



NABET-CWA / NBCU-VERSANT MEDIA, LLC (MS NOW) NEGOTIATIONS

BULLETIN #2

December 30, 2025

Brothers and Sisters,

We are writing to update members affected by NBCUniversal's spin-off of MS NOW into a new company, Versant Media, LLC, effective January 1, 2026.

The Union and Versant Media have executed a **Status Quo Agreement** which protects your wages, benefits, and all other terms and conditions of employment during this transition. Simply put:

- Nothing changes on January 1, 2026, except your new employer will be Versant Media, LLC when you are assigned to and working on MS NOW productions.
- Versant is required to adopt and honor the existing terms and conditions of the NBC Master Agreement (as applicable) for all impacted MS NOW/NABET-CWA bargaining-unit employees.
- Your union representation continues fully and without interruption.
- These protections remain in place while the Union continues to negotiate a new collective bargaining agreement with Versant Media.
- NABET-CWA represented daily hire employees may accept employment offers from NBCUniversal in addition to employment offers from Versant, although not in the same workday. Days worked for each employer (NBC or Versant) will be calculated separately for purposes of benefit enhancements (170-day rules).

The Status Quo Agreement remains in effect until NABET-CWA and Versant Media conclude negotiations for a new collective bargaining agreement (or March 31, 2027, at the latest), ensuring stability and continuity throughout the negotiating process

The Union will keep you informed as bargaining progresses. If you have questions in the meantime, please reach out to your Local Union Office.

The Union's negotiating team is:

- Local 11: Lou Marinaro (President)
- Local 11: Sean Crowley (Executive Board Member)
- Local 31: Bantu Opotennione (President)
- Local 31: Daniel Joyner (Executive Board Member)
- Local 11 General Counsel, Max Sicherman, Esq.
- NABET-CWA President, Charlie Braico

Please monitor Sector and Local Union websites, and check email notices for updates related to these negotiations.