

April 2010

THE INFO CHANNEL

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BYLAW AMMENDMENT PROPOSAL ARTICLE III Officers—Elections—Duties

Currently says:

Section 6. The Executive Board shall consist of nine (9) elective members, no more than two (2) members from any on (1) station or free-lance group

Change that to read entirely:

Section 6. The Executive Board shall consist of seven (7) elective members.

That is:

- 1. Reduce the size from 9 to 7 (in accordance with the Constitution)**
- 2. Remove the constraints by groups**

This will be discussed and possibly amended at the May 3rd regular union meeting. Ballots will be mailed to all members in good standing to vote on the issue following that meeting.

FREE ONLINE TRAINING FROM LYNDA.COM

In an effort to keep our members competitive and highly skilled, Local 1220 has acquired (5) training licenses from Lynda.com., an online training program with over 650 courses for Union members. Please peruse this site for a complete list.

This program is free only for IBEW Local 1220 Union members. Space is limited to (5) members at one time. During your (2) week period time-use, you can utilize the "subscription time-period" to learn as many programs as desired. Sign up on our web page.



Business Manager Report

Greetings from NAB

As I walk the show floor, I'm trying to anticipate where this industry is going and where we will fit in. What does our future hold? This year 3D is taking over. It's in its infancy and we will need to be the workers that the companies turn to.

Cameras are becoming easier to use and smaller. Panasonic has introduced the AG3-DA1. This is a \$21,000 camera that uses 2 AVC cam 32gb cards, one for the left and one for the right channel. It uses an integrated stereoscopic lens that looks like a pair of binoculars in an enclosed housing and it's the size of a handheld camera. Sony has put out the PDW-EX3 and the miniscule PMW-10MD. Although these cameras are small, they are not "prosumer." In fact, I am really struggling with the word "prosumer" as it seems to be a word that is as dated as floppy disks, cue cards, and tape ops.

Regardless of the prices, it comes down to the functionality of the device and these cameras are for doing professional work. If you put these newer cameras in the hands of a hobbyist or a reporter, does that mean that they are "prosumer" camera? I think not.

All the major camera manufacturers have several 3D cameras and most of the displays are in 3D. If you are walking into a major booth, it's helpful to be wearing your 3D glasses. They're giving them away like candy. Sony wasn't heavily presenting 3D, but they had their production truck on site and they were giving tours. This was where I see our future. The engineering side of 3D is where we belong and where we will be needed. If the cameras are not tweaked properly for live events, by engineering, it can't be fixed in post. If it's not tweaked correctly, the 3D image may cause "excessive parallax" which can lead to eye strain and headaches.

3D may be more than a FAD, it may be our FUTURE. DirectTV will be launching 3 dedicated channels to 3D. CBS is devoting resources to theatrical releases of sporting events. It's time to train now or we will be left behind.

I can't stress enough how important training is to our members. Every member should be taking advantage of the LYNDIA.com training through our website. Don't hold your breath waiting for the Employer to train you when you're on the clock. I have requested information from VIZRT, Ross, Sony, etc. about training on their gear and software. We are going to take the initiative. We can't wait for the Employer to do what they promised. We will take the first steps and the Employer will be responsible for completion of the training and placing our members into those jobs.

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Presidents Message

I had the opportunity to attend the Program on Labor Law and Labor Arbitration held here in Chicago earlier this month. Arbitrations are useful when employers and unions cannot agree on contractual interpretations or the disposition of grievances.

The program sought to improve the arbitration process by providing participants, representing both management and employee advocates, with a better understanding of the principles and rules involved. Recent case histories were discussed and panels of arbitrators gave their views on whether they would uphold the rulings that had actually been awarded. Further discussion with the program attendees clarified specialized terms and the priorities of case presentation that would benefit key arguments at arbitration.

In arbitration, since the outcome will not affect your freedom, proof beyond a reasonable doubt is not necessary. The facts and the agreements in place are what really counts during the considerations.

It is interesting to note that while all the principles of the arbitration process have been longstanding, some of the reasons that discipline including terminations have occurred have been added to. Certainly, the "Capital" offenses such as dishonesty, theft, assault, and damaging employers (or others) property have remained as termination justifications. Lesser offenses including absenteeism, tardiness, negligence, computer misuse and minor misconduct often result in suspensions, but may result in terminations after repeat occurrences.

Off-duty offenses are becoming major reasons for employers to separate employees from their companies. Please consider your computer social networking statements. When blogging, your statements regarding the company that you are employed by and its managers, supervisors, and employees may land you out of a job! Things you say regarding personnel to a "friend" or group of friends may very well be known to company management within hours.

While we discussed various case histories from all over the United States, I will tell you that a similar final termination scenario actually happened at one of our stations in Chicago during 2009. Moral turpitude, indecency, or violence when you are off duty may provide a negative stigma reflecting poorly on your employer and thereby causing a management decision to separate you from employment.

Racial, sexist, sexual orientation comments are being used to discipline employees much more now than historically, please be aware of this!

I cordially invite all of our members to attend the monthly meetings at the union hall, the next one being held on Monday May 3rd at 7:00 PM. You will not be just a face in the crowd, your opinions and ideas will be heard, considered, and appreciated.

In Solidarity,

Glenn Hannigan, President

YOU – NION NEWS

NEXT REGULAR UNION MEETING: **MONDAY MAY 3 AT 7:00PM**

The hall is open by 6:30pm. Members can view the agenda, bills and copies of correspondence prior to the meeting.

Executive Board Meeting

Wednesday April 21 at 8:15pm.

For the time being, we still need two more members.

Issues on the table:

- Finalizing the new dues structure
- Examining new members
- Investigating Honorary Withdrawal Requests
- Determining the unemployed dues policy
- Review current negotiations
- Organizing efforts
- Contractual Grievances

NEW MEMBERS:

Roy Otake—Program
James Sears—WGN TV

FIRST READINGS:

Cameron Hilander – Program
Michael Lewis – CBS (lives in KY)
Thomas Korzeniowski –
WGN Newswriter

HONORARY WITHDRAWAL:

Fran O'Hern Al Rosen
Todd Brooks

This Newsletter is published monthly by the International Brotherhood of Electrical Workers, Local Union 1220, Radio and Television Broadcast Engineers, of Chicago, Illinois.

Anything you might expect to read in a business letter or see in an email that pertains to this Local and your part in it will be communicated to you through this channel of information. Consider this your dues invoice, your by-laws update, your meeting notice, and your call to participate.

Any article submitted for publication should be sent by mail, Fax or email to the Local Union Hall

Business Manager Report, continued from page 2:

I know that many of our members are concerned about automation. We have seen integration at FOX and job loss. I stopped off at the Ross to take a look at the Overdrive system. The system engineer took me through a “dumbed down” walk through of the system and I was appreciative. I voiced my concerns about the potential loss of jobs, but felt a little better when the server went down. When you place your operations in the hands of technology and lose the human element, your product will eventually suffer. Make no mistake, this is the future. It has matured and it's cheap. It will eliminate some of the workforce. That's why we will train, we will be aggressive, we will learn.

On another note, I took a quick break from NAB to meet with Nextstar's COO to discuss WTVO and the upcoming negotiations. Please be aware that the Union is looking to combine as many activities and trips as we can to minimize costs and maximize our productivity. Later this month, I will be at the Broadcast Convention and the FOX quarterlies. We were lucky enough to combine the 2 events in the same location in order to save both time and more importantly, money. The money saved will be spent helping, representing, and training our members.

To take a quote from NAB, we will: **EVOLVE, INNOVATE, GROW: SMARTER**

In Solidarity, John Rizzo

Cardholder's Guide to the Credit CARD Act of 2009



Whether you carry the Union Plus Credit Card or another card, the Credit CARD Act of 2009 is good news. The new cardholder's protections outlined below will assist you in using credit responsibly, safely and knowledgeably.

Credit CARD Act Protections

Union Plus cardholders already had many of these protections. ★ Indicates UP cardholders already had this protection; ● indicates a new protection.

Interest Rates

- No interest rate increases on existing retail and cash balances except when 60 days late
- Union Plus cardholders will never get rate increases on existing retail and cash rate balances
- Issuers may still raise rates for future transactions for any reason
- Union Plus has strict rules about what will trigger the default rate for future transactions
- ★ If an account is increased to the default rate, issuer must reduce it back to the original rate if cardholder makes six months of on-time payments
- ★ Issuers may not raise rates during the first year after an account is opened
- ★ Promotional rates must last at least six months
- ★ No universal default (no increases in a cardholder's rate based on payments on unrelated accounts)

Notice for Changes in Account Terms

- ★ 45-day advance written notice of significant changes
- ★ Opt-out requirement
- ★ No change in terms for repaying balance if customer opts out

Fees

- Over limit fees eliminated unless the cardholder authorizes the account to go over limit
- ★ Over limit fees (if authorized by the cardholder) may be charged only once per billing cycle
- Fees for payments made over the phone, by wire transfer, or on-line will be eliminated, except for last minute payments by phone with a live customer service representative
- Penalty fees (e.g., late fees, over limit fees) must be "reasonable and proportional"
- Federal Reserve Board is expected to issue guidelines that will require lower fee levels; effective later in the year
- ★ Restrictions on "fee-harvester cards" with high fees, low limits targeted to subprime borrowers
- ★ The Union Plus program never included these types of cards

Billing

- Payment due dates must be on the same date every month.
- ★ Billing statements must be mailed at least 21 days before the due date
- Same day credit for payments received at local branches
- Payment deadline cut-offs no earlier than 5 pm
- Payment above the minimum payment applied to the highest-priced balance first instead of the lowest-priced balance
- ★ No application of finance charges for previous billing cycles

Disclosures

- Statements disclosure: time and total interest to pay off the card balance with only minimum payments
- Statements disclosure: payment amount needed to pay the balance in 36 months
- Clear due date and late payment penalty on statements
- Credit card agreements posted online
- Toll-free phone numbers for credit counseling and debt management services on statements

Young Customers

- Restrictions for offers to consumers younger than 21
- Union Plus offers credit card accounts only to individuals with an established credit history; there are no special student card accounts.
- Restrictions on line increases for those younger than 21
- No pre-screened offers to those younger than 21 without their opting to get these offers
- Gifts are not allowed in conjunction with marketing that takes place on or near campus, or at college events. The Union Plus program does not target college students.

To learn more about the Credit CARD Act of 2009 and test your knowledge about the new legislation, please go to www.UnionPlus.org/CreditCardAct.

WOULD YOU LIKE TO REACH US BY EMAIL???
INFO@IBEW1220.ORG
Take a look at our website @ www.ibew1220.org

**THE NEXT REGULAR UNION MEETING WILL BE HELD ON
MONDAY MAY 3, AT 7:00PM
AT THE UNION OFFICE
8605 W. BRYN MAWR AVE #309 CHICAGO**

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INFO CHANNEL

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