

2010 Year-End Annual Report

CBS – Television City

Our members are very busy with the various shows:

The Young and the Restless, Bold and the Beautiful, Price is Right, The Talk, and Late Late Show with Craig Ferguson.

Our members are also doing work that airs on other networks, American Idol, Dancing with the Stars, So You Think You Can Dance, Real Time with Bill Maher on HBO, Skating with the Stars, Survivor Finale, and “Live to Dance” with Paula Abdul.

The Construction Shop is also very busy installing new HD gear and audio console in control rooms.

KCBS/KCAL

The station has a new management team a new General Manager News Director and News Operations Manager.

The big issue at the station is the new Sony automated system for news which caused displacement of some members into different jobs.

CBS News Bureau

Unfortunately there was reduction at the bureau some by lay-off others took buy-outs.

CBS Negotiations

The Union and the Company will begin negotiations on February 1st 2011 on a new agreement. The Union expects the bargaining to be difficult.

KTVU

2010 began with the Union bargaining team working through difficult negotiations with Cox broadcasting on a new agreement. Both the Union and employer presented a short list of proposals but those presented were significant. Negotiations continued into March when a tentative agreement was reached. The membership voted and accepted the agreement in April by a significant margin. Work remains steady with the employer adding to its news broadcasts. The employer informed the Union in November that job postings have been made for additional union positions.

KPIX

The Local continues to work on reaching new agreements for both the Writers/PA’s agreement and the tech agreement. Both agreements continue in effect under mutual extensions. A trial period was agreed to in order for the employer to work on training our members to work as MMJ’s. The employer continues to complement our members for the speed in which they have adapted to the new work and the quality they have achieved. Unfortunately we have been delayed in reaching a final agreement due to disagreements with AFTRA on going forward, they do not seem to want to share jurisdiction. A package has been presented to the Writers/PA’s that for the most part was reasonable. There is a problem however with wage upgrades when these members are required to edit. The Local will address the wage rate scales in the tech agreement so that Writers/PA’s will be properly compensated if they are requested to perform editing functions.

KRON

The station and members continued to work while the company completed the bankruptcy issues. The station did emerge from bankruptcy in mid year. Members were given a \$500.00 bonus as a thank you for working through the bankruptcy with the employer. The station has added some full time positions and continues to improve. Negotiations for a new agreement with the employer will take place in 2011.

KCRA

2010 began with the Union and local bargaining team working on a new agreement with the employer. This was a difficult round of negotiations with the employer attacking the agreement on many fronts in addition to very low initial wage offers. The employer also eliminated the PA's classification that ultimately cost two longstanding members their job. Severance packages were negotiated and accepted by the effected members. An agreement was finally reached and accepted by the members in June. Modifications to jurisdiction allows other employees to perform occasional union work and this will require frequent policing, with quarterly labor management meetings. Regrettably a member was terminated for performance at the station. The union intervned and a severance package was granted and the termination was changed to a resignation.

KSEE

The year began with the union and company in disagreement over the implementation of the MMJ classification. An arbitration hearing was held on 2/1/10 in Fresno. The employer filed a unit clarification petition with the NLRB. The Local along with our attorney Alan Davis attended the NLRB hearing on 2/22/10. The hearing adjourned for lunch and the union was approached by the company with an offer to settle that was ultimately agreed to. We continue to work under that agreement at this time. We do however expect this issue along with others to be problematic this year as the NLRB agreement and our CBA expire in August. The employer has announced the layoff of 5 full time Master Control operators.

GE

Local 45 members at GE continue to be among the top performers in the company nation wide. They continue to make year to year improvements in revenue per day, Quality of service, and warranty repair. Members close out 2010 going into the last year of their CBA and 2011 will see the local union working hard on a new agreement. Regrettably we have had some dismissals for improper reporting of time. The Local would like to remind everyone to not make this mistake and fill out your time card properly.

KFSN

The station continues to dominate the Fresno market and work for our members remains strong. The addition of the central ingests work and master control work for the ABC O&O D2 channels has not only saved jobs but has added to staff. The employer is contemplating adding two additional IBEW position next year. Regrettably some improper time reporting issues surfaced this year and some members were terminated.

Day Wireless

Work was slow for a large part of year with members working some reduced schedules. Things have turned around the last quarter of the year and work is expected to be strong into mid next year. Agreements were made with the employer to allow other than vacation and sick time for

those that did not want to consume it during slow periods. Negotiations for a new agreement will take place early 2011.

KVIE

The station continued making technological improvements throughout 2010.

The main studio has been upgraded to an HD facility. The facility includes three Hitachi SK-1000 HD cameras, remote video control room, and a Grass Valley Kayak HD Production switcher. The transmitter site has been upgraded as well. The Ch 53 Thales HD transmitter has been replaced with an Elite 1000 HD transmitter operating on Ch 9. In addition an auxiliary antenna by Jampro has been installed for emergencies and to allow us to remain on the air when tower work is performed at higher levels. Even though funding has been reduced this past year we have been fortunate in avoiding furloughs or layoffs of Unit Members. In spite of the current economic environment members did see a contractual wage increase this year.

KOVR

Work for our members at the station is strong with members often feeling like the station is short staffed. Members did receive a contractual lump sum adjustment this year making them one of the few groups in CBS seeing any increased compensation. An issue of members receiving proper breaks/lunches was addressed this year and will likely need further monitoring.

Sports Broadcasting

The local continues to represent our members working for FOX sports and CBS sports. Crewing requests continue to be processed by the local and the employers are provided experienced workers to fulfill their needs. Crewing was expanded this year to include Women's professional soccer with FOX SPORTS.

Local 45 members played a key role in the successful broadcast of the World Series won by the San Francisco Giants.

City of Los Angeles

The Coalition of City Unions including Local 45 negotiated an Early Retirement Incentive Program with the City, 2400 Coalition members were able to retire instead of that amount of layoffs. However in the 3rd and 4th quarters of the year an additional 2000 employees (most of which were non Coalition members) were also laid off.

In addition, because the City violated the ERIP Agreement, by laying off members, all Coalition members received a 3% wage increase 7/1/10 and will receive another 2.75% Step Increase 1/1/11, on the down side, our members had to take (2) furlough days per month which is a 10% cut in pay

Local 45 was able to convince the City to agree to two new classifications, Senior Avionics Specialist and Avionics Specialist, to be represented by the Local.

County of Los Angeles

County officials agreed with the Coalition of County Unions that there would be no layoffs or additional furlough days until at least 1/11. At this point it looks like late January or early February before anything is done.

Los Angeles Community College

Contract Wage Reopener negotiations resulted in a "Me Too" clause, 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.

LAUSD

Contract Wage Reopener negotiations resulted in the same “Me Too” clause as with LACC.

KGET- Bakersfield

Negotiated a new 4 year contract for the Technicians which gives them raises of 1% the first year, 2% the second year, 2% the third year and 3% the fourth year if economic conditions stay the same or improve.

KERO- Bakersfield

The Technicians received a 3% wage increase effective 1/1/10.

KBAK- Bakersfield

The parties agreed to a 1 year roll over of the current agreement and as part of the new contract a 12 hour rest period between tours of duty.

Capitol Records

Conducted Wage Reopener negotiations in which the parties agreed to a 2% wage increase retroactive to 7/1/2010 for both Technicians and Building Engineers.

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

The parties agreed to a one year roll over of the current agreement.

KIIS-FM/KHHT

The parties agreed to a one year roll over of the current agreement.

Hollywood Park/Santa Anita

The parties agreed to a “Me Too” clause for one year.

KTNV- Las Vegas

The parties agreed on a new 3 year agreement that consists of 0% increase in the 1st year and Wage Reopeners in the 2nd and 3rd years.

Charter Communications

The parties negotiated a new 3 year agreement with 2% increases each of the 3 years.

New classifications for our members advanced Technicians.

Signing Bonus

Expanded work for Headend Technicians