

Dear Sisters and Brothers,

As we informed you before, after almost 25 days of negotiations spread over a few months, on March 4, 2022 the IBEW and CBS Broadcasting Inc. reached a tentative agreement for a new contract. We present it to you for your consideration. It comes with the unanimous recommendation of your entire IBEW Negotiating committee, made up of Members, Business Managers, and International Representatives. Enclosed you will see a Memorandum of Agreement outlining the changes.

This is a pivotal contract for the future of the IBEW. The last 4 years of our agreement have seen a revolution in technologies and workflows, many of which impact every corner of our membership working under our contract. It also saw a seismic shift at the company, with Paramount pouring every resource imaginable into its streaming offerings, both for news, entertainment, and sports.

We set out with three main themes as we entered bargaining; increased job protections for freelance and 4.03g employees, solidify our position in the future of new media and technology, and obtain a competitive wage package on par with other industry contracts. We are pleased to say we accomplished all three.

The wage package equals recently negotiated deals within the industry, with additional funds each year also being put towards the Flex Plan. Moreover, the newly proposed deal contains a gain of jurisdiction for the CBSN streaming news service, both nationally and at local stations in Chicago, New York, and Los Angeles. We also secured additions to our jurisdiction language allowing for the inclusion of IP and NDI technology further solidifying our future. Finally, and equally important, there are significant enhancements for job security. 4.03g technicians will now have a just cause standard. ENG technicians, both at network news and stations also obtained an additional layer of job protection with newly crafted prosumer language which provides for a staffing ratio. We also secured language giving freelance technicians more layers of job security they did not have before.

The term of the deal, if ratified, would take effect May 1, 2022 and run through April 30, 2025. While we provided the company with some flexibility in some areas, we believe we gained more than we gave up, especially considering the gains of jurisdiction in new media and streaming.

Included in this packet is additional information on ratification calls to be held via Zoom so everyone has an opportunity to have their questions answered. Should you have any questions, please contact your local business manager.

In Solidarity,

Your IBEW Negotiating Team

CBS/IBEW TECHNICIANS AGREEMENT

MEMORANDUM OF AGREEMENT

March 15, 2022

This Memorandum of Agreement reflects the changes agreed to by CBS and the IBEW during the 2020 – 2021 National Agreement negotiations. The language in red specifically denotes new contract language.

I. Term of Agreement

3 years (May 1, 2022 through April 30, 2025).

II. Economics

Wages. Subject to ratification, wages increase by 3% effective upon notice of ratification, by 3% effective May 1, 2023, and by 3% effective May 1, 2024.

Entertainment Industry Flex Plan. Effective upon notice of ratification, the contribution rate to the Entertainment Industry Flex Plan will increase by 0.5% from 7% to 7.5%, effective May 1, 2023 by 0.5% from 7.5% to 8% and effective May 1, 2024 by 0.5% from 8% to 8.5%.

Sideletter 14 - CSD Travel Day. The travel-only day payment of \$385.67 for a Freelance Technician traveling from a remote to home will increase to \$459.29 effective upon notice of ratification.

Section 3.08 Per Diem. Effective upon notice of ratification, increase the per diem rate for CSD and COE from \$62 to \$65 per day and the per diem rate for all other divisions from \$64 to \$65 per day.

TV City - Weekly On-Call Technicians. Effective Year 2 of the Agreement, Weekly On-Call Technicians shall be entitled to severance pay as outlined below:

<u>Qualified Years</u>	<u>Number of Weeks of Severance Pay</u>
2	1
3	2
4	3
5	4
6	5
7	6
8	7
9	8

III. Jurisdiction

CBSN – Video Producers. Add a new Sideletter as follows:

As discussed in the 2021/2022 Negotiations, the Company agrees to the following as it relates to Video Producers employed by CBS News/CBSN:

The Video Producer bargaining unit as defined in the July 28, 2020 Memorandum of Agreement between CBS and IBEW-Local 1212 (Senior Video Producers, Video Producers and Assistant Video Producers) shall be subject to the terms and conditions of the CBS-IBEW National Agreement. The unit members shall be accorded status as 4.03(g) Technicians.

It is further understood that the Company may cross-utilize the employees of this unit on all CBS News platforms.

The transitioning of this unit and their classifications/wages to be determined by IBEW Local 1212 and the Company.

CBSN/CBSn – Field ENG Work. Add a new Sideletter as follows:

As discussed in the 2021/2022 Negotiations, the Company agrees to the following as it relates to Field ENG work for CBSN and CBSn:

- **Employees at WCBS-TV, WBBM-TV, KCBS/KCAL-TV performing Field ENG work for CBSn shall be covered by the terms and conditions of the CBS-IBEW National Agreement.**
- **Employees performing Field ENG work for CBSN, including the programming currently known as “CBSN Originals”, shall be covered by the terms and conditions of the CBS-IBEW National Agreement.**

The terms as outlined above are effective upon notice of ratification.

Prosumer Cameras. Modify Section 1.03(b)(1)(F) as follows:

Except as otherwise provided, Technicians retain exclusive jurisdiction over the work of operating electronic cameras when shooting material for CBS. Nevertheless, with respect to the use of small prosumer-type cameras (for purposes of this section “prosumer-type cameras” shall mean those cameras that do not have all three of the following characteristics: two thirds inch sensor or larger, interchangeable lenses, and XLR connectors for audio; but does not include consumer devices like cell phones or PDAs with built in cameras) it is understood that Producers (including for purposes of this section Field Producers, Segment Producers, or Network Associate Producers), Reporters or Correspondents who have editorial responsibility for the particular

assignment, project or material being shot, working alone or with others, may operate prosumer-type cameras outside of studios subject to the limitations set forth below.

Use of such cameras by such Producers, Reporters or Correspondents shall not be their overall primary function. Anyone whose sole responsibility is to operate cameras must be a Technician. No one shall be upgraded on a temporary basis for the sole purpose of shooting. It is understood that where an individual is permitted to operate an electronic camera pursuant to this section, that individual may also operate equipment related to the assignment, such as a video recorder, edit equipment and/or transmission equipment for transmitting the material to the facility for recording, live broadcast or live to record (subject to the restrictions set forth below) at the facility. Reporters working with a Technician may use a router or switcher to switch between sources in a mobile news unit (or Weather Lab) while on or off the air.

Cell phones, PDAs, tablets and other consumer devices such as, but not limited to, iPhones, iPads, Androids, etc., that have built-in cameras are non-exclusive and can be operated by anyone for recording, playing back, editing or streaming live audio/video as long as the event is unscheduled (e.g. weather, extraordinary events, natural disasters, airplane crashes, train derailments, etc.). Such material shall not count ~~toward the limit on the number of pieces shot on prosumer type cameras by others than Technicians~~ **for purposes of the ratio set forth below**. Such material, in an individual story, shall not be originated beyond a 24-hour broadcast cycle for CND or the end of the broadcast day for CTS except when Technician(s) have been assigned. If the material is originated beyond the broadcast cycle/day by a Producer, Reporter or Correspondent, it shall be considered a scheduled event.

For scheduled events, such devices mentioned above may be assigned to Producers, Reporters or Correspondents with the following limitations: if any of the above devices are used with any external peripherals; or, if more than twenty (20) seconds of material is used on-air, the material will be counted towards the ~~Prosumer piece count~~ **ratio**.

It is understood that it may well be determined by the Company that a Technician is the most appropriate individual to perform the assignment because of the Technician's superior skills and abilities or availability.

~~For CTS, no such Producer, Reporter or Correspondent who has editorial responsibility for the particular assignment, project or material being shot who is using a camera may record using more than two (2) microphones (one built in the camera and one external). In addition, no external mixers are permitted; however, substituting the external microphone for a "multi" feed is permitted. Such Producer, Reporter or Correspondent may use three (3) lights, one of which is to be either a built in light or a light mounted to the camera's hot shoe. In the event a light cannot be mounted to the camera, then the second and/or third light may be external.~~

~~For CND, no such Producer, (including for purposes of this section Field Producers, Segment Producers, or Network Associate Producers) Reporter or Correspondent who has editorial responsibility for the particular assignment, project or material being shot who is using a camera may record using more than two (2) microphones (no external mixers are permitted; however substituting one external microphone for a “multi” feed is permitted) and may use three (3) lights, one of which is to be either a built-in light or a light mounted to the camera’s hot shoe. In the event the light cannot be mounted to the camera, then the second and/or third light may be external. Non Technicians may not be used to photograph any Presidential trips or Presidential events unless a Technician is assigned to photograph the trip or event.~~

~~For both CTS and CND, only a Producer and Reporter working together may shoot at the same time in which case the limitations on microphones and lights shall not be increased to four (4).~~

A Producer (including for purposes of this section Field Producers, Segment Producers, or Network Associate Producers), Reporter or Correspondent who has editorial responsibility for the particular assignment, project or material being shot and work on an assignment which has a Technician assigned may use a prosumer-type camera(s) without any additional limitations, other than those listed in the preceding paragraphs.

~~Where a Producer (including for purposes of this section Field Producers, Segment Producers, or Network Associate Producers), Reporter or Correspondent who has editorial responsibility for the particular assignment, project or material being shot meets the above criteria and works without a Technician, the following limitations shall apply for CTS:~~

~~At WCBS-TV, twenty (20) pieces, including live to record, per week; at WBBM-TV, twenty (20) pieces, including live to record, per week; at KCBS-TV twenty (20) pieces, including live to record, per week; and at KCAL-TV twenty (20) pieces, including live to record, per week. The use of a single frame of prosumer video constitutes a piece. Only the initial use of material counts against the limits. Any additional use of such material, whether a re-use or a cut-down, does not count towards the limits above. The Company and the Union agree to work jointly to monitor the use of material under the above limits. If the Company can show the Union that the limits in specific locations are consistently being met, the Union agrees to increase the limits by five (5) pieces in those locations for the remainder of the Agreement.~~

~~For CND, where a Producer, Reporter or Correspondent who has editorial responsibility for the particular assignment, project or material being shot meets the above criteria and works without a Technician, the following limitations shall apply:~~

~~Eighteen (18) pieces, including up to six (6) live to record (excluding any material inside the Washington, D.C. Beltway) per day. The use of a single frame of prosumer video constitutes a piece. Only the initial use of material counts against the limit. Any~~

additional use of such material, whether a re-use or cut-down, does not count towards the limit above.

For ~~CND~~, the ability for a Producer, Correspondent or Reporter to transmit live shall be limited to five (5) assignments per week and no more than two (2) in any day.

For CND, the number of Producers (including for purposes of this section Field Producers, Segment Producers, or Network Associate Producers), Reporters or Correspondents who may be assigned to operate prosumer-type cameras on a daily basis shall be limited to the equivalent of the total number of staff/4.03(g) IBEW-represented photographers divided by 2.5 (i.e., a ratio of 2.5 to 1 per day). Ratio figures will be rounded to the nearest whole number. Thirty-three percent (33%) of non-technicians shall be permitted to transmit live on a daily basis.

Inside the Washington, D.C. Beltway, no more than one prosumer-type camera operator may transmit live per day. Non-IBEW technicians may not transmit live or feed live to record within the Beltway at a list of pre-wired locations (“sacred sites”) to be provided.

For CND, during Presidential election years, the IBEW shall grant a waiver allowing embedded Producers on campaigns to feed live to record unrestricted for a period commencing on the Labor Day prior to the first Caucus/Primary through the conclusion of the second party convention.

For each Station, the number of Producers (including for purposes of this section Field Producers, Segment Producers, or Network Associate Producers), Reporters or Correspondents who may be assigned to operate prosumer-type cameras on a daily basis shall be the equivalent of the total number of staff/4.03(g) IBEW-represented photographers at said Station divided by 3 (i.e., a ratio of 3 to 1 per day). Ratio figures will be rounded to the nearest whole number. The total number of non-technicians that each Station may utilize will be counted on a weekly basis (i.e., a ratio of 3 to 1 per day, pooled weekly).

For CTS, the ability for a Producer and Reporter working together to transmit live shall be limited to one (1) assignment per day outside a one hundred (100) mile radius of the station. “Assignment” for purpose of this provision shall mean coverage of one subject in the same broadcast day, i.e., a reporter and/or producer at spring training live at 4pm, 5pm and 11pm, ~~or for CBS This Morning and the CBS Evening News~~, constitutes one assignment. **Community-based neighborhood reporters may transmit live regardless of location.**

The Company agrees that no Technician will be laid off as a direct result of the use of this Section.

This Section does not restrict the Company’s rights concerning the use of cameras that may be provided for elsewhere in this Agreement.

The grievance, arbitration and ICAP provisions of this Agreement shall apply to this section and the ICAP Panel and arbitrator are specifically authorized to award appropriate remedies to curtail violations of this section.

Procedures will be established in concert with the IBEW at each location to monitor enforcement of this provision.

Work Jurisdiction. Add the following provision to Section 1.03(a):

As technology has advanced, the description of the physical properties of electrical representation of the original visual and aural scenes has evolved (i.e., analog has become digital and digital has several permutations such as HSDI, NDI or IP). Unless otherwise specified, the continued evolution of such terms applicable to the work covered by the technologies and workflow processes described herein shall not affect the jurisdiction set forth in Sections 1.03(a) or 1.03(b).

Section 1.03(d) Teleprompter. Modify the last paragraph as follows:

With reference to the use of computers which generate for display prompting information on programs, Technicians, performers and/or other persons who have editorial or producing responsibility for programs or segments may operate the speed control of the prompting equipment through a computer. **The persons described above may operate prompting equipment from the studio floor, the control room and/or the newsroom.**

IV. **Freelance/Per Diem**

1. **Notification.** In the event that a regularly-scheduled freelance or per diem technician has his/her base hours reduced by fifty percent (50%) or more, management will notify the employee of the reason for the decision. Regularly-scheduled freelancer or per diem is defined as someone who has worked seven hundred and fifty (750) gross hours or more in the past two (2) consecutive years with the Employer.
2. **Disciplinary Meeting.** When Labor Relations is made aware of an impending disciplinary meeting with a freelance or per diem IBEW-represented employee, Labor Relations will notify the Union in advance of such meeting.
3. **Letter of Engagement.** For CSD, the Company may offer a letter of engagement to a Freelance or Per Diem Technician whereby the Company commits to employ the individual for [**specific dates**] subject to satisfactory performance. The employee's acceptance of the engagement letter serves as a binding commitment on the employee to provide services for the [**specific dates**]. If the employee breaches his/her obligation to provide services in accordance with the engagement letter it may result in CSD removing the employee from the referral process.
4. **Season Schedule Changes.** For CSD Freelance or Per Diem Technicians who have worked at least seven hundred and fifty (750) gross hours in each of ten (10)

consecutive years (excluding the year 2020 if an individual failed to work the requisite hours) and whose services will no longer be utilized on the subsequent season for reasons other than a reduction in crew size or misconduct, the Company will provide six (6) months' notification if they will no longer be utilized or employment in another assignment for no more than one season. Should the employee refuse such assignment the Company has no further obligations to the employee under this provision.

Provisions # 3 and 4 above will be in effect for the term of the 2022 – 2025 CBS/IBEW National Agreement and will automatically expire on April 30, 2025.

5. **Per Diem Cancellation of Call.** Modify Sideletter 14 as follows:

*In the event a scheduled program is no longer a CBS obligation, for example but not limited to NFL Flex Scheduling and NCAA Programming, up to 5 days in advance, the Company shall be relieved of its obligation to pay for such assignment.

***It is understood that if a scheduled assignment is cancelled fourteen (14) days or more [ten (10) days effective January 1, 2023, seven (7) days effective January 1, 2024] prior to the assignment, the Company shall be relieved of its obligation to pay for such assignment.**

6. **Sideletter 44 – Preference of Employment.** Modify the sideletter as follows:

After a Freelance or Per Diem employee has worked **seven hundred and fifty (750) gross hours or more** ~~for~~ **in each of** two (2) consecutive years with the Employer, such Freelance or Per Diem employee will have preference of employment **in the following year**, meaning that a **such** Freelance or Per Diem employee will not be eliminated from the referral process for arbitrary or capricious reasons. **Such employees will maintain preference of employment in subsequent years, provided they continue to satisfy the eligibility requirements above.**

V. **4.03(g) Technicians.** Modify Sections 2.03(a)(v) and 5.10(a)(2) as follows:

Section 2.03(a)(v) Special Provision for 4.03(g) Technicians. (See also Section 5.10(a)(2).) 4.03(g) Technicians may be terminated for reasons other than arbitrary and capricious reasons. In any case brought by the Union claiming that a 4.03(g) Technician's discharge was arbitrary and capricious, the burden of going forward and the burden of proof shall be on the Union. In making a decision, the Arbitrator may not substitute his/her judgment for that of the Company, but he/she is limited to determining whether the Company's decision to discharge the 4.03(g) Technician was arbitrary and capricious. **For Technicians who have been employed as 4.03(g) Technicians for ten (10) years or longer see Section 5.10(a)(2)(ii).**

Section 5.10(a)(2) Special Provision for 4.03(g) Technicians.

(i) For 4.03(g) Technicians who have been employed as 4.03(g) Technicians for less than ten (10) years: 4.03(g) Technicians may not be terminated for arbitrary and capricious reasons. Unless the termination is for dishonesty, drunkenness, substance abuse, gross insubordination, violation of Company policy, or where the Union has required the termination for non-payment of dues or fees, a 4.03(g) Technician who has been employed as a 4.03(g) Technician for two (2) years or longer shall be entitled to a two-step disciplinary procedure. The first step shall consist of a written warning and/or suspension, and the second step shall be termination. (It is agreed that in cases where the Company deems it appropriate, the Company may provide a 4.03(g) Technician with more than the two steps. Should the Company do so, the Union agrees that neither it nor any Technician may refer to the Company's having done so in any proceeding involving the same or different Technician(s).) 4.03(g) Technicians who have been 4.03(g) Technicians for ~~ten~~ **five** (~~10~~ **5**) years or longer shall be entitled to a three-step disciplinary procedure. The first step shall consist of written warning and/or suspension, the second step shall consist of a final written warning and/or suspension, and the third step shall be termination. (It is agreed that in cases where the Company deems it appropriate, the Company may provide a 4.03(g) Technician with more than the three steps. Should the Company do so, the Union agrees that neither it nor any Technician may refer to the Company's having done so in any proceeding involving the same or different Technician(s).) For this purpose, any time as a Temporary Technician or as per diem shall not count.

(ii) The Employer shall have the right to discharge 4.03(g) Technicians who have been employed as 4.03(g) Technicians for ten (10) years or longer for just cause and shall give notice in writing to the 4.03(g) Technician and the Union stating in writing the reason for such discharge. Such notice of discharge shall be given to the Technician being discharged not less than two (2) weeks prior to the termination of his/her employment or, in lieu of such advance notice, the Employer will pay such Technician two (2) weeks' salary. The parties specifically agree that included, inter alia, within the meaning of just cause is "unsatisfactory performance." For purposes of discharge under this Agreement, "unsatisfactory performance" means inability or unwillingness to perform the particular work required by the Company.

VI. Miscellaneous

Holidays. Add Juneteenth to the list of holidays in Section 3.11(b). Employees may substitute Juneteenth for any of the compensable holidays enumerated in 3.12 so long as they notify management by December 1 of the preceding year.

Sideletter 42 - Non-Staff Employee Sick Days/Sick Act Leave Waivers (See attached language). Update the existing waiver language to include a waiver of New York State sick leave law.

Benefits (See attached language). Update benefits list.

Compensatory Days. Add the following provision to Section 3.12:

(d) In addition to the above, for compensatory days off earned on or after January 1, 2022, if the conditions in Section 3.12(a), (b) or (c) are not met within a year of the holiday worked, the Company will pay the Technician for up to an additional three (3) compensatory days (eight (8) (ten (10) in the case of employees working a 4/10 schedule) hours per compensatory day) at straight time.

Insert Studios (See attached language). Network News agreed to issue a memorandum to its production staff responsible for assigning field crews that provides guidelines for the booking of guests.

Jury Duty. Weekly On-Call employees who have worked fourteen hundred (1,400) credible hours in each of the prior three (3) consecutive years shall be eligible for Jury Duty leave in accordance with Company Policy.

TV City - Weekly On-Call Employees. Effective Year 2 of the Agreement, individuals who work as a Weekly On-Call Technician for ten (10) cumulative years shall be converted to a 4.03(g) Technician. Effective Year 2 of the Agreement, cumulative time worked as a Temporary Technician prior to becoming a Weekly On-Call Technician shall be credited towards the ten (10) years.

Travel Expenses. Modify the radius in Section 3.08 from fifty (50) miles to sixty-five (65) miles from the city limits (forty (40) miles to fifty-five (55) miles in the case of LA).

Modify the radius in Sideletter 14 from fifty (50) miles to sixty-five (65) miles for Local Travel Only and the radius from fifty (50) miles to sixty-five (65) miles for Out of Town Travel.

Sideletter 30 - Remote Control Cameras and In-House Feeds. Modify sideletter as follows:

SIDELETTER 30: Remote Control Cameras/In-House Feeds

A. This will confirm the understanding ~~reached during the 1999 negotiations~~ concerning Section 1.03(b)(1)(D)(iii). The parties agreed that the limit of three (3) remote control cameras set forth in that section of the Agreement would be increased to six (6) for the following events:

NCAA Final Four

~~AFC Championship~~

~~Super Bowl~~

NFL Football

Democratic National Convention

Republican National Convention

Presidential Inauguration

State of the Union Address (when CBS is pool).

It is also understood that other events may arise for which the Company believes it needs to have a higher limit. In such cases the Company will notify the Union, and the Union agrees that it will not unreasonably withhold the higher limit. **Vendor aerial and specialty cameras such as pylon and line to gain are excluded from the applicable limit above.**

B. The Company may accept and utilize any in-house feeds provided by other entities. There shall be no direction of or communication between such feeds and if taken live will not be used to the extent that it decreases staffing levels during the term of the 2022 CBS-IBEW National Agreement.

C. The Company acknowledges that there may be workload issues that may restrict the ability of the Company to accept all available in-house feeds and robotic cameras. The Company agrees to send out a bulletin/memorandum at the beginning of each sports season to all the assigned tech managers on regular season NFL "C: Level games and comparable sporting events requiring them to check with Operations' Management prior to accepting more than six (6) feeds into the truck without addressing workload issues.

PGA Golf Tournaments (See attached language). The Company agreed that during the term of the 2022 CBS-IBEW National Agreement it would maintain the current IBEW staffing levels as they exist today for each tournament.

Meal Breaks. During the latest round of negotiations for a successor agreement to the 2018 CBS-IBEW National Agreement, the IBEW expressed concerns regarding the volume and frequency of missed meals at News over the course of the Agreement. After thorough discussions and in an effort to address the IBEW's concerns, the Company agreed that News Operations will partner with production to review and, where workable, modify the current schedule of IBEW employees involved in pre-, live-, and post-production work on the show in order to minimize missed meals. The Company provided a number of examples during negotiations where such schedule changes are planned to effectuate this effort.

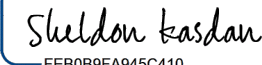
ACCEPTED AND AGREED:

**INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS,
AFL-CIO-CLC**



Lonnie R. Stephenson
International President

CBS BROADCASTING INC.

DocuSigned by:


FE80B9EA945C410
Sheldon Kasdan
Executive Vice President

2021/2022 CBS/IBEW Negotiations
List of “Sacred Sites”

March 22, 2022

White House Complex

Treasury Department

Dept. of Justice

Capitol Hill Complex

SCOTUS

State Department Complex

Pentagon Complex



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SHELDON D. KASDAN
EXECUTIVE VICE PRESIDENT
LABOR RELATIONS

March 1, 2022

Lonnie R. Stephenson
International President
International Brotherhood of Electrical Workers
900 Seventh Street, N.W.
Washington, D.C. 20001

Re: Insert Studios

Dear Mr. Stephenson,

Network News will issue the following memorandum to its production staff responsible for booking field crews:

The following guidelines cover the booking of guests. The first choice should always be use of a Company studio or facility, e.g., the New York or LA Broadcast Center, DC Bureau, studio to go mobile unit, etc., subject to the exceptions listed below.

High Profile Guests

When a high-profile guest, such as political or medical expert is booked through either a government or specifically designated studio, e.g., Dr. Anthony Fauci originates live from the HHS studio or Dr. Rochelle Walensky from Videolink in West Newton, Massachusetts.

Guest Round-Robin- Multiple Network Hits

When a guest has multiple hits, we will use the vendor studio assigned to whichever network initiated the booking. In this type of pool situation, the resources provided by the host network to do the hit will be used.

Late Booking/Overnight Breaking/Developing

In the event of a late-night booking and/or late breaking story, we may need to book a facility within the proximity of the guests' location in order to get them on air and in time. An example of this situation was when News was able to book the former Baltimore Mayor Stephanie Rawlings-Blake, now Travis Scott's spokeswoman,

LONNIE R. STEPHENSON
March 1, 2022
Page 2

regarding the Astroworld tragedy. This guest booking was a competitive get, and she needed to remain in a location close to her prescheduled press conference.

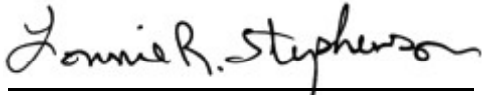
Very truly yours,

CBS BROADCASTING INC.

By: 
Sheldon Kasdan
Executive Vice President

ACCEPTED AND AGREED:

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO-CLC

By: 
Lonnie R Stephenson
International President



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SHELDON D. KASDAN
EXECUTIVE VICE PRESIDENT
LABOR RELATIONS

February 27, 2022

Lonnie R Stephenson
International President
International Brotherhood of Electrical Workers
900 Seventh Street, N.W.
Washington, D.C. 20001


Dear Mr. Stephenson,

During the latest round of negotiations for a successor agreement to the of the 2018 CBS-IBEW National Agreement, the IBEW expressed concerns regarding the volume and frequency of missed meals at CBS News Morning over the course of the Agreement. After thorough discussions between the IBEW and the Company, the Company plans on instituting the following policies and plan to address the IBEW's concerns:

Operations will partner with Production to schedule their pre and post-production work around the appropriate contractual meal brackets when possible. In addition, we are arranging to have Technicians assigned to provide meal relief when production demands require. Accordingly, Technician schedules are also being reviewed and modified where appropriate to allow for regularly scheduled meals.

Very truly yours,

CBS BROADCASTING INC.

DocuSigned by:

By: FEB0B9FA945C410...
Sheldon Kasdan
Executive Vice President

ACCEPTED AND AGREED:

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO-CLC

By: Lonnie R. Stephenson

Lonnie R Stephenson
International President



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SHELDON D. KASDAN
EXECUTIVE VICE PRESIDENT
LABOR RELATIONS

November 18, 2021

Lonnie R Stephenson
International President
International Brotherhood of Electrical Workers
900 Seventh Street, N.W.
Washington, D.C. 20001

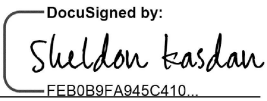
Dear Mr. Stephenson,

During the latest round of negotiations for a successor agreement to the of the 2018 CBS-IBEW National Agreement, the IBEW expressed concerns involving staffing at PGA Golf Tournaments and the possibility of job loss due to the Company's utilization of material shot by other entities during the event such as the PGA Tour.

In order to address those concerns, the Company will commit that during the term of the 2022 CBS-IBEW National Agreement, the Company will maintain the current IBEW staffing levels as they exist today for each tournament.

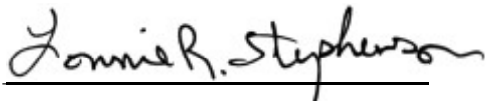
Very truly yours,

CBS BROADCASTING INC.

By: 
Sheldon Kasdan
Executive Vice President

ACCEPTED AND AGREED:

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO-CLC

By: 

Lonnie R Stephenson
International President

IBEW/CBS CONTRACT RATIFICATION ZOOMS

When: Mar 30, 2022 10:00 AM Eastern Time (US and Canada)

Topic: IBEW/CBS Contract Ratification Meeting

Please click the link below to join the webinar:

<https://ibew.zoom.us/j/81795327892>

Webinar ID: 817 9532 7892

When: Mar 30, 2022 01:00 PM Eastern Time (US and Canada)

Topic: IBEW/CBS Contract Ratification Meeting

Please click the link below to join the webinar:

<https://ibew.zoom.us/j/89713488385>

Webinar ID: 897 1348 8385

When: Mar 31, 2022 10:00 AM Pacific Time (US and Canada)

Topic: IBEW/CBS Contract Ratification Meeting

Please click the link below to join the webinar:

<https://ibew.zoom.us/j/89261440420>

Webinar ID: 892 6144 0420

When: Mar 31, 2022 01:00 PM Pacific Time (US and Canada)

Topic: IBEW/CBS Contract Ratification Meeting

Please click the link below to join the webinar:

<https://ibew.zoom.us/j/88264559456>

Webinar ID: 882 6455 9456