



IATSE 745 February 2020 General Meeting Minutes

Call to order

The February 2020 Executive Board meeting of IATSE 745 was called to order by the President on February 20, 2020 at 11:07 am at The United Labor Center Minneapolis.

Attendees

Chris Tveitbakk, Teresa Day, Charlie Cushing, Dan Dettman, Matt Waldron, Nolan Bettermann, Bernie Beaudry, Casey Straub, Chuck Ulmer, Glen Reichow and Phil Renaud.

Approval of minutes

Teresa moved to approve the January 2020 minutes; Charlie seconded. No discussion. Motion approved.

Applications

Michael Parkman applied for membership; application forwarded to International.

Committee

Budget: did not meet

Stewarding

- Need to continue distributing one sheets to producers.

Website

- None to report

Contract

- *All Fox Sports North "asks" have been submitted to the Business Representative and forwarded to our International leadership for the upcoming Fox Sports North contract that expires June 30th, 2020.*

Fellowship & Outreach

- None to report

Political Committee

- Reaching out to Minneapolis and St. Paul mayors to get them to a show

Unfinished Business

1. Contracts Ratified. All are signed and delivered.
 - More info in BA report
2. Young Workers Conference, Minneapolis, April 14-16
 - Nolan Bettermann and Charlie Cushing's applications have been approved.
3. NBCSN Negotiations Summary – *See BA report*
4. IATSE 745 Trial
 - Letter of Reprimand attached

Business Representative Report

NBCSN

- January negotiations were cancelled in NYC, rescheduled for February 18 and 19 in Minneapolis. The Local is responsible for the rental of two rooms at the Aloft Hotel in Minneapolis along with the meals for our committee members.
- All contract terms have been Tentatively Agreed to, waiting on a response to our side letter and then contract can go out for ratification.
- Final contract and details will be sent out to the membership upon completion.

NBA Chair

- no update. Will contact NBA after All Star Game.

NCHC

- The NCHC conference tournament in St Paul, March 20th and 21st has been crewed by PPI and will be paid under contract. Day one will be covered as a double header will receive a 14 hour guarantee for working TWO games.

XLT

- Continued issues with benefit payments in regards to Annuity Deferrals. XLT has confirmed they deferred salary for all of our members, however some amounts are not showing up in members accounts due to a myriad of issues between XLT, Fox and the NBF.
- XLT told the local in August 2019 that new deferrals needed to be filled out before the pay roll change with XLT listed as the employer. This is not allowed because the signatory employer is Fox Sports. Tom Zeller, Greg Pennell and Mike Fife have been communicating to resolve and it was determined that the XLT reporting was incorrect and needed to be updated along with the forms being filled out differently. XLT is being crossed out and Fox Sports is now being entered. The NBF site is slowly updating, but some names are still not appearing with any deferral. I'm continuing to monitor daily until this is fixed.

Late Benefit Payments

- For the Annuity payments in October and November 2019 that were delayed to the National Benefits Fund there is a 1% per annum which is then applied to the individual annuity account of each member on their respective late reports. Employer benefits are due the 10th of each preceding month, but the NBF gives a grace period until the 24th of each month. After that date, 1% per annum is applied.

Fox Sports Contract

- All committees have sent in their "asks". We have compiled and sent to our International leadership Fran O'Hern and Steve Belsky. They intend on visiting Minnesota in the next month or two to discuss these asks with the committee before negotiations.

BTN

- One member in Iowa has not paid dues or joined the referral list. We have sent BTN a notice that he is now being counted as exceptions until he becomes current with the Local.
- NBF did not have the correct contract as of February 1st, 2020. I sent it to them last week so there is no delay in payment of benefits.

PPI benefits

- Spoke with Mike Fife at the NBF last week to figure out how this can be fixed from July 1st, 2019 – September 15th, 2019. He found the contract and the issue but said that it would take a few weeks to update.

January 1st, 2020

- Will send out Health, Annuity and Pension BENEFICIARY documents via DocuSign after the 1st of the year for members to fill out electronically. Will also send out news dues checkoff that will work for ALL employers once signed.

Fiber Training

- Jesse Madison and his company The Fiber Guy have expressed an interest in offering fiber training again to the membership of Local 745 and 13. Tentative dates are May 12th or 14th. Need to reserve the St Paul Labor Federation to hold the training. For trainings held in the second quarter 2020, the IATSE Training Trust needs this submitted by March 6th, 2020. The full cost of the training would be covered as an already approved course of the IATSE Training Trust.
- Charlie motions to dedicate up to \$2000 for Fiber training, which will be reimbursed by the international. Teresa seconded. No discussion. **Motion approved.**

New Business

FSN Negotiations

- *See BA Report*

XLТ Benefits

- *See BA Report*

Late Dues Penalty

- Executive Board approved a \$25 late for when members are 90 past due on dues payments.

FSN Labor Management

Quarter ONE Fox Sports North Labor Management meeting, Thursday, February 6th, 2020

Fox Sports North – Crewer Riley Schmidt, Executive Producer Tony Tortorici, Operations Manager Bob Rohde, Coordinating Producer Trevor Fleck

IATSE 745 – President Chris Tveitbakk, Business Representative Charlie Cushing

- **NBA/WNBA chair** – Fox asked for an update, told them we're holding off contacting them again because of the multiple league wide situations taking place. China, Kobe Bryant death, 2020 All Star Game, etc.
- **2020 Hockey Day** – There were many challenges with this event even happening because of poor ice conditions and no ice refrigeration. Was frustrated about things being missed on the cable day and asked how that day can be managed better at future Hockey Day productions.

- **2020 Minnesota Twins** – production compliment will be the same as we ended with the season in 2019. 4 tape operators, 7 hard cameras, robo, MOVI, V2 on ALL games. Minnesota Twins have purchased two parabs to place behind home plate for TV and radio use. Chris has been in communication with Andrew Halverson with the Twins on placement. Thanked and reminded Bob to book the porta potty for this season. Talent in the booth will be the same as last year. Justin Morneau doing more games. Fox raved about his preparation and on air performance.
- **Dyno** – There has been talk of eliminating the Dyno and installing an EVS for the slo mo cameras, however no confirmation from MTVG on when or if this will happen in the immediate future.
- **Van Driver** – Geo fence is turned off, drivers should always receive ONE HOUR OT, 30 minutes on the front and 30 minutes on the back end of each work day. If anyone has not received this please contact Riley and Bob and they will help resolve.
- **WNBA** – 6 games in 2020, same crew compliment as in past years, schedule has not yet been released.
- **POC** – Asked if there was a way to have a union local login to view crew sheets. They were receptive to the idea, but was contingent on XLT and PPI adding this feature to the app.
- **Pro Crewz** – Riley monitors the back end Meal Penalties to ensure that everyone is properly being paid. If you know you're getting an MP its helpful to add it to the NOTES section of the app.
- **2020 contract negotiation** – Indicated we should look for dates in May 2020 for negotiations, one to two days should be enough.
- **Training** – it costs Fox \$800 per day to open up the dual trailer for any training. Not worth it for just one person, but if there is enough interest with multiple people they are willing to do it.
- **TD** – Dustin Dancisak is moving to Florida after the completion of the 2020 NBA season. Fox has asked Milwaukee based TD Michael Lange to move to Minnesota to take his spot, he has agreed to move and make this his home market. Mike is a charter member and treasurer of Local 414, we look forward to welcoming him to our local. Mike will work home NBA, Visit MLB and NHL.
- **XLT benefits issues** – Charlie explained at length the issues that are taking place with XLT benefits and wages. They were not aware of any of them and encouraged us to keep them up to date if there are further issues. They will help however necessary.
- **FOX**
No issues for labor management.

Treasurer's Report

Referral forms received:

- Noah Puckett (utility)
- Richard Mann (utility)

Notable expenses since last meeting:

- Tax Prep: \$1,923.37
- Stipend to officers: \$1,306.00
- Disability Short-Term Premiums: \$781.84
- Disability Long-Term Premiums: \$471.81

Account balances:

Trustone Checking (February 20, 2020):

- \$66,229.17
- Open invoices = \$9,988
- Overdue invoices = \$9,579; 25 invoices 90+ days past due
- \$8,832 paid in past 30days

Commonwealth Financial (January 31, 2020):

Beginning Value	\$29,786.80	\$29,786.80
Additions and Withdrawals	\$0.00	\$0.00
Income	\$5.70	\$5.70
Taxes, Fees and Expenses	(\$93.08)	(\$93.08)
Other Activity -adjustment credit	\$4.02	\$4.02
Change in Value	(\$257.86)	(\$257.86)
Ending Value (As Of 01/31/20)	\$29,445.58	\$29,445.58

Disability Insurance:

- There are currently 21 people enrolled: 14 STD, 20 LTD

Miscellaneous:

- We have finally received the Iowa Fiber Training check reimbursement for \$1,350.00
- Beginning Fiscal Year 2020-21 (July), quarterly invoices will be sent 30 prior to the beginning of the quarter.
- Invoices can be paid the following ways:
 - Check (no fee)
 - Online credit card (3% fee)
 - Online bank transfer (\$0.50 fee, local will absorb)
 - Cash will no longer be accepted

Health & Welfare

- None to report

Next meeting

March 23rd, 2020, 10:30am, St. Paul Labor Center

Charlie moved to adjourn the meeting; Teresa seconded. No discussion. Meeting adjourned at 12:43 pm



January 31st, 2020

LETTER OF REPRIMAND

Mr. Joe Howard,

In August 2019 you sent an email to IATSE Local 745 Treasurer Teresa Day that has been determined to be in violation of the Constitution and Bylaws of this Union.

In November 2019 the Executive Board found you guilty of violating *“Article 3, Section 1: Qualifications for membership; any person applying for membership in this Local must be of good moral character and reputation.”* and recommended a punishment of a 30 calendar day suspension beginning February 1st, 2020 ending March 1st, 2020 and a letter of reprimand. The membership of IATSE Local 745 has voted to approve this punishment at the January 21st, 2020 membership meeting.

Your statements to Ms. Day were inappropriate, harassing and bullying. Our membership condemn them in the strongest terms possible. This will not be tolerated. Any future behavior of this nature will continue to be met with discipline per the Constitution and Bylaws of IATSE Local 745.

IATSE Local 745 Executive Board