

Year End Report – 2011

CBS

The members of Television City, KCBS/KCAL celebrated a new bargaining agreement with several significant changes and improvements in several areas such as Sports, News, and Radio ENG, changes in Technology, Digital and Fiber Optics. In addition, there were wage increases each year of 2.5%, improvements in travel allowances, Per-Diem pay, auto expenses and upgrade for Utilities who perform work in higher positions.

FOX Sports

The Local continues to crew our members for football, NASCAR and baseball during the year. Negotiations on a new agreement will commence in February 2012 in Orlando, Florida.

City of Los Angeles

The Bargaining Unit received a 2.25% wage increase. The Coalition of City Unions negotiated away all furlough days. Many departments are working short-staffed, but they are happy that furlough days are gone. At the Los Angeles International Airport we were able to work out a compromise regarding who will be responsible for the installation, maintenance and programming of the VOIP phone system.

County of Los Angeles

Wages were frozen but we have a “Me Too” clause in the contract that means that if another Bargaining Unit gets a wage increase, we automatically get it too. Also a 7.2% increase was paid by the County into the Health Benefits contribution. The Local was also pursuing the reinstatement of a 9/80 schedule. Our Bargaining Unit was working with skeleton crews as the County was not replacing employees who left their positions.

Los Angeles Community College District

Members are voting on a new contract that calls for a 1st year wage freeze followed by two years of Wage Reopeners. Also in the tentative agreement a “Me Too” clause is included which is, if the District should enter into a collective bargaining agreement with any other Bargaining Unit which provides for a general percentage increase in the salary schedule, bonuses or any other types of economic increases, our Bargaining Unit would receive it also.

Los Angeles Unified School District

Wages were frozen but we got a “Me Too” clause in the contract. Members are working short-handed but the jobs are getting completed. I handled several issues where members feel they were being harassed by their supervisors.

Capitol Records

The Bargaining Unit received a 2.5% wage increase. We also negotiated for two new positions, Writers Room and Archive Technician, which are now part of our Bargaining Unit.

Charter Communications

The Bargaining Unit received a 2% wage increase. Also negotiated was a Business Team that would handle installation of cable for businesses. We also negotiated to retrain the Construction Crew into Repair Technicians along with a grace period that would allow them to fully do the job without the fear of discipline. Happy to report winning of arbitration by the Local to reinstate a member who was terminated by Charter Communications.

KIIS-FM/KHHT

The members received an \$885.00 signing bonus. The unit is working with the #1 hot morning show with Ryan Seacrest.

KBAK- Bakersfield

The Bargaining Unit received an increase of 2%. The members are working with a skeleton crew due to downsizing.

KGET- Bakersfield

The wages were frozen but we have a "Me Too" clause in the contract. They are working with a skeleton crew on the day shifts and we are fighting the Company's belief that they don't have to pay overtime after 8 hours if the hours run into the next work day.

KERO- Bakersfield

The Bargaining Unit received an increase of 1%. They were also sold to Scripts Communication. Because they have not taken over the daily operations yet, we don't know yet how it will affect the unit.

KTNV- Las Vegas

The wages were frozen as the station has cut back on many things. Work is still getting done by our hard working Bargaining Unit.

Hollywood Park/Santa Anita

The wages were frozen but have a "Me Too" clause. The bargaining unit is working 4 day, 7 hour day shifts. This is because the attendance at the track is so low plus they don't have enough horses to run a 5th day meet.

KTVU

Members at KTVU experienced a management change when long time GM Tim McVay moved to a new assignment in Atlanta. The membership and local was saddened to hear to Tim's departure as he had always been a good manager to work with. However, new GM Tom Raponi appears to be keeping with the long tradition of good relations with the stations Union represented employees. As 2011 came to a close the union and management met to confer on changes to sick leave plan that will change time off to PTO. All existing contract provisions will remain as is for life of agreement which runs until 12/23/12.

KPIX

With the support and assistance of stewards and members Local 45 was successful in negotiating new agreements for each of the two contracts at KPIX. The new agreement for the Writers and PA's was past expiration but was retroactively applied to 1/1/11 with the members receiving a wage increase for each year of the agreement. The new agreement will expire on 12/31/13. The local continues to work on the issue of upgrade pay for writers assigned editor duties.

After two years of on again off again bargaining for a new agreement for the technical contract a new agreement was finally reached in late June and ratified by the membership in July. The contract contains wage increases for each year of the agreement. Significant to this new agreement is a new classification of MMJ. Along with IATSE we were able to secure 5 permanent ongoing positions for our members with significant increases for the added duties and responsibilities.

KRON

2011 marked the final year of a two year agreement which expired in late November. A number of meetings were held with stewards and members to gather proposals for a new agreement. Bargaining sessions with the employer were held on November 10, 2011 and again on December 29, 2011. A tentative agreement was reached at the last session and the membership will be voting on a new two year deal that contains wage increases each year of agreement. The bargaining team was successful in rejecting a number of serious negative proposals presented by the employer. The membership ratified the new two year agreement in January 2012.

KOVR

2011 marked the final year of the first contract for KOVR members. Several meetings were held over the year to gather input for negotiations toward a new agreement. The membership reports being very busy with new work from other departments being placed on the represented employees. There are a number of significant issues with the members with wages and vacation treatment being two top concerns.

KCRA

2011 was year two of a three year agreement and the members began the year with a contractual wage increase, another increase take effect 1/1/12 which is the final year of the current agreement. Labor Management meetings were held periodically throughout the year to discuss proper application of the following contract items.

- A. Vacation selection
- B. Short turn around premium
- C. Wiengarten rights
- D. Jurisdiction of work
- E. Meal periods

Kurt Ozdagler was added as a steward to help with representation of member working within the shop. This was done to assist John Breedlove who is frequently in the field.

KSEE

Local 45 was successful in negotiating a new agreement with the employer that was ratified by the membership in August. Unlike years past this round of negotiations was not the protracted battle it has historically been. This is due in part to a much improved relationship with management since new GM Matt Rosenfeld was brought in. Agreement is for an 18 month period and provides wage increases on 8/1 of 2011 and 2012.

GE

A new 4 year deal was reached with the employer after a particularly difficult round of bargaining. Significant improvements were made in the following areas.

1. Minimum pay treatment for mandatory overtime
2. Minimum pay treatment for call in
3. Holiday selection and availability
4. Timely discipline
5. Sick time (no doctors note required)
6. Items added to arbitrability
7. Significant wage improvement over life of agreement

KFSN

The station continues to be the bright spot among broadcast stations as far as growth in membership. Negotiations for a new agreement commenced in August and required several lengthy sessions. This was due to the employers demand that reporters be allowed use of camera equipment. In exchange for this the membership gained a no layoff clause as well as attrition protection because membership hours must be within 80% if 2011 numbers or reporter camera use must stop. Improvements were also made in wages, vacation scheduling, and meal allowance. After many years of effort on the subject members were finally granted dues deduction.

Day Wireless

A new agreement with the employer was reached and was ratified by the membership on June 6, 2011. A wage increase for all members was added to agreement. The employer frequently has a fluctuating work load which requires some unpaid time. An agreement to fairly distribute any reduced hours was also a part of the agreement.

KVIE

Meetings with the membership and steward were held in anticipation of negotiations for a new agreement. Steward Al Wilder announced his retirement midway into 2011 with an effective date of 1/3/12. With Al's announcement it was decided that we would request an early start to negotiations to take advantage of Al's years of experience at the station.

Negotiations began in late October. Unfortunately the employer had many regressive and unacceptable proposals on the table. It was decided that since the contract was not actually expired until late February 2012 and because of other scheduling issues we would not reconvene until after the New Year.

OTHER 2011 HIGHLIGHTS

Local 45 delegates attend IBEW convention

The Local continues to provide CBS and FOX with qualified professional employees.