



November 20, 2023

Re: NBCU Negotiations – November 8, 2023, Tentative Agreement

Dear Sisters and Brothers,

Your Union and NBCUniversal have reached an overall tentative agreement for a new Master Agreement to replace the contract that expired March 31, 2022. As you may recall, the Union and the Company mutually agreed to extend the terms of the 2018-2022 Master Agreement through the negotiation process, without interruption, and also negotiated a 2% general wage increase which took effect on April 1, 2022.

This overall tentative agreement for a new Master Agreement was reached on November 8, 2023, after nearly a year of negotiations between the parties in New York City and Washington DC. Your bargaining committee unanimously recommends that you vote to ratify this tentative agreement.

In the area of general economics, the wage offer contains the following increases: **3%** effective as of the beginning of the first full payroll period following ratification; **3%** effective as of the beginning of the first full payroll period following April 1, 2024; **3%** effective as of the beginning of the first full payroll period following April 1, 2025; and **3%** effective as of the beginning of the first full payroll period following April 1, 2026. If ratified, the new Master Agreement will be effective through March 31, 2027.

Important Note: NBCUniversal management has stated that employees who are covered by overscale arrangements or personal services agreements are not necessarily, or automatically, eligible for the annual wage increases listed above. If you have negotiated an overscale arrangement or a personal services agreement, be aware of this company philosophy and speak to your manager about receiving an annual wage increase.

Additionally, the parties have negotiated a ratification bonus as follows:

- Two Thousand Dollars (\$2000) to all Staff employees – and all Daily Hire employees who worked 170 days or more in calendar year 2022.
- One Thousand Five Hundred Dollars (\$1500) to all Daily Hire employees who worked 100-169 days in calendar year 2022.
- One Thousand Dollars (\$1000) to all Daily Hire employees who worked 75-99 days in calendar year 2022.

Several key improvements have been achieved for our Daily Hire members. The Daily Benefit Payment (DBP) contribution to the Flex Plan will increase by \$3/day over the life of the new contract. For Daily Hire employees who travel on Company business, the 'Travel Only' pay will increase significantly from the current \$36/hour to the equivalent hourly rate of the top tier Group 2 wage escalator in Section A3.1, which following ratification will be more than \$50/hour – this equates to a 38% increase in "Travel Only" compensation.

Effective January 1, 2025, the Company matching contribution for the CWA SRT (401k Plan) will increase from the current 2.5% to 2.75% of gross earnings. Also, Daily Hire employees who are eligible for paid sick leave will, after 960 hours of work in a calendar year, accrue five (5) sick days for carry-over purposes, and all eligible Daily Hires will receive the 'DBP' on paid sick days.

In the area of job security, the company withdrew a controversial proposal relating to seniority and lay-off of staff employees. Additionally, certain protections from layoffs which were contained in the previous contract are extended through the life of this new contract. These include guarantees contained in Sideletter 11, the digital handheld camera Sideletter as well as Sideletter 23, the primary workforce Sideletter. There was another provocative Company proposal relating to the vacation entitlements for full-time staff employees. The Union and the Company spent considerable time during these negotiations bargaining over the effect of such changes, and ultimately agreed that the Company would withdraw the proposal leaving the vacation structure in Article XIX undisturbed.

Typical of any negotiation, some tradeoffs were necessary, and some compromises were made to secure a new Master Agreement. In Section 8.3, the short turnaround corridor has been reduced from twelve (12) hours to ten (10) hours, but for the first time ever, all daily hire employees in all contracts contained in the Master Agreement will be eligible for short turnaround. The night shift differential corridor will change from the current 12:00 midnight – 6:00am to 12:00 midnight to 5:00am, however the straight-time differential will increase from 10% to 11.5% and the overtime differential will increase from 15% to 16%. These two changes in the Master Agreement will become effective beginning on April 1, 2024. In another area of compromise, the Union and the Company negotiated modified terms and conditions to Sideletter 10 (News Assignments Overseas). The parties bargained an increase in the "overseas flat rate" from the current 200% daily rate to a new daily rate of 225% (a 12.5% increase), in exchange for some scheduling flexibility sought by the Company relating to "split week" assignments.

Enclosed in this mailing is a contract summary prepared by the Union. The summary is intended to be a quick guide and overview of the package. Copies of the tentative agreement are available through your Local. Your Local Union will be holding membership meetings to discuss the tentative agreement, and you should make every effort to attend such a meeting.

Your bargaining committee asks that you study the package carefully and cast your vote promptly. A ratification ballot and return envelope are included in this mailing. Please be sure to follow the ballot instructions carefully. Ballots must be received in your Local union office by 1:00pm (local time) on Thursday, December 14, 2023. Ratification ballots will be tabulated, and the results of the ratification vote will be announced on Friday, December 15, 2023.

Once again, your NABET-CWA negotiating committee is unanimously recommending ratification as you prepare to cast your vote on this tentative agreement.

Your committee thanks you for your support and solidarity during these negotiations.

In Unity,

The NBC NABET-CWA Network Negotiating Committee:

Local 11: President Lou Marinaro and Executive Board Member Rob Weiss

Local 31: Jim Long, Network News EJ and President Bantu Opiotennione

Local 41: Member Ed Dabrowski and Member Doug Webber

Local 53: President Emeritus Steve Ross, Executive Board Member Tim Stepich, and Warren Stern

NABET-CWA Sector: President Charlie Braico, Local 11 General Counsel and Advisor to the Bargaining Committee Max Sicherman, Assistant to the Sector President Jodi Fabrizio-Clontz, and Nikisha Johnson.

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