

OPEN CHANNELS



THE NEWSLETTER OF IBEW LOCAL 45

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SUMMER 2014

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4.1% RAISE IN THE FIRST YEAR

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Without a Doubt

KSEE Chooses Overwhelmingly to Remain Union

Employees at KSEE, an NBC television affiliate in Fresno, made their voices heard loud and clear this summer: They want to remain members of a union, and continue to receive all of the benefits that representation provides.

KSEE parent company Nexstar Broadcasting Group filed a petition to decertify the station's union representation with the National Labor Relations Board in June. In July, employees voted overwhelmingly to remain union and retain representation by IBEW Local 45. The final tally was 35-9 in favor of remaining unionized.

"It says that the members didn't buy the employer's lies and distortions and half truths with the intent

to try to talk the members into voting against the union, voting against their own interests," said Hugh McGuigan, Northern California Business Representative for Local 45. "The vote says, to me, the members were too smart to fall for the lies and deception."

McGuigan said that the vote to remain union came down to a simple comparison, and union benefits far outweigh what was in the Nexstar company handbook.

"The members, not only were they too smart to fall for the lies and deception of the employer, they were astute enough to make the comparisons of their labor agreement against the company handbook policy," McGuigan said.



The employees at KSEE in Fresno voted overwhelmingly to remain unionized, and next up is a return to the negotiation table. Pictured here includes KSEE employees, Local 45 Northern California Rep Hugh McGuigan (front), and Local 45 Business Manager Elaine Ocasio (in red).

The long path to the decertification vote began more than a year and a half ago. At the end of 2012, Nexstar Broadcasting Group purchased KGPE-TV, a CBS affiliate in Fresno. The company followed that up with the acquisition of KSEE in February of 2013. By last fall, Nex-

star had consolidated KGPE, a non-union shop, with KSEE at the latter's facilities. The merging resulted in the loss of some KGPE jobs.

Shortly after Nexstar's acquisition, the contract between the employees and KSEE management ex-

(CONTINUED ON PAGE 3)

For the Record

On the Job: Union Members at Capitol Records

There's a scene in the movie "Almost Famous" where the character Penny Lane says that "if you ever get lonely, just go to the record store and visit your friends."

Working at Capitol Studios is kind of like that.

Just off the Hollywood Freeway in Los Angeles, the iconic Capitol Records Building on Vine Street has hosted a who's who of popular music, from Sinatra and members of the Beatles to Garth Brooks and Katy Perry. In the middle of

(CONTINUED ON PAGE 8)



Recording engineer Steve Genewick mans the board of legendary Studio A at Capitol Studios.

IBEW Local 45
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Message from IBEW Local 45's Business Manager

By Elaine Ocasio

Greetings Local 45 Members! I hope your summer has gone well.

I would like to extend a great big "Thank You!" to Nexstar Broadcasting, the company that owns KSEE in Fresno. You see, KSEE management played a few tricky games that some in management like to do. They delayed negotiations on a new contract for more than a year, then filed a petition with the National Labor Relations Board for a decertification vote. Well, as you can read in the story on the front of this Summer issue of *Open Channels*, our members at KSEE voted overwhelmingly to continue to be represented by Local 45.

So, why the "thank you" to management, though they've made things difficult for us this past year? What management did is they lit a fire under Local 45 members at KSEE. The workers at the station started with some simple comparisons, looking at the company's policies for non-union employees and measuring that against our collective bargaining agreement. After giv-

ing it careful consideration, they concluded that being part of a union is the way to go. Local 45 has been there for contract negotiations and when members needed assistance with any issues. The employees at KSEE saw that, and as we once again head back to the bargaining table, everyone on our side is energized. This wouldn't have happened without Nexstar's management showing, again, why representation is so valuable.

Speaking of new contracts and getting energized, I'm very happy with how things turned out in negotiations between Local 45 members, recording and building engineers at Capitol Records, and management there. We secured our members a 4.1% raise in the first year of their new agreement, which you can also read about in this issue. I'd like to thank Steward Evren Gökner, Rep Vic Marrero, International Rep Tim Dixon and attorney Joe Kaplon for their assistance in getting the deal done.

Coming up, I want to make sure that members are aware that we're lining up a Stewards training in Southern California on October 25th. Details to come.

In closing, I want to express my sincerest sympathy to the family of Mike Murray. Brother Murray passed away in July at the age of 66. A loving husband, father and grandfather, Mike worked at CBS Television City, was a union Steward and member of Local 45's Executive Board. His work for the union will be missed, but more importantly, the warmth of Mike's spirit and his bear hugs will be missed even more.

In solidarity,

Elaine Ocasio
Business Manager/Financial Secretary



STEWARD TRAINING

COMING SOON



Calling all Southern California Stewards! There will be a stewards training on:

October 25th, 2014

Location: TBD

Time: TBD

Save the date! More details to come in the future.



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Local 45 Negotiates New Contract with Capitol Studios

A 4.1 Percent Raise is Music to Their Ears

The recording and building engineers at Capitol Studios had something to celebrate this summer: A new contract.

At the end of July, the 16 recording engineers and three building engineers that Local 45 represents voted unanimously on new contracts. The new agreements took effect retroactively to July 1.

"I'm pleased, absolutely," said Mastering Engineer and Shop Steward Evren Gökmar. "In the last couple of years, it's been a little touch and go."

The major highlight of this contract is a 4.1 percent raise in the first year. Pay increases for the remainder for the three-year agreement will match whatever the company has.

"I'm very happy," said Local 45 Business Manager Elaine Ocasio. "We got 4.1 in the first year, and that's the most that we've gotten so far in a contract since I've been business manager."

Management had proposed wage reopeners at previous negotiations, which may have meant more money but less job security. This time around, union leadership wasn't going to hear it.

"I think they realized they had to deal with us, that we weren't going to roll over," Ocasio said.

In 2012, Universal Music Group bought Capitol, meaning a different parent company was also involved.

Ocasio said the two sides met three or four times over a couple of months. The contract expired on June 30.

"From day one they were determined to get this done quickly," Ocasio said.

Capitol's recording engineers are involved in



Shop Steward Evren Gökmar, Local 45 Business Rep. Victor Marrero and Local 45 Business Manager Elaine Ocasio go over the final details of a new contract between the union and Capitol Records in advance of a vote. The contract, which includes a 4.1 percent raise, passed unanimously.

the music production process, while the building engineers maintain the iconic office building on Vine Street in Hollywood.

Ocasio put together a strong team to negotiate a favorable deal. In addition to the Business Manager and Gökmar, Business Rep. Victor Marrero, International Rep. Tim Dixon and attorney Joe Kaplon also participated.

Having an attorney on hand really paid off.

"(Joe Kaplon) did an excellent job," Ocasio said.

"It cost us money to bring an attorney to negotiations. In the past, that was never done. To me, this is what we're here for. With the result, it was absolutely the right thing to do. That's what people pay dues for, so we can get them the resources."

Gökmar gave a lot of credit to Ocasio for getting the deal done.

"Elaine is really responsive as far as issues and concerns," Gökmar said. "I think that's important."

KSEE Stays Union

(CONTINUED FROM PAGE 1)

pired and bargaining on a new contract began. The process proved to take longer than usual, much to the benefit of management since they could file the decertification petition with the NLRB a year after the contract expired.

"It was clear that they were stalling and not really bargaining," McGuigan said. "They refused to give us multiple day sessions. Every session was a one-day affair with large gaps of time between one session and the next."

After a year of bargaining that went nowhere, Nexstar filed the petition to decertify, which KSEE's members rejected overwhelmingly.

Rick Hardy, a production assistant at KSEE, has been a member of Local 45 for 15 years. He said he appreciates the higher compensation and better benefits the union fights for. He also echoed McGuigan's assertion that a simple comparison between the contract and Nexstar's employee handbook made a vote in favor of representation a no-brainer.

"There were a lot of questions about different things as far as in a contract versus not in a con-

tract," Hardy said. "In most cases when people started looking at things and they started reading both documents, the employee handbook or the contract, and started seeing the differences between the two, most people decided to go with the union contract."

McGuigan said that labor and management should be returning to the bargaining table soon to hammer out a new contract.

"The members have spoken and they do in fact want representation and they spoke loudly," McGuigan said. "Let's get down to business."

Correction

The Steward Spotlight of Jim Wagner in the Spring 2014 issue of Open Channels misspelled the name of his previous employer AMPEX. Wagner also joined the union in 1977 and has been a member for 37 years. We regret the errors.

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Spotlight

Four Local 45 members



Michael Johnson, KRON-TV

The majestic setting of Yosemite, the thrill of the Olympics, a Nobel Peace Prize winner: become a transmitter engineer and you just might see them all. Of course the next person may not be as lucky as Michael Johnson at KRON-TV in San Francisco who has these moments checked off his list, and more. As their transmitter engineer, evening maintenance guy and Shop Steward for the past 25 years, he has put together an enviable timeline.

Johnson has been at KRON since February of 1979, and in those years he has been sent to cover a number of historic characters and moments.

“Over the years, when [former Soviet Union president and Nobel Peace Prize winner Mikhail] Gorbachev came to Stanford, that was a huge thing for us,” he said. “We used to do a lot of live remotes like the 49er parades when they won the Super Bowl. We spent six weeks at the Olympics up in Calgary operating a satellite truck. It’s been good. I spent a couple weeks once up in Yosemite while a paraplegic fellow was climbing Half Dome. For me it was a vacation and really enjoyable.”

While maybe not quite on par with the excitement of such assignments, Johnson said serving as a Shop Steward has been an interesting venture as well.

“For me I’ve always enjoyed the whole bargaining process,” he said. “You get an inner view of corporate and what’s really going on, of what they say and what they really do. Primarily, I feel it’s a service position. You’re there for the guys and the gals if they need you.”

Aside from keeping the transmitter running properly, part of his job is keeping up with all the technology changes, and he’s seen many over the years. He remembers when they used 16mm film and has seen it all now shift to digital. He was here for the big conversion over to digital just a few years back when they had to switch from channel 57 to 38.

“Since it’s a two-tube transmitter, we basically split it in half and got a separate encoder and after we made the change we brought the other half over,” he said. “So now it’s a dual-tube setup and going into a combiner on channel 38.”

Technical talk from a technically savvy guy. In terms of training, the Marine Corp set him up with electronics training in Jacksonville, FL, eventually moving on to the Fleet Marine Force. He worked mostly on helicopters in the states and on transports and fighters overseas, all electronics.

Johnson describes a rich history that he seems very pleased with. Now he’s eyeing someone to take his place as Shop Steward. Asked what he would pass on to this new person, Johnson said, “If one of your members gets in trouble you show up and represent them as best you can and try to minimize any damage. You also defend them vigorously when someone goes after them for no reason as well. I look at it as sort of taking care of the flock.”



Pierluigi Pacciardi, County of Los Angeles

Born in Peru and raised in Italy, Pierluigi Pacciardi is trilingual (Spanish, Italian and English), but that is not the only form of communication he is well versed in. Pacciardi works for the County of Los Angeles, primarily as an electrician in microwave communications.

He works a lot with T-1’s – a system of compressed telephone information that allows for multiple transmissions – essentially maintaining communication circuits for voice and data for the County. Before his current position, Pacciardi worked for Honeywell when they worked on a deep space satellite tracking network, as well as a company called ARINC, which stands for Aeronautical Radio, Inc.

“In the U.S. they dominate the market for communications with aircraft, where they get telemetry from aircraft and then retransmit it to the FAA or to the airlines,” said Pacciardi. “They get vital signs from the aircraft and they allow communications for the pilots. It’s a little bit complicated, but that’s how I started in radio.”

Pacciardi is relatively new to IBEW 45, joining soon after he took the job with the County, about a year and a half ago. Public Sector Rep. Vic Marrero enlightened him on the steward position and asked him to take it on.

Pacciardi admittedly is still learning the steward role and is looking for the next opportunity to take on some steward training.

“What I understand is that if there are any kind of union issues or labor disputes among the employees and the county, that I’m going to be an intermediary between the employee, the County and the union,” he said.

He said he hasn’t had any issues yet, but is ready to do his part.

“I’m putting myself into it and taking the job,” he said. “Fortunately, with the group of employees I’m working with, they seem to be a very happy bunch, so I’ve never had a problem.”

Beyond his regular duties, the people are a big part of why he loves his job. When speaking of his coworkers, he describes a kind of mutually well-functioning team.

“Everybody’s there to help each other. Everybody complements each other and we try to learn from each other,” he said. “The thing I like most about the job, besides the technical challenge, is the people that work with me.”

As steward, his experience with communication in a variety of forms stands to be a welcomed talent.

n Stewards

who get the job done



Evren Gökmar, Capitol Studios

Soon after landing a job with Capitol Records in 1995, Evren Gökmar became interested in the union. Contract negotiations were picking up, and he wanted to play a part in how things shaped up.

Gökmar, a Mastering Engineer, soon found himself on the negotiating committee for a pair of contracts, and ultimately stepped up to be the Shop Steward in 2008.

“I think the thing that attracted me to it was that there were some contract negotiations that didn’t go so well and we felt like a lot of things were cherry picked out of our contract and aggressively taken by management in the negotiation process,” Gökmar said. “It was frustrating and I wanted to be more involved in the process to see if maybe I can affect the outcome differently, to try and be involved in the way the negotiations would end up.”

As the Steward for the 16 recording engineers at Capitol Studios – Local 45 also represents the three building engineer employees – Gökmar said that a popular job like working at a legendary music studio can be susceptible to problems.

“Recording studios especially are susceptible to a little bit of an exploitation of labor,” Gökmar said. “There’s a bit of glamour in working in recording.”

Originally from the Detroit area, Gökmar, 47, moved to Los Angeles to pursue his music career, and still plays in the band Evil Maria. He started as a recording engineer before landing the mastering gig with Capitol, and has worked with acts ranging from the Smashing Pumpkins and the Go Go’s to Mariah Carey and George Clinton. In 2011, Gökmar won a Grammy in the Best Native American Music Album category for mixing and mastering the “Gathering of Nations” album.

Gökmar described the job of mastering as the last, attention-oriented step in producing a song or album.

“I like improving the listening experience of audio, trying to make sure that the emotional impact of the music is apparent,” he said. “I make sure that it sounds good on a lot of systems. All those things. Mastering really is an intersection of creative sensibilities and what music would need to sound like based on what the audience of that music wants to hear.”

Gökmar added that union representation has provided both job stability and continuity for those at Capitol Studios, and also lends the workforce a voice when it comes to critical issues.

“At certain critical junctures they allow you to have a voice, and allow you to have representation to the company and to management that you may not have otherwise,” Gökmar said.

Donna Houston, CBS TV City

Sustaining a temperate environment in a workplace means maintaining a system with a certain kind of precision. The position of Air Conditioning Technician tends to get called out only if something isn’t working properly.

Donna Houston spends much of her time bringing TV City’s A/C system into the 21st century. The station’s electrical shop works as one with the A/C shop doing all the electrical work at Television City.

“Our facility was born in [the 1950s],” she said, “So a lot of our machines need to be replaced in the air conditioning department. We’re finding new and better technologies, the new green, and variable speed drives and automation.”

Houston said part of the fun of her job is bringing the new technologies and green systems to life, and the users love it, too.

“I like the exploration. And people really like the look of the new controls, just like they like new flat screens.”

A graduate of UCLA, Houston originally intended to go into teaching, but because of a lack of teaching jobs available at the time, she made the jump to electrician, a move she doesn’t regret. She has been a lifelong resident of Los Angeles, a union member since 1979, IBEW 45 member since 1998 and a steward going on 10 years.

“I try to make sure everybody is following our union contract,” she said. “I keep track of the overtime, sick days, comp days, vacation days, and I provide information on the contract that CBS has with us; not just the union, but health benefits and stuff like that.”

Houston said that problems with management on the job are rare, but it’s nice to know that the union is there for you if something does come up.

“I’ve gone to bat for a lot of guys here,” she said. “Sometimes you’re pulled in with management and

it’s nice to have that second person there so you’re not all alone, and I think that’s what the steward does, to make the union person feel comfortable and to know what he or she can and can’t do at that point.”

People often find it easier to simply let problems go, but that shouldn’t be the mentality, Houston said. “Sometimes people just want to give it up and not cause waves, but they’re not causing waves if they’re following the contract.”

In the meantime, Houston enjoys her duties maintaining a system that is going on 60 years old; along with introducing the new and efficient technologies to the facility that make it more environmentally friendly.

“It’s challenging – figuring out how something should work with all the new technology,” Houston said. “CBS is going green.”



IN MEMORIAM – On July 27, 2014, Michael Anthony Murray passed away after a battle with liver cancer. He was 66. Mike’s professional career included KCBS/KCAL and TV City for the past 17 years, working in studio maintenance and video tape maintenance. He served as a board member of IBEW Local 45, and was a Shop Steward for his division. Prior to this, Mike spent eight years in the United States Marine Corps and served in Vietnam. He is survived by his wife of 46 years Carolyn; their three children; and four grandchildren. Mike is dearly missed by both his family at home, and his Local 45 family.

Notes From Around the Union: Northern California Report

Here's a round up of recent activity from Northern California Rep. Hugh McGuigan:

KTVU

Just when you settle a new contract, get the retroactive pay problems addressed, and you think you see light at the end of the tunnel, it turns out to be just another train. Local 45 was recently informed that the station will soon become a FOX owned and operated station. These types of changes always have their difficulties and issues that must be addressed. There is, however, good news in that we have a Collective Bargaining Agreement in place and the new employer cannot come in and just impose their will on the workers. We have been told that FOX will be requesting that we sit down to negotiate a new agreement. As difficult as that may be, it is significantly better than a new employer having unilateral rights to change terms and conditions of employment as they would with unrepresented employees.

KPIX

A new agreement has been ratified by the members covered by the Writers and Production Assistants agreement and we are waiting for

the terms to be implemented. Negotiations continue with the employer for a new agreement covering the technicians. There are significant wage issues with the employer wanting to regress to a merit pay system. The company has also said that employees above scale should not receive an increase. This is of course an issue that we will not agree to as proposed. The employer has also informed us of plans to consolidate the KCBS radio operations into the KPIX operations. This also presents issues that must be addressed.

KRON

The planned move of operations into the KGO building is moving slowly. It is now looking like early next year before it will be complete. This is in spite of the fact that November is still the official time frame. We returned to the bargaining table in August. There are still some significant issues to be resolved. Not only has the employer proposed economic reductions in premiums and overtime, they are also attacking job security with proposals to eliminate seniority.

GE

Once again our members are without a local manager with the resignation of Debra Ivy. Debra had



Hugh McGuigan

only been on the assignment since late last year. A meeting with Stewards and regional manager Chris Toby was held to address staffing concerns raised by our members. Key among these is that

(CONTINUED ON PAGE 7)

Notes From Around the Union: Public & Southern Cal Report

Here's a round up of recent activity from Public & Southern California Rep. Victor Marrero:

LA CITY

- A meeting at Piper Tech was held to discuss new hiring hall members and the procedures for paying dues.
- A meeting at Los Angeles Zoo took place to meet with the audio/video technicians.
- The L.A./Orange County Building Trades has presented all proposals to the City of Los Angeles-CAO office. The negotiating committee met on July 30, 2014.
- A meeting with Dominic Nessi (Chief Information Officer at LAWA) was set-up to discuss various issues which included cable workers working out of classification.
- A grievance was filed at the Los Angeles Police Department by Police Surveillance Specialist I regarding non-payment of disturbance pay which is part of MOU 2.

LA COUNTY

- A member at ISD was represented on a 15-day suspension matter. After the meeting with the Human Resource Department, IBEW 45 and our member, the member decided to retire rather than taking the suspension. Management agreed with the decision.

LACCD

- Negotiations with LACCD continue and the only pending items needed are the wages from the District Board.
- Issues at LACC have risen because management is asking our members to work out of classification. I am conducting an investigation.

LAUSD

- Negotiations at LAUSD have begun. The negotiation committee presented all of the contract proposals to the District. We are now waiting for their response.
- A member on a first-level grievance is being represented to ensure that his rights are protected.

CHARTER COMMUNICATIONS

- Negotiations with Charter Communications will resume in September.



Victor Marrero

CAPITOL RECORDS

- A settlement has been reached with Capitol Records on a three year contract that was unanimously ratified by the membership.

KBAK (BAKERSFIELD)

- Negotiations with KBAK continued on August 13, 2014. A search for a new steward is ongoing because the previous steward moved to Colorado.

KSNV (LAS VEGAS)

- Contract negotiations with KSNV continued on August 4, 2014. We are attempting to finish the first contract soon. We are making progress.
- A few members have been represented by IBEW 45 concerning reprimands by management.

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 ("BA" Members)	WORKING DUES
\$18.00	1.25% of your monthly gross base earnings if you earned above \$1,601
\$18.00	\$20 if your monthly gross base earnings are less than \$1,600

Notice: Effective January 1, 2015, Base Dues for "A" members will be \$34.00 (includes pension contribution).

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

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.	5.5%	01/01/14
County of L.A.	2% 2%	10/01/14 04/01/15
L.A.U.S.D.	TBD	TBD
L.A.C.C.D.	TBD	TBD

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.

Nor-Cal Report

(CONTINUED FROM PAGE 6)

the reduced staffing has caused an unsustainable level of overtime requirements. I am happy to report that a commitment to hire three additional technicians was made during this recent meeting. In fact we have been asked to put a posting on our web site (ibew45.org) for anyone interested in a position. We have been hearing rumors of a sale of the business, but at this point are being told by management that it is just a rumor.

Retiree's Corner



Ronald Price

When one thinks of watching the evening news, images of lively newscasters are conjured, taking the viewer from scene to scene, breaking story to breaking story, and every once in a while, recording a historical moment. But it's the person behind the camera, someone like Ronald Price, who is a constant witness to these events, even more so than the reporters. Price shoots as a news cameraman for KCAL-TV 9 / KCBS-TV 2 in Los Angeles and will retire in late August, no small number of memories in tow.

Price started as an apprentice cameraman with KCOP back in 1971. The job paid very little and if the station could pay him as little as possible to do the job, they would.

"My first news director was Dan Tompkins and he happens to be my brother-in-law," he said. "He gave me the opportunity to learn a trade that was hard to get into back in the '70s. It was a pretty closed operation and they were a non-union shop and didn't mind not paying you anything as long as you were willing to work for nothing."

After four years there, Price moved on to the company he is still with today, then known as KHJ-TV.

"The news director hired me and I went from a non-union photographer to a union photographer and almost tripled my salary in one week," he said.

Price said in 43 years of memories, it's hard to focus on just one highlight, but an encounter with former President Richard Nixon in

the early '70s is a standout. Nixon's motorcade was set to arrive at the Century Plaza Hotel, and he was there to cover it. Price set up near a group of four girls standing among a bunch of kids in a walkway.

"The motorcade arrived and out of the clear blue he got out of his car and he walked over to the four girls," Price recalled. "I was in between them, so I was literally two feet away from President Nixon with my camera rolling while he's talking to the four girls, asking them what school they went to, and I thought it was really cool. I got great pictures."

Price was born in Pittsburg, PA, but was raised in Los Angeles and spent his whole life here, witnessing just about every significant event one could think of.

"You name it and I've been involved in it in Los Angeles over the last 40 years. From the Patty Hearst SLA shootout days to the Charles Manson trial to the O.J. trial, the Rodney King beating, the riots, I've been involved in all of it," Price said.

Now that he's at the end of his career, he said he enjoyed it, but he's not looking back. In early September he will be taking full advantage of his retirement, traveling with his wife of 47 years to the Pacific Northwest.

He's greatly appreciative of Business Manager Elaine Ocasio, who he says is the best business manager he's had. After 39 years with KCAL, he said, "I know I'll miss a lot of people."

KFSN

Regrettably we have been informed of a decision by ABC to hub out master control operations at their owned and operated stations. This will result in the loss of nine jobs at the station. As bad as this news is, the affected members will at least be receiving a severance package as contained in the Labor Agreement.

KTXL

Bargaining towards a first agreement for our new sisters and brothers at the station continue. The majority of issues have been tentatively agreed to and we are now down to economics coupled with the issue of exempt status. Our

Northern California attorney will, as it now appears, be taking this matter on outside of the agreement and process it through the courts. We strongly believe that the employer's practice of classifying employees as exempt (to escape overtime) will not stand the test.

KSEE/KGPE

A huge victory was won on July 11 when members at the station sent a strong signal to the employer that they are indeed a UNION SHOP by voting against decertification and in favor of remaining with Local 45. You can read more about this topic in the cover story of this issue of *Open Channels*.

For the Record

(CONTINUED FROM PAGE 1)

the great music and celebrity sightings, there are two groups that, well, make the music go around: The recording engineers and building engineers.

Both groups are represented by Local 45.

The 16 recording engineers, who include Mastering Engineers, are responsible for working with artists to create those pop hits and epic albums enjoyed by the public. The three building engineers are responsible for maintaining the building.

Kevin Bartley is a Mastering Engineer at Capitol Studios. He works on any number of projects, but his preference is jazz, and he's currently working with Blue Note Records, owned by Capitol parent company Universal Music Group.

"Mastering is focusing on minor details that have a huge impact," Bartley said.

Bartley has worked at Capitol for 22 years, mastering for 17. He's mastered music for Billy Idol and Blondie, and still marvels that the result of his efforts are eventually heard by millions of listeners.

In considering the role that Local 45 has played for him, Bartley credited the union in allowing members to grow with their jobs and hone their skills.

"The benefit of the union is that it focuses on seniority," Bartley said. "It allows people to grow and learn. That can be a benefit down the line. I would say that's the most important benefit."

Evren Gökmar, Local 45's Shop Steward and a Mastering Engineer at Capitol Records, echoed his coworker's sentiment.

"You get very low turnover," Gökmar said. "People get very expert at what they do, they get very good at what they do, so a lot of people end up working on really prominent projects or getting awards and accolades because they're able to fine-tune their craft."

While music is how Capitol Studios butters its bread, the iconic Capitol Records Building shaped like a stack of LPs is a fixture in Hollywood. It's folks like John Piro, the head building engineer, that keep the structure humming.

Piro has worked for Capitol since 1976, the last 31 years at its headquarters. His team is responsible for everything mechanical that goes on in the 150-foot, 13-story tall building.

"It's fun, it's interesting, it's different every day," Piro said. "I enjoy it."

Piro said he's met the likes of Frank Sinatra, Paul McCartney and Garth Brooks. He's worked numerous Grammy parties, been to the ceremony itself at least once, and witnessed a Katy Perry photo shoot on the building's roof.

The roof of the Capitol Records building is something special, offering 360-degree views of Los Angeles. Piro is responsible for installing the string of lights that rise above the building each holiday season. The lights, numbering 7,343 bulbs, stretch 98 feet in the air.

Piro is quick to respond to how the union has helped him all of these years: Job security.

"I have a job, through all the turmoil and management changes," Piro said.



The iconic Capitol Records Building in Hollywood is a fixture of the L.A. landscape.



Mastering Engineer Ron McMaster is an expert at cutting vinyl.



Mastering Engineer Kevin Bartley works on projects ranging from jazz to Billy Idol at Capitol Studios.