

## Summary of the Proposed 2016 WGA-CBS Contract

### 1. **Term of Agreement**

April 6, 2016 through April 8, 2019

### 2. **Salaries**

Contract salary minimums to increase 2% in year one, 2% in year two, and 2% in year three. First increase effective the first day of the contract.

Increase Contract Producer minimum salaries at local TV stations from \$110,000 to \$115,000 in the second year of the contract.

### 3. **Pension and Health Contributions**

For Staff, increase contributions to Health Fund by .5% in first year of the contract and another .5% in the third year of the contract; increase contributions to the Pension Plan by .5% in second year of the contract.

For Temporary/Per Diem Employees, increase override .5% in first, second, and third years of the contract to cover increased contributions to Pension and Health.

### 4. **Fees**

- **Show Producer Fee:** Establish for the first time show producer fees at the local TV stations as follows (per shift):
  - WCBS-TV - \$40
  - KCBS/KCAL-TV - \$40
  - WBBM-TV - \$30
- **Acting Editor Fee:** Increase Acting Editor fees from \$3.35 to \$3.50 an hour in the first year of the contract (also increase the amount paid for those on paid time off from \$19.45 to \$20 per day)
- **Network Radio Fees:**
  - Increase Acting Editor fee from \$3.50 to \$3.65 effective the first year of the contract;
  - Increase News Feed fee from \$2.25 to \$2.50 effective the first year of the contract;
  - Increase Chief News Desk Associate fee from \$35 to \$40 per week effective the first year of the contract.

### 5. **Sick Leave/Comp Days**

- **New York:**
  - Temporary employees who have not been continuously employed for at least three years accrue sick leave at a rate of one hour of sick leave for every thirty hours of work to a maximum of forty hours (five days). Up to forty hours of accrued but unused sick leave may be carried over from year to year capped at a maximum of forty hours;
  - A temporary employee who has been continuously employed for three calendar years receives three compensatory days off; these compensatory days may also be used as sick days;
  - A temporary employee who has been continuously employed for five calendar years receives five compensatory days off; these compensatory days may also be used as sick days;

- District of Columbia:
  - Temporary employees who have been continuously employed with the company for three or five years earn compensatory time according to the foregoing provisions for New York, except that:
  - Temporary employees who are not eligible for compensatory days off may earn paid sick days at a rate of one hour of paid sick leave for every thirty-seven hours worked;
  - Sick leave usage is capped at 3 days per year;
  - Accrued and unused sick days may be carried over to the following year with a cap of 3 days.
- California:
  - Temporary employees who have been continuously employed for three years receive three paid compensatory days off per year; up to three of those days may be taken as sick days;
  - Temporary employees who have been continuously employed for five years receive five compensatory days, three of which may be used as sick days;
  - Temporary employees who are not eligible for compensatory days may earn sick days at a rate of one hour for every thirty hours worked with a cap of three days per year;
  - Earned and unused sick days may be carried over from year to year with a maximum accrual cap of six days.
- Illinois:
  - Maintain current contractual language such that those who have been continuously employed for three or five years earn either three or five comp days; up to two of those compensatory days may be used as sick time;

**6. Contract Writers**

- Add new sideletter providing that staff Newswriters at Network TV and Network Radio may be offered personal services contracts that include:
  - Annual salary at Network TV of at least \$145,000 per year, and at Network Radio annual salary of at least \$110,000 per year;
  - Cycles of thirteen weeks, and for newly employed Contract Writers first cycle shall be twenty-six weeks;
  - A Contract Writer who is laid off or discharged will receive enhanced severance subject to execution of a general release;
  - Establish a separate seniority list of Contract Writers to be utilized in case of layoff; if a Newswriter who is laid off would not have been laid off but for the existence of the Contract Writer seniority list, such Newswriter will receive enhanced severance subject to the execution of a general release.

**7. Contribution Cap**

Contributions to both WGA Health Fund and Pension Plan capped at \$225,000 in gross earnings (formerly capped at \$250,000 of gross earnings);

**8. Vacation Severance**

Simplify this section of the contract by replacing current grid with a pro-rata distribution of accrued and unused vacation time, e.g., an employee who leaves in the first quarter of the year receives one-quarter of the vacation time s/he would have received for the full year.

**9. Wage Escalator Credit for Temporary Employees**

In order to progress on the wage escalator, new hires will need to work 125 days or one year of work, whichever comes first, and 250 days or two years, whichever comes first. Current

employees are grandfathered in the current method of using a straight calendar period (six months or a year) for purposes of wage escalation;

**10. Short Turnaround/Consecutive Days Off**

Amend to require at least 48 hours of time off instead of 58 hours of time off on weekends.