August 2022

Business Manager Report

Short Version

Paramount Global:

**8/04 – International has provided the Local with digital printed copies of the collective bargaining agreement. Waiting for books to come back from publishing.**

CBS News:

**7/27/22 – Union and company spoke about policies with personal car use on company work time. Union now working with legal counsel on a list of questions for the company.**

**8/02/22 – BM spoke with Shop Steward and International over ENG assignment in Kentucky. Matter ongoing.**

WCBS:

**6/28 – Union investigated ingest, editing work performed at station including list of Neighborhood reporters weekly. Meeting was set for 7/18, company has to respond to Union questions.**

CBS Newspath:

**05/18/22 – Grievance filed on behalf on non-union personnel editing for CBS Newspath. International filed the ICAP on 7/22. The ICAP date has now been set for 9/7.**

COE:

**08/02/22 – BR and Counsel spoke with member on EPL. Designated HOD scheduled on 8/4/22 during quarantine. President is speaking with management to have day returned to member’s bank.**

**08/04/22 – BR, Shop Steward and Management discussed Covid time and sick/ vacation accrual for two members. Members had been put on EPL and will have their personal time given back for their time on quarantine in July.**

CBS Sports:

**07/18/22 – BR and legal counsel spoke with member who was recently put on Long Term Disability. Union and Company spoke on August 1st and reviewed all outstanding questions. LTD extension is set to expire August 14th.**

CBSN:

**7/20/22 - BR and Legal Counsel spoke with member who has been on unpaid leave since May. On August 2nd - BR, Legal Counsel and Member spoke with HR and Labor Relations over disabilities claim. Matter ongoing.**

**7/22/22 – BM, BR, spoke with Labor Relations. Both sides have come to an agreement on the unit’s crossover to the National Agreement.**

**7/26/22 – BM, BR, and Counsel spoke to the members that negotiations have concluded and will be setting up individual meetings privately.**

**7/27/22 – Company discussed workflow on CBSN Originals. BM’s and International discussed on 8/2. Matter ongoing.**

**8/03/22 – BM and BR spoke to each and every one of the members from the Video Producer and Associate Video Producer unit individually. New wage rates including retro payment that will be owed to them.**

WPIX:

**7/8 - Salary was not paid correctly per the CBA for member in bargaining unit. Both sides spoke again on 8/1. Union is now reviewing data sent from company. BR also awaiting more information from member.**

**7/18 – BR spoke with Company over unsettled grievances. Company is issuing a letter on rules for shooting and updated Union on editing workflow. Remaining grievances being advanced to arbitration.**

**7/19 – BM sent email to membership stating negotiations have concluded. Tentative deal includes retro back to January 1, including increases at 2.25 in year one, two and three. Additional sick time, maintained STD and upgrades in producing/editing and established overdrive rate.**

**7/21 – BM, BR spoke with ABM/ Shop Steward over SAG Reporters driving with IBEW in trucks. Company looking to implement phasing out period so both can be back in the same cars.**

**7/29 – BR, ABM and Counsel spoke with member over possible HR Complaint against another member. BR followed with another member. Matter pending an HR investigation.**

WNET:

**6/21 – Union received counter proposal from company on term, wages, and jurisdiction. Working with committee and company on dates to meet.**

**7/26 – President/CEO reported that everyone in the company will be getting a 5% increase to regular employees on payroll as of July 1, 2022.**

WNJU:

**6/23 – Counsel reviewing final redline CBA with company after Committee and Union approved the changes. Counsel finalized agreement on July 21, matter closed.**

**6/30 – Member in Maintenance is being promoted to management role. Company looking to backfill Union position.**

WXTV:

**7/25 - Union drafted and filed the grievances for work performed by reporter and graphic work being performed outside DMA.**

**7/18 - Arbitration concerning hours of shift is being moved to October. As of July 28th was confirmed for November 7th.**

**7/21 - Next round of negotiations is set for July 26th.**

**7/26 – Another round of bargaining took place. Both sides looking to schedule another session for September 21.**

**08/05 – Shop Steward notified Union that there is an event scheduled for 8/14. Union is reviewing the company’s contractual obligations.**

WXTV Producers:

**7/14 - Both sides met to negotiate, next date is set for July 28.**

**7/28 – Both sides met and company exchanged with the Union a comprehensive proposal. Union will respond with a counter and future dates.**

WADO:

**7/28 – BR and Counsel met with shop to update them on the sale of the Radio station. Matter ongoing.**

Sony:

**7/12 - Company and Union met on 7/12 to discuss open items in labor management meeting. Company will review more information and is expected to respond next Month.**

Prudential Center:

**7/12 – BR spoke with Management about adopting new positions into the agreement. BR spoke with Committee and countered to company’s proposal. That meeting was 8/5 with BR and Counsel. Awaiting company response week of 8/8.**

MGM:

**7/11 to 7/13 – Union and Company exchanged proposals – expected to meet again on the 26th and 27th of July. Committee is set to meet on July 25th prior.**

**7/26 – 7/27 – Union and Company continued bargaining. No deal has been reached and Union has asked for a mediator from the FMCS in the next session. Awaiting dates from company in August.**

Tele-Measurements:

**7/25/22 – Union and Company have a tentative agreement for a new 3-year extension. Contract terms include wages in each year, severance pay and language regarding successorship. Awaiting ratification votes to be sent out to members.**

Stage 29:

**6/24 – Union sent letter to demand for impact bargaining. Meeting was afternoon of July 13th. Union formatted information request for July 22. Awaiting a response from the company.**

WFAN/ WINS:

**7/25 – BR, Counsel and Shop Steward reviewed the proposals and counsel will now be reaching out to the company for future dates.**

Office:

**Outstanding Items:**

CBS Sports:

4/7 - Union and Company discussed Augmented Reality work being done for CBS Sports during the NCAA Tournament. Union is set to file a grievance on 4/20/22.

WCBS:

**6/29 – BM, BR, Union Counsel and Member took grievance meeting with company over termination. Appears grievance was denied and Union discussing next steps.**

CBS News:

**4/6/22 - Member who was recently questioned about content on work device was terminated. Union and company met for grievance meeting on 5/6, grievance was denied. Union asked for forensic report in concluding investigation. Union will be reviewing with grievant either on 6/13 or 6/14. Matter ongoing.**

**5/17/22 – BM, BR, Treasurer and Counsel spoke with member on upcoming grievance on 5/12 regarding upgrade to wage rates. Grievance continued with company 5/17. Matter is ongoing after further discussions over performance of work.**

**6/03/22 - BM, BR, President and International Rep held a meeting with management over missed meals issues back in March. BR did a follow up with management on 5/6, and then the company provided Union including members their update for meal relief on the weekends. During the week is still being worked out.**

**7/21/22 – Post grievance being filed on 4/20/22, Union provided information to Labor Relations over member who has been paid incorrectly on the wage rates. Matter ongoing.**

COE:

**05/26/22 – Steward notified BM and BR over HR concern regarding member. Meeting set for 6/30 took place. Fact finding meeting, other IBEW members may be questioned. Matter ongoing.**

CBS Librarians:

**5/24- A site visit was scheduled to review workflow and meet with management. Union is now consulting with their side before any further talks continue over Metro Park.**

CBSN:

**6/08/22 –President spoke with Labor Relations over TD Rate conversion for members in Interactive. Company will be following up with management.**

Fox Sports:

**4/25/22 – First Meeting to review payroll issue. Second Meeting to review payroll issue was 5/17. There was another meeting on 6/9/22 to review the new worksheets that company is provided with regard to earnings reports. Matter ongoing.**

HBO:

**6/09/22 – BR and Counsel spoke with member over vaccine mandate and return to work. Member is still actively seeking an exemption from the vaccine. Matter ongoing.**

MSG :

**05/27/22 – After meetings back and forth with member over a disability claim. Period to continue on disability had lapsed. Union and Management met with member to review accommodations made from member’s physician. Matter remains ongoing. 6/28/22 – Disability claim for member has been denied. Matter ongoing.**

WPIX:

**6/10: Member asked about upgraded rate on Holiday. Union will be speaking with company over premium payment.**

**5/20: Both sides met for meeting on outstanding grievances, there was a follow up on June 10th. Company and Union are working out some of the grievances to be withdrawn pending a letter from the company on rules for shooting. Editing and interviews could be advanced to arbitration. Matter ongoing.**

WXTV:

**4/19 - Parties met to review the grievances that remain outstanding. Union has sent over settlement and follow up letter to company on 5/17. Some grievances appear headed to arbitration. Others are close to settlement.**

**7/7 - Member raised concern about flex plan benefits retro back to ratification date. BR spoke with Flex Plan and they are working with company over monies owed.**