

IAPE TNG/CWA LOCAL 1096

PROPOSAL NO. 15

Department Structure

November 30, 2023

(The Union reserves the right to modify or withdraw any of the following proposals during bargaining. These proposals are made without prejudice to the Union's position regarding the proper interpretation of the existing contract language or existing practices or policies. All proposals are part of a complete package, and no agreements reached during bargaining are final until agreement has been reached on all issues.)

All Union proposals remain unchanged except as provided below. All Union responses to Company proposals remain unchanged except as modified below.

Job Security

Hold seniority window/band proposals and out-of-seniority severance pay pending outcome of department structure discussions.

Response to Company proposal 11, Department List:

In order to provide unit members with the appropriate level of job protection based on their length of service, the definition of a "Department" in the contract will be modified as follows:

ARTICLE VI – JOB SECURITY

K. "Department" for purposes of this Article means the area of the Company in which the Employee in question works and which has been designated by the Company and approved by the union as a distinct functional/operational group. The names of such departments and the employees in each will be included in periodic reports provided to the union and may be updated in advance of any layoffs.

The union accepts the company's proposed department "mergers" as presented in its Nov. 9 proposal No. 11 with the following exceptions:

Location	Dept. Name (business)	January Dept. Head	Current Dept. Head	Merge?	Notes
NYC	Audio Desk (1000.40)	Katherine Milsop	Katherine Milsop	Yes	Employees already under impression they are in the same department.
NYC	Audio Desk (1000.40)	Melony Roy	Melony Roy	Yes	
NYC	Health & Science (10)	Freeman, David	Patrick McGroarty	Yes	Employees say all staff report to Stefanie Ilgenfritz. However, we recognize there are three groups within Health & Science and are prepared to agree to three departments: McGroarty, Rockoff and McGinty.
NYC	Health & Science (10)	McGroarty, Patrick	Patrick McGroarty	Yes	
NYC	Health & Science (10)	Rockoff, Jonathan	Jonathan Rockoff		
NYC	Health & Science (10)	Jo Craven McGinty	Jo Craven McGinty		
Washingt	Health & Science (10)	Freeman, David	Patrick McGroarty		For clarity: location of manager determines department/seniority structure.
Washingt	Health & Science (10)	Rockoff, Jonathan	Jonathan Rockoff		
Washingt	Health & Science (10)	Jo Craven McGinty	Jo Craven McGinty		
Washingt	Investigative (1000.4)	Barry, Rob	Rob Barry	Yes	Members see no reason why they are unable to be considered one department.
Washingt	Investigative (1000.4)	Siconolfi, Michael	Michael Siconolfi	Yes	

NYC	Investigative (1000.4)	Barry, Rob	Rob Barry	Yes	Members see no reason why they are unable to be considered one department.
NYC	Investigative (1000.4)	McGinty, Tom Paul	Tom McGinty	Yes	
NYC	Investigative (1000.4)	Siconolfi, Michael	Michael Siconolfi	Yes	
Washingt	Life & Work (1000.40)	Cook, Lynn Jolie	Lynn Cook	Yes	Two DC reporters already report to Lynn Cook
Washingt	Life & Work (1000.40)	White, Erin	Erin White	Yes	
NYC	Video Desk (1000.15)	Lobello, Carmel	Carmel Lobello	Yes	Features & Explainers should include everyone who falls under Carmel Lobello and Aja Harris, and the F&E members who fall under Vaughn Sterling
NYC	Video Desk (1000.15)	Harris, Aja	Aja Harris	Yes	
NYC	Video Desk (1000.40)	Harris, Aja	Aja Harris	Yes	
NYC	Video Desk (1000.40)	Vallie, Christina	Vaughn Sterling	Yes	
NYC	Video Desk (1000.15)	Banicki, Adam	Adam Banicki	Yes	YouTube team should include everyone under Adam Banicki, Richa Naik and Jessica Shim.
NYC	Video Desk (1000.15)	Richa Naik	Richa Naik	Yes	
NYC	Video Desk (1000.15)	Jessica Shim	Jessica Shim	Yes	
NYC	Video Desk (1000.15)	Izzy Best	Izzy Best	Yes	News Team should include everyone who falls under Izzy Best and Xiaotian Zhang, and news team members who fall under Vaughn Sterling.
NYC	Video Desk (1000.15)	Zhang, Xiaotian	Xiaotian Zhang	Yes	
NYC	Video Desk (1000.40)	Vallie, Christina	Vaughn Sterling	Yes	

NYC	Video Desk (1000.40)	Libetti, Robert	Robert Libetti	Yes	Specials Team should merge everyone under Robert Libetti (currently has his reports split in two). All have the same title and do the same work.
NYC	Video Desk (1000.15)	Robert Libetti	Robert Libetti	Yes	
Washingt	Washington Bureau (Charles Hutzler	Charles Hutzler	Yes	"Department" differences not significant enough for employees to be separated for seniority purposes. Reporters switch beats often. It is not unreasonable to believe DC reporters would be able to switch to new roles quickly when necessary.
Washingt	Washington Bureau (	Corrigan, John Terence	John Corrigan	Yes
Washingt	Washington Bureau (	Cowan, Tonia Ann	Tonia Cowan	Yes
Washingt	Washington Bureau (	Graff, James	James Graff	Yes
Washingt	Washington Bureau (	Greg Ip	Greg Ip	Yes
Washingt	Washington Bureau (	Henderson, Nell	Nell Henderson	Yes
Washingt	Washington Bureau (	Henderson, Nell	Nell Henderson	Yes
Washingt	Washington Bureau (	Paul Beckett	Paul Beckett	Yes
Washingt	Washington Bureau (	Pershing, Ben	Ben Pershing	Yes
Washingt	Washington Bureau (	Pershing, Ben	Ben Pershing	Yes
Washingt	Washington Bureau (	Peter Santilli	Peter Santilli	Yes
Washingt	Washington Bureau (	Sapsford, Jathon Allen	Jathon Sapsford	Yes
Washingt	Washington Bureau (	Weinberger, Sharon	Sharon Weinberger	Yes