

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

This document is a non-technical summary of proposed changes to the NABET-CWA/ABC Inc. Master Agreement as expressed in the May 1, 2026, Tentative Agreement between the Union and the Company. It is prepared for informational purposes and for reference use only by members of NABET-CWA.

This summary is not intended to be an all-inclusive description of the effects of the proposals discussed herein. **The interpretation and effect of any proposal discussed herein is controlled by the actual proposal language and the bargaining history.**

Copies of the Tentative Agreement with actual contract language and changes to the contractual provisions are available on union websites, or by request from your Local union office:

NABET-CWA website - www.nabetcwa.org
NABET-CWA Sports website - <https://www.nabetcwasports.org/>
Local 16 website - <https://www.nabetcwa.org/nabet-cwa-local-16>
Local 31 website - <http://nabet31.org/>
Local 41 website - <http://www.nabet41.org/>

The members of your bargaining committee are unanimously recommending that you vote to ratify the new agreement.

In Solidarity,
NABET-CWA 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; and Ron Gabalski, Chief of Staff and Assistant to the President

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Wages

The parties negotiated base wage increases of 3%, 4%, 3%, and 3.75%, effective the first full payroll periods following April 1, 2027, 2028, 2029, and 2030, respectively. The successor Master Agreement will expire on March 31, 2031. Other economic increases will be effective October 1, 2026, unless otherwise noted.

{Important Note: ABC management has stated that employees who are covered by overscale arrangements or personal services agreements are not necessarily, or automatically, eligible for the annual wage increases listed above. If you have negotiated an overscale arrangement or a personal services agreement, be aware of this company philosophy and speak to your manager about receiving an annual wage increase.}

GENERAL ARTICLES

Section 7.7(a) - Per Diem Allowance

Increases the current \$60 per diem to \$62 per day, effective the first full payroll period following notice of ratification.

Section 8.5(c) – Overtime

The Company can assign a staff employee to a 4-hour call on a 6th or 7th day, but such a 4-hour call cannot be assigned more than 48 hours in advance. An employee assigned to such a 4-hour call will be paid for 6 hours instead of 4, and if they end up working longer than 4 hours, they will be paid for a minimum of 8 hours.

Section 8.6(c) - Changes in Work Schedule

Schedule changes after 7:00 P.M. of the second day prior to the shift do not trigger any extra payment if the schedule is changed by less than 3 hours, formerly 2 hours.

Section 16.4 - Travel

- (a) Calculation of time worked on a travel-only day will begin 30 minutes prior to scheduled departure and end 30 minutes after arrival at the gate, with a minimum of 8 hours paid.
- (b) Calculation of time worked on a travel-work day will begin 30 minutes prior to scheduled departure.
- (c) Calculation of time worked on a work-travel day will end 30 minutes after arrival at the gate.

Section 18.4 – Holidays

Clarifies that a payback day is not owed if a staff employee uses a sick day on a holiday.

Section 24.1 - On-Camera Appearances

Increases the rates for on-camera appearances to the current rates in the SAG-AFTRA agreement.

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Section 26.2 – Daily Hire Sick Leave

Clarifies that a daily hire who uses sick leave on a holiday does not get overtime pay for the day. The Company and the Union agree that they will memorialize in writing any waiver that is required by law of any state or local sick leave ordinances.

Section 30.1 – Term of Agreement

Other economic improvements besides wages will be effective October 1, 2026. The first wage increase will be effective the first full payroll period following April 1, 2027. The parties agree to expedite the contract drafting and printing process.

Section 30.2 – Term of Agreement

Effective the first full pay period after October 1, 2026, employees will be paid weekly instead of bi-weekly. The Company will no longer provide paper paystubs or Statements of Earnings (SOEs), the itemized record of payments and deductions due with each payroll, except where the option of a paper SOE might be required by law.

Section 30.3 – Term of Agreement

The successor Master Agreement will expire on March 31, 2031, and bargaining will begin for the successor to the Master Agreement by October 1, 2030.

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ENGINEERING AGREEMENT “A”

Section A8.2(a) – Meal Periods

The first meal period can occur anywhere between the 2nd and the 7th (formerly 6th) hour of a shift.

Section A8.2(b) – Meal Periods

This Section is deleted as it is no longer relevant with the change to Section A8.2(a).

Section A8.2(c) – Meal Periods

The opportunity to eat (OTE) payment is increased to \$46.00 per day and can be applied to any A Unit employee.

Section A8.7(a) and (b) – Meal Periods

Opportunity to eat (OTE) for ENG crews (OTV and Network) – increase to \$46.00 per day (or \$230.00 per week).

Section A14.2(d) – Cancelled Engagement

Adds daily hire schedule change protections. If a daily hire’s schedule is changed after 1:00 pm of the day prior, and the schedule is changed by more than 3 hours, the schedule can only be altered by adding time to the previous schedule at overtime rates. For example, if a daily hire is engaged for an 8:00 am to 4:00 pm shift, and their schedule is changed after 1:00 pm of the day before to a 12:00 pm to 8:00 pm shift, the Company must add the extra time to the original schedule, meaning the daily hire would be paid from 8:00 am to 8:00 pm. If the daily hire is unable to accept the new schedule, they will receive pay for half of their original engagement. They will also receive the payment in lieu of benefits for the day.

Section A14.2(f) – Payment in Lieu of Vacation

The payment in lieu of vacation that eligible daily hires receive in February of each year will be sent via direct deposit or via refillable pay card.

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

The life insurance benefit for daily hires who work 70 days or more in a calendar year will increase from \$65,000 to \$90,000.

Section A14.3(b) - Travel-Only Days

The travel-only day hourly rate for daily hires will increase to \$40.00, \$41.00, \$42.00, and then \$43.00 per hour concurrent with the 4 general wage increases during the term of the Agreement. The calculation of hours worked begins 30 minutes prior to scheduled departure and ends 30 minutes after arrival at the gate, with a minimum of 8 hours paid.

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Section A15.2(a) – Work Assignment Commitment

Adds ESPN Produced Sports Events for YouTube, ESPN Produced Sports Events for the NFL Network, and ESPN Unlimited to the list of covered platforms on which ABC will use NABET-represented crews when the Company is providing the crew for ESPN.

Section A15.3(a)(vi)(5) – Cancellation (New Provision)

For out-of-town assignments under the Sports Event Agreement, if the Company schedules a daily hire and then cancels them within 48 hours of the first day of that assignment, for each day (excluding travel only days) of that cancelled assignment, the Company will either provide a comparable work opportunity for that daily hire or pay them the regular straight time day rate for the cancelled day, with a payment in lieu of benefits. The provision is inapplicable in cases of “force majeure”.

Section A15.4 – Mutual Workforce Stability Commitment

The no strike, no lockout, and union security commitments of the Sports Event Agreement are extended through December 31, 2038.

Section A15.7 – Termination of Agreement

The expiration date of the Sports Event Agreement is extended through December 31, 2038.

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SAN FRANCISCO NEWSWRITERS & PRODUCERS AGREEMENT “F”

Section F3.1 – Base Pay

Once following ratification or October 1, 2026, whichever is later, any employee who is being paid at or above the 3-4 rate will be given a performance review to determine if they will progress to the 4 and over rate. This review will happen yearly for any employee at or above the 3-4 rate until they progress to the 4 and over rate. Daily hires will progress up the escalator in the same way as staff, with every 220 days worked being the equivalent of a year of service.

CHICAGO NEWSWRITERS AGREEMENT “K”

Section K3.1 – Base Pay

Once following ratification or October 1, 2026, whichever is later, any employee who is being paid at or above the 3-4 rate will be given a performance review to determine if they will progress to the 4 and over rate. This review will happen yearly for any employee at or above the 3-4 rate until they progress to the 4 and over rate. Daily hires will progress up the escalator in the same way as staff, with every 220 days worked being the equivalent of a year of service.

LOS ANGELES NEWSWRITERS AGREEMENT “O”

Section O3.1 – Base Pay

Once following ratification or October 1, 2026, whichever is later, any employee who is being paid at or above the 3-4 rate will be given a performance review to determine if they will progress to the 4 and over rate. This review will happen yearly for any employee at or above the 3-4 rate until they progress to the 4 and over rate. Daily hires will progress up the escalator in the same way as staff, with every 220 days worked being the equivalent of a year of service.

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SIDELETTERS

Sideletter AI – Stipulations

Continues any agreements currently in effect through the term of the successor Master Agreement.

Sideletter DN – Digital Cameras and Related Equipment

Updates the list of camera equipment that may be operated by non-engineering personnel under this Sideletter. The Company will update the Union of new cameras being purchased. The restriction that “camera operation is not such person’s overall primary job function” now applies to each specific assignment. The no-layoff guarantee for ENG and EFP engineers is extended through the successor Master Agreement. This section also updates the list of broadcast studios where digital camera usage is restricted, to reflect the 7 Hudson building in New York City. New allowances are created for shooting with personal communication devices in the studio if they are being used to shoot for non-broadcast platforms, if talent or a guest is shooting first-person material, if the material gathered is impromptu, if the material is behind the scenes and was not intended for broadcast, or if the material is shot for non-broadcast but is then replayed on broadcast.

Sideletter EN – San Francisco Conditions

Effective the first full payroll period following ratification, A Unit employees at KGO-TV in San Francisco will receive a one-time catch-up wage increase of 2.25%.

Sideletter FB - Daily Hire Defined Contribution Plan

Effective January 1, 2027, daily hire employees who qualify for and elect to receive Signature Plan benefits will have their yearly contribution to the CWA Savings and Retirement Trust or the Entertainment Industry 401(k) increased from 5% to 7.25% of their straight time wages for the year. There will be a one-time election to give employees the opportunity to switch from the Flex 401(k) plan to the CWA SRT or vice versa. Such decision must be made by October 31, 2026.

Payment in Lieu of Benefits (PILOB) – Sideletter FD-1

Master Agreement PILOB increases \$10 per day over the life of the contract. Washington, DC ESPN studio shows increase \$15 per day. 7 Hudson ESPN Studio shows and work under the Sports Event Agreement increase \$20 per day. The cash portion of the PILOB is phased out over the contract and moved fully into medical and retirement contributions.

Sideletter GF – Direct Deposit

All employees will receive their pay via direct deposit or via refillable pay card.

Sideletter GQ – ABC-NABET Retirement Trust

Continues the Retroactive Increase in Accrual Rate formula (pop-ups) through 2030. Updates the Mandatory Annual Freeze Determination dates through 2031. Conforms other date changes.

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Sideletter HC – Graphics Operator Work on Sports Remotes

Extends the agreement to use NABET-represented graphics operators on Network sports events.

Sideletter HF – Daily Hire Employee Signature Benefits

Lowers the threshold to qualify for Signature Plan benefits from 180 days to 168 days a year. Adds identity theft protection, the Disney Savings and Investment Plan (DSIP), and Backup Care (a program which helps employees with short term in-home care) to the list of benefits. Daily hires who elect Signature Plan benefits are now eligible, on top of their increased automatic 401(k) contribution under Sideletter FB, to participate in the DSIP, with the Company providing a matching contribution of 50% up to the first 4% (for a maximum of 2%) of the employee's contribution. Daily hires participating in Signature Plan benefits have their life insurance benefit increased to \$90,000.

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

Lowers the thresholds for calculation of daily hire continuation pay from 180 days to 168 days.

Sideletter IE – Child Bonding Policy

Daily hires who are eligible for and elect Signature Plan benefits, and who have qualified for at least the 3 preceding years, looking back to September 2023, will be eligible for the Company's Child Bonding Leave policy, with 8 weeks of paid time off, beginning January 1, 2027.

Sideletter IF – Daily Hires Engaged in Excess of 180 Days

The threshold for daily hires to qualify for the benefits in this Sideletter decreases from 180 to 168 days.

Sideletter IG-2 – Offers of Employment for Regular Staff Positions

Within 36 months of ratification, the Company will make 10 offers of staff employment. The Company will post the positions and notify daily hires who are already performing the duties of the posted job and will prefer candidates who are already performing the job duties satisfactorily and who have worked 100 days or more for the Company in the previous year.

Sideletter New #1 – Four Day Workweek

The Company may, with the mutual agreement of the Local Union, schedule staff A Unit Engineering employees for a workweek consisting of four 10-hour days. The Sideletter modifies the overtime provisions for employees working this schedule so that overtime does not begin until after the 10th hour. An employee working a 4-day workweek will have a guaranteed 3 consecutive days off. The Sideletter contains a list of other conforming changes to the Agreement necessary to accommodate 10-hour days.

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Sideletter New #2 – Assigned to Work From Home or Residence

Employees in the A, F, K, and O Units may discuss with their manager the possibility to work from home. Work from home assignments may be granted at the sole discretion of the Company, and any assignment granted to work from home will be on a non-precedent basis. Short turnaround and meal expense allowances do not apply when working from home.

Sideletter New #5 – Discounts and Complimentary Park Passes

Effective for 2027, daily hires who are participating in Signature Plan benefits will also receive 2 complimentary Disney Theme Park admission tickets per year and will receive Disney discounts on merchandise.

Sideletter New #101 – Generative Artificial Intelligence

The Union and the Company agree on a basic definition of Generative Artificial Intelligence (GAI) and potential workplace uses of this technology. The Company may require employees to use GAI as part of their duties but agrees to provide any training that may be necessary. A special committee of NABET-CWA and ABC representatives will meet semi-annually to discuss operational changes. The Company acknowledges the obligation to negotiate with the Union about the impact of the use of GAI. Employees must obtain Company consent before using GAI and must adhere to all Company policies related to its use, such as those regarding ethics or intellectual property rights. Staff Newswriters, Producers, Assignment Editors and Desk Assistants (F, K, and O Units) shall not be laid off as the direct result of GAI for the term of the contract. Staff employees covered by the A, B, and P Unit agreements would receive enhanced severance if laid off as the direct result of GAI. Daily Hires who have worked at least 168 days in the prior calendar year would receive up to fifty days of severance pay if their employment is discontinued as the direct result of GAI.

Sideletter New #102 – 7 Hudson Square Agreement

Incorporate the 7 Hudson ESPN studio shows agreement into the Master Agreement.

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