

ARTICLE A-III
CLASSIFICATIONS AND WAGE SCALES

Amend the current provision as follows:

Section A3.1

Groups for the purpose of classification and minimum wage scales for regular employees shall be as follows:

Group 2 - Radio and Television

Radio Engineer (2)

Radio Edit (2)

Camera Operator

Audio Assist Engineer **(A-2)**

Studio/Field Engineer

Graphics, Electronic Character Generator and/or Still Store Operator

Technical Stock Clerk/Utility

Video Assist Engineer (V-3)

Utility Engineer (non-Sports – See A14.5)

{INSERT MODIFIED IN-HIRE RATES and WEEKLY WAGE SCALES}

Group 5 - Radio and Television

Audio Operator

Hand Held Camera Operator

Video Operator **(V-2)**

Editor

~~VTR Operator~~ **Video Record / Playback / Editor**

ENG Audio Operator

ENG Field Technician

ENG Field Technician/Editor

Sr. Network ENG Technical Support Engineer
Media Preparations Operator
Robotic Camera/Video Shading Engineer
LDE Stadium Announce Booth*
Graphic Artist (NY)
Network Studio Camera Operator – New York and Los Angeles**
Radio Engineer / **Radio Mixer** (5)
Communications Engineer (Comms)
RF Technician

{INSERT MODIFIED IN-HIRE RATES and WEEKLY WAGE SCALES}

* Applies only on Sports remotes lighting a stadium announce booth.

** See March 3, 2000, December 6, 2007 and February 12, 2008 Letter Agreements between the Parties which set forth the circumstances under which Group 5 is paid.

(See Sideletters CC and GK Para. 10)

Group 5A – WABC-TV Two Person ENG Crew

{INSERT MODIFIED WEEKLY WAGE SCALES}

(See Sideletter GN.)

Group 7 - Radio and Television

Senior Video Operator (V-1)
Senior Video Record / Playback / Editor
Senior Audio Operator (A-1)
REMI Audio Mixer
ENG-EFP Camera Operator
ENG-EFP Camera Operator/Editor
ENG Photojournalist / Editor
Maintenance
SNG Operator

LDE
LDE Combo*
Specialty Camera Operator
Graphic Artist (NY)
Post Production Editor
Editor
Control Center Engineer
Network ENG Tech Support Supervisor
Transmission Engineer
Technical Support Supervisor (Radio)
Radio Engineer (7)
~~Network Senior Audio Control Engineer (7)**~~

*See Sideletter HP

**See reference to this classification under Group 9

{INSERT MODIFIED IN-HIRE RATES and WEEKLY WAGE SCALES}

(See Sideletter GK Para. 10.)

Group 8

Television Technical Director (8)

Network Senior Audio Control Engineer (A-1) (8)**

****See reference to this classification under Group 9**

{INSERT MODIFIED WEEKLY WAGE SCALES}

The re-classification of Technical Directors from Group 7 to Group 8 in the 1993-1997 Master Agreement is limited to those Network and/or Owned Television Station employees who are classified as "Technical Director" and who are covered by the provisions of Stipulation 8 as well as Article A-IV. (By way of illustration, in the New York office of the Company those Network employees are included within the 181-110 Cost Center.) The re-classification does not apply to any other person who is classified as Group 7 who operates a switcher and/or related equipment.

(See Stipulation (8)(e).)

Group 9

Network Television Show Technical Director (Group 9):

{INSERT MODIFIED WEEKLY WAGE SCALES}

To receive a Group 9 hereunder, a Network Television Show Technical Director (Production Technical Director) must be responsible for the production of: (i) a special (i.e., not regularly scheduled) Network television program of sixty (60) or more minutes in length as broadcast, or (ii) a Network television sports program of ninety (90) or more minutes in length as broadcast. In either (i) or (ii) to be eligible for a daily upgrade under this Section, the Network show must also require the Technical Director to be responsible for the simultaneous switching among at least twelve (12) live, ~~manned~~ cameras, all of which remain available for switching for the duration of the program.

~~Cameras under the control of a robotic camera operator, whether one or more cameras, shall be deemed to be one live manned camera for the purpose of determining the number of manned cameras under this provision.~~

On those days when the Network Television Show Technical Director receives a daily upgrade to Group 9, the A-1 Audio Operator shall receive a daily upgrade to ~~Group 7~~ **Group 8** and be designated a Network Senior Audio Control Engineer for that day.

The Group 9 or ~~Group 7~~ **Group 8** upgrade, as applicable, shall apply only for day-of-air broadcast. No upgrade will be given for travel, set-up, knock-down, or meeting days.

Any Group 9 or ~~Group 7~~ **Group 8** assignment hereunder will be a daily upgrade to Group 9 or ~~Group 7~~ **Group 8**, as applicable, based on the minimum rate of one-fifth (1/5) the regularly weekly rate.

Video Tape Librarians - Minimum Wage Scale (Per Week)

{INSERT MODIFIED WEEKLY WAGE SCALES}

No regular employee on the payroll as of May 12, 2003, will be downgraded from his or her permanent classification as of that date as a direct result of the simplification of the job titles contained herein in the negotiations for the successor to the 1997-2003 Master Agreement.

**[Conform Section A14.5 of the Agreement,
as well as any relevant Stipulations and Sideletters.]**

ARTICLE A-VIII
MEAL PERIODS

Amend the current provision as follows:

Section A8.2

- (a) The first (1st) meal period may not be scheduled earlier than the start of the employee's second (2nd) hour of work and must be completed by the end of the sixth (6th) hour unless the employees affected agree to remain at work, in which event they shall receive a premium in addition to their compensation equal to half (½) their regular rate for each hour or fraction thereof after the sixth (6th) hour until such meal period is completed; provided, however, that this premium shall not apply to individual employees or groups of employees who with their consent are assigned a regular meal period outside of the above hours. ~~Any meal period assigned at the end of the tour shall be paid at straight time, instead of overtime.~~

(See Sideletter HV and Letter Agreement regarding General Hospital dated March 7, 2017.)

[Conform all sections of the Agreement, including all Individual Unit Agreements, Stipulations, and Sideletters.]

ARTICLE A-VIII
MEAL PERIODS

Amend the current provision as follows:

Section A8.2

- (c) Notwithstanding the foregoing, employees assigned to the following operations need not receive a scheduled meal period, but shall be given an opportunity to eat during the workday: (i) Entertainment Marketing; (ii) all editing operations including Network News and Station News Editing (including magazine shows, ENG, etc.), Network Sports Editing, and editing for all other programming (e.g., *LIVE* Show); (iii) Network and Station news programming and any stand-by or back-up operations for such programming (for the entire crew assigned, e.g., studio, graphics, maintenance, etc.); (iv) coverage of all live or live to tape events (e.g., parades, marathons); (v) on sports remote transmission checks (involving not more than the Technical Director, Senior Audio, one Video Operator and one Playback Operator); (vi) ENG crews on sports remotes; and (vii) on show day only, on sports remotes involving multiple games or events at the same venue on the same day (e.g., LLWS, auto race with preliminary event), or an event and a pre-game/wrap show, where the crews for each overlap; (viii) Technology and Operations (except maintenance operations with a shop); and (ix) *General Hospital* and any entertainment programs for which initial production commences after April 1, 2017. **An opportunity to eat shall be an amount of time sufficient for an employee to break from their work assignment and eat a meal away from the work area.** Such an employee shall receive a flat payment, in addition to his or her regular compensation, of ~~Forty Four Dollars (\$44.00)~~ **Seventy-Five Dollars (\$75.00)** per day for each such day. This payment shall be in lieu of any premiums or penalties, or meal periods added at the end of a tour, which might otherwise be required pursuant to the provisions of Article A-VIII. The Company shall inform an employee as soon as reasonably possible, either prior to or during the course of the shift, but in any event prior to the start of the meal period, whether or not the ~~Forty Four Dollar (\$44.00)~~ **Seventy-Five Dollar (\$75.00)** payment and opportunity to eat will be given. The Company will make a reasonable effort to inform the affected employee(s) when the opportunity to eat will be provided. If the Company fails to provide an opportunity to eat as set forth in this subsection, instead of the ~~Forty Four Dollar (\$44.00)~~ **Seventy-Five Dollar (\$75.00)** payment, the Company shall pay the employee the premium set forth in A8.2(a), or the penalty provided in A8.2.(b), as applicable.

(See Sideletter GR.)

ARTICLE A-VIII
MEAL PERIODS

Amend the current provision as follows:

Section A8.3

In the event an employee remains on duty for a period longer than ten (10) hours a second (2nd) meal period of thirty (30) minutes shall be scheduled not earlier than four (4) elapsed hours after the end of the first (1st) meal period and not later than the employee's twelfth (12th) hour of tour and the Company shall pay to such employee his or her rate of pay at time and one-half (1 ½) for such time taken off for the second (2nd) meal period. An additional period of thirty (30) minutes shall be scheduled after each four (4) hours of work beyond the twelfth (12th) hour and shall be paid at the rate of time and one-half (1 ½).

Section A8.4

Illness of an employee scheduled to relieve another employee shall not absolve the Company of its obligation to pay penalties for irregular meal periods.

Section A8.5

If the Company requires an employee to work during the meal period or periods provided for in Section A8.3, the employee shall receive, in addition to the time and one-half (1 ½) pay required by Section A8.3, **an additional penalty payment equal to half (½) their regular rate for the duration of** each such meal period during which the employee works, as follows:

~~First (1st) such meal period not received on a tour.....\$7.00~~

~~The penalty payment shall be increased by one (1) additional dollar for each additional meal period not received on a tour.~~

ARTICLE A-VIII
MEAL PERIODS

Amend the current provision as follows:

Section A8.7

The following provisions shall be applicable to employees assigned to the gathering of news in the field using electronic cameras capable of being hand-held and associated equipment and the technical editing of such news (hereinafter referred to in this Section A8.7 as "ENG"). These provisions of Section A8.7 and practices which may develop thereunder shall have no precedential or prejudicial effect on situations not involving the utilization of this equipment for ENG nor shall the inclusion of any provision herein be construed as implying that it sets forth rights or obligations which either party does not otherwise have under the Master Agreement.

- (a) (i) Notwithstanding the provisions of Section A8.2, an employee who is assigned for his or her entire tour to an ENG pickup(s) in the field may be required to delay his or her first (1st) meal period. It is understood that in situations in which this Section is applicable, an employee's meal period will be delayed only when required by the exigencies of the assignment and the Company will make every reasonable effort to reduce the situations in which such meal periods are delayed. The penalties in Section A8.2 shall be applicable to this Paragraph, provided, however, that in no event shall an employee covered by this Paragraph who is required to delay his or her meal period receive a premium payment as set forth in Section A8.2 which is less than the equivalent of one (1) hour's pay at his or her regular rate.
- (ii) Notwithstanding the provisions of Section A8.7(a)(i) above and Section A8.2, at Owned television stations, an employee who is assigned for the majority of his or her entire tour to an ENG pickup(s) in the field, shall have no scheduled meal period, but shall be given an opportunity to eat during the workday. **An opportunity to eat shall be an amount of time sufficient for an employee to break from their work assignment and eat a meal away from the work area.** Such an employee shall receive a payment, in addition to his or her regular compensation, of ~~Two Hundred Twenty Dollars (\$220.00)~~ **Three-Hundred Seventy-Five Dollars (\$375.00)** per week, ~~Forty Four Dollars (\$44.00)~~ **Seventy-Five Dollars (\$75.00)** per day in the case of employees hired on a daily basis), which shall be prorated to account for any days in the workweek during which the employee is sick, on vacation, on leave of absence, or otherwise not performing ENG duties. This payment shall be in lieu of any premiums or penalties, or meal periods added at the end of a tour, which might otherwise be required pursuant to the provisions of Sections A8.7(a), A8.2 and A8.5. ~~In lieu of the foregoing, a~~

~~regular or daily hire employee(s) at the owned stations covered by this Section A8.7(a)(ii) may, at the election of the Company, be scheduled on any day for a thirty (30) minute meal period which shall be paid. The employee(s) shall still receive a payment in addition to his or her regular compensation of Forty Four (\$44.00) dollars for such day. However, such meal period shall not be counted as time worked for purposes of calculating entitlement to overtime pay.~~

[The foregoing shall not apply at KGO-TV.]

- (b) (i) Notwithstanding the provisions of A8.7(i) above and Section A8.2, at Network News operations an employee assigned for the majority of his or her entire tour to ENG pickups in the field need not receive any scheduled meal period but shall receive a flat payment of ~~Forty Four Dollars (\$44.00)~~ **Seventy-Five Dollars (\$75.00)** per day. This payment shall be in lieu of any premiums or penalties or meal periods added at the end of a tour, which might otherwise be required pursuant to the provisions of Sections A8.7(a), A8.2 and A8.5 for each day of work where the Company elects not to schedule a meal. When the Company makes such election, the employee shall be given an opportunity to eat. **An opportunity to eat shall be an amount of time sufficient for an employee to break from their work assignment and eat a meal away from the work area.** The Company shall inform employees as soon as reasonably possible whether or not the ~~Forty Four Dollar (\$44.00)~~ **Seventy-Five Dollar (\$75.00)** payment and the opportunity to eat will be given, either prior to or during the shift, but in any event prior to start of the meal period. In those circumstances where the Company decides with respect to particular employee(s) or assignment(s) not to schedule a meal period for an entire work week and so notifies the employee(s) affected in advance, the employee(s) shall instead receive a flat payment of ~~Two Hundred Twenty Dollars (\$220.00)~~ **Three-Hundred Seventy-Five Dollars (\$375.00)** per week in lieu of any other premiums or penalties at the end of a tour, which might otherwise be required pursuant to the provisions of Section A8.7(a), A8.2 and A8.5. Such employee shall also receive an additional ~~Forty Four Dollars (\$44.00)~~ **Seventy-Five Dollars (\$75.00)** per day for a sixth (6th) or seventh (7th) day of such assignment(s) described in the preceding sentence within a work week.
- (ii) The provision of subsection (b)(i) above shall also include other employees assigned to Network News ENG operations, whether or not assigned to pickups in the field, in the event of breaking, extended or special news coverage.

ARTICLE A-XIV
DAILY EMPLOYMENT

Amend the current provision as follows:

Section A14.2

- (b) Any work performed by persons engaged on a daily basis in excess of eight (8) hours in any day (except for those hired at the ten (10) hour rate), or in excess of forty (40) hours in a regular work week (which shall be defined as beginning at 12:01 AM Saturday and continuing until 12:00 Midnight the following Friday), and any work performed on New Year's Day, Martin Luther King, Jr. Day, Presidents' Day, Memorial Day (last Monday in May), **Juneteenth (June 19th)**, July Fourth, Labor Day, Veteran's Day, Thanksgiving Day, the Friday after Thanksgiving Day and Christmas Day, ~~excluding meal periods~~, shall be regarded as overtime and compensated at one and one-half (1 ½) times the regular rate of pay hereunder. In addition, except for those daily hires hired in the field at the ten (10) hour rate, any work performed by persons engaged on a daily basis on ~~New Year's Day, Memorial Day, Labor Day, Thanksgiving Day and Christmas Day, excluding meal periods~~, **the holidays enumerated in the preceding sentence** shall be compensated at a rate equal to two (2) times their straight-time rate of pay for all overtime worked on any such holiday.

For daily hires hired in the field at the ten (10) hour rate, compensation at the rate equal to two (2) times shall not commence on the holidays worked (as enumerated ~~in the preceding sentence~~ **above**) until after the tenth (10th) hour of work. The regular hourly rate of pay for persons engaged on a four (4), six (6), eight (8) or ten (10) hour basis, shall be, respectively, one-fourth (1/4), one-sixth (1/6), one-eighth (1/8) or one-tenth (1/10) of such rates. Persons hired on a four (4) hours basis shall be paid at a rate equal to one-fourth (1/4) the four (4) hour rate for time worked in excess of four (4) hours but less than six (6) hours. Persons engaged at the ten (10) hour rate shall be paid for hours worked in excess of ten (10) in a day, ~~excluding meal periods~~ at the rate of one and one-half (1 ½) times the regular rate. In no case shall overtime accrue on overtime. Penalties shall not be considered overtime or part of the base pay.

~~The paid one hour meal period shall not be considered time worked for any purpose including overtime and premium pay on the above referenced holidays.~~

(See Sideletters GY, HV and Letter Agreement regarding General Hospital dated March 7, 2017.)

ARTICLE A-XIV
DAILY EMPLOYMENT

Amend the current provision as follows:

Section A14.2

- (d) In the event the Company engages a person on a daily basis and thereafter cancels such engagement ~~between 11:00 A.M. and 4:00 PM of the day preceding his or her assignment, said person shall be paid a sum equal to four (4) hours' pay if the engagement was for an eight (8) hour call or longer, three (3) hours' pay if the engagement was for a six (6) hour call, or two (2) hours' pay if the engagement was for a four (4) hour call. If the engagement is canceled after 4:00 PM of the day preceding the assignment,~~ **with forty eight (48) hours or less notice prior to the start of the scheduled shift,** said person shall be paid a sum equal to four (4), six (6), eight (8) or ten (10) hour engagement, whichever is applicable.

ARTICLE A-XIV
DAILY EMPLOYMENT

Amend the current provision as follows:

Section A14.2

- (e) Persons hired on a daily basis shall receive a payment of ~~Seventy Dollars (\$70.00)~~ **Eighty-Five Dollars (\$85.00)** a day in lieu of benefits. However, persons hired on a daily basis at the Field Utility rate set forth in Section A14.5 shall not receive any payment in lieu of benefits.

~~Effective April 22, 2017, the Company will make a payment in lieu of benefits of Seventy Dollars (\$70.00) per day, with Twenty Dollars (\$20.00) of that benefit payment allocated as a mandatory contribution to the Entertainment Industry Flex Plan ("Flex Medical Plan") (\$50/\$20).~~

Effective ~~April 20, 2019~~ **April 1, 2022**, the Company will make a payment in lieu of benefits of ~~Seventy-Five Dollars (\$75.00)~~ **Eighty-Five Dollars (\$85.00)** per day, with ~~Twenty Dollars (\$20.00)~~ **Twenty-Five Dollars (\$25.00)** of that benefit payment allocated as a mandatory contribution to the Flex Medical Plan, and ~~Five Dollars (\$5.00)~~ **Fifteen Dollars (\$15.00)** of that benefit payment so allocated to the retirement savings plan (SRT or Flex 401(k) Plan) designated by the employee pursuant to Sideletter FD-1. ~~(\$50/\$20/\$5)~~ **(\$45/\$25/\$15)**.

Effective ~~April 18, 2020~~ **April 1, 2024**, the Company will make a payment in lieu of benefits of ~~Seventy-Five Dollars (\$75.00)~~ **Ninety-Five Dollars (\$95.00)** per day, with ~~Twenty Dollars (\$20.00)~~ **Thirty Dollars (\$30.00)** of that benefit payment allocated as a mandatory contribution to the Flex Medical Plan, and ~~Ten Dollars (\$10.00)~~ **Twenty Dollars (\$20.00)** of that benefit payment so allocated to the retirement savings plan (SRT or Flex 401(k) Plan) designated by the employee pursuant to Sideletter FD-1. ~~(\$45/\$20/\$10)~~ **(\$45/\$30/\$20)**.

(See Sideletters FD, FD-1 and HF.)

[Conform all sections of the Agreement, including all Individual Unit Agreements, Stipulations, Sideletters, and The ABC-NABET Sports Event Agreement.]

ARTICLE A-XIV
DAILY EMPLOYMENT

Amend the current provision as follows:

Section A14.2

- (f) Each person who works on a daily basis ~~more than seventy (70) days in any calendar year~~ shall receive annual vacation pay in an amount equal to four percent (4%) of such employee's straight-time rate of pay for all straight-time hours worked in that calendar year, payable **twice during each year** by separate checks, **no later than August 15th of the current calendar year and** by February 15 of the next succeeding calendar year.

(See Sideletter HO for daily hires who work more than ~~190~~ **156** days in a calendar year.)

ARTICLE A-XIV
DAILY EMPLOYMENT

Amend the current provision as follows:

Section A14.3

- (a) The following provisions of the Master Agreement shall not apply to persons hired on a daily basis: Sections 3.4, 3.5(a), 3.5(c), 3.6 and 3.7, Articles VIII except Sections 8.1 (the final sentence only) **8.4(b), 8.5(b), 8.6(c), 8.10(a)** and 8.11, XI except Section 11.9, XII **except 12.3**, through XV, Sections ~~16.4(a), 16.5, 16.6(a), 16.11 and 16.12~~, Articles XVIII, XIX, XXII except the Company's Accidental Death and Dismemberment Policy and except with respect to daily hire employees determined to be eligible for Signature Plan benefits pursuant to Sideletter HF, XXIII, ~~XXIV~~, and Articles XXVI **except 26.2**, through XXIX. In lieu of the respective provisions of the Master Agreement, the following shall apply to such persons hired on a daily basis:

ARTICLE A-XIV
DAILY EMPLOYMENT

Delete the current provision:

Section A14.3

- (b) — ~~Section 16.4(a): On “travel only” days involving travel to or from out of town assignments covered by the Master Agreement, regardless of the travel time, daily hire employees shall be paid a stipend in the amount of Two Hundred Seventy Dollars (\$ 270.00), effective April 15, 2017, for any flight, train or bus trip. In addition, the Company shall pay such travel stipend on “travel only” days when the employee requests, and management agrees to permit, the employee to drive to the out of town remote site. Such travel stipend shall also be paid when the Company assigns someone to drive to the out of town remote site a distance of no more than one hundred fifty (150) miles each way, by the most direct routes, when (i) no direct flight is available and (ii) the direct flying time would be less than two (2) hours if a direct flight were available. This stipend shall be in lieu of any wages, payment(s) in lieu of benefits, premiums, penalties or other compensation to which the employee may be entitled under the Master Agreement and the time spent in travel and this travel time shall not be counted as time worked for any purpose, nor included within the ‘total number of days worked’ by persons hired on a daily basis as set forth in Section A14.1(a). Notwithstanding anything to the contrary in section (a) and this section (b), such “travel only” days shall be counted solely for purposes of calculating the eligibility thresholds for a daily hire’s entitlement to the payments: (i) in lieu of vacation in Section A14.2(f), (ii) in lieu of pension in Sideletter FB, and (iii) the daily hire life insurance under A14.2(h), as well as for the purpose of the determination regarding an offer of Signature Benefits as provided in Sideletter HF. Daily hire employees engaged for “travel only” days on out of town assignments pursuant to this subsection shall also be entitled to the meal expense and laundry allowances provided in Section 7.7(a).~~
- (c) ~~Notwithstanding anything to the contrary in Sections (a) and (b) above, when there is a “travel only” day sandwiched between work on two (2) Company assignments, such “travel only” day shall be treated as an eight (8) hour engagement under A14.2(a), subsections 3.1(b), A14.2(d), (e), (f) and (h) of the Master Agreement shall apply, and such eight (8) hour day shall be counted only for the purposes of weekly overtime.~~

F. NEWSWRITERS-PRODUCERS AGREEMENT
SAN FRANCISCO

Modify Section F3.8 as follows:

On all commercial local television news programs of ~~fifteen (15) minutes or longer~~ **segments, newsbriefs, cut-ins, or special reports scheduled to be broadcast over-the-air or on any digital platform,** where pursuant to this Agreement a Newswriter-Producer is required to be assigned or is in fact assigned, the Company shall designate ~~one (1)~~ such employee as the Producer **or Associate Producer** and pay him or her a fee in accordance with the following schedule:

<u>Length of Program</u> <u>Actual or scheduled duration</u> <u>of event, whichever is longer</u>	<u>Producer Fee</u>	
<u>Up to</u> Five (5) minutes	\$4.50	<u>\$5.00</u>
More than five (5) minutes but less than thirty (30) minutes	\$15.00	<u>\$17.00</u>
Thirty (30) minutes or more but less than one (1) hour	\$30.00	<u>\$32.00</u>
One (1) hour or longer	\$45.00	<u>\$47.00</u>

<u>Actual or scheduled duration</u> <u>of event, whichever is longer</u>	<u>Associate Producer Fee</u>
<u>Thirty (30) minutes or more</u> <u>but less than one (1) hour</u>	<u>\$14.00</u>
<u>One (1) hour or longer</u>	<u>\$22.00</u>

~~In no event shall the Company be required to designate more than one (1) employee as the Producer of a program covered under this Paragraph, even though other employees may be performing production duties on such program, and the designation of an employee hereunder as a Producer shall in no event impair the right of the Company to require such employee to perform his or her normal duties during any period covered by such designation. Where more~~

~~than one employee is assigned to a program which is subject to Producer fees hereunder, the Company will in good faith designate as Producer the employee who makes the greater contribution in producing the program. Nothing in this Paragraph shall be construed to affect those provisions of this Agreement dealing with the duties and assignments of Newswriters- Producers.~~

If a member of the Unit is assigned as a “Booth Buddy Producer”, such individual shall receive the appropriate Producer Fee in accordance with Section F3.8 above.

K. NEWSWRITERS AGREEMENT
CHICAGO

Modify Section K3.11 as follows:

- (a) If a Newswriter is assigned by the Company to serve as the Producer or Associate Producer of a commercial local television program, **segment, newsbrief, cut-in or special report scheduled to be broadcast over-the-air or on any digital platform**, he or she shall be paid a Producer fee or an Associate Producer fee in accordance with the following schedules:

<u>Length of Program</u> <u>Actual or scheduled duration of event, whichever is longer</u>	<u>Producer Fee</u>	
<u>Up to</u> Five (5) minutes	\$4.50	<u>\$5.00</u>
More than five (5) minutes but less than thirty (30) minutes	\$15.00	<u>\$17.00</u>
Thirty (30) minutes or more but less than one (1) hour	\$30.00	<u>\$32.00</u>
One (1) hour or longer	\$45.00	<u>\$47.00</u>

<u>Length of Program</u> <u>Actual or scheduled duration of event, whichever is longer</u>	<u>Associate Producer Fee</u>	
Thirty (30) minutes or more but less than one (1) hour	\$12.00	<u>\$14.00</u>
One (1) hour or longer	\$20.00	<u>\$22.00</u>

- (b) [No change.]
- (c) ~~In no event will a Producer or Associate Producer fee be required for producing elements, portions, segments, inserts, stories or pieces for programs.~~ **If a member of the Unit is assigned as a "Booth Buddy Producer", such individual shall receive the appropriate Producer Fee in accordance with Section K3.11(a) above.**

O. NEWSWRITERS AGREEMENT
LOS ANGELES

Modify Section O3.11 as follows:

- (a) If a Newswriter is assigned by the Company to serve as the Producer of a commercial local television program, **segment, newsbrief, cut-in, or special report scheduled to be broadcast over-the-air or on any digital platform**, he or she shall be paid a Producer fee in accordance with the following schedules:

<u>Length of Program</u> <u>Actual or scheduled duration</u> <u>of event, whichever is longer</u>	<u>Producer Fee</u>	
<u>Up to</u> Five (5) minutes	\$4.50	<u>\$5.00</u>
More than five (5) minutes but less than thirty (30) minutes	\$15.00	<u>\$17.00</u>
Thirty (30) minutes or more but less than one (1) hour	\$30.00	<u>\$32.00</u>
One (1) hour or longer	\$45.00	<u>\$47.00</u>

<u>Actual or scheduled duration</u> <u>of event, whichever is longer</u>	<u>Associate Producer Fee</u>
<u>Thirty (30) minutes or more</u> <u>but less than one (1) hour</u>	<u>\$14.00</u>
<u>One (1) hour or longer</u>	<u>\$22.00</u>

- (b) [No change.]
- (c) ~~In no event will a Producer fee be required for producing elements, portions, segments, inserts, stories or pieces for programs.~~ **If a member of the Unit is assigned as a “Booth Buddy Producer”, such individual shall receive the appropriate Producer Fee in accordance with Section O3.11(a) above.**

Sideletter HZ

Writing By Persons In Non-Covered Station Operations (F, K and O Units)

Amend the current provision as follows:

During the course of negotiations for a successor to the 2011-2017 Master Agreement, the parties discussed the expertise developed by persons who write or produce for public affairs, documentary and other material that is outside the Union's exclusive assignment jurisdiction. The parties' further discussed how material written or produced by such individuals could enhance the news programs on which employees covered by the F, K and O Agreements work.

To that end, notwithstanding any provision to the contrary in the Master Agreement or any other agreements, grievance settlements, arbitration awards or practices to the contrary, at WLS-TV, KGO-TV and KABC-TV, persons who produce or write for entertainment, public affairs or documentary programming, and/or promos, or any other programming or material outside the Union's exclusive assignment jurisdiction, may also, at the Station's discretion, perform any writing and, at KGO-TV, any producer work in conjunction with any segments, inserts, stories or pieces that appear on Station news programs, provided that (1) no more than four (4) such different segments per week of no longer than four (4) minutes), may appear on news broadcasts; and (2) such material was developed in connection with their non-covered work. With respect to condition number 1, replays including edited versions of material originally broadcast on news programs shall count as one segment. The foregoing includes any material that requires additional writing and, at KGO-TV, additional producing work necessary with its use on a news program.

On a monthly basis, the Company will provide each Local and the Sector, a report containing information regarding any writing and, at KGO-TV, any producer work in conjunction with the above-referenced segments, inserts, stories or pieces that appear on Station news programs, which shall include the subject matter, the date(s) the material appeared on news broadcasts, the length of such material, as well as the platform(s) on which the material was broadcast.

The Company's exercise of this provision is meant to supplement the normal scheduled usage of NABET-CWA represented Newswriters.

In addition to the foregoing rights, nothing herein shall be construed to diminish any existing rights or practices at any particular Station, including long-standing practices at KABC-TV.

No Newswriter on regular staff as of March 31, 2017 ~~2022~~ shall be laid off during the term of the successor to the 2011-2017 Master Agreement as a direct result of the provisions of this Sideletter.

ARTICLE R-X

VACATIONS

Amend the current provision as follows:

Section R10.1

- (a) In lieu of Section 19.1 of the Master Agreement, the following shall apply to employees under this Agreement:

An employee who is on the payroll on December 25th of any year shall be entitled to vacation with pay in the succeeding year, as follows:

<u>TOTAL COMPANY SENIORITY AS OF DECEMBER 25th</u>	<u>WEEKS OF VACATION WITH PAY</u>
Less than five (5) years	Two (2) Three (3) weeks
Five (5) or more years, but less than fifteen (15)	Three (3) Four (4) weeks
Fifteen (15) or more years	Four (4) Five (5) weeks

(See Sideletter GT.)