

Business Manager's Report Update
April 6, 2006

Dear Sisters and Brothers,

This is to inform you of what has been happening at the various shops we represent here at Local 45.

Television City - Hollywood

Television City has been very busy with the following shows being shot there:

- Young & Restless
- Bold and Beautiful
- Price is Right
- Late Late Show with Craig Ferguson
- Real Time with Bill Maher
- Tyra Banks Show
- Dancing with the Stars
- Dreamgirls
- Deal or No Deal
- American Idol
- Survivor Finale
- Rock Star
- The Big Loser Finals

And coming up will be a Game Show Marathon.

Television City can now boast that it has a top ten show for all four networks, CBS, NBC, ABC and Fox.

On the technical side, the Company has upgraded two studios to Hi-Definition, new SSL audio consoles, new Hi-Definition Editing Room and they are planning to get SR equipment and DVD Mastering.

Syndication continues to be very busy. Promos for CBS network and UPN, soon to be the CW network, are still being done at Television City.

We are sorry to report, the UPN portion of the promo work for the CW network will be moving to Warner Brothers resulting in some loss of employment for our members.

CBS News Bureau - Hollywood

The good news is the network has given our members the new Sony XD Cam and Avid Editors. They have also trained our members. The shooters really love the new cameras. The Company announced it plans to install video services in the LA bureau. The Edit Rooms have been upgraded to newscutter adrenelines.

KCBS/KCAL - Hollywood

The big story at both stations is the new studios being built to house both stations. The project should be completed in the second quarter of 2007. The Company purchased seven new ENG vans and upgraded the satellite truck to digital. They are working on Flip Factory and Path Fire for loading commercials into servers.

Management is currently looking for sites to install a new radar facility. They upgraded the transmitter and infrastructure at Mount Wilson. Finally, the Nextel change-over project has been delayed. This is a nationwide problem.

CBS Radio

There has been a name change from Infinity to CBS Radio. In LA, the combining of four stations into one building is now complete. They are very heavily into HD Radio, on both AM and FM. The Company is seeking new Engineering people with R.F. backgrounds.

LA CITY

- Local 45 Staff and members gave their Power Point presentation to numerous City Council members outlining the wage disparity within similar classifications between the Department of Water & Power and the Information Technology Agency.
- Contract negotiations continue after the Bargaining Unit rejected the City's final offer.
- Local 45 Staff and members met with the City Administrative Officer to discuss the wage disparity issue.
- IBEW Ninth District Vice-President Mike Mowrey and IO Representative Tim Dixon met with Local 45 Staff and members and pledged their support for our issues in negotiations with the City of LA.

LA COUNTY

- The Agency Fee Procedure was implemented thereby guaranteeing that all employees that are represented by the Union are paying their fair share.
- The Bargaining Unit received a union negotiated wage increase of 2.5%.

LA City College

A successor three year contract was negotiated by the Union which provided for an initial wage increase of 5.23%.

LA Unified School District

- Local 45 members continued to receive the 7% increase as negotiated by the Union that covers the training of employees to become Communications Technicians.
- The Bargaining Unit received a 2% wage increase retroactive to July 1, 2004.

KTNV – Las Vegas

Negotiated the first TV Union contract in Las Vegas on behalf of the fifteen newly organized Photojournalists that guarantees an average of at least a 2% wage increase in each of the next three years and includes increased protection against last minute schedule changes.

We also held a shop meeting and Holiday party for the members.

KGET-TV

Members received a Union negotiated wage increase of 3.25%.

We also held a shop meeting and Holiday party for the members.

KERO-TV

Members received a Union negotiated wage increase of 2%.

We also held a shop meeting and Holiday party for the members.

KBAK-TV

Members received a Union negotiated wage increase of 2%.

We also held a shop meeting and Holiday party for the members.

Hollywood Park/Santa Anita-Television

Members received a Union negotiated wage increase of 3%.
The Union conducted several shop meetings and visits to our members to hear their concerns.

Negotiations for a new agreement are ongoing.

Clear Channel Radio

- KIIS-FM/KHHT Engineers received a Union negotiated wage increase of 4%. Negotiations will begin on a new agreement in April, 2006.
- Assisted Business Manager Webster in negotiating the first contract with the five newly organized Engineers who work for KTLK, KYSR, KBIG, KOST, KLAC and KFI that guarantees average wage increases of 2.83% over the next three years.

Capitol Records

- Technicians received a Union negotiated 2% wage increase.
- Building Engineers received a Union negotiated 2% wage increase.

Charter Communications

- Members received a Union negotiated increase on average of 3.5%.
- Local 45 conducted several Labor/Management Committee Meetings in which numerous issues, from working out of classification to wage compensation, were discussed and resolved.
- Negotiations are ongoing on the new agreement.

NMT

- Assisted Business Manager Webster in negotiating a successor contract for both the Engineers and Drivers. The Drivers received a 1.5% increase on 1/1/06. The Engineers' compensation was changed to reflect a salary based system that in each of the first two years guarantees an amount equal to 10% of what they received in 2004 while still being paid many of their existing premiums.

- Local 45 conducted several Labor/Management Committee Meetings in which numerous issues, from scheduling to wage compensation, were discussed and resolved.

KRTH/KROQ

Our members received a Union negotiated increase of 3%. We also made a shop visit to our members.

KTVU – Oakland

The company added a 5:00PM news show giving additional work to our members.

The local filed a grievance for a member that was wrongly denied a job opportunity. The company agreed to give the job to our member and she is performing well and it has been a success for both the local and the employer.

Members continue to improve on ENG editing in the field.

We are now in the final year of the CBA and will be working with members for their input on a new agreement.

Local 45 wishes to thank long time steward Eddie Ento for his many years of service to the Local and the KTVU members.

Eddie has decided to step down but has agreed to assist us in bargaining.

KPIX/KBHK – San Francisco

The local filed a grievance for wrongful termination of a member. The company subsequently offered a severance package, which was accepted by the member.

The local was successful in getting a service credit adjustment for one of our members. This allows him to receive significant vacation improvements and other service credit issues.

The company has hired Don Sharp as the News Operations Manager. Don has worked well with Local 45 in his previous position at KRON and we look forward to a continued good working relationship.

The Union and the company reached a tentative Agreement on a new three year agreement for the writers and PA's with wage and holiday increases for our freelance members.

Local 45 wishes to thank long time steward Curtis Caldwell for his many years of assistance. Curtis has decided to step down, as he will be retiring soon.

A new Agreement has been negotiated and ratified for the Writers with wage increases for our members.

KRON – San Francisco

Changes continue at KRON. The local has assisted several members in receiving voluntary severance packages.

The local worked for many months on a new agreement that was ultimately agreed upon in August 2005. A new classification, Video Journalist was created with shooters reporting and also editing. The jurisdiction is shared with AFTRA, and members working in this position are receiving significant wage improvements. The Company is very pleased with the speed in which our members have embraced the new classification.

The Local was successful in reversing an out-of-sequence layoff of two members.

A grievance was filed and we were successful in reducing a suspension to a letter of warning. We argued that the company had not followed any progressive discipline and that a suspension for an employee with an otherwise clean record was excessive.

KCRA – Sacramento

Members are in the final year of agreement and the working relationship with the employer is constructive and positive.

Local worked with management and was successful in reducing the duration of a couple of disciplinary suspensions.

Union objected to the use of producers to shoot still shots for air and it was stopped.

Local 45 highlighted The KCRA EXPERIENCE in the Quarterly newsletter. The Union held a Holiday luncheon for our KCRA members with Management also in attendance.

KSEE – Fresno

A number of grievances were successfully processed this year.

We were able to reverse company practice of charging a vacation day when employee was off on a holiday. The company stopped the practice and reinstated lost vacation days.

The duration of a disciplinary suspension was reduced after consultation with Management.

Company plans to have reporters shoot news stories for air was stopped due to union's objections.

KFSN – Fresno

Local 45 wishes to thank long time steward Tom Moscatelli for his many years of service to the Local and member of KFSN.

Tom has retired and we wish him a long and happy retirement.

A new three-year agreement was reached with employees receiving 9% over the life of the agreement. Union and management worked together on an extension of existing terms and conditions with the wage adjustment. The membership overwhelmingly accepted the agreement.

The company has added three full time positions this year.

GE – Bay Area/ Sacramento

The union filed a grievance over the use of non-union temporary employees and was successful in getting them removed from the job. Three full time employees have since been added. The employer continues to look for additional Service Technician hires.

The union filed a grievance over company action of sending employees home with less than the contractual 40-hour workweek. Company agreed to stop practice but state they believe they have the right and will present at next round of bargaining.

We continue to work on company abuse of start time and travel time.

Day Wireless – Bay Area/Sacramento

A new one-year agreement was reached without many changes. The employer did agree to pick up an additional 5% of medical costs.

Steward Dave Green resigned and moved to Montana. We have a replacement Steward, Frank McClory who has volunteered to take the position.

Company has consolidated facilities and is now operating in Benicia, Hayward, and Sacramento.

KVIE – Sacramento

A new three-year agreement was reached and accepted by the membership. Wages will improve 8% over the life of the agreement. Additionally, the employer stated during bargaining that if station results were good, a bonus would be given. The company kept the promise and gave out bonuses earlier this year to the members.

The Station has almost completed their digital conversion.

Fraternally,

Lloyd Webster
Business Manager/Financial Secretary