others doing the same job for competing stations out in the field and learning how their working conditions differed.

"They're significantly underpaid for what they do in the marketplace relative to other IBEW

agreements," McGuigan said. "A lot of employers are able to keep their employees isolated or insulated from what goes on in other working environments."

"But when you have news photographers that mix with other news photographers from other stations on breaking news stories, they have the opportunity to talk and mingle. We made an effort to put good, strong union people in Stewards roles in those environments so that they have a chance to spread information to non-union people so they can learn what's going on, and this happened in this case."

Next up for IBEW Local 45 and the reporters and photographers at KTXL are negotiations at the end of October.

"The intent is to work hard on improving the wage and benefit package that the group receives," McGuigan said. "We know that they're underpaid and the goal is to get them a reasonable wage rate and benefit package that's commensurate with the work they do."

Public Sector Report

(CONTINUED FROM PAGE 6)

Technicians.

I filed a complaint with the Los Angeles County CAO Office about fire fighters programming portable radios at all County Fire Stations. Jurisdiction states that this is part of the Electronic Communication Technician spec job. I also spoke with Chris Hannan from the LA/OC Building Trades about this violation and he will help me settle this issue.

We started negotiations with the Los Angeles County on July 18, 2013 After various negotiation meetings with Los Angeles County and the LA/OC Building Trades, we are near completion.

LOS ANGELES COMMUNITY COLLEGE DISTRICT

I settled a grievance at Los Angeles Community College where a member was not able to take comp time past July.

Working with members to promote membership participation at various colleges.

LOS ANGELES UNIFIED SCHOOL DISTRICT

I participated in a school board meeting to keep the funding so that our members will have no furloughs or layoffs.

We are having a shop meeting with our members to discuss trouble and try to resolve issues in Labor/Management meeting.

KGET (BAKERSFIELD)

Meeting with our members to discuss their concerns after the station has been taken over by a new owner. We are working with our members to find them work after elimination of master control.

KERO (BAKERSFIELD)

Elaine and I met with members at the stations where they are upgrading the station. We spoke with the General Manager who informed us that they are going to be hiring two new technical directors.

KBAK

Working to provide members training to keep them at a high standard of competence in our Broadcast Industry.

CHARTER COMMUNICATIONS

We are negotiating with Charter Communications for a renewal contract. Your Business Manager Elaine Ocasio and myself have met with our members to discuss various issues that affect working conditions and safety. Charter Communication member participation is very high and well attended at our shop meetings.

Local 45 Members Play Key Roles

(CONTINUED FROM PAGE 1)

the news desk before landing his current position. He's been a union member since he started working.

As an assignment editor, Doyle monitors a bay of scanners, listening to what's happening in the world of fire and police. If something starts to go down, he investigates to see if it's newsworthy. If so, he consults with producers, and a determination is made if a chopper or reporter needs to be deployed. A brush fire near the Hollywood Freeway that gets helicopter coverage was likely first heard on a scanner by someone such as Doyle.

Rodney Foster also works as an assignment editor and coordinates logistics. He been a union member since joining the station in June of 1985. He's been on the job during such big events as the Cerritos midair plain crash in 1986, the '92 civil unrest following the Rodney King verdict, the '94 Northridge earthquake, the O.J. Simpson White Ford Bronco chase and numerous fires. Doyle added that the Northridge Earthquake of 1994 stands out in his memory. He arrived at work as it struck, finding tiles blanketing the newsroom.

That was a busy day.

Both Foster and Doyle appreciate the work that the union does.

"The main thing the union does is our contract, just establishing what can and can't be done," Foster said. "There are certain rules."

Doyle added that Local 45 representation is something he can turn to when needed.

"They're always there if there's some sort of trouble," Doyle said. "I look at them as some place you can turn to if you've got a problem and need some advice."

Drew Weaver is a technical engineer at KCBS/KCAL's Technical Operation Center. He works in front of a Mission Control type expanse of monitors. One screen shows the Santa Monica shore, another Downtown L.A., another the U.S. Capitol, and others show popular programming such as "The People's Court" and "The Talk."

"It's really a technical person's dream," Weaver said. "With this place, we have a system that's set up unlike anything else in the world. We can put anything we want on."

Weaver has worked at the station for 17 years. He too was grateful for having Local 45 in his corner.

"As far as financially they've helped out," Weaver said. "Whenever they have to go into negotiations, they're always weighing out what's best for us. They take the leadership role in figuring out what's best for us in the long run. I give them credit for doing that for us."

Weaver added that he felt that working at KCBS/KCAL was like being with family.

"The great thing about it, and I guess that's with every place that you work at, are the people," Weaver said. "Everybody has those moments when work isn't always the greatest, but you come in and it's like a family. It's been a great environment in that aspect."

When it comes to getting the news out, Foster takes pride in the important role that usually unheralded assignment editors hold.

"There's something special about being part of dispensing information to people," Foster said. "I'm part of the history too. There's something special about it that makes it seem like it's more than just I'm answering phones and telling people where to go. It feels like there's something significant about it."



If there's breaking news, folks like Terry Doyle probably heard about it first.



Drew Weaver, a technical engineer at KCBS/KCAL's Technical Operation Center in Los Angeles, operates an expanse of monitors.

NORCAL Report

(CONTINUED FROM PAGE 6)

what could be done to ensure a safe work environment.

KVIE CHANNEL 6 SACRAMENTO

KVIE is a PBS station and has experienced a significant reduction in viewer contributions and corporate sponsorships. The members are in the final year of their contract and we are hopeful that economics will be improved by the time we enter our next round of negotiations.

KOVR CHANNEL 13 SACRAMENTO

It took the filing of an Unfair Labor Practice charge with the NLRB to finally force the employer to the table and bargain towards a new agreement. The employer made a substandard proposal on wages that was unanimously rejected by the membership.

KSEE CHANNEL 24 FRESNO

The station recently underwent an ownership

change. The new owner -- Nexstar -- is now moving two other stations onto the KSEE property. This is a positive development for the station and is likely to improve job security. We are currently in negotiations with the new owner towards a new agreement.

KFSN CHANNEL 30 FRESNO

KFSN continues to be the market leader in Fresno. Members are entering the final year of their CBA and will be seeing a wage increase. November of last year saw the retirement of long-time member Chuck Hoover.

GE GREATER BAY AREA

We have seen employment numbers improve since the last contract negotiations. Member Pete Anderson has been recognized two consecutive years as the number one technician in the country. A grievance was recently won to preserve a premium wage position with the employer.

DAY WIRELESS BENICIA

The company continues to see a slow down in work. Much of the work done by the technicians at Day Wireless is dependent upon government and municipal money and there has been a lot of cut backs in that area. After negotiations with the company, a new contract was ratified.

CBS/FOX SPORTS EMPLOYEES

Several site visits were made this past year to meet with members employed in the production of major sports productions. We are seeing the potential for work increases in the area and continue to work to secure additional work for our members.

ORGANIZING

The Local continues to work on organizing the unorganized throughout the entire area of the union's jurisdiction.