



BULLETIN

NABET-CWA/ABC-Disney

New York City



2026 Master Agreement Negotiations - Bulletin #3

May 4, 2026

In the early morning hours of May 1st to May 2, 2026, the NABET-CWA/ABC Network Negotiating Committee (NNC) and ABC Inc. reached a Tentative Agreement for a new 4-and-a-half-year contract. If ratified, this successor Master Agreement will take effect on October 1, 2026, and will run through March 31, 2031. The Union and the Company had been meeting in joint sessions for the entirety of last week at the offices of NABET-CWA Local 11 in New York City. The Tentative Agreement was reached five months prior to the current expiration date of September 30, 2026, an unprecedented achievement, and carries the unanimous “accept” recommendation of the Union’s bargaining committee.

Highlights of the proposed Agreement include:

- Four significant general wage increases in each respective year of the contract.
- An additional catch-up wage increase, upon ratification, for A Unit Engineers at KGO in San Francisco.
- The possibility of a 4-day workweek, with 3 consecutive days off, for staff employees where it is operationally feasible.
- Continuation of “pop-up” determinations for the Staff pension plan.
- Significant increases to the payments in lieu of benefits for daily hires, particularly for those working under the Sports Event Agreement or on ESPN Studio shows in New York City and in Washington, DC.
- Enhanced provisions for travel only, travel-work, and work-travel days.
- Stricter single tour and multi-day assignment cancellation parameters for daily hires working in-house and on remote assignments.
- Increased work opportunities on sports events through added platforms which will fall under the NABET-CWA contract, including certain events airing on the NFL Network and for ESPN produced events airing on YouTube.
- Those daily hires who are eligible for and elect to receive Disney Signature Plan benefits will now have access to increased retirement savings benefits, as well as eligibility for child bonding leave. They will also be provided with Disney employee discounts and complementary Disney Theme Park admission tickets.
- The Tentative Agreement also establishes guidelines and protections for NABET-CWA-represented employees as the direct result of the Company’s use of generative artificial intelligence technologies.

The Tentative Agreement and a summary of the proposed changes will be made available to all ABC members in the coming days. NABET-CWA Locals 16, 31, 41 and 51 will conduct informational meetings so that members can discuss and ask any questions they have about the Tentative Agreement. NABET-CWA leadership is planning to conduct the ratification vote electronically. To ensure that all eligible members receive ballots, please make sure that your current personal email address is on file with your Local union office. Further instructions regarding the ratification vote will be distributed to all members once the process begins.

As always, please monitor Sector and Local Union websites and check email notices for further updates.

In Solidarity,
Your NABET-CWA-ABC Network Negotiating Committee

Local 16: Jim Joyce, President; William Bores, Former President;

Local 31: Alex Staherski, Vice-President; Bantu Opiotennione, President

Local 41: Stephen Griswold, President; Patrick Keating and Michael Johnson, Executive Board Members

Local 51: Carrie Biggs-Adams, President; Brad Belstock, Vice-President;
Colin Tuttle, Executive Board Member

NABET-CWA Sector: Charlie Braico, NABET-CWA President and Chief Spokesperson;
Judi Chartier, General Counsel;
Steve Rubbinaccio, Sports Agreement Coordinator;
Ron Gabalski, Chief of Staff and Assistant to the President