

# OPEN CHANNELS



THE NEWSLETTER OF IBEW LOCAL 45

WWW.IBEW45.ORG

WINTER 2015

## New Agreement with KPIX

CONTRACT RENEWAL GETS DONE EFFICIENTLY

PAGE 03

## Spotlight on Stewards

FOUR LOCAL 45 MEMBERS WHO GET THE JOB DONE

PAGE 04-05

## Retirees Corner

GILBERT MARTINEZ, JAMES NELSON AND MIKE JOHNSON SIGN OFF

PAGE 07



PHOTO BY MICHAEL MESSINA

## Raise the Wage!

IBEW 45 Business Manager Elaine Ocasio (left) and Executive Board member Maria Martinez joined the Raise the Wage rally in downtown Los Angeles on Jan. 30. The gathering took place outside City Hall as speakers called upon city leaders to raise the city's minimum wage to \$15.25 an hour. Speakers included Los Angeles County Federation of Labor Secretary-Treasurer Rusty Hicks and labor leader Dolores Huerta.

## Big Deal for KTXL

Station Signs First Ever Contract

BY MICHAEL MESSINA

In what may be the feel good story of the new year, news station KTXL Fox 40 in Sacramento negotiated its first contract with any union, ever, and IBEW 45 was happy to lead the way. Business Manager Elaine Ocasio, Ninth District International Rep. Tim Dixon and Northern California Business Rep. Hugh McGuigan, with the help of the shop stewards, sat down with management and worked out the inaugural deal that improves the working conditions of 36 photographers and multimedia journalists (MMJ's).

"Substantial wage improvements, job security, recognition of seniority, regularly scheduled shifts with guaranteed rest periods – it was a pretty big improvement over the terms and

conditions they had previously," McGuigan said of the gains.

As McGuigan noted, the first negotiations can be a little rough, but despite a few expected bumps, all turned out very well. The stewards on hand were photographer Tom Long and MMJ Lonnie Wong, representing their respective departments. They acknowledged that there were moments of struggle, but what they ultimately agreed on was a significant upgrade and great starting point for future contracts.

"The contract allows us to sort of steer toward that path," said Wong, a reporter and 35-year veteran at KTXL. "We now have a procedure to

(CONTINUED ON PAGE 3)

## Jobsite Visit: KCBS/KCAL

Master Control and Air Prep

Our glowing TV screens at home show us the bright lights and breaking news of the everyday newscast, a commercial break here and there, followed by the day's programs. All that sits between the viewer's seamless stream of shows and a black screen is a handful of people setting it all up, assuring that

the viewer is seeing and hearing what he or she is meant to.

These tasks are assigned to people in the Master Control and Air Prep departments at KCBS/KCAL in Studio City. IBEW 45 represents these seasoned technicians who labor a few

(CONTINUED ON PAGE 8)



PHOTO BY TED SOQUI

Master Control Technical Director Scott Harris monitors the programming at KCBS/KCAL.

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

# Leading the Charge

By Elaine Ocasio  
Business Manager, IBEW Local 45

**G**reetings Members!  
I enjoy writing this column. I like the exercise because it forces me to take some time out of the hustle and bustle, sit down and reflect on all the work Local 45 has been doing and the progress we've made in recent months.

For example, on Feb. 1, the CBS National Agreement took effect. We wrote about this contract in an earlier edition of *Open Channels*, but now the contract is in full effect. That means that 65 members working at TV City now have vacation time when they didn't have it before.

We also recently signed our first contract at KTXL in Sacramento, which you can read about in this issue. Believe it or not, this is the first raise in six years for our new members. If anyone anywhere needs an example of why unions matter, that right there is exhibit A.

In addition, we settled our Unfair Labor charge against the City of Los Angeles. We are working to provide them qualified members so they won't contract out our work.

There's something even bigger happening that may not impact Local 45 directly, but will effect working men and women all across Los Angeles: the fight to raise the minimum wage. I attended a rally at L.A. City Hall earlier this month to support raising the minimum wage to \$15.25 per hour. The show of solidarity was moving as I stood out in front of City Hall with our brothers and sisters from across the region. Last year,

voters in San Francisco voted to increase the wage to \$15 over the coming years, and it's time that L.A. follow suit.

Why does going to a rally like this matter? And why does \$15.25 an hour matter? Simple: When we fight for those on the bottom of the wage scale, we raise the bar for everyone. We are all in this together.

In solidarity,  
Elaine Ocasio  
Business Manager/Financial Secretary

## BREAKING NEWS!

As we went to press we got the word that Local 45 has prevailed in our defense of an arbitration victory. Charter Communications fired two employees in 2011. Local 45 filed a grievance that advanced to arbitration, and we won that arbitration. However, Charter appealed the award – twice. Our member has waited all of this time for justice. The 9th Circuit court of appeals dismissed Charter's final claim, and our member will be reinstated with back pay. Local 45 fought all the way for one of our own and the victory is sweet.



## Staff Box

IBEW Local 45  
6255 Sunset Blvd # 721  
Hollywood, CA 90028  
(323) 851-5515

**Business Manager/Financial Secretary**  
Elaine Ocasio

**Executive Assistant**  
Lupe Perez

**Dues Administrator**  
Marceil Wright

**Bookkeeper**  
Anthony Wainaina

**Membership Department**  
Tara Garner

## Business Representatives

**Southern California**  
Victor Marrero

**Northern California**  
Hugh McGuigan

*This newsletter produced by  
Senders Communications Group*

*Publisher - Cherri Senders*

*Editor - Robert Fulton*

*Writer - Michael Messina*

*Art Director - Michael Teitelbaum*

## Board VP Nunez Departs for Reserve



Executive Board Vice President Eduardo Nunez has left his position with IBEW 45 to go overseas for more than a year as a member of the U.S. Army Reserve.

Nunez has been a tech specialist for

the City of Los Angeles, working for the Information Technology Agency (ITA) for both the fire and police systems. He has been a part of the Army reserves for more than five years.

"I liked being a part of the board and being a part of the decision making and seeing the local grow," said Nunez.

When he does return, Nunez plans on taking up a steward position, and possibly running for a position on the board in a future election. As he

departed, he had this to say:

"I want to tell everyone, you have to be positive. You have to see the opportunities that are ahead of you and take advantage – working together, staying together, being positive. Whatever obstacles come your way, you have to work together as a team. I know there are going to be a lot of obstacles this year, but as long as we are always together and as long as we're always positive, I think we'll see the opportunity and get over them."

Nunez said he told the very same thing to the executive board as he left, and that they agreed. Nunez was a part of the board for 1 ½ years and was a strong advocate for finding better ways to communicate with the membership and enthusiastic about developing and advancing as a union. Regarding the future of IBEW 45, he told *Open Channels* in 2014, "I feel like we are starting to move again, but we need to increase that momentum."



Find Us On Facebook!  
[www.facebook.com/IBEW45](http://www.facebook.com/IBEW45)

Have a photo you'd like to share? Email us at [info@ibew45.org](mailto:info@ibew45.org)



# Negotiations Go Well, KPIX Re-Ups

Following standard negotiations spanning the latter half of 2014, news station KPIX in San Francisco came to a new agreement with IBEW 45 this past December. Talks progressed evenly as the two parties worked on what has become a regular renewal of the contract.

IBEW 45 represents studio technicians, photographers, writers, production assistants and multimedia journalists at the location. Their contract expired in July of last year, and with the union and management meeting regularly to negotiate, they came to an agreement and members ratified the new contract on Dec. 18. The length of the renewal is three years, and while most items remained status quo, a particularly positive outcome was a raise.

“All received annual increases averaging two percent, including retroactive pay,” said Northern California Business Representative Hugh McGuigan.

He noted that there was some disagreement concerning jurisdiction, but those hurdles were managed in a contract that has become a long-standing agreement with KPIX.

As one of three shop stewards on hand, Jennifer Mistrot agreed that the negotiations went relatively smoothly, and that contract negotiations are always a great opening for communication and for members to get involved in maintaining a contented workplace.

“I think any time there is voting or a contract negotiation going on, it is an excellent opportunity for the union and for shop stewards to hear from the membership about things that are important to them,” Mistrot said. “Even if we are not able to get everything on the wish list that the people want, I think it’s important because it engages them and they are a part of the process in a very real-world way.”

Mistrot noted that the benefits of proper com-

munication work both ways in that the management side of the table can use the sessions as a tool for guidance as well, and that her workplace was particularly lucky because they have higher-ups that are willing to listen in the first place.

“For management there might be things that they can’t give us in a negotiation,” she said. “But at least they’re hearing what people’s concerns are and they can potentially make small adjustments that will help improve people’s working lives and help improve the overall performance of the staff. We have management here that listens with an open ear, and that’s a very positive experience for everybody.”

With the steady contributions from the membership, as well as an experienced and open negotiating team that included Business Manager Elaine Ocasio, and Ninth District International Representative Tim Dixon, the process was a model of efficiency and cooperation.

## KTXL Signs First Ever Contract

(CONTINUED FROM PAGE 1)

negotiate for future contracts, as opposed to having nothing and being at the whim of the employer.”

The call to organize came from Long after he bumped into another IBEW 45 shop steward in town and got to talking. McGuigan tells people to hand his card out freely, and he got a phone call from Long in April of 2013. The rest, as they say, is history.

“I want to send a special ‘thank you’ to Tom Long and Lonnie Wong,” McGuigan said. “They dedicated a lot of time and effort being members of the bargaining team, and put a lot of time and effort into it from the very beginning of this organizing campaign.”

One relatively rare part of this contract was that

on-air employees were represented. McGuigan said that while IBEW has represented them in the past at other shops, it is definitely not the norm.

“It’s been quite some time since we represented anybody on air,” McGuigan said. “But these people wanted representation as well, and we were happy to go to bat for them.”

Long, a photographer for 16 years at KTXL, was happy with the gains of the negotiation and noted that it had been six years since he and his fellow photographers had received a raise. Other gains included a variation of overtime compensation for the reporters, recognition of seniority, and regularly scheduled shifts with guaranteed rest periods. It was a general recognition among those involved that it was a successful first run.

“It’s not any one person that this all comes together for,” Long said. “One adage that comes to

mind is, when you see a turtle on top of a fence post, you know he didn’t get there all by himself. It took everybody to get this thing happening.”

The next step is implementation, which tends to induce a few growing pains along the way, but that is to be expected.

“Going into a brand new environment where a station has never had union employees, and these employees have never been represented by a union before, of course we anticipate some hiccups,” McGuigan said. “But there’s a commitment on both sides to get together and work through the hitches that might pop up.”

## Holiday Cheer: Local 45 members throughout the state celebrated the holidays with their union, including a cruise in the Bay Area, a lunch in Sacramento, a dinner in Fresno and a party in L.A.



Enjoying the holiday cruise in San Francisco.



Members gather 'round in Sacramento for a festive meal.



Local 45 members party on in Los Angeles.



## YOU'RE INVITED

### HUGE SAVINGS!

For only **\$39** dollars, members receive the following package:

- Huge savings on Auto Club 400 tickets.
- Exclusive Pre-Race Pit Pass (a \$55 value).
- Complimentary Parking
- All day entertainment for the entire family.

### To purchase tickets, visit:

Autoclubspeedway.com/Union  
or  
(800) 944-RACE (7223)

Be sure to indicate that you were referred by **IBEW 45**

### TRIBUTE TO LABOR

As part of an incredible tribute to labor, Auto Club Speedway is offering **IBEW 45** members discounted NASCAR tickets for their **March 22nd, 2015** race in Fontana.



This unprecedented deal is only available to members of organized labor! See sidebar for details.

Auto Club Speedway: 9300 Cherry Avenue, Fontana, CA 92335



# Spotlight

## Four Local 45 members



### Tom Amico, KFSN

It seems as though everyone at some point in their formative years when faced with the quandary of what career to pursue is asked, “Well, what do you want to do?” Rarely does doing what we enjoy ever come to fruition as a career. Tom Amico, photojournalist and shop steward at KFSN in Fresno, is doing what he likes.

Amico heads out with reporters on a daily basis and shoots video for news stories. As he puts it, this means anything from murders to puppies.

“Yesterday I was two hours away in the beautiful mountains, and the day before I was at a fire where a house burnt down. There is something new every day,” Amico said. “When I was a kid I used to go down to L.A. and watch all the shows being filmed. My parents used to take me to them and I was more interested in the behind-the-scenes stuff. And so, as I got older it stuck with me.”

While attending Fresno State as a radio and television major, he landed a job at the local station doing floor work and eventually moved his way up. One day, he decided he didn’t want to be stuck in a building, so he took a camera out, loved it, and the rest is history.

Amico has been a member of IBEW 45 since 1991, and has been a shop steward for around 17 years. In television, he said, there are two sides to a building – the television news side and the production side. They needed someone on the news side. He thought he’d give it a try and it stuck.

“My role is to make sure the company and the superiors are following what we set out as guidelines in our contract, that they follow the rules that are applied,” Amico said. “My job is to be the middleman between employees and management. If an employee needs to talk to a manager and is not comfortable being in the room by himself, I’m in there and I lend support.”

He said it can also be hard to focus on all points of a conversation when there is a lot of negativity in the room, and that his part is to be there to hear everything and answer any questions because he’s heard the entire conversation. He also said being a part of the union as a whole is comforting in its own regard.

“It’s kind of a nice little brotherhood. You’re there to lend support to each other,” Amico said. “It escalates quality of performance and expectations of what an employee is at a union shop.”



### Patrick DeGeorge, KCRA

At KCRA in Sacramento, Operations Technician and IBEW 45 steward Patrick DeGeorge is the kind of guy every employer hopes to have on his or her team: a hard worker with a straightforward, proactive outlook on the job.

DeGeorge deals with the operation of broadcast equipment from the studio, whether that’s cameras, audio, technical directing, master control, air support or anything to do with generating the signal at the station, sending it to the transmitter and monitoring the transmitter.

Modestly, he said he doesn’t have a college degree (although he did take some courses as an Administration of Justice major), but made his way up the chain via some good old fashioned elbow grease.

“I just worked hard and learned some simple things like good work ethic,” said DeGeorge.

Originally from Redding, CA, DeGeorge found an opening at the local TV station through a friend, eventually moved to Spokane, WA, where he was a master control operator at KXLY. He then headed to Sacramento and found an opening at KCRA eight years ago.

DeGeorge said he has a technological aptitude, and the change and adaptation that often goes hand in hand with shifting technology is part of what he enjoys about the job.

“I like the technology of it,” he said. “It’s constantly evolving. There’s new technology that comes in and new ways of doing things. The way we manage things now, it’s so different than when it was all on tapes. Everything being server based, that kind of changed the way we do things.”

DeGeorge has been a Local 45 member since starting at KCRA and has been a shop steward for two years now. He said he wants to be there for the ground-level employees.

“I enjoy being able to help my coworkers with things and help look out for them,” he said. “Most of it is that they want a sounding board, and I’m okay with that. I’m okay with listening to people and learning what their difficulties are and trying to help them have a better time, being satisfied with their job and a little bit of security.”

He added that it seems as if businesses are more willing to eliminate lifelong careers via part-time hires, and that having the union on your side is a great help against this kind of mentality.

“If you look at the working climate in today’s markets, every business is concerned about a bottom-dollar amount that they’re going to pay their employees,” DeGeorge said. “They just want a bunch of part-time employees that they can shuffle around and flush out whenever they want. It’s not right. As people stand together, you have leverage. If people don’t stand together, we all kind of hang separately.”

# n Stewards

who get the job done



**Ken Fitzer, LAWA**

For a world-class, massive airport like LAX to run smoothly, it takes certain people to make sure the proper lines of communication are kept open and working properly. One of those people is Ken Fitzer who runs mobile device support for the Information Management and Technology Group at Los Angeles World Airports (LAWA). As a communications electrician, his job is to maintain the huge database of cellular users there.

“Anything with a cellular phone number goes past my desk,” Fitzer said. “I keep the inventory of active devices and where they’re assigned and who uses them. I set up new devices, troubleshoot devices, and review billing for the many, many lines of cellular service from multiple carriers. I manage around 1500 lines of service.”

His users are airport police and facilities management personnel – employees who rely heavily on establishing a good line of communication – and he prides himself on his good customer service.

Fitzer first joined IBEW 45 in 1994 when he worked at the hiring hall program at Piper Tech general services for the City. He was there when they needed to roll out 100 new police cars for the World Cup that year; and a year later when a tragic shooting rampage by a disgruntled employee took the lives of four people – the first man shot a mere 10 feet from Fitzer.

Now, with four months under his belt as a steward for IBEW 45, he looks to press forward as a facilitator on the job at LAWA.

“I met individually with the members here to let them know I’m here to listen to their concerns and to kind of be a sounding board for them,” Fitzer said. “Not every concern rises to an actionable level. There are certainly informal conversations that can be had to handle things at the lowest level. The important thing is a strong sense of fairness.”

Fitzer is a Southern California native, growing up in Harbor City, and he has a professional background in CCTV video surveillance systems. After working for a private contractor at LAX, he realized that working for the City would be a much better deal, thanks to the union.

“There’s strength in numbers. As a group we are more able to have our concerns heard at a higher level than simply with an employee and a supervisor,” Fitzer said. “And the protections afforded us by our union are of great value.”



**Octavio Saucedo, City of L.A.**

The safety of Los Angeles depends on a lot of people being able to communicate, from civilians to police officers to fire response teams. Octavio Saucedo, a communication electrician for the Information Technology Agency (ITA) and steward for IBEW 45, is one person who helps to keep the lines open.

Saucedo works in the microwave division for the ITA, maintaining equipment for the LAPD, LAFD, Parks Department and Sanitation Department. He also helps set up emergency command post services for anything from parades to riots. He maintains what he calls the backbone for all the voice channels the various departments use, including the 9-1-1 service.

“We use our microwave training and equipment to provide service to the fire and police whenever they have an emergency that’s at a remote location, such as when they do gang sweeps; we were involved with the Mike Dornier manhunt, the Christmas parades, every yearly event and also special occasions,” Saucedo said. “We bring out the phone lines and the internet and video to the local sites where the command post is.”

Born in Van Nuys, Saucedo has lived in the San Fernando Valley his whole life, except for the five years he spent in the Marine Corps. He became a communication electrician for the City in 1998, and has been there ever since. He also joined IBEW 45 that year and has been a steward for about eight months now.

“I saw that it was a way of having a voice within the City of Los Angeles,” Saucedo said. “I had come from a non-union shop before and I saw what happened when there was no representation for the employees at a work site. I wanted to be a part of giving a voice to the employees, so I figured I could do that by being the shop steward with the local.”

Acting as a voice for the members and a go-between for the members at the shop and the management, Saucedo wants to make sure that when the economy improves, the employees of the City of L.A. don’t get left behind. In the meantime, he loves doing a job that he can see the benefits of every day.



# Notes From Around the Union: Northern California Report

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

## KTVU

The Local continues to work towards an agreement with new owner FOX. Slow progress is being made as we are essentially working from the ground up to put together a new agreement. FOX is not honoring the agreement that was in place with COX and this has added a lot of complex issues to the mix.

## KPIX

Local 45 is happy to report that all of the members at KPIX are now working under a new ratified agreement. Earlier last year a new agreement for the Writers and PA's was put into place. In December a new agreement was ratified by the technicians unit. In addition to annual wage increases, the union was successful in negotiating improvements in the wage scales. For many years the employer has resisted this effort so it is a positive move to make the scales more reflective of market rate in the Bay Area.

## KRON

The employer is now in their new facilities and negotiations continue. The Local continues to resist the many attacks on the Labor Agreement. Local Union 45 would like to thank long time Steward Mike Johnson for his years of service to his sisters and brothers at KRON. Mr. Johnson retired at the end of January.

## KCRA

The employer continues to resist the Local's efforts to get proper overtime treatment when employees work through their meal. A Labor management meeting was held in January in another attempt to reach an agreement on the issue. Sadly the employer refused to amend their position. We have now instructed our attorney to proceed with arbitration even though we have asked the State of California to investigate.

## GE

The labor agreement with GE will expire later this year. This will be a very difficult time since we will most likely be dealing with a new owner. GE announced the sale of the appliance business late last year. Even though the employer has an-

nounced the sale of the business they have been adding some new employees and appear to still be focused on growing the business.

## KFSN

The terms and conditions of the new CBA have been implemented. Members saw improvements in wages and an additional paid holiday. The Local has filed a complaint with the employer over the fact that they did not share new vacation policy with us at bargaining. Charges have also been filed with the NLRB.

## KSEE/KGPE

Bargaining resumed on Jan. 21 and 22. Most of the non-economic issues have been tentatively agreed to. However, we still have work to do on the issue of severance and jurisdiction. We are scheduled to meet again in March.

## DAY WIRELESS

Owner Gordon Day has agreed to get together early this year to negotiate a new agreement. A

(CONTINUED ON PAGE 7)

# Notes From Around the Union: Public Sector & Southern Cal Report

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

## LA CITY

Bargaining continued between the City of Los Angeles and the Coalition of City Unions at the CAO Office. The City is not moving on issues that affect our members such as acting pay, sick time, jury duty, contracting, bonuses and medical costs. Meetings are now being held every Wednesday.

Mariel Wroe of LAWA requested résumés to fill two hiring hall communication electrician positions at the airport. I referred five individuals to them to interview.

A meeting between IBEW Local 45 and the General Manager of ITA was scheduled for Jan. 27, 2015 at 9:30 a.m. at the Mayor's Office to seek a resolution to the UERP-1990 matter. IBEW 45 is happy to announce that this matter has been resolved.

A meeting with the Building Trades and AEG was held to finalize the newly agreed upon contract. We discussed the jurisdiction of IBEW Local 11 and 45 at the Convention Center and will sign a copy of the contract.

## LA COUNTY

An "Electronic Communication Technician of the Year Award" ceremony was held at the L.A. County Sheriff's Department. The award was presented to Edward Jones (steward at the Eastern Avenue radio shop). I presented him with a plaque on behalf of the Executive Board for his accomplishments. He was very happy and thankful.

A meeting with the L.A. County steward at the Sheriff's jail shop was held to discuss GPS installation in all vehicles. I will set-up a Labor/Management meeting to discuss this issue.

## LAUSD

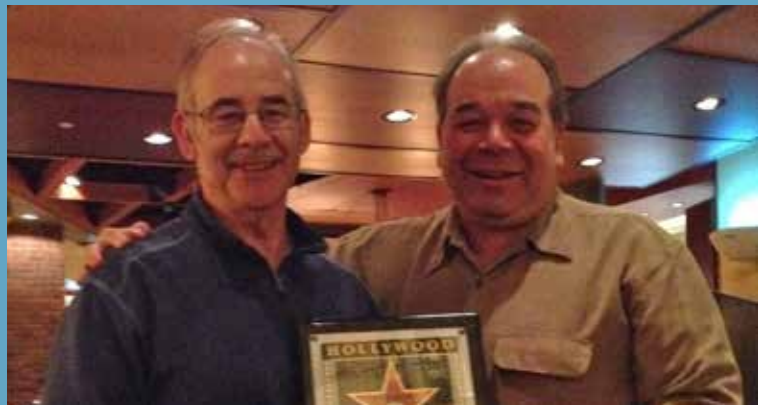
A negotiation meeting with the Building Trades and LAUSD was held to try to finalize the Unit E MOU. We are very close to finalizing it, and we will need to discuss compensation.

After 34 years of service at LAUSD, our steward Gilbert Martinez has retired. I took him to his favorite restaurant Kabuki and presented him with a plaque on behalf of the Executive Board for all his years of service and for being a dedicated steward. He was very happy and appreciative. Business Manager Elaine Ocasio will be appointing a new steward at LAUSD for Unit E. The new steward will participate in the ongoing negotiations with the school district.

## CHARTER COMMUNICATIONS

Since my last discussion with our lawyer Joe Kaplan and Charter Communication's attorney Henry Farber, he corrected the mistakes in the new contract. Steward Nagi Akl and I reviewed the entire contract and it is okay.

# Retirees Corner



Gilbert Martinez (left) received a plaque from Business Rep. Victor Marrero in recognition of his retirement.

## Gilbert Martinez

Gilbert Martinez started with the Los Angeles Unified School District in 1981 and became a member of IBEW 45 the next year. He retired mid-January after a long career as an electronics technician.

As with anyone involved in electronics, things have changed rather drastically over the years.

"I used to do repairs, back then it was VCRs, TVs, a lot of audio/video, PA systems, and installation also," Martinez said. "Sometimes getting into closed circuit TV and installing cameras. Of course the technology has evolved, so now we're doing more installation, but we're still doing a lot of troubleshooting."

Many people can attest to the satisfaction of working with their hands, and Martinez said he liked that part of the job the most.

"The part I did enjoy was sitting on the bench and repairing stuff and taking stuff out and installing it at the schools, the technical part was always a little more enjoyable," he said.

As a master of his craft, he said that those just starting out would do well to get involved in training, honing their skills, no matter the trade.

"Take classes and get well-prepared," Martinez said. "It makes things a little easier to transition into whatever area you're going to go to."

Martinez credits the union for providing training and said he always enjoyed getting involved in the union because they were always so supportive. And whenever conflict arose, they were an invaluable asset.

Martinez noted the many benefits of being part of a union are part of what helped him get to retirement and he is looking forward to doing a little traveling, getting outdoors and working on his cars.

"I do enjoy my retirement, although it hasn't really hit me yet. I'm just thankful I got to this stage," Martinez said. "I feel like I'm blessed. I have no complaints."

## Mike Johnson

After 45 years, Mike Johnson, a Steward at KRON in San Francisco, retired at the end of January. IBEW 45 appreciates all his years of hard work. Enjoy some well-earned time off!

Based on my last conversation with Gary Dressler, we are supposed to have a Labor/Management meeting to discuss technician upgrades. I will be emailing him some dates to arrange a meeting.

## LACCD

A copy of the final agreement between the Building Trades and LACCD was received. I, as well as our steward reviewed it for accuracy. I sent it back to the Building Trades after it was reviewed. The LACCD board will be voting on the contract. We hope to have everything approved and ready by the end of February.

A request for an updated employee list was made from the Building Trades so that we can process the correct wage information and collect the correct dues amount.

## KSNV (LAS VEGAS)

After negotiating the KSNV contract for a year, the station was bought by Sinclair. We had our first negotiation meeting with Sinclair on Dec. 18, 2014 (which did not go very well). We lost 80 percent of the original card signers. The company offered our lead negotiator a bribe, and he filed a petition to decertify from IBEW Local 45.



## James "Jimmy" Nelson

After four years in the Air Force and more than 40 years in the radio and television industry, James "Jimmy" Nelson will soon master another life challenge – retirement. Everyone at KGET-TV in Bakersfield, CA will miss Jimmy as he moves on. Nelson's dedication and ability has made him an integral part in the success of KGET, where he worked since November 1974.

"Jimmy" got his nickname from his parents as a kid because he was always tinkering or "jimmying" with things – taking things apart and seeing how they worked, and fixing things that were broken. Nelson was a natural at troubleshooting. The son of a milkman, he started early as a member of the audio/visual club in school. In the Air Force, Nelson gained a knowledge of electronics and mechanics, working on flight simulators during the Vietnam era. He spent

time in Germany and was honorably discharged after his tour of duty.

With a knowledge and love of music and television, Nelson moved on to the television and radio industry. He worked for KBIS radio and was the chief engineer for KLYD radio for a time. Over the 40 years working for KGET-TV (formerly KJTV and KPWR) as the assistant chief engineer, he excelled as the technology advanced from black and white to color, from tubes to integrated circuits, from film to tape to server, from mono to stereo to surround sound audio, and from analog to digital signals. He has been a big part of the evolution of television in Bakersfield.

Another one of Nelson's crowning achievements occurred in 1997, with the move of KGET-TV from one building to another completely empty building in Bakersfield. With his direction, everything was done right and clean in creating a news studio, master control and production facility. During the year-long move and set-up, the viewers in Bakersfield never saw any problems on the air related to the moving of equipment. Even when the switch was thrown to change control from the old building to the new, the only thing to be seen was a small blip on the air.

Nelson loves the Beach Boys, the Beatles and jingles. His jingle collection runs in the thousands and covers decades. He also did master audio transfers for Buck Owens and has five credits for transfers on commercially available CDs. Nelson also loves muscle cars, sailing and photography. We are sure he will have a great time in retirement pursuing his many hobbies.

Thank you, Jimmy, for your loyalty and dedication. We wish you a long and happy retirement.

## Nor-Cal Report (CONTINUED FROM PAGE 6)

shop meeting was scheduled for Feb. 24 to get member input for negotiations.

## KTXL

Local 45 is pleased to announce that a new first agreement has been ratified and implemented at KTXL FOX 40 in Sacramento. Business Manager Elaine Ocasio and Business Representative Hugh McGuigan conducted a ratification vote on Saturday, Jan. 10, 2015. Over 60 percent of the members participated in the vote and

supported the agreement by nearly a 2 to 1 margin. The contract was signed into place by Business Manager Elaine Ocasio during a signing event at the station on Jan. 15. This is a very strong first contract and we believe our new Sisters and Brothers will come to appreciate it even more as time goes by.

## MEMBER SPOTLIGHT

**Congratulations to KRON employee and Local 45 member Art Takeshita for receiving the station's Circle of Excellence Award. Well deserved!**

## KBAK (BAKERSFIELD)

We received the signed KBAK contract. Business Manager Elaine Ocasio and I will be distributing the contract to all the members. KBAK hired a new employee who used to work at KGET.

## KGET (BAKERSFIELD)

James (Jimmy) Nelson had a retirement luncheon. Jimmy worked at KGET for 40 years. I presented him with a plaque, a 40-year pin, and a coffee cup on behalf of the Executive Board. He was very happy.



