July 2022

Business Manager Report

Short Version

Paramount Global:

**6/17 – International and BM’s met to review drafted CBA before contracts go to print. Contracts expected to be ready to members once published.**

CBS News:

**6/08/22 – BM, BR, and Counsel took meeting with member, HR and management over ENG crew vehicle that was stolen. Member was given two-month suspension and final warning letter. Union negotiated one month suspension. Suspension will run from July 4 – Aug 4. Matter now closed.**

**6/29/22 – BM, BR, spoke with company on bi-weekly meetings regarding vehicles for business use. Matter is ongoing.**

WCBS:

**6/23 – BM, BR, Shop Stewards took meeting with Management over violation to shooting footage for air. Company admitted it was a violation. Matter appears closed.**

**6/28 – Neighborhood reporters for local may have violated contract that pertains to shooting. Union doing internal investigation along with ingest work and editing work performed at station. Meeting has been set for 7/18.**

**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 Newspath:

**05/18//22 – Grievance filed on behalf on non-union personnel editing for CBS Newspath. Management stated they have denied the grievance effective June 16. Union met with ICAP panel on 7/28 to review the merits. Union provided follow up to International on 7/8. 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.**

CBSN:

**6/30/22 – BM, BR, and Union Counsel updated the shop on the status of the contract and wage rates.**

Fox Sports:

**6/21/22 – (Site Visit) BM, BR met with members and management at the Westminster Dog Show in Tarrytown, NY.**

MSG:

**6/28/22 – Disability claim for member has been denied. Matter ongoing.**

WPIX:

**4/7 - Salary was not paid correctly per the CBA for member in bargaining unit, both sides met with review increases in prior agreements and reviewed past paystubs. BR spoke with Management on July 8th to conclude to findings. Matter ongoing.**

**6/20: Negotiations continued. There was another session on 6/27, and both sides are expected to meet again on Friday – July 8th.**

**6/23: BM, BR, Counsel and Shop Stewards took meeting over matter raised. Verbal warning was issued. Matter is now closed.**

**7/08: Negotiations continued. Both sides have reached a tentative deal. Retro back to Jan 1, 2022 at 1.5%, 1.5% Oct 1, 2022, 2.25% July 1, 2023 and 2.25% July 1, 2024. Other items in the tentative deal are STD, New Overdrive Rate, Preditor Upgrades and additional Sick Time for members.**

WNET:

**6/10 – Counsel updated Union to legal esq will be meeting with company side in the coming week to continue negotiations. BR updated Steward that BM will be reaching out to GM of station 6/30.**

WNJU:

**6/21 – Company notified Union of new hire, date is effective June 20th.**

**6/23 – Counsel reviewing final redline CBA with company after Committee and Union approved the changes.**

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

WXTV:

**6/23 - Union sent over counters to upgrades. Both sides looking to schedule dates to meet.**

**6/27 - Steward sent grievance over for work performed by on-air reporter. Matter ongoing.**

**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.**

WXTV Producers:

**6/23 - Both sides have agreed to continue negotiations on 7/14 and 7/28.**

**7/6 – Union Counsel and BR hosted a shop meeting prior to meeting with company.**

Sony:

**3/28 - Company and Union will meet on May 19 to discuss open items in labor management meeting. That meeting as of 5/12 was postponed again. Union and committee set to meet on 5.18. Both sides now meeting on 7/12.**

MGM:

**6/10 – Union provided a wage counter to the company. On 6/23 – Company provided meeting dates for July 11, 12, 13 and last week of July. Both sides are expected to meet on these dates.**

**7/6 – Company provided counter to Union proposal. Union will be meeting with company on 7/11.**

Telemeasurements:

**6/16 – Negotiations began, next session was on 6/24 where the Union presented proposals. Company countered on July 1 and Union looking to arrange a meeting week of July 11.**

Stage 20:

**6/24 – Union sending letter to demand for impact bargaining. Show is being canceled officially July 28th. Both sides meeting afternoon of July 12th.**

WFAN/ WINS:Stage 20:

**6/29 – BR spoke with Steward about upcoming dates. Union counsel discussing with legal on Audacy side. That discussion was on 7/6, awaiting dates to meet as Union gathers proposals.**

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.

CBS Radio:

5/2/22 – BM, BR, Steward met with company over staffing number in network radio. Both sides have a tentative agreement, awaiting to finalize proposal language.

CBS Sports:

**6/24/22 – Member was transitioned to LTD on 6/22. Extension to give member a return to work has been set for July 15th. BR working with company on being granted a longer extension. Matter ongoing.**

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.**

CBS Newspath:

**4/14/22 - Member who has been receiving technician scale up until End of October. Was adjusted to TD Rate of pay in January. Union filed grievance on 4/20/22. Union has spoken to the company that they are looking for payment retro.**

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.**

**6/10/22 –Sr. Video Producers, Video Producers and Assoc Video Producers will be incorporated under the same terms and conditions of National Agreement. Discussions have continued with the company (most recently on May 23rd – where Union provided a wage package). Both sides looking to schedule dates to meet again.**

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.**

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.**