



## ***NABET-CWA*** ***Local 31***

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### **BULLETIN # 1**

#### **NABET-CWA and Maslow Complete Their Second Bargaining Session; The Parties are Divided Over Compensation and Worker Protections**

The National Association of Broadcast Employees & Technicians – Communications Workers of America (“NABET-CWA” or “Union”) and Maslow Media Group, Inc. (“Maslow” or “Employer”) met for their second negotiation session on December 17, 2021. The parties are negotiating a successor collective bargaining agreement for the Maslow employees who perform work at the House Recording Studio of the United States House of Representatives. The second bargaining session lasted only three hours, but it underscored the differing approaches of the Union and the Employer.

NABET-CWA presented its Second Proposal at this session. This proposal embodied the Union’s principal objectives for these negotiations: (1) to improve the compensation paid to the employees; and (2) to establish important job security and other protections. To this end, the Union proposed significant increases to the wage rates, as well as introduce new compensatory terms and conditions of employment. The Union also proposed new protections for workers, improving the language pertaining to disciplinary actions, as well as subject Maslow’s decisions with respect to discipline, as well as the hiring pool, to the grievance and arbitration process. All of the Union’s proposals focused on lifting up bargaining unit employees financially while increasing Maslow’s accountability for its actions.

Maslow rejected most of NABET-CWA’s proposals. The Employer agreed to a couple provisions, such as providing notice to the Union of new hires within a certain timeframe and to provide a sixth day of sick leave. However, the Employer rejected all of the Union’s compensation proposals. Maslow countered with only a 1.75% increase for each year of a three-year agreement. Moreover, Maslow refused to agree to any of the worker protections proposed by the Union. The Employer wants to continue to insulate itself from any liability for its actions, regardless of the impact upon the employees.

NABET-CWA wants to reach a new agreement with Maslow. To that end, the Union provided Maslow with a Third Proposal at the negotiation session. This third proposal contained some limited movement on compensation matters, but the Union believes that true progress can be made only when Maslow abandons the hard bargaining positions that it has taken on matters of vital importance to the employees. The Union will continue to negotiate on behalf of the employees to gain improvements and protections that they deserve.

Finally, the existing collective bargaining agreement was extended through December 31, 2021. Maslow asked NABET-CWA to extend the collective bargaining agreement through the end of February 2022. The Union stated that it would take the request under advisement.

If you have any questions, please feel free to contact the Union at (301) 459-4999.