



**NABET-CWA/ABC Inc.  
2026-2031 Master Agreement**

**Tentative Agreement**  
**May 1, 2026**



WAGES

All base scale wages in each separate Unit agreement of the Master Agreement shall be increased by **three percent (3%) effective the first full payroll period following April 1, 2027**, and shall be increased by **an additional four percent (4%) effective the first full payroll period following April 1, 2028**, and further increased by **an additional three percent (3%) effective the first full payroll period following April 1, 2029**, and further increased by **an additional three and three-quarters percent (3.75%) effective the first full payroll period following April 1, 2030**, provided the Parties execute a Memorandum of Agreement by May 1, 2026 and the Union provides notice of ratification for a particular Unit(s) by May 31, 2026.

\* \* \* \* \*

- **3.0% wage increase effective the first full payroll period following April 1, 2027**
- **4.0% wage increase effective the first full payroll period following April 1, 2028.**
- **3.0% wage increase effective the first full payroll period following April 1, 2029.**
- **3.75% wage increase effective the first full payroll period following April 1, 2030.**

If ratified, the new Master Agreement will expire on March 31, 2031.



**NABET-CWA/ABC Inc.**  
**Tentative Agreement**  
**May 1, 2026**

**General Articles**



ARTICLE VII  
PROGRAM ORIGINATION

Section 7.7(a) – Meal Expense Allowance

Amend Section (a) as follows:

“An employee assigned to a scheduled field pickup or other authorized Company business that requires travel and/or work away from the home office overnight shall receive a per diem allowance of Sixty Dollars (\$60.00) **(increasing to Sixty-Two Dollars (\$62.00) the first full payroll period following notice of ratification)** per day for meals and incidental expenses for each calendar day that the employee is away from the home office effective April 1, 2022. (On assignments outside the Continental United States, the per diem allowance shall be the same as that provided to unrepresented staff employees of the Company on the same assignment.) The term “incidental expenses” as used in this Subsection (a) refers to expenses incurred for items such as laundry and tips. Employees will not be reimbursed for telephone calls and transportation (other than transportation and telephone calls authorized by the Company for business purposes). In the unusual case in which an employee incurs reasonable and necessary expenses in excess of the per diem allowance, the employee shall submit a statement of such expenses to the management representative for approval. In the case of a remote in which meals are not readily available, the Company may cater meals in a restaurant, hotel dining room or equivalent accommodation, in which event, the per diem allowance shall be reduced by Three Dollars (\$3.00) for each meal other than breakfast so catered and One Dollar, Fifty Cents (\$1.50) for each breakfast so catered. For the purpose of applying the per diem allowance, an assignment in which the employee travels by air shall be deemed to start at their plane's scheduled departure time and end at the actual arrival time at the gate of the plane which the employee takes to return to their home office, provided that, if the actual arrival time of the plane at the gate is before 2:00 A.M., the assignment shall be deemed to have ended on the previous day. On all assignments covered hereunder lasting five (5) or more consecutive days, an employee shall receive, in addition to the per diem allowance provided above, a special laundry allowance of Six Dollars (\$6.00) per day, retroactive to the first day of such assignment.”

ARTICLE VIII  
WORK SCHEDULE, OVERTIME AND PENALTIES

Section 8.5(c) - Overtime

Amend Section 8.5(c) as follows:

- (c) If the Company requests and an employee individually decides to waive the requirement of a minimum eight (8) hour tour **to work** on a sixth (6<sup>th</sup>) or seventh (7<sup>th</sup>) day, the Company may schedule such employee(s) in accordance with such mutually satisfactory arrangement between the Company and employee on any such day, provided such call is not less than four (4) hours. **A four (4) hour call shall be paid at seventy-five percent (75%) of an eight (8) hour call. If such employee works beyond four (4) hours, they shall be paid for a minimum of eight (8) hours. In no case shall such a four (4) hour call be scheduled more than forty-eight (48) hours in advance of the start time of such call.**

ARTICLE VIII  
WORK SCHEDULE, OVERTIME AND PENALTIES

Section 8.6(c) – Changes in Work Schedule

Amend sub-section (i) as follows:

- “(i) Daily Schedule Changes - Notice of daily schedule changes affecting starting time shall be given no later than 7:00 P.M. of the second (2<sup>nd</sup>) day prior to the day in question. If schedule changes are desired thereafter, such changes can only be made by adding work time to the previously scheduled hours at overtime rates as specified in Section 8.5. The previous sentence, however, shall not apply where notice of a daily schedule change affecting starting time is given after 7:00 P.M. of the second (2<sup>nd</sup>) day prior to the day in question and the schedule change does not alter the employee’s starting time by more than **three (3) two (2)** hours.”

ARTICLE XVI  
TRAVEL TIME

Section 16.4 - Travel

Amend the provision as follows:

“Employees shall be credited for travel time only as follows:

(a) “Travel-Only” Days

On a “travel-only” day to an out-of-town assignment, an employee’s workday and travel time shall begin **thirty (30) minutes prior to the** ~~at the~~ scheduled departure time of the common carrier and shall end thirty (30) minutes after the employee arrives at the gate, train station or port at the out-of-town destination, with a minimum daily credit of eight (8) hours of pay at the regular rate of pay.

Upon returning from an out-of-town assignment, an employee’s workday and travel time shall commence as described in the preceding sentence and shall end ~~when the carrier~~ **thirty (30) minutes after the employee** arrives at the gate, train station or port at the destination, with a minimum daily credit of eight (8) hours of pay at the regular rate of pay. There shall be no crediting of any travel time from the airport, train station or port.

Article IX and A-VIII shall be inapplicable on any “travel-only” day(s), and no meal period need be scheduled or assigned on such day(s), nor shall any meal period penalties accrue on such days.

(b) “Travel-Work” Days

An employee’s workday and travel time on an out-of-town assignment shall begin **thirty (30) minutes prior to the** ~~at the~~ scheduled departure time of the common carrier. The employee’s workday shall end in accordance with Section 16.6(b) when the employee completes their duties at the out-of-town work site to which the employee is assigned on that day. Article IX and A-VIII shall be inapplicable on “travel work” day(s) and no meal period need be scheduled or assigned on such day(s), nor shall any meal period penalties accrue on such days. An employee, however, shall be given a thirty (30) minute opportunity to eat upon arrival at the destination location, if the employee has not already been given, or is not scheduled to be given, a meal period that day.

(c) “Work-Travel” Days

The employee’s workday shall begin upon the commencement of assigned duties at the out-of-town work site in accordance with Section 16.6(b), and shall end **thirty (30) minutes after the employee arrives at the gate, train station or port at the destination.** ~~when the employee returning from an out-of-town assignment arrives at the gate, train station or port at the destination.~~ However, if the employee is traveling to another out-of-town assignment, travel time shall end thirty (30) minutes after arrival at the gate, train station or port of destination at such other out-of-town assignment. There shall be no crediting of any travel time from the airport, train station or port when the employee returns from their out-of-town assignment(s). On “work-travel” days Article IX and A-VIII shall be inapplicable and no meal period need be scheduled or assigned on such day(s), nor shall any meal period penalties accrue during such days. An employee, however, will be given a thirty (30) minute opportunity to eat either before commencing, or upon completion of, the travel portion of the day, unless the employee has already been given, or is scheduled to be given, a meal period that day.

(d) Notwithstanding anything to the contrary in Section 16.4, the Company shall continue to credit reasonable travel time to ENG crews transporting their equipment to and from the airport, train station or port on out-of-town assignments. This shall also apply to ENG crews transporting their equipment who are daily hired, in lieu of any travel stipend otherwise provided for in Section A14.3.

(e) Settlement Agreement Voided

The settlement dated March 17, 1976 between James Nolan and William Gennerich, and all practices related thereto or arising therefrom, whether in New York or elsewhere, are null and void.”

ARTICLE XVIII  
HOLIDAYS

Section 18.4 – Holidays

Amend Section 18.4 as follows:

“In the cases referred to in Sections 18.2 and 18.3 above, the employee shall receive one (1) extra day off consecutive with their regular scheduled days off in addition to the compensation provided for above. **Except such extra day off shall not be owed when an employee uses a sick day on any of the aforesaid holidays.**”

(See Stipulation (3).)”

ARTICLE XXIV  
ON-CAMERA APPEARANCES

Section 24.1 – On-Camera Appearances

Amend Section 24.1 as follows:

“Planned on-camera appearances of employees, except panoramic shots, incidental shots of employees in the audience area, crowd area, control room, newsroom, the playing area or stands, appearances for the purpose of greeting or congratulations and appearances in bumpers, news stories in which such employees are subjects and/or interviewees, or in openings or closes, shall be paid for at the applicable rate specified below. In no event shall pay be required for accidental pickups.

Effective 4/1/2022

5 minutes or less	\$44.00
over 5 to 15 mins.	\$87.00
over 15 to 30 mins.	\$132.00
over 30 to 45 mins.	\$151.00
over 45 to 60 mins.	\$167.00
over 60 to 90 mins.	\$205.00
over 90 to 120 mins.	\$241.00
Promo – Unlimited use	\$123.00

Effective 7/5/2026

<b><u>5 minutes or less</u></b>	<b><u>\$57.00</u></b>
<b><u>over 5 to 15 mins.</u></b>	<b><u>\$112.00</u></b>
<b><u>over 15 to 30 mins.</u></b>	<b><u>\$171.00</u></b>
<b><u>over 30 to 45 mins.</u></b>	<b><u>\$195.00</u></b>
<b><u>over 45 to 60 mins.</u></b>	<b><u>215.00</u></b>
<b><u>over 60 to 90 mins.</u></b>	<b><u>\$266.00</u></b>
<b><u>over 90 to 120 mins.</u></b>	<b><u>\$311.00</u></b>
<b><u>Promo – Unlimited use</u></b>	<b><u>\$161.00</u></b>

Effective 7/4/2027

<b><u>5 minutes or less</u></b>	<b><u>\$59.00</u></b>
<b><u>over 5 to 15 mins.</u></b>	<b><u>\$115.00</u></b>
<b><u>over 15 to 30 mins.</u></b>	<b><u>\$176.00</u></b>
<b><u>over 30 to 45 mins.</u></b>	<b><u>\$201.00</u></b>
<b><u>over 45 to 60 mins.</u></b>	<b><u>221.00</u></b>
<b><u>over 60 to 90 mins.</u></b>	<b><u>\$274.00</u></b>
<b><u>over 90 to 120 mins.</u></b>	<b><u>\$320.00</u></b>
<b><u>Promo – Unlimited use</u></b>	<b><u>\$166.00</u></b>

It is agreed that if the rates specified above which are set forth in Paragraph 8 of the AFTRA Code of Fair Practice for Network Television Broadcasting (“AFTRA Code”) are increased as a result of AFTRA-Company negotiations during the term of this Agreement, such increased rates shall be effective in lieu of the foregoing rates as of the same date they become effective for AFTRA.

At the network, only a technical manager, or at the stations, only a management supervisor for engineering employees, or the appropriate management supervisor for employees in other departments, has the authority to make a commitment to any employee to pay for an on-camera appearance and in the absence of such a commitment employees shall not be entitled to compensation under this Article.”

[Remainder of the Article remains unchanged.]

ARTICLE XXVI  
SICK LEAVE

Section 26.2 – Sick Leave Daily Hires and Part-Time Employees

Amend Section 26.2 as follows:

[Paragraphs 1 - 5 remain unchanged.]

“6. For employees covered by this sub-section, sick leave shall be paid at the regular rate of pay for the day that the employee would have worked as originally scheduled. **However, no premium pay shall be due those employees who were scheduled to work a holiday pursuant to A14.2(b), B3.4(a), F3.11(a), K3.14(a), O3.14(a), and P3.3(a).** A Payment in Lieu of Benefits pursuant to Sideletter FD-1 of the Master Agreement shall be paid for each sick day used pursuant to Section 26.2.

[Paragraphs 7 – 16 remain unchanged.]

17. In light of the foregoing agreement and waiver, the parties expressly waive and/or exclude the paid leave requirements of any applicable Federal, State or local paid sick leave law to the extent permitted by any such applicable laws for all employees covered by this sub-section. The parties also expressly waive and/or exclude the paid leave requirements of the New York State Paid Sick Leave Law of 2020 (New York Labor Law Section 196-B); ~~the April 19, 2024 amendment to New York Labor Law Section 196-B, the paid prenatal personal leave; the Westchester County Earned Sick Leave Law (Section 700.36 586.01 et seq. of the Laws of Westchester County); the New Jersey Paid Sick Leave Act (C.34:11-56a et seq.); Chapter 160 of the Ordinances of the Township of Bloomfield, New Jersey (enacted by Ordinance No. 15-10); the Paid Sick Time for Private Employees Ordinance of East Orange, New Jersey (Ordinance No. 21-2014; East Orange Code Chapter 140, Section 1 et seq.); the Paid Sick Time Law of Jersey City, New Jersey (Chapter 4 of the Jersey City Municipal Code); Chapter 8.56 of the Revised General Ordinances of the City of New Brunswick, New Jersey; Chapter 8, Article 5 of the Municipal Code of the City of Plainfield, New Jersey; the Sick Leave for Private Employees Ordinances of Elizabeth, New Jersey (Ordinance No. 4617); Irvington, New Jersey (Ordinance No. MC-3513); Montclair, New Jersey (Chapter 132, Article I of the General Legislation of the Township of Montclair, NJ); Morristown, New Jersey (Ordinance No. O-35-2016); Newark, New Jersey (City Ordinance 13-2010); Passaic, New Jersey (Ordinance No. 1998-14); Paterson, New Jersey (Paterson Code Chapter 412) and Trenton, New Jersey; Section 1-24-045 of the Municipal Code of Chicago; the Cook County Earned Sick Leave Ordinance (Ordinance No. 16-4229); ~~Illinois Sick Leave Act, the Chicago Paid Leave and Paid Sick and Safe Leave Ordinance;~~ California’s Healthy Workplace Healthy Family Act (HWHFA); the San Francisco Paid Sick Leave Ordinance (San Francisco Administrative Code Section 12W); ~~the San Francisco Public Health Emergency Leave Ordinance; the Paid Sick Leave Ordinance of Berkeley, California (Chapter 13.100 of the Berkeley Municipal Code); all requirements pertaining to “paid sick leave” in~~~~

~~Chapter 37 of Title 5 of the Municipal Code of Emeryville, California, (including, but not limited to, Chapter 37.01.(e), 37.03, 37.07(a)(1)(ii)(B), and 37.07(f)); the Oakland Paid Sick Leave Law (Section 5.92.030 of the Oakland Municipal and Planning Codes); the West Hollywood Sick Pay Ordinance (Section 5.130.030 of the West Hollywood Municipal Code); the Santa Monica Paid Sick Leave Ordinance (Chapter 4.62.025 of the Santa Monica Municipal Code);~~ The Washington D.C. Sick and Safe Leave Act, and any successors or any other ordinance, statute or law requiring paid sick leave that is in effect or hereinafter enacted and becoming effective during the term of the successor to the current Master Agreement thereto, because the Company provides comparable benefits under the Master Agreement, including but not limited to sick leave provided under this Section. It is understood that the Union and the Company shall memorialize any such waiver for any newly enacted law by letter agreement where such executed waiver is required by law."

[The parties are striking language for brevity, but the local laws, ordinances and regulations are expressly waived.]

[Remainder of the Section unchanged.]

ARTICLE XXX  
TERM OF AGREEMENT

Section 30.1 – Term of Agreement

Amend Section 30.1 as follows:

“Basic minimum wage scales in effect on September 30, 2026 ~~March 31, 2022~~ in all Agreements herein, and overtime based thereon, shall continue and remain in effect, except as otherwise herein provided. Other money items, penalties, allowances, upgrades and changes in classifications and other provisions in all Agreements shall be effective October 1, 2026 ~~April 1, 2022~~ except as otherwise herein provided.”

The parties shall collaborate to draft and conform any ratified Memorandum of Agreement expeditiously to a full Master Agreement.”

ARTICLE XXX  
TERM OF AGREEMENT

Section 30.2 – Term of Agreement

Amend Section 30.2 as follows:

“Employees shall be paid ~~every other~~ weekly at ~~twice~~ the applicable weekly rates of pay set forth in the applicable agreements.

When employees are paid, they will receive an **electronic** statement(s) showing the amount paid for base wages, any applicable deductions, and separate amounts paid for the appropriate period for each other item of compensation. **Effective thirty (30) days following the date of notice of ratification of the successor to the 2024-2026 Master Agreement, the Company shall comply with this provision by providing an ~~E~~electronic posting of a statement of earnings (“SOE”). The Company will continue to provide the option of a paper SOE where such option is required by law, ordinance or regulation. ~~shall be deemed compliance with this provision. However, by March 7, 2023, or at the time of initial engagement of an employee, on a form provided by the Company, each employee shall be given a one-time opportunity to elect to receive paper SOEs.~~**

The Company will notify the Local President or the President’s designee whenever a payment will be delayed due to the payroll being locked early because of a holiday, or any other reason.

This Section relates only to the procedures involved in payment of compensation and no provision herein shall be deemed to establish or affect any substantive rights or obligations under this Agreement.”

ARTICLE XXX  
TERM OF AGREEMENT

Section 30.3 – Term of Agreement

Amend Section 30.3 as follows:

“This Agreement shall remain in effect until Midnight (New York Time), ~~September 31, 2026~~ **March 31, 2031**. The parties shall commence negotiations for an extension or modification of this Agreement by ~~April 1, 2026~~ **October 1, 2031 2030**. If the parties have not reached an agreement for a successor Master Agreement by ~~September 1, 2026~~ **March 1, 2031**, the parties will mutually agree to request the services of the Federal Mediation and Conciliation Service.”



**NABET-CWA/ABC Inc.  
Tentative Agreement  
May 1, 2026**

**A Unit - Engineering Agreement**



ARTICLE A-VIII  
MEAL PERIODS

Section A8.2(a) – Meal Periods

Amend Section A8.2(a) as follows:

“The first (1<sup>st</sup>) meal period may not be scheduled earlier than the start of the employee’s second (2<sup>nd</sup>) hour of work and must be completed by the end of the ~~sixth (6<sup>th</sup>)~~ **seventh (7<sup>th</sup>)** 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 ( $\frac{1}{2}$ ) their regular rate for each hour or fraction thereof after the ~~sixth (6<sup>th</sup>)~~ **seventh (7<sup>th</sup>)** 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.)

**[Make conforming changes to the Master Agreement.]**

ARTICLE A-VIII  
MEAL PERIODS

Section A8.2(b)

**[Delete.]**

~~With respect to engineers assigned to perform job functions associated with production and post-production activities, the following shall apply in lieu of Section A8.2(a):~~

~~The first (1<sup>st</sup>) meal period may not be scheduled earlier than the start of the employees' second (2<sup>nd</sup>) hour of work and must be completed by the end of the sixth (6<sup>th</sup>) hour. If the production necessitates additional time which intrudes into the sixth (6<sup>th</sup>) hour of work, the engineering crew may be required to continue to work into, but not after, the end of the sixth (6<sup>th</sup>) hour if, in the judgment of engineering management, the conditions are justified. In such a case, the Company will pay a penalty of Thirty Five Dollars (\$35.00) to each member of the engineering crew so affected. The Company shall inform the employee as soon as reasonably possible. The meal period must be completed by the end of the seventh (7<sup>th</sup>) hour unless the employee(s) affected agree to remain at work, in which event they shall receive a premium in addition to their compensation equal to half (1/2) their regular rate for each hour or fraction thereof after the seventh (7<sup>th</sup>) 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.)~~

ARTICLE A-VIII  
MEAL PERIODS

Section A8.2(c)

Amend the provision as follows:

“(c) Notwithstanding the foregoing, employees ~~assigned to operations other than Central Switching Centers, Network Technical Maintenance and Systems Maintenance and Assembly Group~~ need not receive a 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 the employee to break from their work assignment and eat a meal. Such employee shall receive a flat payment, in addition to their regular compensation, of ~~Forty-Four Dollars (\$44.00)~~ **Forty-Six Dollars (\$46.00)** 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 Dollars (\$44.00)~~ **Forty-Six Dollars (\$46.00)** 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 Dollars (\$44.00)~~ **Forty-Six Dollars (\$46.00)** 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

Section A8.7(a) – Opportunity to Eat

Amend subsection (a) as follows:

- “(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 their 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. Such an employee shall receive a payment, in addition to their regular compensation, of ~~Two Hundred Twenty Dollars (\$220.00)~~ **Two-Hundred and Thirty Dollars (\$230.00)** per week, ~~Forty-Four Dollars (\$44.00)~~ **Forty-Six Dollars (\$46.00)** 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 their regular compensation of ~~Forty-Four Dollars (\$44.00)~~ **Forty-Six Dollars (\$46.00)** 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.]~~

(See Sideletter GR.)

ARTICLE A-VIII  
MEAL PERIODS

Section A8.7(b) – Opportunity to Eat

Amend subsection (b) as follows:

- “(i) Notwithstanding the provisions of A8.7(i) above and Section A8.2, at Network News operations an employee assigned for the majority of their 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)~~ **Forty-Six Dollars (\$46.00)** 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. The Company shall inform employees as soon as reasonably possible whether or not the ~~Forty-Four Dollar (\$44.00)~~ **Forty-Six Dollar (\$46.00)** 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 workweek 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)~~ **Two Hundred Thirty Dollars (\$230.00)** 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)~~ **Forty-Six Dollars (\$46.00)** per day for a sixth (6<sup>th</sup>) or seventh (7<sup>th</sup>) day of such assignment(s) described in the preceding sentence within a workweek.

ARTICLE A-XIV  
DAILY EMPLOYMENT

Section A14.2(d)

Clarify and amend Section A14.2(d) as follows:

“In the event the Company engages a person on a daily basis and thereafter cancels such engagement after 1:00 P.M. of the day preceding the assignment, said person shall be paid a sum equal to a four (4), six (6), eight (8) or ten (10) hour engagement, whichever is applicable. **If schedule changes are desired after 1:00 P.M. of the day preceding the assignment, such changes can only be made by adding work time to the previously scheduled hours at overtime rates. The previous sentence, however, shall not apply where notice of schedule change affecting start time is given after 1:00 P.M. of the day preceding the assignment and the schedule change does not alter the employee’s start time by more than three (3) hours.**

**If schedule changes are desired after 1:00 P.M. of the day preceding the assignment and a person engaged on a daily basis is unable to accept the engagement, such person shall be paid a sum equal to one-half of the four (4), six (6), eight (8) or ten (10) hour originally scheduled engagement, and shall receive the appropriate payment in lieu of benefits pursuant to Sideletter FD-1.**

In addition, in the event the Company engages a person on a daily basis and thereafter cancels such engagement after 1:00 P.M. of the day preceding the assignment, such person shall receive the appropriate payment in lieu of benefits pursuant to Sideletter FD-1 for the cancelled engagement, and the engagement shall count as a day worked for purposes of calculating all applicable eligibility thresholds.”

ARTICLE A-XIV  
DAILY EMPLOYMENT

Section A14.2(f)

Amend Section A14.2(f) as follows:

“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 by **direct deposit or refillable pay card in accordance with the provisions of the Company policy and the employee’s executed authorization for one of these forms of payment,** ~~separate check~~ by February 15 of the next succeeding calendar year.”

(See Sideletter HO for daily hires who work more than 180 days in a calendar year.)

**[Make conforming changes to B3.4, F3.11(a), K3.14(a), O3.14(a), P3.3(a) and Sideletter HO.]**

ARTICLE A-XIV  
DAILY EMPLOYMENT

Section A14.2(h) – Daily Hire Life Insurance

Amend sub-section (h) as follows:

“(h) Except with respect to any daily hire participating in the Signature Plan as provided in Sideletter HF (Daily Hire Signature Benefits), paragraph 5(d), the Company will provide a daily hire employee with Company paid life insurance in the principal amount of ~~Sixty-Five Thousand Dollars (\$65,000.00)~~ **Ninety Thousand Dollars (\$90,000.00) (effective January 1, 2027)**, on the following basis:

- (i) A daily hire employee who works more than seventy-five (75) days in a calendar year shall qualify for such life insurance policy for a single calendar year as set forth herein.
- (ii) The policy will be in effect for the calendar year immediately following the qualifying year as defined in subparagraph (i) above.
- (iii) Eligibility for this life insurance policy shall lapse and the employee shall have no coverage provided by the Company effective January 1 in any calendar year immediately following a year in which the daily hire employee does not work more than seventy-five (75) days within a calendar year.
- (iv) [Deleted.]

(See Sideletters DT, GF and HF.)”

**[Make conforming changes to Section B3.4(a), F3.11(a), K3.14(a), O3.14(a), and P3.3(a).]**

ARTICLE A-XIV  
DAILY EMPLOYMENT

Amend the current provision as follows:

Section A14.3:

- (b) Section 16.4(a): ~~Effective April 1, 2022,~~ On “travel-only” days involving travel to out-of-town assignments covered by the Master Agreement, a daily hire employee’s workday and travel time shall begin **thirty (30) minutes prior to the** ~~at the~~ scheduled departure time of the common carrier and shall end thirty (30) minutes after the employee arrives at the gate, train station, or port at the out-of-town destination, with a minimum daily credit of eight (8) hours of pay at a rate of ~~Thirty-Five Dollars and Twenty-Five Cents (\$35.25)~~ **Thirty-Nine Dollars (\$39.00) (\$40.00 effective the first full payroll period following April 1, 2027; \$41.00 effective the first full payroll period following April 1, 2028; \$42.00 effective the first full payroll period following April 1, 2029; and \$43.00 effective the first full payroll period following April 1, 2030)** per hour ~~(increasing to Thirty-Five Dollars and Seventy-Five Cents (\$35.75) per hour effective April 6, 2024),~~ but in no event higher than the employee’s regular rate of pay.

Upon returning from an out-of-town assignment, a daily hire employee’s workday and travel time shall commence as described in the preceding sentence and shall end ~~when the carrier~~ **thirty (30) minutes after the employee** arrives at the gate, train station, or port at the destination, with a minimum daily credit of eight (8) hours of pay at the applicable rate pursuant to this provision. There shall be no crediting of any travel time from the airport, train station, or port.

Any hours of travel by such employee in excess of eight (8) hours in any such day shall be paid as daily overtime at one and one half (1½) times the applicable rate pursuant to this provision. The above-referenced eight (8) hours and any hours of travel in excess of eight (8) hours in any such day will not count towards weekly overtime. In addition, the Company will make a payment in the amount of Fifteen Dollars (\$15.00) as a mandatory contribution to the Entertainment Industry Flex Plan and a contribution in the amount of Five Dollars (\$5.00) to the employee’s designated retirement savings plan pursuant to Sideletter FD-1 (Communications Workers of America Savings and Retirement Trust (“SRT”) or the Entertainment Industry 401(k) Plan (“Flex 401(k) Plan”)) for any “travel-only” day.

The Company shall pay such hourly rate and contributions on “travel-only” days when the employee requests, and management agrees to permit, the employee to drive to the out-of-town remote site a distance of sixty-five (65) miles or more pursuant to Section 17.1(c). Such hourly rate and contributions shall also be paid when the Company assigns someone to drive to the out-of-town remote site a distance of sixty-five (65) miles or more but 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. In both cases, such employee’s workday and

travel time shall begin upon commencement of the drive and shall end upon arrival at the destination, with a minimum daily credit of eight (8) hours of pay at the applicable rate pursuant to this provision.

This hourly rate and contributions shall be in lieu of any other 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 also 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 and the benefits provided in Sideletter IF. 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).

Article A-VIII shall be inapplicable on any "travel-only" day(s), and no meal period need be scheduled or assigned on such day(s), nor shall any meal period penalties accrue on such days.

~~**{The hourly travel-only rate in the first Paragraph of this Section shall be incorporated into the daily hire wage scales in Section A14.5 and shall be subject to any general wage increases applied therein.}**~~

- (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.



**NABET-CWA/ABC Inc.  
Tentative Agreement  
May 1, 2026**

**ABC-NABET Sports Event Agreement**



ARTICLE A-XV  
ABC-NABET SPORTS EVENT AGREEMENT

Section A15.2 – Work Assignment Commitment

Amend Section A15.2(a) as follows:

“(a) ESPN has requested that ABC provide technical services for certain specified events. As a result, ABC agrees to assign “A” Engineering Unit employees to perform live or tape program origination engineering work in the field for such ESPN produced sports events on The ABC Television Network, ESPN and ESPN2 (“ESPN Primary”), ESPNU, ESPN3, ESPNNews, ESPN Classic, The Longhorn Network, ACC Network, SEC-ESPN Network, ESPN+, ACC Network Extra, and SECN+, **ESPN Produced Sports Events for YouTube, ESPN Produced Sports Events for the NFL Network and ESPN Unlimited** (“Additional ESPN Platforms”) (with ESPN Primary and each Additional ESPN Platform when referenced collectively, referred to as “ESPN Platforms”), pursuant to all the terms and conditions of the 2021- 2025 ABC-NABET Master Agreement (“Master Agreement”) applicable to the “A” Unit, and any applicable successor agreement thereto, except as modified herein. The foregoing assignment commitment shall apply to engineering work for pre, post, half-time or wrap-around shows (“wrap shows”) in connection with such events that originate either from the venue of the event, ~~or ABC Times Square Studios (“TSS”)~~ **or 7 Hudson Square Studios**, except as otherwise provided herein. The parties acknowledge that this Agreement does not supersede or change the TSS Marquis/Atrium Four Wall Agreement, dated July 23, 2013, that pertains to studio shows that are not wrap programs for a sports event.”

ARTICLE A-XV  
ABC-NABET SPORTS EVENT AGREEMENT

New Section A15.3(a)(vi)(5)

Add a new Paragraph 5 to Section A15.3(a)(vi) as follows:

**“If the Company engages a person on a daily hire basis for an out-of-town assignment pursuant to Article A-XV, the ABC-NABET-CWA Sports Event Agreement, and thereafter cancels such assignment forty-eight (48) hours ~~thirty-six (36) hours~~ or less notice prior to the first scheduled date of such assignment, including whether that first scheduled date of assignment is a travel only day, travel-work day, or work-travel day, the Company shall, for each day cancelled of such assignment, either (1) provide a comparable alternative work opportunity for the employee so cancelled within a reasonable period of time; or (2) pay the employee so cancelled a sum equal to the regular straight time day rate for the scheduled minimum call of the cancelled assignment, as well as the appropriate payment in lieu of benefits for that day, and the day shall count as a day worked for purposes of calculating all applicable eligibility thresholds. For purposes of determining applicable days if an assignment spans multiple days, set/prep days or knockdown days, travel-work or work-travel shall count but travel-only, days shall not count towards the calculation. Notwithstanding the above, no payment shall be due if the sports event is cancelled due to circumstances outside the Company’s control (e.g. weather, government order, series sweep).”**

ARTICLE A-XV  
ABC-NABET SPORTS EVENT AGREEMENT

Section A15.4 – Mutual Work Force Stability Commitments

Amend Section A15.4 as follows:

“(a) No Strike/No Interference: Notwithstanding the expiration of the 2021-2025 Master Agreement, or any successor thereto, NABET-CWA, its constituent locals and their respective executive boards (“Union”), agree that through December 31, ~~2034~~2038, neither the Union, nor their officers, agents or members, will authorize, aid, encourage, direct, abet or participate in any strike or picketing or in any other way interfere with the operations of any sports event or wrap show on the ABC Television Network or on any ESPN Platform, or any other ESPN facility or production. The Union further agrees not to fine, expel or otherwise discipline any of its members for performing work for ESPN, or in any other way attempt to interfere with its members performing work or work assignments for ESPN. In addition, ABC may cease engaging or discipline any employee assigned pursuant to this Agreement for refusal to cross a picket line established by any labor organization.

(b) No Lock-Out Commitment: ABC agrees that there will be no lockout of employees covered by this Agreement through December 31, ~~2034~~2038.

(c) Union Security Commitment: Through and including December 31, ~~2034~~2038, Sections 3.1 and 3.2 of the Master Agreement shall apply with respect to NABET-represented employees assigned pursuant to this Agreement.

(d) Limitation of Claims: The Union agrees that with respect to both the ABC and ESPN organizations, that it will not seek to (i) expand its work jurisdiction beyond what is expressly provided for in the ~~2021-2025~~ 2024-2026 Master Agreement, any successor thereto, or this Agreement; (ii) claim or assert jurisdiction, recognition or other representational rights, through a grievance, unit clarification or other legal proceeding (including arbitration, NLRB or Federal or State Court actions, etc.), over any individuals performing work or work assignments for either ESPN, ABC, or their parents, subsidiary or affiliated organizations, based on the work opportunities afforded and the work force arrangement contemplated by this Agreement. Notwithstanding the foregoing paragraph, the Union may invoke the National Labor Relations Board’s process for seeking a representation election in accordance with Section 9(c) of the NLRA, or any successor provision thereto.”

ARTICLE A-XV  
ABC-NABET SPORTS EVENT AGREEMENT

Section A15.7 – Termination of Agreement

Amend Section A15.7 as follows:

“(a) This Agreement shall terminate on December 31, ~~2034~~2038.”

[Subsections (b) and (c) remain unchanged.]

“(d) In the event this Agreement is terminated, either at its December 31, ~~2034~~2038 expiration date, or earlier pursuant to the terms herein, neither the Union nor the Company will cite in any subsequent NLRB, arbitration or other legal proceeding the factual, structural, production, operational or administrative circumstances that pertained during the term of this Agreement in the relationship between the ABC and ESPN entities, and any evidence concerning such matter shall not be received in any arbitration or other legal proceeding.”

[Subsection (e) remains unchanged.]



**NABET-CWA/ABC Inc.**  
**Tentative Agreement**  
**May 1, 2026**

**F / K / O Unit Agreements**  
**(Newswriters/Newsriters-Producers/Desk Assistants)**



ARTICLE F-III  
CLASSIFICATION AND WAGE SCALES

Amend the current provision as follows:

Section F3.1

- 1.-2. [Unchanged]
3. **Staff Employee Escalator:** Notwithstanding any provision of the Master Agreement to the contrary, any existing staff employee below the “4 and over” rate as of April 1, 2017, and any staff employee hired on or after April 1, 2017, shall progress up the escalator until such employee reaches the “3-4 rate,” but shall not be entitled to be paid at or above the “4 and over” rate, except as a matter of merit or overscale pay as determined in the sole discretion of the Company. Such merit or overscale rate shall be set forth in a Sideletter FF overscale arrangement. **The Company shall place new hires on a specific step of the pay escalator and shall notify the Union of the specific step placement, including for those placed at the “0-1 rate.” Upon notice of ratification of the successor to the 2021-2025 Master Agreement (extended through September 30, 2026), or October 1, 2026, whichever is later, employees who are paid at or above the “3-4” rate and who are not at the “4 and over” rate will conduct a self-evaluation as part of a performance review. The Company shall conduct a performance review of each such employee to determine if that employee shall progress to the “4 and over” rate. This process shall occur yearly thereafter on the anniversary date of each employee who is paid at or above the “3-4” rate and who is not at the “4 and over” rate (until they reach the “4 and over” rate). Such performance review shall be provided to the Local Union President on a confidential basis. The parties agree that other than those in the Union who have a “need to know”, that the Union will not share a copy of the review or disclose its contents to any persons or entities. The Company shall notify the Local Union at such time as any employee progresses to the “4 and over” rate.**
4. [Unchanged]
5. **New Daily Hire Escalator Placement:** ~~The Company shall notify the Union of its decision as to the escalator placement of new daily hires, including those placed at the “0-1 rate.” Thereafter, any annual raise(s) coming due pursuant to paragraph 1 shall be applied to such employee’s initial escalator placement or any subsequent discretionary rate increase, regardless of whether that annual raise will result in a rate that is higher or lower than any specific escalator step set forth in Section F3.1, provided that no employee shall be paid below the 0-1 rate.~~ **The Company shall place new daily hires, on a specific step of the pay escalator and shall notify the Union of the specific step placement, including for those placed at the “0-1 rate.” Subsequent moves on the pay escalator shall occur after a daily hire has worked two hundred twenty (220) days in the “F” Unit, but in no event prior to one (1) year after initial placement, or last move, on the appropriate escalator. Such employee shall progress up the**

escalator until the employee reaches the “3-4 rate,” but shall not be entitled to be paid at or above the “4 and over” rate, except as a matter of merit or overscale pay as determined in the sole discretion of the Company. Such merit or overscale rate shall be set forth in a Sideletter FF overscale arrangement. Upon notice of ratification of the successor to the 2021-2025 Master Agreement (extended through September 30, 2026), or October 1, 2026, whichever is later, daily hire employees who are paid at or above the “3-4” rate and are not yet at the “4 and over” rate will conduct a self-evaluation as part of a performance review. The Company shall conduct a performance review of each such employee to determine if that employee shall progress to the “4 and over” rate. This process shall occur yearly thereafter for each employee who is paid at or above the “3-4” rate and who is not at the “4 and over” rate until they reach the “4 and over” rate. Such performance review shall be provided to the Local Union President on a confidential basis. The parties agree that other than those in the Union who have a “need to know”, that the Union will not share a copy of the review or disclose its contents to any persons or entities. The Company shall notify the Local Union at such time as any employee progresses to the “4 and over” rate.

6. [Unchanged]

ARTICLE K-III  
CLASSIFICATION AND WAGE SCALES

Amend the current provision as follows:

Section K3.1

1.-2. [Unchanged]

3. **Staff Employee Escalator:** Notwithstanding any provision of the Master Agreement to the contrary, any existing staff employee below the “4 and over” rate as of April 1, 2017, and any staff employee hired on or after April 1, 2017, shall progress up the escalator until such employee reaches the “3-4 rate,” but shall not be entitled to be paid at or above the “4 and over” rate, except as a matter of merit or overscale pay as determined in the sole discretion of the Company. Such merit or overscale rate shall be set forth in a Sideletter FF overscale arrangement. **The Company shall place new hires on a specific step of the pay escalator and shall notify the Union of the specific step placement, including for those placed at the “0-1 rate.” Upon notice of ratification of the successor to the 2021-2025 Master Agreement (extended through September 30, 2026), or October 1, 2026, whichever is later, employees who are paid at or above the “3-4” rate and who are not at the “4 and over” rate will conduct a self-evaluation as part of a performance review. The Company shall conduct a performance review of each such employee to determine if that employee shall progress to the “4 and over” rate. This process shall occur yearly thereafter on the anniversary date of each employee who is paid at or above the “3-4” rate and who is not at the “4 and over” rate (until they reach the “4 and over” rate). Such performance review shall be provided to the Local Union President on a confidential basis. The parties agree that other than those in the Union who have a “need to know”, that the Union will not share a copy of the review or disclose its contents to any persons or entities. The Company shall notify the Local Union at such time as any employee progresses to the “4 and over” rate.**

4. **Daily Hire Escalator:** ~~The parties’ Settlement Agreement dated May 9 and 10, 2002, AC 99-05 and AC 00-05, Extension Agreement dated December 3, 2004 and Letter Agreement dated March 3, 2005 (collectively “Settlement Agreement”) shall continue except:~~

a. ~~The rule in paragraph 3 shall apply to existing daily hires below the “4 and over” rate and new daily hires. Existing daily hires shall be defined to mean those employees employed as of April 1, 2017, and new daily hires shall mean those daily hires employed on or after April 1, 2017.~~

b. ~~Paragraph II. A of the Settlement Agreement shall no longer apply to new daily hires. Instead, the Company shall notify the Union of its decision as to the initial~~

~~escalator placement of new daily hires, that is, daily hires employed on or after April 1, 2017, including those placed at the “0-1 rate.”~~

**The Company shall place new daily hires, vacation relief, or temporary employees on a specific step of the pay escalator and shall notify the Union of the specific step placement, including for those placed at the “0-1 rate.” Subsequent moves on the pay escalator shall occur after a daily hire, vacation relief or temporary employee has worked two hundred twenty (220) days in the “K” Unit, but in no event prior to one (1) year after initial placement, or last move, on the appropriate escalator. Such employee shall progress up the escalator until the employee reaches the “3-4 rate,” but shall not be entitled to be paid at or above the “4 and over” rate, except as a matter of merit or overscale pay as determined in the sole discretion of the Company. Such merit or overscale rate shall be set forth in a Sideletter FF overscale arrangement. Upon notice of ratification of the successor to the 2021-2025 Master Agreement (extended through September 30, 2026), or October 1, 2026, whichever is later, daily hire, vacation relief, and temporary employees who are paid at or above the “3-4” rate and are not yet at the “4 and over” rate will conduct a self-evaluation as part of a performance review. The Company shall conduct a performance review of each such employee to determine if that employee shall progress to the “4 and over” rate. This process shall occur yearly thereafter for each employee who is paid at or above the “3-4” rate and who is not at the “4 and over” rate until they reach the “4 and over” rate. Such performance review shall be provided to the Local Union President on a confidential basis. The parties agree that other than those in the Union who have a “need to know”, that the Union will not share a copy of the review or disclose its contents to any persons or entities. The Company shall notify the Local Union at such time as any employee progresses to the “4 and over” rate.**

5. [Unchanged]

**(The parties’ Settlement Agreement dated May 9 and 10, 2002, AC 99-05 and AC-00-05, the Extension Agreement dated December 3, 2004, and the Letter Agreement dated March 3, 2005, (collectively “Settlement Agreement”) is the basis for the initial escalator placement and subsequent moves in paragraph 4 above. The above-referenced settlement agreement shall otherwise continue.)**

ARTICLE O-III  
CLASSIFICATION AND WAGE SCALES

Amend the current provision as follows:

Section O3.1

- 1.-2. [Unchanged]
3. **Staff Employee Escalator:** Notwithstanding any provision of the Master Agreement to the contrary, any existing staff employee below the “4 and over” rate as of April 1, 2017, and any staff employee hired on or after April 1, 2017, shall progress up the escalator until such employee reaches the “3-4 rate,” but shall not be entitled to be paid at or above the “4 and over” rate, except as a matter of merit or overscale pay as determined in the sole discretion of the Company. Such merit or overscale rate shall be set forth in a Sideletter FF overscale arrangement. **The Company shall place new hires on a specific step of the pay escalator and shall notify the Union of the specific step placement, including for those placed at the “0-1 rate.” Upon notice of ratification of the successor to the 2021-2025 Master Agreement (extended through September 30, 2026), or October 1, 2026, whichever is later, employees who are paid at or above the “3-4” rate and who are not at the “4 and over” rate will conduct a self-evaluation as part of a performance review. The Company shall conduct a performance review of each such employee to determine if that employee shall progress to the “4 and over” rate. This process shall occur yearly thereafter on the anniversary date of each employee who is paid at or above the “3-4” rate and who is not at the “4 and over” rate (until they reach the “4 and over” rate). Such performance review shall be provided to the Local Union President on a confidential basis. The parties agree that other than those in the Union who have a “need to know”, that the Union will not share a copy of the review or disclose its contents to any persons or entities. The Company shall notify the Local Union at such time as any employee progresses to the “4 and over” rate.**
4. [Unchanged]
5. **New Daily Hire Escalator Placement:** ~~The Company shall notify the Union of its decision as to the escalator placement of new daily hires, including those placed at the “0-1 rate.” Thereafter, any annual raise(s) coming due pursuant to paragraph 1 shall be applied to such employee’s initial escalator placement or any subsequent discretionary rate increase, regardless of whether that annual raise will result in a rate that is higher or lower than any specific escalator step set forth in Section F3.1, provided that no employee shall be paid below the 0-1 rate.~~ **The Company shall place new daily hires, on a specific step of the pay escalator and shall notify the Union of the specific step placement, including for those placed at the “0-1 rate.” Subsequent moves on the pay escalator shall occur after a daily hire has worked two hundred twenty (220) days in the “O” Unit, but in no event prior to one (1) year after initial placement, or**

last move, on the appropriate escalator. Such employee shall progress up the escalator until the employee reaches the “3-4 rate,” but shall not be entitled to be paid at or above the “4 and over” rate, except as a matter of merit or overscale pay as determined in the sole discretion of the Company. Such merit or overscale rate shall be set forth in a Sideletter FF overscale arrangement. Upon notice of ratification of the successor to the 2021-2025 Master Agreement (extended through September 30, 2026), or October 1, 2026, whichever is later, daily hire who are paid at or above the “3-4” rate and are not yet at the “4 and over” rate will conduct a self-evaluation as part of a performance review. The Company shall conduct a performance review of each such employee to determine if that employee shall progress to the “4 and over” rate. This process shall occur yearly thereafter for each employee who is paid at or above the “3-4” rate and who is not at the “4 and over” rate until they reach the “4 and over” rate. Such performance review shall be provided to the Local Union President on a confidential basis. The parties agree that other than those in the Union who have a “need to know”, that the Union will not share a copy of the review or disclose its contents to any persons or entities. The Company shall notify the Local Union at such time as any employee progresses to the “4 and over” rate.

6. [Unchanged]



**NABET-CWA/ABC Inc.**  
**Tentative Agreement**  
**May 1, 2026**

**Sideletters**



Sideletter AI  
Written Stipulations

Amend the current provision as follows:

It is agreed that all written stipulations, sideletters and other written agreements entered into between ABC, Inc, a wholly owned subsidiary of Disney Enterprises, Inc., a wholly owned subsidiary of The Walt Disney Company, Inc., and the National Association of Broadcast Employees and Technicians, the Broadcasting and Cable Television Workers Sector of the Communications Workers of America, AFL-CIO, CLC, during the period from April 1, ~~2017~~ **2021** to ~~March 31, 2021~~ **September 30, 2026** will be deemed to be in effect for the period of the current contract. This will not apply to stipulations, sideletters and other agreements which the parties have specifically canceled or which are modified by provisions of the current contract.

Sideletter DN  
Digital Cameras and Related Equipment

Modify the Sideletter as follows:

The Company recognizes and values the unique contributions made by its NABET-CWA-represented ENG and EFP crews in the past and is committed to continuing to use them in the future for such work. However, the parties recognize that due to the technological advances relating to ENG and EFP camera equipment, the Company may in certain situations have individuals other than NABET-CWA-represented employees gather material on assignments in the field or within any Company facility, other than a broadcast studio within such facilities, in the following cases.

Therefore, notwithstanding any other provisions of the Master Agreement, arbitration awards, grievance resolutions or practices to the contrary, it is agreed as follows:

Any person(s) described below may operate digital camera equipment (e.g., Sony: DVX 1000, Alpha7 series, **FX6, FX30**, PXW-FS5, FS7, 100, 200, 300, X70, Z90, Z150, Z190, and Z280, and **Z300**; Panasonic: AG-CX350, AG-HMC40, AG-HPX170, AG-HPX250, AG-AC30, AG-UX90, AG-UX180, AG-DVX200, AG-CX10, AJ-PX230, AG-HPX255, AJ-PX270, HC-V770, HC-WX970 and HC-VX870; Canon: EOS 5D, EOS C100, EOS C200, EOS C300, EOS C300 Mark III and XA40; JVC: GY-HM200, GY-HM170U, GY-HM180U, GY-HM250U, GY-HC500/550U and GY-HM620U; or other substantially similar camera equipment, and including video phones (or similar devices), whether HD or SD, in the situations listed below. **The Company will provide the Union notice every six (6) months of the substantially similar camera equipment it has purchased for use by persons (including ENG and EFP crews) on assignments for programs for broadcast pursuant to this Sideletter. Notwithstanding Article 20.1, the Union may file a grievance within forty-five (45) days from when the Company provides the above notice.** The parties agree to convene a committee consisting of four (4) Union representatives and three (3) Company representatives to meet at least every six (6) months to discuss any concerns regarding the digital camera equipment used pursuant to this Sideletter.

1. ~~As long as camera operation is not such person's overall primary job function,~~ **Such** persons (except interns) may operate such camera equipment on assignments when its use is combined (whether or not simultaneous) with other work or functions such person(s) normally performs (*i.e.*, announcing, reporting, producing, newswriting, directing), **as long as camera operation is not such person's overall primary job function on that assignment, which may be of any period of time, including, but not limited to, days or weeks.** Persons covered by the foregoing paragraph will not shoot for others on a regular basis and only in unforeseen circumstances.
- 2.-3. [Remain unchanged.]
4. The parties acknowledge that personal communication devices (e.g., cell phones, iPhones) available to the general public do not constitute technical equipment under the Master Agreement.

During the negotiations for the successor to the 2011-2017 Master Agreement, the Company stated that services like Stringr, may gather news or other programming material on iPhones, iPads, Samsung phones, and other personal communication devices. In those instances where such devices are used to gather material, the parties agreed the Company can request specific video be provided to the Company by outside services like Stringr, and such material may be used on broadcast, without violating any provision of the Master Agreement.

During the negotiations for the successor to the 2017-2021 Master Agreement, the parties again discussed the use of outside services (e.g.,Stringr) and agreed that, on a quarterly basis, the Company shall provide to the Sector a report containing the date and subject matter of material utilized for broadcast from such outside service(s).

- 5.-7. [Remain unchanged]
  8. No ENG or EFP field engineer (i.e., member of one or two person camera crew) on regular staff as of ~~July 7, 2022~~ **the date of ratification of the successor to the 2022 2021-2025 Master Agreement (as extended through September 30, 2026)**, shall be laid off during the term of the successor to the ~~2021-2025~~ **2021-2025 Master Agreement (as extended through September 30, 2026)** ~~Master Agreement~~, as a direct result of the use of such cameras by other persons in accordance with the terms of this Sideletter.
  9. [Remain unchanged.]
  10. The term “broadcast studio” in the first paragraph of this Sideletter includes only those studio floor areas within ABC’s technical facilities from which broadcasts regularly originate (e.g., ~~TSS, TV-1, TV-2, TV-3, TV-13 and TV-14~~ **Studios A, B, C, D and E at 7 Hudson Square** in New York; TV-A and TV-B in Washington; and TV-1, TV-2 and TV-3 in Chicago). With respect to newsrooms from which programs or portions of programs originate, nothing herein shall be construed to permit the Company to utilize cameras covered by this Sideletter to substitute for shots that regularly originate from flash-cams or other camera equipment situated in the broadcast part of such newsrooms. In all other respects, the Company may utilize cameras covered by this Sideletter in such newsrooms.
- The Company’s right to have persons permitted by Sideletter DN operate digital cameras to gather material “within any Company facility, other than a broadcast studio within such facilities,” shall not be construed to prohibit such persons from gathering material where the subject is an interviewee, guest or talent entering or exiting a broadcast studio in connection with an interview or appearance in such broadcast studio, and the person does not rely upon the studio’s audio or video equipment.
- 11.-12. [Remain unchanged.]

13. **Persons not covered by the Master Agreement may gather material for non-broadcast platforms (i.e., non-covered businesses pursuant to Sideletter EP) using personal communication devices on any assignment, including, but not limited to, in a Company broadcast studio. However, material shot in a broadcast studio using a personal communication device may be exhibited on broadcast if such material (i) is shot from a first-person point-of-view (e.g., selfie, video diary) by on-air talent, guest, or interviewee; (ii) is impromptu; (iii) is behind-the-scenes and not intentionally shot for broadcast; or (iv) is intentionally shot for non-covered businesses pursuant to Sideletter EP but replayed.**

**The parties acknowledge that the rights set forth in paragraphs 3, 5, and 10 apply to persons operating personal communication devices.**

Sideletter EN  
San Francisco Conditions

Amend the base scale wages listed under Sections 1 and 2 of Paragraph IV of Sideletter EN as follows.

<b><u>KGO-TV A-Unit Employees under Sideletter EN</u></b>	
<b><u>A-Unit Staff</u></b>	<b><u>Minimum base scale wage rate effective first full payroll period after date of notice of ratification</u></b>
<b><u>Group 1A</u></b>	<b><u>\$2,024.50</u></b>
<b><u>Group 5</u></b>	<b><u>\$2,234.50</u></b>
<b><u>Group 7</u></b>	<b><u>\$2,348.00</u></b>
<b><u>Group 8</u></b>	<b><u>\$2,517.00</u></b>
<b><u>A-Unit Daily Hire</u></b>	<b><u>Minimum base scale wage rate effective first full payroll period after date of notice of ratification</u></b>
<b><u>Group 1A</u></b>	
<b><u>Four Hour</u></b>	<b><u>\$201.50</u></b>
<b><u>Six Hour</u></b>	<b><u>\$303.00</u></b>
<b><u>Eight Hour</u></b>	<b><u>\$404.50</u></b>
<b><u>Group 5</u></b>	
<b><u>Four Hour</u></b>	<b><u>\$222.00</u></b>
<b><u>Six Hour</u></b>	<b><u>\$335.50</u></b>
<b><u>Eight Hour</u></b>	<b><u>\$444.50</u></b>
<b><u>Group 7</u></b>	
<b><u>Four Hour</u></b>	<b><u>\$235.50</u></b>
<b><u>Six Hour</u></b>	<b><u>\$353.00</u></b>
<b><u>Eight Hour</u></b>	<b><u>\$469.50</u></b>
<b><u>Group 8</u></b>	
<b><u>Four Hour</u></b>	<b><u>\$250.50</u></b>
<b><u>Six Hour</u></b>	<b><u>\$378.50</u></b>
<b><u>Eight Hour</u></b>	<b><u>\$503.50</u></b>

Sideletter FB  
Daily Hire Defined Contribution Plan

Amend the current provision as follows:

The Company will pay on behalf of each daily hire employee employed under the “A”, “B”, “F”, “K”, “O” or “P” Agreements who has worked more than twenty (20) days in a calendar year, ~~four percent (4%) (increasing to five percent (5%) effective January 1, 2024)~~ **seven and one quarter percent (7.25%) for daily hires who elect to participate in Signature Plan benefits pursuant to Sideletter HF, effective January 1, 2027** of the employee’s straight time hours worked in that same calendar year, to the Communications Workers of America Savings and Retirement Trust (“SRT”), The Entertainment Industry 401(k) Plan or other qualified plan, pursuant to an individual employee’s one-time election, provided that all the following requirements are met by such plan: (1) Plan is qualified under applicable Internal Revenue Code provisions; (2) Plan complies with all other applicable provisions of law; (3) Plan is self-supporting as to any administrative or other costs; and (4) Plan permits all contributions to be fully tax deductible to the Company. The Union must provide the Company adequate time to reasonably examine an equivalent plan and must be given a minimum of six (6) months to administratively transfer payments to the Plan. The contributions will be payable by separate check to the Plan by February 15 of the next succeeding calendar year provided all of the above conditions are satisfied.

In addition, there shall be a one-time election made by the employee by ~~September 30, 2022~~ **October 31, 2026**, to change their election from the originally elected plan to another plan that meets the qualifications of the immediately preceding paragraph. Such election shall be effective beginning January 1, ~~2023~~ **2027**.

Sideletter FD-1  
Flex Plan/401(k) Plan

Amend the Sideletter FD-1 payment in lieu of benefits as follows:

**Master Agreement / SportsCenter with Scott Van Pelt:**

	Flex Medical Plan Company Contributions	SRT/Flex 401(k) Plan Company Contribution	Direct Payment in Lieu of Benefits	Total
Current	\$40.00	\$25.00	\$25.00	\$90.00
April 1, 2027	\$45.00	\$35.00	\$15.00	\$95.00
<b>April 1, 2028</b>	<b>\$50.00</b>	<b>\$35.00</b>	<b>\$10.00</b>	<b>\$95.00</b>
April 1, 2029	<b>\$60.00</b>	<b>\$40.00</b>	\$0.00	\$100.00

**Washington, DC ESPN Studio Shows:**

	Flex Medical Plan Company Contributions	SRT/Flex 401(k) Plan Company Contribution	Direct Payment in Lieu of Benefits	Total
Current	\$45.00	\$25.00	\$15.00	\$85.00
April 1, 2027	\$50.00	\$30.00	\$10.00	\$90.00
April 1, 2028	\$55.00	\$35.00	\$5.00	\$95.00
April 1, 2029	<b>\$60.00</b>	<b>\$40.00</b>	\$0.00	\$100.00

**7 Hudson ESPN Studio Shows:**

	Flex Medical Plan Company Contributions	SRT/Flex 401(k) Plan Company Contribution	Direct Payment in Lieu of Benefits	Total
Current	\$30.00	\$15.00	\$35.00	\$80.00
April 1, 2027	<b>\$40.00</b>	\$20.00	<b>\$25.00</b>	\$85.00
April 1, 2028	\$50.00	\$25.00	\$15.00	\$90.00
April 1, 2029	\$55.00	\$30.00	\$10.00	\$95.00
April 1, 2030	<b>\$60.00</b>	<b>\$40.00</b>	\$0.00	\$100.00

**Sports Event Agreement:**

	Flex Medical Plan Company Contributions	SRT/Flex 401(k) Plan Company Contribution	Direct Payment in Lieu of Benefits	Total
Current	\$50.00	\$25.00	\$0.00	\$75.00
April 1, 2027	\$50.00	\$30.00	\$0.00	\$80.00
April 1, 2028	\$55.00	\$30.00	\$0.00	\$85.00
April 1, 2029	\$55.00	\$35.00	\$0.00	\$90.00
April 1, 2030	\$55.00	\$40.00	\$0.00	\$95.00

Sideletter GF  
Direct Deposit

Modify the Sideletter as follows:

~~Any~~ NABET-CWA-represented employees, regular, daily hire, vacation relief or part-time, ~~may~~ elect to shall receive their pay~~check~~ by direct deposit or refillable pay card in accordance with the provisions of the Company policy. Employees will execute an authorization for one of these forms of payment. All benefits and programs referenced in this Sideletter and participation therein are subject to Sideletter EF.

[Make conforming changes in Sections A14.2(f), B3.4, F3.11(a), K3.14(a), O3.14(a), and P3.3(a).]

Sideletter GQ  
ABC-NABET Retirement Plan

Modify the current Sideletter as follows:

1. Update provisions to retain the Base Benefit Accrual Rate of 0.65% provided in paragraph 2 of Sideletter GQ for credited service earned between January 1, 2025 and December 31, 2030, except as otherwise provided in Sideletter GQ, as updated.
2. Retain current formula for a Retroactive Increase In Accrual Rate, except as provided in paragraphs 3 and 4 of this Summary Proposal.
3. Update provisions relating to such Retroactive Increase to cover 2025, 2026, 2027, 2028, 2029 and 2030.
4. The Retroactive Increase formula shall remain the same as provided in paragraphs 5 through 10, 12 and 15 of Sideletter GQ, subject to corresponding date changes and respective number of calendar year quarters.
5. Update paragraph 4 (Mandatory Annual Freeze Determinations) to reflect freeze determinations effective January 1 of 2027, 2028, 2029 and 2030 and 2031, and update corresponding dates for the relevant measurements.
6. Update paragraph 11 (Determination of Mandatory Freeze/Accrual Rate Reduction) to reflect April 1 of the termination year of the successor to the 2021 – 2025 as extended through 2026 (such that the mandatory freeze or reductions of that paragraph, if applicable, would be as of April 1, 2031), and update the corresponding dates for the relevant measurements. The Determination formula and method set forth therein shall remain unchanged.
7. Update paragraph 13, to apply to the benefit accrual rate for credited service earned on and after January 1, 2031 and to change the reference to the successor to the 2026-2031 Master Agreement
8. The remaining provisions of Sideletter GQ shall remain unchanged, except for date and conforming changes.

Sideletter HC  
Graphics Operator Work on Sports Remotes

Amend the current provision as follows, **contingent upon the Parties' continued agreement as set forth in the Parties' February 8, 2023 e-mail communication:**

The parties have discussed the Company's exercise of its right during the term of the ~~2017-2021~~ **2021-2025** Master Agreement (**extended through September 30, 2026**) to assign graphics operator work to be performed in the field on Network sports events (e.g., VIZ-RT, Chyron Duet), pursuant to Sideletter DK, to persons other than NABET-CWA-represented engineering employees. NABET-CWA has proposed that such work in the future be covered under the Master Agreement with respect to any sports events covered by such Agreement, notwithstanding the Company's rights under Sideletter DK, and has asserted that NABET-CWA-represented employees had for a period of time in the past performed such work in the field for such sports events.

Without waiving or diminishing its rights under Sideletter DK in any respect, the Company agrees nevertheless not to assert such rights with respect to the above-described graphics operator work in the field on covered Network sports events broadcast by the Company, and assign such work on a non-exclusive basis to employees pursuant to the provisions of the Master Agreement, subject to the following conditions:

1. The parties acknowledge that the Company's commitment is of an experimental nature, and will expire automatically on March 30, ~~2025~~ **2031** unless the parties agree in writing to an extension.
2. [Deleted.]
3. The parties acknowledge that the commitment set forth in this Sideletter shall not apply to any "scoreboard bug" or statistic CG operator, or similar work.
4. The parties agree that the appropriate wage scale for the graphics operator work covered by this Sideletter shall be the Group 2 rate.
5. A Technical Director need not be present or assigned while employees covered by this Sideletter are working, and no upgrade shall be due any employee when a Technical Director is not present or assigned.
6. NABET-CWA agrees that daily hire employees engaged to perform such graphics operator work will not count toward the fifty percent (50%) daily hire utilization allowance provided for in Section A14.1 of the Master Agreement.

7. The Company's rights as provided in A8.2(c) to not provide a scheduled meal period but provide an opportunity to eat during the workday, and pay ~~Forty-Four~~ **Forty-Six** Dollars (\$44.00**46.00**) per day for each such day, shall apply.
8. Nothing herein shall prevent other individuals from performing graphics operator work covered by this Sideletter as long as the performance of such work is incidental to such individual's primary duties (e.g., production assistants).
9. The provisions of this Sideletter and the practices which may develop hereunder shall have no precedential or prejudicial effect on situations not involving the work described herein.

Sideletter HF  
Daily Hire Employee Signature Benefits

Amend the Sideletter as follows:

“Statement of Purpose

During the course of negotiations for the successor to the 2017-2021 ABC-NABET-CWA Master Agreement the parties discussed continuing to make Signature Plan benefits available to those daily hire employees who may need benefits and whose pattern and frequency of employment is substantially similar to that of regular employees. As a result, the Company and the Union hereby agree to make available on a continued basis, Signature Plan benefits to daily hire employees who work one hundred ~~eighty (180)~~ **sixty-eight (168)** days or more in a year as specified in Subsection 2. Accordingly it is agreed as follows:

1. Benefits

Instead of the flat daily payments in lieu of benefits provided for in the A, B, F, K, O and P Agreements, eligible daily hire employees in those units shall be given the opportunity to enroll in the following Signature Plan benefits:

- a. Medical
- b. Basic and Supplemental Life Insurance
- c. Dependent Life Insurance
- d. Dental
- e. Vision
- f. Basic and Supplemental AD&D Insurance
- g. Flexible Spending Accounts (health and dependent care accounts)
- h. Long Term Disability Insurance
- i. Identity Theft Protection (individual and dependents)**
- j. Disney Savings and Investment Plan (DSIP)**
- k. Backup Care**

All benefit plans and programs and participation therein are subject to Sideletter EF.

2. Eligibility:

Daily hire employees who work one hundred ~~eighty (180)~~ **sixty-eight (168)** days during the period September 1 through August 31 shall be eligible for Signature Plan benefits in each successive calendar year as provided in this Sideletter.

3. Enrollment:

- a. Beginning in 2022 and annually thereafter during the term of the successor to the 2017-2021 Master Agreement **and any successor thereto**, eligible daily hire employees shall be offered an opportunity to enroll in the Signature Plan during

the regular annual open enrollment period, or on a more frequent basis if the Company at its discretion elects to do so.

- b. The Company may decide at its discretion to permit a newly engaged daily hire to enroll in Signature Plan Benefits sooner than the regular enrollment period because the Company believes that the daily hire employee's anticipated pattern of work will comport with Section 2, above.

4. Annual Irrevocability of Election:

- a. A daily hire employee notified that they are eligible who does not in a timely fashion enroll in the Signature Plan shall be deemed to have rejected Signature Plan benefits. A daily hire employee's election or rejection of Signature Plan benefits is irrevocable until the following regular open enrollment period.
- b. Notwithstanding the above, a daily hire employee eligible for Signature Plan benefits will be given an opportunity to adjust the conditions of their participation, including benefit enrollment, when the daily hire employee has a "change in status" in accordance with the terms of the Signature Plan. The Company will determine whether a "change in status" has occurred and may require proof of such change in status in a manner satisfactory to the Company.

5. Conditions of Participation:

- a. Daily hire employees' participation in the Signature Plan benefits are subject to Sideletter EF.
- b. No daily hire employee participating in Signature Plan benefits shall be entitled to receive a payment in lieu of benefits for any time when Signature Plan benefits are in effect, except as provided in "c" below. **However, effective January 1, 2027, a daily hire employee participating in Signature Plan benefits pursuant to this Sideletter shall receive a payment in lieu of pension pursuant to Sideletter FB and shall be given the opportunity to enroll in the DSIP, subject to subsection (ii) of this Paragraph and Sideletter EF. The Company agrees to provide the DSIP on the following basis:**
  - i. **Eligible employees pursuant to this Sideletter may contribute up to fifty percent (50%) of their annual base pay on a pre-tax basis, up to the maximum provided by Federal Law. The Company will make a matching contribution equal to fifty percent (50%) of the first four percent (4%) of the employee contribution. Catch-up contributions, as applicable, shall be made in accordance with DSIP rules, subject to subsection (ii) of this Paragraph, and subject to Sideletter EF.**
  - ii. **The Company reserves and retains the right to administer the DSIP internally or through the use of an outside administrator, to change or modify the investment choices available to the participants of the DSIP, to charge an administrative fee directly to participant**

**accounts, to charge transaction fees directly to a participant account (for example, loan setup and ongoing processing fees), to modify the DSIP as necessary to remain in compliance with applicable law, and to make any other design decision, change or modification to the DSIP deemed appropriate by the Company, with the exception of vesting requirements, eligibility for participation and Company matching contributions. Participation in DSIP pursuant to this Sideletter is subject to Sideletter EF.**

- c. If a daily hire employee ceases working for the Company, or if a daily hire employee is no longer working sufficient days to remain eligible to participate in Signature Plan benefits, the benefit coverage will terminate upon notice to the daily hire employee. A daily hire employee who loses eligibility shall be offered continuation coverage (i.e., COBRA coverage), in those Signature Plan benefits where such coverage is available in accordance with the terms of the Plan and applicable law. A daily hire employee who elects continuation (i.e., COBRA), coverage shall remain entitled to a payment in lieu of benefits if they are working as a daily hire under the applicable provisions of the A, B, F, K, O or P Agreements requiring such payments.
- d. No daily hire employee participating in the Signature Plan shall remain eligible for the life insurance policy offered to daily hire employees pursuant to Sections A14.2(h), B3.4(a), F3.11, K3.14, O3.14 or P3.3(a), notwithstanding that the daily hire may have qualified for such life insurance policy based on work performed in the previous calendar year. Such policy shall be cancelled as of the date the daily hire employee becomes covered by the Basic Life Insurance in the Signature Plan, and the daily hire shall remain ineligible for coverage under such life insurance for any period of time that Basic Life Insurance in the Signature Plan remains in effect for such employee.
- e. A daily hire employee who was participating in the Signature Plan but is determined ineligible to continue to participate in Signature Benefits in any calendar year pursuant to paragraph 5(c) above, will nonetheless receive credit for the number of days worked in such calendar year toward the eligibility for daily hire life insurance available pursuant to Sections A14.2(h), B3.4(a), F3.11, K3.14, O3.14 or P3.3(a) in the subsequent calendar year.
- f. (i) Because there may be daily hire employees who work on less than a full-time basis yet still be eligible to participate in the Signature Plan, and to facilitate administration of these benefits, the Company and the Union have agreed that a daily hire who participates in the Signature Plan shall have a Basic Life Insurance and Basic Accidental Death and Dismemberment (life component) coverage limit of ~~Seventy Thousand Dollars (\$70,000)~~ **Ninety Thousand Dollars (\$90,000) (effective January 1, 2027)**. This amount shall be considered to be the daily hire employee's base salary for purposes of any election by an eligible daily hire for Supplemental Life Insurance and/or Supplemental Accidental Death and Dismemberment (life component) coverage.

(ii) Because daily hire earnings may fluctuate and some may qualify under this section despite working less than a full year, and to facilitate administration of this benefit, the annual base salary for the purpose of calculating the above-referenced LTD benefit shall be ~~Seventy-Five Thousand Dollars (\$75,000)~~ **Ninety Thousand Dollars (\$90,000) (effective January 1, 2027)** for all job classifications except videotape librarians for whom the annual base pay shall be Fifty-Five Thousand Dollars (\$55,000).

- g. A daily hire employee who elects continuation coverage (i.e., COBRA) or who continues to participate in the Signature Plan but who does not work due to approved “absences from work,” which the Company determines in its discretion are of insufficient durations to affect eligibility, shall be required to pay all premiums or other payments which are required of regular employees who participate in the Signature Plan in order to maintain coverage. Daily hire employees shall be billed directly for premiums owed during such periods of non-employment unless the Company adopts a different methodology for similarly situated regular employees (e.g., payroll deductions) in which case that system shall automatically apply to daily hire employees described in this section g. Daily hire employees shall be responsible to provide a current mailing address to the Company. Failure by a daily hire employee to remit timely payment shall result in a determination by the Company of ineligibility for Signature Plan benefits and a loss of coverage.
- h. Throughout this Section eligibility for the Signature Plan benefits shall be deemed to mean all regular Signature Plan benefits.
- i. The Company shall have the sole authority to make all eligibility (or ineligibility) determinations for Signature Plan benefits offered in this Sideletter HF, and such determinations shall be subject to the grievance procedures of Paragraph II of Sideletter EF.”

Sideletter HR  
Daily Hire Continuation Pay for “A” Engineering Unit

Amend the Sideletter as follows:

“A. Eligibility

A daily hire employee in the “A” Engineering Unit shall be eligible for continuation pay if the daily hire employee:

1. has averaged one hundred ~~eighty (180)~~ **sixty-eight (168)** or more days of daily hire employment for the Company over a period of three (3) consecutive calendar years; and
2. did not work less than one-hundred and ~~fifty (150)~~ **forty (140)** days in any such three (3) calendar years; and
3. did not work less than one hundred ~~eighty (180)~~ **sixty-eight (168)** days in the twelve (12) month period immediately preceding the events requiring the payment of continuation pay as described in this Sideletter;
4. “travel only” days shall not count toward eligibility;
5. days worked for “Around the Horn”, “Pardon the Interruption”, “Highly Questionable”, “SportsCenter with Scott Van Pelt”, “Greeny”, “Bart & Hahn”, “High Noon”, and/or “Debateable” will count toward eligibility, but only for those employees employed on or after July 7, 2022.
6. The counting of days of work to satisfy the eligibility requirements set forth in paragraphs 1 through 3 above will commence January 1, 2012.

B. Calculation of Continuation Pay

1. An eligible daily hire employee shall receive five (5) days of continuation pay for each subsequent consecutive calendar year after satisfying the eligibility thresholds described in Section A. in which they worked one hundred ~~eighty (180)~~ **sixty-eight (168)** or more days, provided that such calendar year(s) is/are contiguous with the three (3) year eligibility period.
2. Continuation Pay shall be calculated at the affected daily hire’s most frequently paid base group rate set forth in Section A14.5, during the twelve (12) consecutive months immediately preceding the event giving rise to the Company’s obligation to pay continuation pay to the daily hire.
3. A daily hire shall accrue no more than fifty (50) days of continuation pay.

C. Obligation to Pay Continuation Pay

1. When the Company notifies an eligible daily hire employee that it does not intend to offer further daily hire employment to them for at least a thirty (30) day period, the Company shall pay the daily hire employee continuation pay as provided above. Failure to notify the daily hire shall not be a violation of the Agreement.

2. If the Company fails to notify the daily hire employee as provided in the preceding paragraph, continuation pay is owed if the eligible daily hire employee is not offered ten (10) days of work within a thirty (30) day period.
3. No continuation pay is owed when a daily hire does not work because of:
  - a. a production hiatus or a partial or total temporary shutdown of a function or operating area (including a labor disruption or a force majeure); or
  - b. in Sports because the rights to air the sporting event (s) have been lost, or expired; or
  - c. if, for any reason, the daily hire is unavailable or unable to perform work for the Company; or
  - d. the Company ceases to employ a daily hire due to their misconduct. In this circumstance, the Union may dispute the Company's refusal to pay continuation pay under Article XX. In any arbitration over such dispute Article XIV shall not apply and the Arbitrator's authority shall be limited to determining whether continuation pay was owed.
4. Continuation pay shall not be due in any circumstance unless and until the daily hire signs a General Release prepared by and satisfactory to the Company.
5. All rights to continuation pay are extinguished upon payment. If such daily hire employee returns to work for the Company as a daily hire, then they shall be treated for purposes of this Sideletter as never having previously worked for the Company as a daily hire employee."

Sideletter IE  
Child Bonding Policy

Amend as follows:

“1. The Company will permit regular staff employees and WLS-TV Vacation Relief/Waivered Temporary Employees to participate in the Company’s Child Bonding Policy, subject to Sideletter EF in all respects.

2. **Effective January 1, 2027, regular daily hire employees shall be eligible to participate in the Company’s Child Bonding Policy, subject to Sideletter EF.**
  - a. **The term “regular daily hire employee” under this Sideletter IE means those employees who are participating in Signature Plan benefits pursuant to Sideletter HF and have worked a minimum of one-hundred and sixty-eight (168) days in each of the three (3) prior look back periods pursuant to Sideletter HF.**
  - b. **The counting of days of work to satisfy the eligibility requirements set forth above will commence September 1, 2023 2024. As an example, for a regular daily hire employee to become eligible for coverage effective January 1, 2027, they must have worked a minimum of one-hundred and sixty-eight (168) days in each of the three (3) prior look back periods pursuant to Sideletter HF: 2024, 2025, and 2026.**
  - c. **An eligible regular daily hire employee who takes Child Bonding Leave shall be paid a sum equal to an eight (8) hour engagement at their regular rate of pay for each day that eligible regular daily hire employee was scheduled to work or would otherwise have worked but is now taking Child Bonding Leave. In the event there is a dispute over whether an employee would have worked on a day, the work pattern of the previous thirty (30) days shall be instructive. Child Bonding Leave shall count as days worked for purposes of calculating all applicable eligibility thresholds.”**

Sideletter IF  
Daily Hire Employees Engaged in Excess of ~~180~~ **168** Days

Amend the current provision as follows:

During the course of negotiations for the successor to the 2017-2021 ABC-- NABET- CWA Master Agreement, the parties discussed making benefits and certain terms available to those daily hire employees whose pattern and frequency of employment is substantially similar to that of regular employees. As a result, the Company and the Union hereby agree that any daily hire employee who works ~~one hundred eighty (180)~~ **one hundred sixty-eight (168)** days or more within the twelve (12) month period from September 1 to August 31 shall qualify for the following in the succeeding calendar year:

- (1) Signature Benefits: Such daily hire employee shall be given the opportunity to enroll in Signature Plan Benefits, pursuant to Sideletter HF.
- (2) Cancellation of Call: In lieu of the provisions of Sections A14.2(d), B3.4(a), F3.11(a), K3.14(a), O3.14(a) and P3.3(a), in the event the Company engages such person on a daily hire basis and thereafter cancels such engagement with thirty-six (36) hours or less notice prior to the start of the scheduled shift, said person shall be paid a sum equal to a four (4), six (6), eight (8) or ten (10) hour engagement, whichever is applicable. Such daily hire employee shall also receive the appropriate payment in lieu of benefits for the cancelled engagement, and the engagement shall count as a day worked for purposes of calculating all applicable eligibility thresholds.
- (3) Jury Duty: Upon presentation of satisfactory written evidence of a notice for jury duty, such daily hire employee shall be paid a sum equal to an eight (8) hour engagement at their regular rate of pay for each day the employee was scheduled to work or would otherwise have worked but is unable to work, up to twenty (20) days in a calendar year, while serving such jury duty. In the event there is a dispute over whether an employee would have worked on a day, the work pattern of the previous thirty (30) days shall be instructive. Such daily hire employee shall also receive the appropriate payment in lieu of benefits for the scheduled engagement, and the engagement shall count as a day worked for purposes of calculating all applicable eligibility thresholds. Such employee is expected to report to work on any day their jury duty service is discontinued, or hours reasonably permit, and they are scheduled to work. Where permitted by law, the Company may request an employee to seek a change in their jury duty dates, where appropriate to meet operational needs. This provision shall not apply to those hired under the Sports Event Agreement (see Article A-VX).
- (4) Bereavement: In the event of the death in the immediate family (parents, parents-in-law, spouse, children, same sex domestic partner, siblings and grandparents), such daily hire employee shall be granted a leave of absence of up to three (3) days on which they were scheduled to work or would otherwise have worked. On each such day, the employee

shall be paid a sum equal to an eight (8) hour engagement at their regular rate of pay and shall also receive the appropriate payment in lieu of benefits for the scheduled engagement. The engagement shall count as a day worked for purposes of calculating all applicable eligibility thresholds.

- (5) Notice of Discontinuation: Except for employees engaged under the Sports Event Agreement (see Article A-XV), when the Company does not intend to offer further daily hire employment to any such daily hire employee for at least a ninety (90) day period, the Company shall notify the Union and that daily hire employee no fewer than five (5) days prior to the commencement of such period. No notice is required if the Company ceases to employ any such daily hire employee due to their misconduct.

The provisions of this Sideletter shall no longer apply upon the Company separating or ceasing to engage any such daily hire employee.

Sideletter IG-2 [NEW]  
Offers of Employment for Regular Staff Positions

Add the following new Sideletter:

**During the course of negotiations for the successor to the 2021-2025 Master Agreement (extended through September 30, 2026) (“Successor Agreement”), the parties discussed the Company’s utilization of daily hire and WLS-TV Vacation Relief and Waivered Temporary Employees whose pattern and frequency of employment is substantially similar to that of Company regular staff employees. The Union has proposed that the Company shall make good faith offers of full-time staff positions and, as a result, the Company is willing to do so on the following terms:**

**Within thirty-six (36) months of notice of ratification of the Successor Agreement to the 2021-2025 Master Agreement (as extended through September 30, 2026), the Company will make ten (10) offers of employment for regular staff positions to employees covered by any Unit of the Successor Agreement, pursuant to this Sideletter.**

**Consistent with the Company’s legal and policy obligations, the Company will post the positions referenced. Management will provide notice via posting or electronic communication to Daily Hires, WLS-TV Vacation Relief and Waivered Temporary Employees performing that work in that respective office of the Company. In selecting qualified candidates for offers for these positions, the Company will prefer candidates who are currently performing the duties of the job satisfactorily and who have worked one hundred (100) days or more in the Unit and at that office of the Company.**

## SIDELETTERS

### Sideletter [New #1] (Four Day Workweek)

Add the following new Sideletter:

**“During the negotiations for a successor to the 2021-2025 Master Agreement (extended through September 30, 2026), the Parties discussed an alternative workweek to reflect the continuity needed for shifts. The Parties discussed that a four-day workweek can lead to increased employee satisfaction and will provide for more efficient operations. Accordingly, effective upon notice of ratification to the Company, the Company may, with the mutual agreement of the Local Union, schedule certain A-Unit Engineering employees to a 10-hour workday for four (4) consecutive days for regular employees. The Local Union shall not unreasonably withhold its consent pursuant to this Sideletter. The parties acknowledge that the provisions of this Sideletter are of an experimental nature and require more discussion and consideration on an operational level at each location which could potentially utilize such a four (4) day workweek. To that end, the Company shall notify the Local Union in advance whenever the Company intends to assign an employee(s) to a four (4) day workweek, and the terms of this Sideletter may be modified on a case-by-case basis for an employee(s) by mutual agreement between the Local Union and the Company.**

**For Staff NABET-CWA represented employees, the Parties shall modify all provisions to conform payments to straight time for the ninth (9<sup>th</sup>) and tenth (10<sup>th</sup>) hours of a shift on each of four (4) days in the same workweek for employees the Company selects for these schedules.**

#### **A. Staff Employees**

**(1) Notwithstanding anything to the contrary in Article VIII, the Company may schedule employees for regular workdays consisting of ten (10) hours compensated at their straight time rate of pay and for regular workweeks consisting of any four (4) such regular workdays.**

**(2) Each employee on the four (4) day workweek schedule shall have three (3) consecutive days off in each week.**

**(3) This Sideletter applies to employees assigned regularly to a four (4) day workweek. If employees assigned regularly to a five (5) day workweek are assigned to a four (4) day workweek for at least one (1) workweek, the provisions of this Sideletter shall apply to that workweek. When such employees are assigned to a five (5) day workweek, they shall be covered by the relevant provisions of the Master Agreement. When such employees are assigned to a four (4) day workweek, they shall be covered by the terms of this Sideletter. The Company’s assignment of a staff NABET-CWA represented employee from a five (5) day workweek to a four (4) day workweek, or from a four (4) day workweek to a five (5) day workweek, shall be posted consistent with Section 8.2 except that employees shall be**

informed of any switch no later than 7:00 P.M. of the Wednesday ~~two (2)~~ weeks prior. The Company shall be deemed to have complied with this provision by providing written or electronic notice.

(4) The following are some conforming changes to the Master Agreement and are applicable to employees who are scheduled for a regular workday consisting of ten (10) hours and a regular workweek consisting of any four (4) such regular days pursuant to the provisions of this Sideletter.

**Section 8.1 - Regular Workday** - "A regular workday is defined as consisting of not less than ~~ten (10) eight (8)~~ hours in any workday." [remainder unchanged]

**Section 8.2 - Regular Workweek** - "A regular workweek is defined as consisting of any ~~four (4) five (5)~~ regular workdays, as defined above, for a total of forty (40) hours, and as beginning at 12:01 A.M. Saturday and continuing until 12:00 Midnight the following Friday... Each employee shall have ~~at least two (2)~~ **three (3)** consecutive days off in each week. For this purpose, **Thursday, Friday and Saturday or Friday, Saturday and Sunday**, if consecutive, shall be consecutive days off. " [remainder unchanged]

**Section 8.3 – Turnaround** – "There shall be a minimum of ten (10) hours between the end of an employee's original schedule or any extension thereof on any regular workday and the start of the next. A day off shall consist of thirty-six (36) hours off consecutively, ~~and~~ two (2) days off, sixty (60) hours **and three (3) days off, eighty-four (84) hours.**" [remainder unchanged]

**Section 8.4 - Long Tours (a)** - "If an employee works more than ~~ten (10) eight (8)~~ hours in any single tour, excluding meal periods, they shall be paid for all the hours of work in excess of ~~ten (10) eight (8)~~ at time and one-half (1 ½) times the regular rate of pay." [remainder unchanged]

**Section 18.7 (Holidays)** – "Each day an employee is excused from working because of a holiday to their credit shall, subject to all terms and conditions hereof, ~~reduced~~ by ~~ten (10) eight (8)~~ hours the workweek of such employee for such week."

**Section 19.16 (Vacations)** – An employee who takes one (1) week of vacation in single days, will receive ~~four (4) rather than five (5)~~ such days for each of which they shall receive one-fourth (1/4) of a week's salary.

**Section 26.1 (Sick Leave)** - An employee shall receive the proportionate number of total paid sick leave days permitted under Company policy, subject to Sideletter EF. Regarding Section 26.1(b) and the Company's Short-Term Illness Policy, for an employee regularly scheduled to a four (4) day workweek, any applicable Short-Term Illness leave shall be triggered after four (4) consecutive days of sick leave pursuant to the Company policy and subject to Sideletter EF.

**Section A8.3 (Meal Periods)** - In the event an employee remains on duty for a period longer than **eleven (11)** ~~ten (10)~~ hours a second (2nd) meal period of thirty (30) minutes shall be scheduled not earlier than **six (6)** ~~four (4)~~ elapsed hours after the end of the first (1<sup>st</sup>) meal period and not later than the employee's **thirteenth (13<sup>th</sup>)** ~~twelfth (12<sup>th</sup>)~~ hour of tour and the Company shall pay to such employee their rate of pay at time and one-half (1 ½) for such time taken off for the second (2<sup>nd</sup>) meal period. An additional period of thirty (30) minutes shall be scheduled after each four (4) hours of work beyond the ~~twelfth (12<sup>th</sup>)~~ **thirteenth (13<sup>th</sup>)** hour and shall be paid at the rate of time and one-half (1 ½).

**B. Other Conforming Changes** - The parties intend to conform the relevant provisions of the Master Agreement to the provisions of this Sideletter, any omission of a provision that should be conformed is not a substantive change.”

**C. Expiration of Sideletter** – This Sideletter shall expire automatically on March 30, 2031, unless the parties agree in writing to an extension.

## SIDELETTERS

### Sideletter [New #2] (Assigned to Work From Home or Residence)

Add the following new Sideletter applicable to the A, F, K and O Units as follows:

**“During the course of negotiations for a successor to the 2021-2025 NABET-CWA-ABC Master Agreement (as extended through September 30, 2026), the Parties discussed work from home assignments. The decision as to whether a work from home assignment is appropriate will vary and may consider the employee’s individual circumstances, their particular role and requirements of that role, whether a work from home assignment is feasible, and other considerations that cannot be reduced to a contractual formula. Accordingly, an employee should discuss with their manager work from home requests. It is understood that the Company has the right to make operational decisions, and has the sole discretion to determine whether a work from home request shall be made.**

**Any determination made by the Company for an employee to work from their home will be on a non-exclusive and non-precedential basis. With respect to any employee in the A, F, K or O Units assigned to work from their home or residence, it is agreed that Sections 7.7 (Meal Expense Allowance), and Section 8.3 (Turnaround) shall not apply. The Parties further agree that a meal period may be assigned at any time during the scheduled shift or that, for A Unit employees, A8.2(c) may apply.**

**It is also specifically understood and agreed that any assignment with regards to employees assigned to work from their home shall not, under any circumstances, constitute an expansion of jurisdiction pursuant to the Agreement, nor shall the performance of such assignments entitle such employees to continue to be given such assignments. It is agreed that no claim or dispute involving whether an assignment to work from home is made pursuant to this Sideletter, or the failure to make such assignment, shall be subject to Grievances and Arbitration (Article XX).”**

**[Add to Article A-XV as a new section the November 1, 2024 Letter Agreement Regarding Assigned to Work from Home or Residence Pursuant to the ABC-NABET Sports Event Agreement.]**

## SIDELETTERS

### Sideletter [New #5] (Discounts and Complimentary Park Passes)

#### Add the following new Sideletter:

Effective calendar year 2027, a daily hire employee participating in Signature Plan benefits pursuant to Sideletter HF shall annually receive two (2) Disney Theme Park Complimentary Admission Tickets and Disney merchandise discounts, subject to Sideletter EF in all respects.

## SIDELETTERS

Add a new Sideletter as follows:

### **Sideletter 101 {NEW}** **Generative Artificial Intelligence**

**During the course of negotiations for the successor to the 2021-2025 Master Agreement (as extended through September 30, 2026), the Union and the Company discussed generative artificial intelligence. This technology may impact NABET-CWA (“Union”) covered work under the Master Agreement. As a result, the parties agree to the following:**

- 1. The parties acknowledge that definitions of generative artificial intelligence (“GAI”) vary, but agree that the term generally refers to a subset of artificial intelligence that learns patterns from data and produces content, including written material, based on those patterns, and may employ algorithmic methods and machine learning (e.g., ChatGPT, Llama, MidJourney, Dall-E, Runway). It does not include digital technologies and “traditional AI” technologies programmed to perform specific functions, including, but not limited to, those used during all stages of television production to assist in the creation of content, such as transcription, audio conversion to text, creative applications, cloud services, and resources for design, photography, and editing, control room automation software, and drafting tools such as spell-check, autocorrect, grammar checks and analytical functions.**
- 2. The Company may require employees to use GAI systems or the resulting output (including, but not limited to, GAI programs that research, reformat, detect potential plagiarism, perform transcription, sweeten audio, edit audio and video, create graphics or operate cameras) in performance of their Union covered duties performed under the Master Agreement. Pursuant to the Master Agreement, Union-covered work includes any work identified in the Scope of Unit clauses for the A, B, D, F, K, O or P Agreements or applicable Sideletters that is generated using Company-approved GAI technology.**
- 3. The parties are unable to forecast how the use of GAI may materially impact the terms and conditions of employment of NABET-CWA employees covered by the Master Agreement. Accordingly, the parties agree to convene a committee consisting of no more than five (5) representatives of the Company and no more than five (5) representatives of NABET-CWA to meet at least semi-annually during the term of this Agreement at the request of the Union to discuss changes in GAI covered by this Sideletter as they may apply to the operations of ABC, Inc. covered by the Master Agreement. Because the Company’s current and future technology may be discussed during these meetings, and in order to protect the Company’s proprietary and/or confidential information, trade secrets and intellectual property, the Union agrees that its representatives participating in these meetings will execute a mutually agreed-upon Confidentiality Agreement. The parties acknowledge both the Company’s right to use new technologies involving GAI and the Company’s obligation, upon request of the Union, to negotiate over any impact of such use on bargaining unit employees as required by law. If the Company decides to utilize**

GAI that will have a direct, significant, and material impact on the terms and conditions of employment for employees covered by the Master Agreement, it will provide the Union three (3) weeks advance notice of the intended use and, upon request, meet and discuss the impact of such use with the Union.

4. The Company agrees to provide any necessary training to NABET-CWA-represented employees in connection with their required utilization of GAI in the performance of bargaining unit work.
5. To the extent an employee uses GAI, the parties confirm that the employee will be required to adhere to the Company's policies (e.g., policies related to ethics, privacy, security, copyrightability or other protection of intellectual property rights). In any event, an employee must obtain the Company's consent before using GAI, and the Company retains the right to reject the use of GAI.
6. Reduction in work covered under the Master Agreement as the direct result of the Company's use of GAI:

a. Staff

- (i) The Company shall not layoff any D, F, K, or O unit employee on regular staff as of the date of ratification of the successor to the 2021-2025 Master Agreement (as extended through September 30, 2026) during the term of the successor to the 2021-2025 Master Agreement (as extended through September 30, 2026) as a direct result of the Company's usage of GAI. The parties acknowledge that the Company's commitment in this subparagraph (i) is of an experimental nature and will expire automatically on March 30, 2031 (sunset) unless the parties agree in writing to an extension.
- (ii) With respect to the A, B and P Unit employees on regular staff, as of the date of ratification of the successor to the 2021-2025 Master Agreement (as extended through September 30, 2026) the terms of Sideletter HH and Sideletter AJ shall apply for determining severance and special severance allowances. However, the amount of special severance due under Sideletter AJ shall be increased by fifty per cent (50%) for each tier of Unit Seniority.
- (iii) Notwithstanding (i) and (ii) above, in accordance with Article XIV, nothing shall preclude the Company from discharging or disciplining an employee for just cause, or from issuing an unsatisfactory performance notice to an employee.

**b. Daily hires:**

**Daily hires who have worked at least 168 days in the prior calendar year, shall be eligible for the following if the Company eliminates shifts as a direct result of the Company's use of GAI**

- (i) If the Company reduces shifts, it shall provide three (3) weeks' advance notice.**
  - (ii) If the Company eliminates all the shifts that the daily hire regularly worked, it shall provide three (3) weeks' advance notice or pay in lieu thereof.**
  - (iii) The Company will agree to meet with the Union regarding the effects of the reduction or elimination, but the Company's decision to reduce or eliminate the shift(s) in i. and ii. above shall not be subject to Article XX Grievance and Arbitration.**
  - (iv) Within thirty (30) days following the separation of employment of the daily hire, the Company shall pay the employee whose employment was discontinued as a direct result of the Company's use of GAI: five days' straight time wages for each consecutive calendar year worked as a daily hire for at least 168 days in a calendar year, up to fifty (50) days pay in exchange for the employee signing a General Release in a form satisfactory to the Company.**
- 7. GAI is a computer system. This Sideletter does not expand or limit the parties' respective rights in any provisions of the Master Agreement or its Sideletters, including but not limited to Sideletters CX, DK and DV.**
- 8. Any dispute involving the terms of this Sideletter, including any claim of a jurisdictional violation or any discipline or termination imposed on any staff or daily hire employee, or including the failure to remit pay in Section 6(b)(iv), shall be subject to the grievance and arbitration provisions of Article XX of the Master Agreement. Within three (3) weeks of the filing of a grievance under this provision, either party shall have the right to refer the dispute under Section 20.1 as a National Grievance. All remedies are available, including setting aside any discipline or termination issued by the Company for violations of paragraphs 5 or 6 above, except injunctive relief. For clarity, the arbitrator shall have no authority to prohibit or restrict the use of any GAI System or the resulting outputs under the Master Agreement."**

## SIDELETTERS

Add a new Sideletter as follows:

**Sideletter 102 {NEW}**  
**ABC Providing Below The Line Production Services / 7 Hudson Square C-2 Studios XX**  
**and XY / Get Up**

This will confirm our agreement with regards to *Get Up* and other similar programs for which the Company will provide certain below the line production services in the XX and XY Studios located on the C2 level of 7 Hudson Square facility to outside producer, ESPN. NABET-CWA has been a good partner with similar ESPN operations at the Washington D.C. News Bureau and has sought additional work opportunities to replace work opportunities that have diminished due to technological and workflow changes, as well as the discontinuation of certain remote events. To that end, the parties have reached the agreement set forth below ("Agreement").

The Company agrees to assign "A" Unit Engineering employees to perform studio engineering work in ESPN's XX and XY Studios located on the C2 level of 7 Hudson Square facility in New York in connection with *Get Up* and similar Programming ("Studio Programs"), pursuant to the provisions of the Master Agreement, which expires September 30, 2026, or any successor thereto ("Master Agreement"), with the further modifications provided below:

1. With respect to staff and daily hire employees assigned pursuant to this Agreement:
  - a. The maximum meal penalty for either delaying and/or "blowing" a meal(s) shall be a single payment of Twenty Dollars (\$20) per each day of production.
  - b. An employee's shift(s) may be extended without the limitations in Sections 8.5(b) or (e).
  - c. Article X, Night Shift Differential, shall be inapplicable.
  - d. Article XXIV shall not apply to any promotional, behind the scenes or other similar on camera appearances of NABET-CWA-represented employees assigned pursuant to this Agreement.
  
2. With respect to daily hire employees assigned pursuant to this Agreement:
  - a. The first meal period of no less than thirty (30) minutes shall be unpaid time, and the workday, workweek and entitlement to overtime shall be adjusted accordingly.
  - b. The maximum overtime premium shall be one and one-half (1 ½) times the regular rate of pay.

- c. The payment in lieu of benefits in Section A14.2(e) for daily hires shall be as outlined below.

~~Effective upon execution of this agreement, the Company will make a payment in lieu of benefits of Eighty Dollars (\$80.00) per day, with thirty Dollars (\$30.00) of that benefit payment allocated as a mandatory contribution to the Flex Medical Plan, and 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. (\$35/\$30/\$15). The parties agree that the April 1, 2025 increase to the Payment in Lieu of Benefits in the 2024–2026 NABET-CWA/ABC Master Agreement shall not be applicable. **Insert updated PILB.**~~

3. Daily hire employees engaged pursuant to this Agreement will not count towards the fifty percent (50%) daily hire utilization allowance provided in the Master Agreement.
4. Daily hire employees engaged pursuant to this Agreement will count towards the minimum under Section A15.2(b) of the Master Agreement (ABC- NABET Sports Event Agreement).
5. The Union acknowledges that teleprompter operators, editors, postproduction, and Graphics Artists/Designers shall not be subject to the terms of this Agreement. However, NABET-CWA employees engaged pursuant to this agreement may be assigned to perform teleprompter operator, editor, and Graphics Artists work on a non-exclusive basis pursuant to the terms of this Agreement.
6. The Company may in its discretion assign NABET-represented employees to perform some studio construction and build out work, remote camera maintenance, and operation of robotic cameras on a non-exclusive basis pursuant to the terms of this Agreement.
7. There shall be no requirement to assign a Lighting Director. Any minor work relating to the operation and maintenance of lights (e.g. lamp replacement, opening, closing or adjusting barndoors, focusing or adjusting of existing lights) may be performed by a Utility and/or Camera Operator. However, if there are substantial studio lighting changes then a Lighting Director will be assigned. Nothing herein shall be construed as a minimum staffing requirement. In addition, the parties understand that the control room work for the Studio Programs may be performed at an ESPN facility other than Studios XX and XY on the C2 Level at 7 Hudson Square, and the provisions of the Sports Event Agreement relating to work at ESPN facilities shall apply.
8. It is specifically understood and agreed that any assignment set forth in paragraph 5, 6 or 7 shall not, under any circumstances, constitute an expansion of jurisdiction pursuant to any provision of the Master Agreement, nor shall the performance of such assignments entitle such employees to continue to be given such assignments. It is agreed that no claim or dispute involving an assignment made pursuant to paragraph 5, 6, or 7 or the failure to make such an assignment, shall be subject to arbitration. In addition, in the case

of any such non-jurisdictional assignment, such assignment shall be made in accordance with the terms of this Agreement.

9. This Agreement shall not apply to inserts, segments or other material produced by ESPN or any other outside producer for any of the programs produced in Studios XX and XY in the C2 level of 7 Hudson Square facility for which A Unit Engineers are assigned under this Agreement.
10. For any shift where a Graphics Operator spends significant time substituting stills for uncleared material, such employee shall be paid the Group 2 rate of pay and an additional Ten Dollars (\$10.00) per day.
11. The parties agree that Sections 3.1, 3.2 and Article V of the Master Agreement, with the exception of the second sentence of Section 5.2, shall remain in full force and effect for the duration of the Company's business arrangement(s) with the producer(s) of the shows named in this Agreement, regardless of the expiration date of the parties' Master Agreement. With regard to the second sentence of Section 5.2, the parties agree this shall not apply and the Company may discipline any employee assigned pursuant to this Agreement for their refusal to cross any picket line for the duration of the Company's business arrangement with the shows named in this Agreement. In addition to any other remedies available, the Company shall have the right to terminate this Agreement for any violation of this paragraph, including any strike or interference with operations by employees covered by the Agreement whether or not acting at the direction of the Union.
12. This Agreement shall expire upon the termination of the producer(s) business arrangement(s) for the C-2 studios with the Company, and the Company will provide notice to NABET-CWA and Local 16 as soon as practicable of such business arrangement termination. The Union acknowledges and agrees that in the event such arrangement is still in effect at the time of the expiration of the Master Agreement, that the terms of this Agreement shall continue to remain in full force and effect and the expiration of the Master Agreement shall have no impact on this Agreement.
13. The terms and conditions set forth in this Agreement and any practices that may develop under it shall not be precedential or cited by either party regarding broadcast operations or negotiations concerning the terms of the Master Agreement itself and covered programs, or in any other collective bargaining context, nor cited in any dispute between the parties, except as necessary to apply or interpret this Agreement.