

2007 Business Manager Report Submitted by Lloyd Webster

The following is a summary of the more important issues that occurred at Local 45.

KCBS/KCAL

- The stations moved to their new facilities at Radford Studio in 2007. Our members report the new digital server based facility is operating fine. However, there are some issues technically that need to be addressed.
- Beginning June 1, 2008 upper management and CBS Programming will be moving to the new building. Our members from Television City in Construction, Audio Visual, and Maintenance have been working very hard to make sure all technical set up are in place.

TV City

- Our members have been very busy doing their staple of shows, “Bold and the Beautiful”, “Young and the Restless”, “Bill Maher”, “Late, Late Show” with Craig Ferguson, “Price is Right” with Drew Carey, and “Survival” Final. Local 45 members in the Maintenance and Video Tape Departments are also involved in “American Idol” and “Dancing with the Stars”.
- Our members continue to operate the CBS Mobile TV, which feeds programs to the east and west coast from TV City and transmitted to cell phones.
- I am proud to report that Local 45 members were part of the crew who participated in the first streamed program for the IBEW International President Ed Hill. The program was fed to 70 locations including Canada and the worldwide web. Congratulations to Chief Steward Donna Stock and the entire Local 45 crew members. Our local received lots of praise for your professionalism and good work. On behalf of Local 45 I would like to thank Mike Klausman, Barry Ziegler, Marc Hurd and all the Managers who helped to make the program successful.

FOX Sports/CBS Sports

- Along with the Business Managers from 1200, 1212 and 1220 we have been visiting our Per-Diem members who work the various sporting events to include football, baseball, golf and NCAA basketball.

LA City

- Five unions including the Los Angeles and Orange County Building and Construction Trades Council formed the Coalition of City Unions and bargained as one unit in its contract negotiations with the City.
- Remarkable achievements were achieved:
 - 25.5% wage increases over 5 years.
 - Labor/Management Committee created that discusses classification reviews thereby bypassing the old bureaucratic procedure.
 - Labor/Management Committee to meet regularly on safety issues for workers.
 - Applies more limits on contracting out union jurisdictional work.
 - Streamlined the Grievance Procedure.
 - Tool and Clothing Allowance will continue.
 - Standby Pay was improved from \$15.00 a day to \$2.00 for each hour assigned in addition to any other compensation normally received.
 - Call Back Pay now includes a maximum of one (1) hour travel time to the job location
- Organized seven new members in the Audio/Visual Department of the Los Angeles Police Department.

LA County

- Won the Agency Fee Objectors Arbitration for 2005 and 2006.
- Our members received a 4% wage increase retroactive to 10/1/06 and another 2.75% yearly wage increase for 2007.

Los Angeles Unified School District

- Our members received a 6% wage increase which was in line with the Teacher's Union.
- Handled issues related to training and providing vehicles for use by our members.
- Organized four new members.

Los Angeles City College

- Our members received a 4.6% wage increase for 2007.
- Organized three new members.

KBAK- Bakersfield

- Station sold to Fisher Communications.
- Workers received a 2% wage increase.
- Contract negotiations for a new agreement have begun.
- Negotiated a new contract that provides for wage increases over the next 3 years of 3%, 3% and 3%.

KGET- Bakersfield

- The station was sold to Newport Television who is recognizing all the provisions of the current contract.
- Our members received a 3% wage increase for 2007.

KERO-Bakersfield

- Our members received a 2% wage increase for 2007.
- Negotiated a new 3 year contract that provides for wage increases over the next 3 years of 2%, 2% and 3%.

Capitol Records

- Record Company sold to Terra Firma Corporation, which is an investment firm.
- Membership has agreed to extend the current agreement until Terra Firma does an analysis of the company and implements their vision sometime later this year which is in our agreement.

Charter Communications

- Union members received a 3% wage increase.
- Resolved the pay rate for the Installer Trainee position.
- Protested the removal of the worker who was performing the Draftsman position.

KTNV – Las Vegas

- Local 45 negotiated a new 2 year agreement.
- Workers received a wage increase of between 2% and 3% effective on their anniversary date.
- Several of our members worked as Utility Technicians at the Las Vegas FOX NASCAR Race in 2007 and 2008.

Clear Channel

- Members received wage increases of between 1.5% (for highest paid Technicians) and 4% (for lower paid Technicians).

KIIS-FM

- Members received a 3% wage increase.

National Mobile Television

- Local 45 negotiated a new 4 year agreement that provides for wage increases of 2%, 2%, 2% and 2.5%.
- Members received in 2007 a 1.5% wage increase.

KRTH/KROQ

- Members received a 2% wage increase.

KTVU

- Negotiations for a new agreement commenced late in 06 and continued will past the December expiration date. Many of the usual difficult issues needed to be addressed. Of significance during these talks was the issue of jurisdiction and operation of the ignite system. This issue occupied a major portion of many sessions.
- A new 3-year deal was reached and accepted by the membership in March. The deal included 3% wage increases. Each year of the agreement and retro from the date of ratification back to the expiration date of 12/23/06.
- Four of our members are performing Ignite functions.

KPIX

- Staffing was reduced in early 07. However we were able to keep from forced layoffs by working with management on voluntary offers and transfers.
- Some new work came to the station as they are now operating KSTW from KPIX master control.
- The local welcomed and thanks Ryan McKeel for accepting the responsibility of steward for the Writers and Production Assistants.
- Thanks also to Jennifer Mistrot for accepting the same duties for our tech members. Jennifer is a photographer and having someone in the field is a plus for the local.
- We continue to struggle with the employer over jurisdictional issue and the use of contractors.
- The contract expires in July and we expect to bring this issue to the table.
- It is worth mentioning that we assisted our fellow union members in the fire protection field. Management had hired a non-union contractor for this work and we were able to get them to use a union company instead.

KRON

- Negotiation for a new agreement began on June 5, 2007. Numerous sessions were required before an agreement was reached. A vote on the contract was held through out the day on 12/13/07. Over 80% of the membership showed their interest and cast a ballot. The contract was accepted by a good margin. The 2-year contract included a signing bonus and wage increases of 3% the first year and 2.5% the final year.

KCRA

- The union and the employer met and negotiated terms for a new 3-year agreement. The new agreement contained improvements in meal period penalties, consecutive workday rules and wage increases totaling 7.5% over the life of the agreement.

KSEE

- The employer began 2007 in bankruptcy. They came out of bankruptcy just before the start of negotiations for a new agreement. Bargaining began on 5/31/07 with the employer attempting to completely gut the agreement. Talks continued with no real progress up to and including 11/14/07. At that time the employer reneged on language that had already agreed to. The Local filed Unfair Labor Charges with the NLRB against the employer and we are awaiting their decisions.

GE

- The union and the employer have worked well together throughout 07. The parties met for negotiation of a new agreement on 11/15/07 and 11/16/07. A new agreement was reached and ultimately accepted by the membership. The agreement includes improvements in health and welfare as well as 11% in wage increases over 4 years.

KFSN

- The local was able to work out an agreement with the employer that secured our members participation in the company pension plan. The membership was afforded the opportunity to vote on the conditions of this agreement and overwhelmingly approved.
- The membership is in the final months of their agreement. The Local will be meeting with the employer this summer to negotiate a new agreement.

Day Wireless

- The employer has consolidated all of its bay area operations into the Benicia office.
- A new one-year agreement was reached in 07 and the parties will meet again this spring to negotiate another agreement for 2008.

KVIE

- The station is in full digital operation. 2007 marked the final year of the labor agreement.
- The parties have agreed to an extension of the contract for 1 year with wage increase of 3.25%, it was accepted by the membership. 2008 to bargain a new agreement.

Fraternally,

Lloyd Webster