

OFFICE OF COLLECTIVE BARGAINING

In the Matter of

RADIO AND T.V. BROADCAST ENGINEERS,
LOCAL 1212

Docket No. I-7-68

-and-

MUNICIPAL BROADCAST SYSTEMS AND
OFFICE OF LABOR RELATIONS

RE: DISPUTE BETWEEN CITY OF NEW
YORK AND LOCAL 1212 INVOLVING
T.V. CAMERAMAN, T.V. LIGHTING
TECHNICIAN AND FILM EDITOR

1. The dispute arises from the failure of the parties to reach agreement on wages for Television Cameramen, Television Lighting Technicians and Film Editors, under the collective contract to become effective January 1, 1967.
2. Also in dispute are the number of steps in the wage schedule for these positions and open for panel consideration, although hardly in major contention, is the duration of the contract agreement.
3. After carefully considering evidence presented in testimony at hearings on September 10, 1968 and again September 16, 1968, as well as reviewing and studying all exhibit materials, the Panel has these observations to make:
 - (a) Comparability of wages for these classifications with those of the commercial networks, as basically argued and sought by the union, is indeed a factor for consideration in wage determination; but, for a variety of reasons, comparability is not held to be controlling.
 - (b) Wage adjustments for these classifications need take into account and be consistent, in so far as possible, with wage adjustments for commensurate skills and for city employees generally.

(c) From an equity standpoint, as well as from the point of view of skill requirements, there is justification for reduction in the present number of wage steps and in the time required to reach the maximum wage level for employees in these classifications.

(d) Although consideration was given to the desirability of a four year agreement, it appeared, in view of the duration of labor contracts generally and of labor contracts for city employees in particular, that a three-year agreement is preferable.

4. Accordingly, the Panel recommends as follows:

(a) A three-year contract to be made effective January 1, 1967 and to run through and including December 31, 1969.

(b) The present six-step wage schedule to be compressed to four steps.

(c) The appointment, or hiring-in, rates in each category to be increased by \$400.00 in each successive year of the contract and the vertical steps to be uniformly increased by \$450.00.

(d) The dollar differential between the annual salaries for Television Cameramen and Television Lighting Technicians and those for Film Editors shall be maintained at the present \$300.00 level.

(e) The present practice, considered standard for men in these classifications in City employment, of effecting vertical wage-step changes on the January 1 or July 1 date next succeeding is to be maintained.

5. As per above, the new contract wage schedule recommended for these classifications are as follows:

I. WAGE SCHEDULE FOR TELEVISION CAMERAMAN AND TELEVISION LIGHTING TECHNICIAN

<u>Employment Category</u>	<u>Effective Dates</u>		
	<u>1/1/67</u>	<u>1/1/68</u>	<u>1/1/69</u>
	\$	\$	\$
Appointment Rate (or Minimum Scale)	6,500	6,900	7,300
Step 1 (After One Year)	6,950	7,350	7,750
Step 2 (After Two Years)	7,400	7,800	8,200
Step 3 (After Three Years) (or Maximum Scale)	7,850	8,250	8,650

II. WAGE SCHEDULE FOR FILM EDITOR

<u>Employment Category</u>	<u>Effective Dates</u>		
	<u>1/1/67</u>	<u>1/1/68</u>	<u>1/1/69</u>
Appointment Rate (or Minimum Scale)	6,200	6,600	7,000
Step 1 (After One Year)	6,650	7,050	7,450
Step 2 (After Two Years)	7,100	7,500	7,900
Step 3 (After Three Years) (or Maximum Scale)	7,550	7,950	8,350

Respectfully submitted

 Matthew A. Kelly, Chairman

 Monroe Berkowitz

 Walter Eisenberg

Signed this 15th day of November 1968.