

2008 Year End Report

Brothers and Sisters:

Happy New Year to all Local 45 Brothers and Sisters.

2008 was very challenging for our members what with the difficult economic downturn the nation is faced with.

Some of our members were affected by the downturn, however at CBS Television City and KCBS/KCAL, the union was able to negotiate additional weeks of severance pay and medical coverage for members who took voluntary buyouts.

Hopefully we will see a turn around in the economy in 2009 as a new President and Congress are working together for the good of the country.

The following is a summary of events in the shops that Local 45 represents:

City of Los Angeles

- Wages in our Bargaining Unit were increased by 5%.
- Gains Sharing Labor/Management Committee met several times reaching agreements on how to save money and find new revenue.
- Safety Labor/Management Committee met to promote safety, reduce accidents, injury and illness.
- Held a meeting with various management personnel to correct how Piper Tech was hiring Temporary Communication Electricians.
- Held several Local 45 union orientation meetings with new Temporary Communication Electricians at Piper Tech.
- Developed and established a Hiring Hall agreement with LAX concerning the hiring of Temporary Communication Electricians at LAX.
- Attended several Coalition of City Union meetings to discuss the City's and the State's budget deficits for 2008 and the following two years.
- Local 45 convinced the City to pay the Disturbance Call Bonuses that they had decided to put on hold.
- Proposed to the City and convinced them that the Audio/Visual Technicians needed a badge for identification purposes.
- Numerous Shop Meetings were needed to discuss wage issues, bonuses, City budget problems, mandatory furloughs as suggested by the Mayor and early retirement incentives.
- Local 45 conducted a Labor Management meeting with the General Manager of ITA in which we discussed 1) the lack of promotion at higher levels of the Communication Electrician Series, 2) recruitment and retention concerns with ITA, 3) the importance for the Police and Fire Department to start including ITA in their future expansion issues.
- Filed a grievance concerning the City not paying the Temporary Communication Electricians properly.
- Filed grievances concerning a Cable Worker doing C.E. work.
- Represented a member in a meeting before City representatives involving filing a Workplace Violence Complaint against another employee.
- Handled a grievance involving a member being transferred to the Port of LA and then management sending him back to SID by failing him during his probationary period.
- Conducted a meeting with the CAO's office and a representative of the Local 45 Trust to explore placing the Temporary Communication Electricians into our trust.

- Handled issues dealing with the City failing to pay Standby Pay.
- Represented a member of our Audio/Visual section before Internal Affairs involving problems within his unit at the highest levels of management.

L.A. County

- Wages in our Bargaining Unit were increases by 5.75%.
- The Joint Labor Management Committee met several times to hear presentations made on behalf of classifications that need to have their compensation increased.
- Successfully handled a grievance filed by a long term employee protesting the discipline he received relating to an alleged complaint from a private citizen concerning erratic driving while using a County vehicle.
- Conducted numerous Shop Meetings at the different sites: the Sheriff's Department, Internal Services Department and County hospitals.
- Conducted a meeting on behalf of our Bargaining Unit at the Internal Services Department concerning clarification of when the Standby Bonuses should be paid and to whom.
- Met with representatives of the Medical Electronics Technician classification from every hospital to create an updated job description and then presented it to the Reclassification Section Representative of the Division of Health Services.
- Met with ISD management to Bargain over the Impact of management's intent to move numerous Digital System Technicians into a higher paid classification.
- Handled an issue in which a number of Senior ECT's and Supervisors that we represent were being paid the same rate as those they direct and/or supervise. We convinced the management of ISD to pay then Supervisor Subordinate Pay which increased their pay to the proper levels.
- Handled an issue in which numerous employees might have been exposed to asbestos during the remodeling of a department at the Downey facility.
- Organized several employees at the King/Drew Hospital to become members.

Los Angeles Unified School District

- Negotiations for Wage Reopener are continuing.
- Handled issues involving a Steward being harassed by his Director for union involvement.
- Conducted a Skelly Hearing and a Personnel Commission Hearing protesting a 30 day suspension for alleged rude and discourteous encounters with other District employees.
- Held several Shop Meetings in which we discussed organizing new members, rotation of Standby, management harassing our Bargaining Unit members and workload issues.
- Successfully handled an issue in which an employee with no restrictions concerning his job was sent back to work on a full time basis after not being allowed to work.

Los Angeles Community College

- A successor 3 year contract was negotiated that included wage increase in the first year.
- Successfully handled an issue in which a Bargaining Unit employee was accused of allegedly being rude to a film crew and a Sheriff's Deputy who was acting as security.
- Recruited a new steward at Pierce College.
- Handled issues related to vacation scheduling, Standby Pay, and Bonuses for continuing education.

Charter Communications

- Wages in our Bargaining Unit were increased by 3%.
- Conducted Shop Meetings in which we discussed organizing other cable companies, retaliation from management, workload, shift changes, drug policy and jurisdictional issues.
- Filed successful grievances concerning invoking mandatory overtime before asking for volunteers.
- Was successful in getting a \$ 0.25 an hour increase for a member as a training bonus.
- Filed two arbitrations: 1) protesting the elimination of the Draftsman classification and 2) the requirement of Standby Technicians to talk directly to customers, rather than go through a Dispatcher, who have chronic cable issues.
- Along with a steward who is also an Executive Board member, we were successful in getting the Installer Trainees not only the 4% increase after six months of employment but also the union negotiated 3% wage increase.
- Held a Bargaining over the Impact meeting, after sending a Cease and Desist letter concerning the use by management of Consumer Reports to investigate members driving records.
- Conducted a Bargaining over the Impact meeting concerning the implementation of an updated Timekeeping Policy.
- Recruited a new steward.

Capitol Records

- Negotiated a successor 3 year agreement for both Technicians and Building Engineers.
- Wages were increased by 3.5% effective 1/1/09 for both groups.
- EMI, which owned Capitol Records, was sold to an investment firm.
- The membership voted to extend the contract for 2008.
- Conducted a grievance hearing protesting the termination of a Technician for rude and inappropriate behavior toward co-workers and management.
- Conducted several Shop Meetings in which we discussed the future of the company.

National Mobile Television

- Wages in our Bargaining Unit were increased by 2%.
- Negotiated a successor four year contract that calls for increases of 2%, 2%, 2% and 2 ½%.
- Management laid-off six Engineers and three Drivers and closed their Dallas Shop due to lack of business.
- Management sold its CBS Golf Package that also involved 12 Engineers and 5 Drivers, to another mobile television company.
- Management was not able to acquire the rights to Comcast in the Bay Area thereby creating a layoff of 5 Engineers and 2 Drivers.

Hollywood Park/Santa Anita

- Wages in our Bargaining Unit were increased by between 2.08% to 2.40%.
- Cut backs in hours affected several Technicians.
- Successfully handled issues dealing with pay and job security.
- Made several site visits to both tracks and discovered that because of the poor state of the economy, Hollywood Park probably will not be sold to developers anytime soon.

KTNV-TV Las Vegas

- Wages increased between 2% to 3%.
- Was successful in reducing a member's Notice of Discipline to a Counseling memo.
- Filed a grievance against management for their refusal to correctly calculate Standby Pay.
- Conducted several site visits and Shop Meetings in which we discussed workload problems, staffing problems, not posting schedules in a timely manner and organizing new members in a Right to Work state.
- Some of our members worked the NASCAR Race in Las Vegas.
- Was successful in convincing management to reduce a suspension to a Notice of Discipline.
- Filed a grievance on behalf of a Photographer protesting his termination for losing equipment.
- Filed a grievance protesting a Written Memo given to a member for allegedly sleeping on the job. It was reduced to a Verbal Coaching.

Clear Channel Radio (KTLK, KYSR, KBIG, KOST, KLAC and KFI)

- Wages in our Bargaining Unit were increased between 1.5% and 3%.
- Were able to keep jurisdiction for an Engineer's position that followed Ryan Seacrest to another company.
- Contract negotiations for a successor agreement are continuing.
- Was successful in convincing an Engineer who was refusing to pay his fair share of dues including past monies owed to pay the full amount.

Clear Channel Radio (KIIS-FM and KHHT)

- Wages in our Bargaining Unit were increased by 3%.
- Conducted several Shop Meetings in which workload, Standby Pay and improvements to the contract were discussed.

KGET- TV Bakersfield

- Wages in our Bargaining Unit were increased by 3%.
- The station was sold to an investment firm named Newport Television.
- Made several site visits to the station and discussed issues such as workload, shift changes, contract improvements and job security.
- Successfully handled an issue in which several part-time Technicians did not receive their 6th and 7th consecutive day premium.
- Management notified the union that four Technicians will be laid off in the first quarter of 2009.
- Handled issues dealing with lunch breaks, workload and steward leadership.

KBAK-TV Bakersfield

- Wages in our Bargaining Unit were increased by 3%.
- The station was sold to Fisher Broadcasting.
- Negotiated a successor 3 year agreement that provides for wage increases of 3% each year, 2 additional Sick Days, members can now accrue vacation hours from their date of hire, Personal Leave now available and members are now eligible for 16 hours of paid Community Leave for voluntary work or participation in a member's child classroom activities.

KERO -TV Bakersfield

- Wages in our Bargaining Unit were increased by 2%.
- Negotiated a successor 3 year agreement which provides for wage increases of 2%, 2% and 3%.
- Made several site visits to the station in which issues discussed were job security, workload and vacation scheduling.

FOX Sports

- Made site visit to NASCAR event at the Fontana Speedway and visited our members
- Made a site visit to Phoenix for an NFL game. Held a meeting with our members

CBS & National Mobile Television

- Made a site visit to the Torrey Pines Golf Tournament and met with our members from both CBS and National Mobile Television.

KTVU-TV Oakland

- Two new stewards were appointed to assist in representing our members at KTVU. They are John Klossner and Ben Cruz.
- Membership numbers remained steady throughout the year but regrettably one member was moved from full time to part time late in the year.
- The local was successful in negotiating a separation agreement for a long term member in lieu of other disciplinary action.
- Work continues on perfecting the ignite system and our involved members are doing a great job at this.
- The membership is now in the final year of their agreement and negotiations for a new agreement should commence in late 09.

KPIX-TV San Francisco

- Regrettably the station found it necessary to reduce staffing within the union membership fortunately most of these reductions were handled with voluntary buyouts and not forced layoffs.
- Negotiations for a new agreement for the techs began in mid summer and culminated in a one year deal that added 2% wage increases to all members. This one year deal was accepted by a strong majority of the membership. The parties will meet again in 09 to work out a long term agreement.
- 2008 was the final year on the Writers/PA agreement and we expect to bargain a new agreement in early 09.
- Long time member Lauren French attended the IBEW Woman's Conference on behalf of the local.

KRON-TV San Francisco

- Following the trend throughout the industry KRON reduced headcount in 2008 and this unfortunately affected union members. Most reductions were handled with buyout offers.
- The membership enters the New Year in the last year of their agreement with negotiations for a new agreement expected in late 09.
- The local was successful in correcting a sixth day pay discrepancy for one of our members at KRON.

KCRA – TV Sacramento

- The station continues to be the dominant station in the Sacramento area.
- The good working relationship between the company and the union remains in place.
- Three long term employees retired with an enhanced severance package that was worked out between the Union and the employer.
- One photographer was moved into the engineering department and therefore there have been no forced reductions within the union membership although there were significant layoffs elsewhere in the station.
- An attempt to change vacation scheduling practices was turned back by the local. The employer stated they will bring this to the next negotiations.
- Long time member Kristi Ibarreta attended the IBEW Woman's Conference on behalf of the local.

KSEE- TV Fresno

- A new 4 year agreement was reached and accepted by the membership in April 08 after nearly a year of contentious negotiations. In light of the tough economic times at KSEE the wage increases were reasonable and averaged just over 2% each year of the agreement.
- We did experience some staff reductions through voluntary severance offers.
- The employer attempted to disallow paid time off from the overtime build and work employee's straight time on their day off. This was successfully overturned by the local.

General Electric

- Our Brothers at GE continue to be some of the most productive throughout the company service division and local management is very happy with their performance.
- The local union has worked on several significant issues this year and we are currently awaiting a decision on an arbitration case held on behalf of one of our members. We are also working to return another member to work after a disability.
- In early 2008 there was an announcement that the employer was seeking to sell or spin off the appliance business. Fortunately this decision has been changed.

KFSN-TV Fresno

- 2008 saw the expiration of the labor agreement and the successful negotiation of a new package. Management worked with us in a very professional manner and a new agreement was reached in just a few hours of talks. The new deal was overwhelmingly accepted by the membership.
- KFSN is the bright spot as far as staffing and we have seen no forced reductions.

Day Wireless – Mobile Radio Engineers

- The combining of company operations into the Benicia office proved to be a positive move throughout 2008 as the company has reported a profit for the year.
- Unfortunately we have seen a decrease in overall membership at Day Wireless. Steward Fred Roberts reports that there are some jobs on the books for 2009 and he is optimistic that work will be available for remaining members.

KVIE-TV Sacramento

- The labor agreement with the company expired in early 08 and the parties met to negotiate a new agreement. A tentative agreement to extend existing terms with a wage increase was reached in one day. The extension contained a 3.25% increase and was unanimously accepted by the membership. Negotiations for a new agreement will commence in early 09.

OTHER 2008 HIGHLIGHTS

- Local 45 organized the Master Control Engineers at KOVR-TV in Sacramento.
- A new national agreement was reached with FOX Sports
- Site visits have been made with our members who work FOX and CBS sports in the Bay area.
- The leadership of Local 45 participated in several workshops and training exercises presented by the IBEW international.

As you can see from the above, the Local Union is having great success in many shops and remains financially sound.

In Solidarity,

Lloyd Webster