

CWA LOCAL 13000, AFL-CIO

MINUTES OF ADMINISTRATIVE BOARD MEETING

James J. Gardler President
Jeff C. Reamer Executive Vice-President
Joseph Smolczynski Secretary-Treasurer
Richard R. Dezzi Eastern Region Vice-President
Gregg Bialek Western Region Vice-President

2124 Race Street
Philadelphia, Pennsylvania 19103
August 21, 2024

Submitted by:
Joseph Smolczynski
Secretary-Treasurer

I N D E X

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1. Call to Order:

President Gardler called to order the executive board meeting of CWA Local 13000 at 9:00 AM on August 21,2024

A. Pledge of Allegiance

2. Roll Call:

All Board members were present.

3. Minutes:

Minutes from the meeting on May 9, 2024, were approved by all Board Members on August 01,2024, and mailed to Officers and Reps and Bulletin Boards on August 02,2024.

4. Financial Report:

- A. President Gardler reviewed the increase in value of the Emergency and Pension Funds that are invested with Haverford. He also informed the Board of the PAC committee’s decision to reimburse the Local Operating Fund costs associated with the Legislative and Political Conference in Washington, DC.
 - 1. The Board reviewed the Bill Payment List.
 - 2. The Board reviewed the check register from numbers 7580-7761.

- B. Secretary-Treasurer Smolczynski reviewed the Online Payment Register of electronic payments made during this period.
 Motion to approve: Bialek Second: Reamer
 Passed
 - 1. The Board reviewed reimbursements and wages.
 - 2. The Board reviewed the SIF reimbursements from National CWA.

- C. President Gardler will discuss outstanding reimbursements from national CWA with District 2-13 Vice President Davis at next week’s meeting.
- D. The Board reviewed the regional and executive budgets.
- E. The Board reviewed and requested further explanations on regional and executive budget balances. This will help in forecasting the budget for the next fiscal year. This portion is to be tabled. The Board will reconvene in early September to review an updated version of this report after the August reconciliation of finances.
- F. **Convention Expenses:** Secretary-Treasurer Smolczynski provided the Board with a report of costs incurred for the 80th Local Convention. The Board will explore other venues and dates to reduce costs for the next convention in 2026

5. Membership Report:

<u>Region:</u>	<u>Members</u>		<u>Pending</u>		<u>Fee-Payers</u>		<u>Misc.</u>	<u>PAC</u>	
	<u>8/21/2024</u>	<u>05/09/2024</u>	<u>08/21/2024</u>	<u>5/09/2024</u>	<u>08/21/2024</u>	<u>05/09/2024</u>	<u>08/21/2024</u>	<u>08/21/2024</u>	<u>05/09/2024</u>
Eastern	1,760	1,764	12	25	14	15	0	1,005	1021
Western	<u>1,808</u>	<u>1,793</u>	<u>15</u>	<u>25</u>	<u>28</u>	<u>30</u>	<u>7</u>	<u>738</u>	<u>743</u>
	3,568	3,557	27	50	42	45	5	1,743	1,764

- A. **Agency Fee/Objectors:** The Board reviewed the total funds returned to the National for Objectors.
- B. The Board reviewed the outstanding list of AT&T, employees that need to be signed up. AT&T list has been reduced drastically in the Eastern Region. The Executive Board addressed concerns regarding sign-ups in Units 42 & 43. The Board will attempt to use Verizon Unit President's in the west and AT&T Representatives in adjacent areas from the Eastern Units to accomplish signing up new members.
- C. **Verizon EISP:** The union is waiting for Verizon's report of individuals who accepted the EISP offer. The union questioned the company's offer and identified some locations that were omitted in error. Verizon issued a new report to include those locations in a new report. All other locations that were questioned were intentionally left out.

6. **District 2-13:**

- A. **Verizon Prevailing Wage:** The prevailing wage appeals board hearing of a Grievance with Verizon. The Executive Board discussed why the grievance was denied. Overall Verizon is reluctant to provide detailed benefit information requested by the appeals board.
- B. **Labor Walk 9/14:** District 2-13 Campaign Lead Bill Scott sent an email requesting volunteers for a joint District 1, 2-13 Labor Rally and Walk in West Philadelphia. The regions will begin soliciting volunteers. President Gardler will discuss with Campaign Lead Scott to provide more information.
- C. **District 2-13 Meeting:** District 2-13 will be holding the annual meeting in Valley Forge in the beginning of October. More details and an agenda will be provided soon.

7. **The Arbitrations, Grievances, Mediation:**

- A. **Arbitration List:** Local 13000 has no scheduled Arbitrations on the list provided.
- B. **Priority List:** Executive Vice President Reamer provided the Priority Arbitration List. The Board reviewed and updated the Priority List. Eastern Region Vice President Dezzi highlighted the importance of grievances in VonVital's organization (Verizon) regarding after hours work performed by contractors. Executive Vice President Reamer and Eastern Region Vice President Dezzi will coordinate with District Staff Representative to adjust the Priority List if necessary. Eastern Region Vice President Dezzi cleared the backlog of non-meritorious grievances from years past. He highlighted Unit 33 OT equalization and OPT out of Title grievances that were moved to the District for Arbitration.
- C. **Fatigue Time Worked Grievances:** Western Region Vice President Bialek discussed issues at Verizon in Broggi's organization regarding FTW (Fatigue Time Worked) Grievances that were filed. At this time Labor relations are failing to provide the information requested. The board discussed options if the company continues this course.
- D. **Artificial Intelligence doing BU work in FSC:** Western Region Vice President Bialek reported that repair calls to the FSC were answered by Artificial Intelligence. The automated system provides subscribers with basic repair steps. These calls are calculated into the calls reported. Western Region Vice President Bialek asked that once the Units impacted collect the information, we present the issue to Senior Management or proceed with an expedited grievance.
- E. **The District demands arbitration of the following grievances:**
 - 1. V24045-13000-025-01-001-24 – Violation of A1.033 – Improper Scheduling of Tour Assigned.
 - 2. V24041-13000-021-01-001-24 – Phil Geary – Violation of Article 15.

3. V24036-13000- ER-002-24 – Violation of Letter of Agreement 21 – Loaning OPTs Out of Title.
4. V24032-13000-022-07-001-24 – John Hawthorne – Violation of 1991 MOU
V24034-13000-022-07-002-24 – John Hawthorne – Violation of 1991 MOU
V24035-13000-022-07-003-24 – John Hawthorne – Violation of 1991 MOU
V24033-13000-022-03-005-24– Bill Murphy– Violation of 1991 MOU
5. V24019-13000-033-06-006-23 – Cris Rice – Violation of Exhibit A3.022 – Overtime Bypass.
V24020-13000-033-06-007-23 – Brian Shonk– Violation of Exhibit A3.022 – Overtime Bypass.
V24021-13000-033-06-008-23 –Patrick Cleary – Violation of Exhibit A3.022 – Overtime Bypass.
V24022-13000-033-06-009-23 – Mike Hennessy – Violation of Exhibit A3.022 – Overtime Bypass.
V24023-13000-033-06-012-23 – Charles Volpe – Violation of Exhibit A3.022 – Overtime Bypass.
V24024-13000-033-06-013-23 – Mike Hennessy – Violation of Exhibit A3.022 – Overtime Bypass.
V24025-13000-033-06-018-23 – Shawn Hennessy – Violation of Exhibit A3.022 – Overtime Bypass.
V24026-13000-033-06-019-23 – Cris Rice – Violation of Exhibit A3.022 – Overtime Bypass.
V24027-13000-033-06-014-23 – Shawn Hennessy – Violation of Exhibit A3.022 –Overtime Bypass.
V24028-13000-033-06-015-23 – Charles Volpe – Violation of Exhibit A3.022 – Overtime Bypass.
V24029-13000-033-06-016-23 – Cris Rice – Violation of Exhibit A3.022 – Overtime Bypass.
V24030-13000-033-06-017-23 – Mike Hennessy – Violation of Exhibit A3.022 – Overtime Bypass.
V24031-13000-011-06-009-24 –Jennifer Howard – Violation of Exhibit A3.022 – Overtime Bypass.
6. V24018-13000-015-02-002-24 – Mike Ferris – Five (5) Day Suspension (Work Rules)
7. AM24004-13000-037-08-001-24 – Vincent Bilodeau – Violation of Article 7/ Unjust Discipline

F. The District is withdrawing its demand to Arbitrate without Precedent or Prejudice:

1. V23092-13000-013-06-003-23 – Tyrone Perry – Twenty (20) Day Suspension.
2. V24016-13000-044-03-001-2024 – Brian Poitras – Termination.
3. V24014-13000-056-03-003-2023 – Chris Prine – Termination.
4. V24015-13000-056-01-005-2023 – Michael Okruch – Termination.
5. AM23005-13000-042-004-2023 – Mark Charlton – Termination.
6. V24011-13000-013-03-006-23 – Tyrone Perry – Thirty (30) day Suspension.
7. V24013-13000-013-06-003-24 – Tyrone Perry – Termination.
8. V24012-13000-015-01-003-23 – Brian Mazaika – Ten (10) Day Suspension (RAP Step 4).
9. V24017-13000-044-08-003-2024 -Gerald Bialek – Termination
10. V24008-13000-041-FSC-048-2023 – Eric Pfisterer - Termination
11. AM24002-13000-037-08-001-23 – Larry Campbell – Unfair Discipline
12. AM24001-13000-014-21-002-23 – James Walden – Violation of Article/Commission

G. The District finds Insufficient Reason to Advance this Dispute to Arbitration. The Grievance is closed:

1. V24032-13000-022-07-001-24 – John Hawthorne – Violation of 1991 MOU.
2. V24034-13000-022-07-002-24 – John Hawthorne – Violation of 1991 MOU.
3. V24035-13000-022-07-003-24 – John Hawthorne – Violation of 1991 MOU.

4. V24033-13000-022-03-005-24 – William Murphy – Violation of 1991 MOU.
5. V24031-13000-011-06-009-24 – Jennifer Howard – Violation of A3.022 Overtime Bypass/Equalization.
6. AM24001-13000-014-21-002-23 – James Walden – Violation of Article 19 Commission.
7. V24008-13000-041-FSC-048-2023 – Eric Pfisterer – Termination – Violations of Code of Conduct.
8. V24014-13000-056-03-003-2023 – Christopher Prine – Termination – Violations of Code of Conduct.
9. V24017-13000-044-08-003-2024 – Gerald Bialek – Termination – Violations of Code of Conduct.
10. V24012-13000-015-01-003-23 – Brian Mazaika – Ten (10) Day Suspension – Step 4 Regional Attendance Plan (RAP).
11. V24013-13000-03-003-24 – Tyrone Perry – Termination – Code of Conduct and Work Rules.
12. V24016-13000-044-03-001-2024 – Brian Poitas – Termination – Violations of Code of Conduct and “Refer Up” Program.
13. AM23002-13000-043-03-001-2024 – Jordan Hagerty – Termination – Violations of AT&T’s Code of Business: Misconduct.
14. AM23005-13000-042-004-2023 – Mark Charlton – Termination – Violations of Code of Conduct and Work Rules.
15. V24015-13000-056-01-005-2023 – Michael Okruch – Termination – Violation of Code of Conduct.
16. AM23003-13000-042-002-2023 – Joshua Freas – Termination – Violation of Code of Conduct and Work Rules.
17. AM23002-13000-042-001-2023 – Justin Yaras – Termination – Violation of Code of Conduct and Work Rules.
18. AM23004-13000-042-003-2023 – Matthew Baranzini – Termination – Violation of Code of Conduct and Work Rules.

H. The District is withdrawing its demand to Mediation without Precedent or Prejudice:

1. V23003-13000-013-06-002-22 – Tyrone Perry – Ten (10) Day Suspension (Work Rules).
2. V16145-13000-001-06-009-15 – Kurt Mascia – Three (3) Day Suspension (MVA).
3. V20007-13000-025-01-013-19 – Al Spera – Ten (10) Day Suspension (Safety).
4. V18080-13000-022-05-013-18 – Nicholas Nye – Three (3) Day Suspension (MVA).
5. V18077-13000-011-03-006-18 – Jalisa Clarke – Five (5) Day Suspension (Drilling.)
6. V17131-13000-211-05-008-17 – Ruthie Rodriguez – Eight (8) Day Suspension (Code of Conduct).
7. V16144-13000-001-06-007-15 – Justin Harrison – Four (4) Day Suspension (MVA).
8. V16140-13000-001-02-003-16 – David Miller – Five (5) Day Suspension (MVA).
9. V16032-13000-015-01-007-15 – Ray Mowery – One (1) Day Suspension (Overtime).
10. V16029-13000-022-05-067-15 – Austen Aquino – Five (5) Day Suspension (Overtime).
11. V14264-13000-033-010-025-14 – Matt Fruhwirth – Three (3) Day Suspension (Work Rules).

12. V15087-13000-032-08-004-14 – Nick Landis – Ten (10) Day Suspension (Safety Infraction).
13. V14174-13000-013-01-007-14 – Mihai Urda – Five (5) Day Suspension (Work Rules).
14. V16117-13000-013-12-003-16 – Daryl Townsend – Three (3) Day Suspension (Code of Conduct).
15. V14266-13000-033-03-010-14 – Jason Weber – One (1) Day Suspension (MVA)
16. V20008-13000-015-02-022-19 – Terence Gibson – Five (5) Day Suspension (Code of Conduct).
17. V18082-13000-022-05-060-17 – Ivan Arthur – Two and One-Half (2.5) Day Suspension (Code of Conduct).
18. V13014-13000-021-10-060-12 – Dan Eisenhart – Twenty (20) Day Suspension (Misuse of Time).
19. V12125-13000-013-04-065-12 – Osborne Stokes – Seven (7) Day Suspension (MVA)
20. V10197-13000-013-03-004-10 – Vince Wilson – Fifteen (15) Day Suspension for Insubordination & Work Rules Violation.
21. V12132-13000-033-03-010-12 – Jason Weber – Thirty (30) Day Suspension (Time Sheet).
22. V12048-13000-013-03-033-11 – Vince Wilson – Thirty (30) Day Suspension (Refused OT)
23. V09037-13000-035-05-004-09 – Greg Hueston – Three (3) Day Suspension
24. VI 1079-13000-001-02-029-11 – John Gearty – Ten (10) Day Suspension (MVA)
25. VI 2038-13000-013-03-025-11 – Darren Johnson – One (1) Day Suspension (MVA)
26. VI 2091-13000-013-03-011-12 – William Ling – Sixty (60) Day Suspension (Code of Conduct).
27. 8081-13000-022-05-016-18 – Richard Fitzgerald – Ten (10) Day Suspension (Drilling)

I. Letter of Appeal:

1. AM24003-13000-043-03-001-2024-Jordan Hagerty-Termination

J. Letter of Denial:

1. AM24003-13000-043-03-001-2024-Jordan Hagerty-Termination

K. The District Request the Company and Union Hold the Following Grievance pending the Outcome of the Verizon Case # 0017-24/CWA No. 213-2024-040V:

1. V24042-13000-021-01-009-24 – Phil Geary – Violation of 1991 MOU
2. V24043-13000-025-03-014-24 – Steven Helm – Violation of 1991 MOU
3. V24044-13000-025-03-020-24 – James Trapp – Violation of 1991 MOU
4. V24047-13000-025-03-046-24-Steve Helm - Violation of 1991 MOU

8. Region Business:

East:

- A. Loans:** Eastern Region Vice President Dezzi reported that Verizon is loaning Service Technicians from areas that were not offered the EISP to areas that were offered. Also, he reported that Outside Plant Technicians are being loaned out of title. He is discussing the issue with the Directors in the areas that it is occurring.
- B. Title Upgrade:** Eastern Region Vice President Dezzi reported that there are only a few Splicer’s Helpers in the organization. He presented to the company to make Matt Greenleaf a Splicer to relieve a shortage in Basciano’s organization.

- C. **Unit Changes:** Eastern Region Vice President Dezzi reported the following changes in Unit Councils.
Unit 13 Branch 1 Island Ave: An election will be held for Branch 1 Representative. Frank Calicchio retired.
Unit 14: James Walden is the new Unit 14 Vice President, Andrew Somvung is the new Secretary. Former Vice President Daniel Ward left AT&T.
Unit 15: Bill Cieslinski is the new Unit 15 Vice President; Caldwell Grant is new Secretary. Former Secretary Joe Sacco resigned.

West:

- A. Western Region Vice President Bialek reported that Bradley Neil Unit 32 asked to become a full member from Agency Fee Payer.

Motion: Waive the fee for Bradley Neil to become a member in good standing.

Motion to accept: Bialek

Second : Gardler

Passed

9. AFL-CIO:

- A. **Labor Day Parade (Philadelphia):** President Gardler reported on the change of route of the Philadelphia AFL-CIO parade due to construction in the Penns Landing Area. Local 19 asks that all supplies be dropped off early.

- B. Sponsor a Drill Team that will lead our group in the parade. \$500

Motion to accept: President Gardler

Second: Dezzi

Passed

10. PAC:

- A. The board reviewed the check register.

- B. Board reviewed PAC Spreadsheet.

- PAC Committee Poll approved to donate \$ 2,000.00 to Christy Brady for City Controller.
- PAC Committee Poll approved to donate \$ 1,000.00 to Committee to Elect Eddie Day Pashinski.
- PAC Committee Poll approved to donate \$ 5,000.00 to Friend of Patty Kim.
- PAC Committee Poll approved to donate \$ 25,000.00 to DePasquale for Attorney General.
- PAC Committee Poll approved to donate \$ 15,000.00 to DePasquale for Attorney General.
- PAC Committee Poll approved to donate \$ 1,000.00 to Squilla for Council.
- PAC Committee Poll approved to donate \$ 2,500.00 to Quetcy Lozada for Philly City Council.
- PAC Committee Poll approved to donate \$ 1,000.00 to Deely 15
- PAC Committee Poll approved to donate \$ 1,225.60 to Aristotle International, Inc.
- PAC Committee Poll approved to donate \$ 1,000.00 to Harrity for Council.
- PAC Committee Poll approved to donate \$ 2,500.00 to Friends of Pat Gallagher.
- PAC Committee Poll approved to donate \$ 5,000.00 to Chris Ryan State Senate.
- PAC Committee Poll approved to donate \$ 1,000.00 to Friends of Brian Munroe.

- PAC Committee Poll approved to donate \$ 9,790.11 to CWA Local 13000.
- PAC Committee Poll approved to donate \$ 5,000.00 to Kane for Senate
- PAC Committee Poll approved to donate \$ 1,000.00 to Friends of Tina Davis.

- C. **New Members:** The board reviewed the new report detailing any new PAC contributors by unit.
- D. **State Representative Pat Gallagher PAC Event:** President Gardler discussed sponsoring a Foursome for the golf out supporting State Representative Gallagher re-election.

11. **Community Services Fund:**

- A. The Board reviewed the Check Register.
- B. Thanksgiving Tickets have been distributed to the Unit councils for distribution.
- C. 2024 Philadelphia Polish American Heritage Celebrations Campaign
- A. Secretary-Treasurer Smolczynski was contacted by the 2024 Phila Polish American Parade Committee to sponsor the event through television and radio commercial slots. The Board discussed the benefits of a larger than normal contribution. Currently the Executive board believes it is not in the best interest or vision of the Fund to contribute this year.
- D. **APRI:** The Board reviewed the APRI request for sponsoring the APRI Awards Dinner Cruise.
- E. The Board reviewed the Spreadsheet with Units contributions for the year so far.
- Executive Board Poll approved to donate \$ 350.00 to Franklin Regional Athletic Association submitted by Jim Morrison, Unit 41, Branch 4.
 - Executive Board Poll approved to donate \$ 200.00 to St. Hubert Cheerleading submitted by Jim Gardler.
 - Executive Board Poll approved to donate \$ 250.00 to Benefit for Bryan Campbell submitted by Dave Gain, Unit 25 President.
 - Executive Board Poll approved to donate \$ 500.00 to Egypt VFW Post 7283 submitted by Vinny Brasten, Unit 33 President.
 - Executive Board Poll approved to donate \$ 160.00 to Rhino Flooring of St. Mary's submitted by Pat Catalano, Unit 103 President.
 - Executive Board Poll approved to donate \$ 100.00 to Ryan Football Alumni Association submitted by Dave McDonald, Unit 15, Branch 2.
 - Executive Board Poll approved to donate \$ 100.00 to Jim Hartge submitted by Dana Bialek, Unit 54 President.
 - Executive Board Poll approved to donate \$ 150.00 to Penn-Trafford Megaphone Clun submitted by Shawn Langan, Unit 44, Branch 9.
 - Executive Board Poll approved to donate \$ 500.00 to Victory Soccer Club submitted by Brian Apt, Unit 59 Vice President.
 - Executive Board Poll approved to donate \$ 200.00 to Springfield High School Cheerleading submitted by Duke McShane, Unit 23 President.
 - Executive Board Poll approved to donate \$ 250.00 to Circus Saints and Sinners Club submitted by Jason Butkus, Unit 44, Branch 1 Vice President.
 - Executive Board Poll approved to donate \$ 1000.00 to Carmen Chavarria submitted by Jim Gardler.

B. Human Rights Meeting: Western Regional Vice President Bialek reported on the meeting in Houston, Texas, that the committee attended. He stated that the classes were informative and beneficial to helping the members.

19. New Business:

A. CWA Communications Department Training: Secretary-Treasurer Smolczynski shared information provided from the CWA Secretary-Treasurer office concerning training from the Communications Department that can cover bulk emails, text blasts, and other programs that are offered to locals for free or at a reduced cost. Local Staff can attend training to enhance skills.

B. Golf Outing: Secretary-Treasurer Smolczynski discussed with the board possibly establishing a committee to resume an Annual Golf Outing that can benefit the Community Services Fund. The Board discussed looking further into the matter and revisiting it.

20. Meeting Attended:

President Gardler:

- May 13 -16, 2024, PA AFL-CIO Convention
- May 21, 2024, Board Meeting Hershey
- May 22-24,2024, Local Convention
- May 31, 2024, Meeting with Councilman Young
- June 04, 2024, AFL-CIO
- June 05,2024, Meeting with Eugene DePasquale
- June 11,2024, Meeting with Senator Fetterman
- June 12, 2024, Meeting with Pat Eiding
- June 18, 2024, Verizon Bargaining Committee Meeting
- June 24, 2024, Local Presidents Meeting in DC
- June 25-26, 2024, CWA Legislative Conference
- June 28, 2024, Meeting with Senator Casey
- June 09, 2024, AFL-CIO meeting
- July 10, 2024, Meeting with UFCW
- July 10, 2024, Meeting with District 2-13
- July 16, 2024, Meeting with UFCW
- July 17, 2024, Meeting with UFCW
- July 22, 2024, Meeting with District 2-13
- July 25, 2024, Trustee Meeting
- July 25,2024, Verizon Bargaining Committee Meeting
- July 26, 2024, AFL-CIO
- July 30, 2024, AFL-CIO
- August 09, 2024, Political Action Committee Event Squilla
- August 14, 2024, Philadelphia Building Trades
- August 15, 2024, Verizon Bargaining Meeting

Executive Vice President Reamer:

- May 10, 2024, Fastmail Bargaining
- May 14, 2024, Everyaction Bargaining
- May 20, 2024, Fastmail Bargaining

- May 21, 2024, Everyaction Bargaining
- May 22, 2024, Fastmail Bargaining
- June 03, 2024, Fastmail Bargaining
- June 11, 2024, Everyaction Bargaining Council Meeting
- June 12, 2024, Fastmail Bargaining
- June 20,2024, Everyaction Bargaining
- July 08, 2024, Fastmail Bargaining
- July 23, 2024, Fastmail Bargaining
- July 25, 2024, CWA Pension Trustee Meeting
- August 02, 2024, Safety Committee Meeting
- August 06, 2024, Everyaction Bargaining Council Meeting

Secretary- Treasurer Smolczynski:

- May 09, 2024, Executive Board Meeting
- May 14, 2024, Apple Organizing Committee Meeting
- May 21-24, 2024, 80th Local 13000 Convention Hershey, PA
- May 22, 2024, Wells Fargo Organizing Meeting
- May 28, 2024, CWA Secretary-Treasurer Meeting Ameenah Salam
- May 28, 2024, Wells Fargo Pre-Election Meeting
- May 28, 2024, Apple Organizing Meeting
- May 29, 2024, National Labor Relations Board Wells Fargo Election-Havertown
- June 05, 2024, Meeting with Eugene DePasquale
- June 11, 2024, Apple Organizing Meeting
- June 13, 2024, Unit 59 Council Meeting
- June 13, 2024, Unit 13-1 Membership Meeting
- June 18, 2024, Local 13000 Special Convention
- June 24, 2024, Unit 23 Council Meeting
- June 24-26, 2024, CWA Leg &Political Conference Washington DC
- July 02, 2024, Apple Organizing Meeting
- July 03, 2024, American Red Cross – Organizing Meeting
- July 09, 2024, Meeting with State Representative Greg Scott -Call Center Worker and Consumer Protection Act
- July 15, 2024, Wells Fargo Meeting
- July 16, 2024, UFCW - Staff Contract Bargaining
- July 16, 2024, Apple Organizing Meeting
- July 25, 2024, Trustee Meeting with Actuary
- July 30, 2024, Apple Organizing Meeting
- August 02, 2024, Penchecks - Pension Meeting
- August 06, 2024, Apple Organizing Meeting
- August 07, 2024, Aristotle Training
- August 07, 2024, American Red Cross - Organizing Meeting
- August 13, 2024, Apple Organizing Meeting
- August 14, 2024, Office of Labor-Management Standards Compliance Training
- August 15, 2024, American Red Cross - Organizing Meeting

Eastern Regional Vice President Dezzi:

- May 10, 2024, FastMail Bargaining
- May 16, 2024, Verizon Labor
- May 20, 2024, FastMail Bargaining
- May 21-24, 2024, 80th Local 13000 Convention Hershey, PA
- June 03, 2024, FastMail Bargaining
- June 04, 2024, FastMail Bargaining
- June 07, 2024, Unit President Meeting
- June 12, 2024, FastMail Bargaining
- June 14, 2024, Unit 11 & 22 Council Meeting
- June 18, 2024, CWA Special Convention
- June 24-26, 2024, CWA Legislative Political Conference
- June 27, 2024, Verizon Labor
- July 08, 2024, FastMail Bargaining
- July 09, 2024, AT&T Labor
- July 16-17, 2024, Staff Bargaining
- July 23, 2024, FastMail Bargaining
- July 25, 2024, Verizon Labor

Western Regional Vice President Bialek:

- May 16, 2024, Unit 43 Branch 2 Membership Meeting
- May 17, 2024, American Red Cross Zoom
- May 20, 2024, Unit 119 Council Meeting
- May 21 -24, 2024 CWA Local Convention
- May 28, 2024, Unit 32 Council Meeting
- June 05, 2024, Consolidated Communications Common Interest Meeting
- June 05, 2024, Central PA Area Labor Federation Meeting
- June 07, 2024, Unit 41 Council Meeting
- June 11, 2024, Retired Member Chapter 13059 Retiree Meeting
- June 11, 2024, Board Zoom
- June 12, 2024, Windstream Safety Meeting
- June 12, 2024, Comcast Corliss Labor Management Meeting
- June 13, 2024, Unit 59 Council Meeting
- June 13, 2024, Unit 54 Branch 4 Membership Meeting
- June 17, 2024, District 2-13 Human Rights Zoom
- June 18, 2024, CWA LOCAL 13000 2024 Special Convention
- June 21, 2024, Unit 57 Council Meeting
- June 24 -26, 2024 CWA Presidents Meeting Washington D.C.
- June 27, 2024, Unit 54 Branch 3 Membership Meeting
- July 02, 2024, UFCW Bargaining
- July 09, 2024, Meeting with State Representative Greg Scott -Call Center Worker and Consumer Protection Act

- July 10, 2024, Meeting with Matt Norin at Monroeville Garage
- July 11, 2024, Unit 115 Membership Meeting
- July 12, 2024, American Red Cross Meeting
- July 15, 2024, Windstream Grievances with Labor
- July 16-17, 2024, UFCW/CWA negotiations Staff Contract
- July 17, 2024, Meeting American Red Cross Local Contract Negotiations
- July 18, 2024, Western Region Unit President Meeting
- July 23, 2024, AT&T Grievances with Labor
- July 24, 2024, Verizon Grievances with Labor
- July 25, 2024, Windstream Grievances with Labor
- July 29, 2024, Windstream Council Meeting
- July 30, 2024, Bonterra Grievances with the Vice President
- July 31, 2024, Windstream Safety Meeting
- August 07, 2024, Unit 44 Branch 10 Membership Meeting
- August 07, 2024, Unit 119 Council Meeting
- August 07, 2024, American Red Cross Local Contract Negotiations
- August 09, 2024, Unit 54 Council Meeting
- August 10-14, 2024, CWA National Human Rights and Equity Conference Houston Texas
- August 16, 2024, Unit 44 Council Meeting

21 Retirees:

- A. Pre-Medicare Retiree:** President Gardler reported on negotiations with Verizon regarding an alternative to proposed increases to Pre-Medicare eligible retiree coverage. The caps on healthcare coverage have been pierced. This will result in significant increases in premiums. President Gardler will report to the board as information becomes available.

22. NLRB:

NTR

23. SIF:

- A.** The Board reviewed the status of reimbursements from national CWA.

24. Willig, Williams & Davidson: NTR

25. Logic Choice:

26. Safety:

- A.** Executive Vice President Reamer reported that the safety committee is discussing with Verizon safety the use of electronic traffic signaling devices.
- B.** Safety Committee members Unit 21 President Windstein and Unit 57 President Gourdie are attending USW safety conference in Pittsburgh.

27. Charges:

28. Election:

29. Correspondence:

Meeting Adjourned: 2:45 PM

Motion to Adjourn and resume when Budget reports can be updated.

Motion: Gardler Second: Bialek

Passed

September 5, 2024, 2:00PM

President Gardler reconvened the Executive Board Meeting to order via Zoom. All Board members were present.

1. Financial Reports – Regional and Executive Balances:

A. The Board reviewed the Financial Reports provided for May-August. The board discussed areas that were formatted erroneously in the previous versions of the reports.

2. Western Region:

A. 4 x 10 Hour Workweek – Unit 54, New Castle Splicers

Motion: New Castle Splicers to work 4 10-hour days in a work week.

Motion: Bialek Second: Reamer

Passed

Discussion: Western Regional Vice President explained the proposed agreement with Verizon Labor Kunkle to allow splicers to volunteer for 4 day 10-hour workweeks.

3. Carnegie:

A. **Security and Fire:** Western Regional Vice President Bialek is still receiving quotes for new security and fire alarm systems from Vector and Everon. When he receives all proposals, he will revisit the subject with the board. President Gardler and Secretary-Treasurer Smolczynski will allocate funds for this improvement when preparing next year's budget.

4. Priority List:

A. Executive Vice President Reamer reviewed grievances that were submitted for arbitration. He further explained how some grievances were grouped together unintentionally. Executive Vice President Reamer and Eastern Region Vice President Dezzi are working with the District 2-13 staff to regroup and separate connected grievances under a new arbitration request. Once this process is complete, a new priority list will be issued.

- B. President Gardler has a meeting scheduled with District 2-13 Vice President Davis regarding past practice of similar cases regarding the transferring of fiber grievances at Verizon. President Gardler scheduled a meeting with Matt Noren to discuss this and other issues.

5. District 2-13 Conference/Meeting:

- A. District 2-13 Meeting is scheduled for October 1-3rd. A tentative agenda will be available soon.

6. American Red Cross Update:

- A. Secretary-Treasurer Smolczynski and Western Regional Vice President Bialek provided a status update on the campaign to organize some non-union departments at the Johnstown work center. Secretary-Treasurer Smolczynski provided to the Director of Labor Relations the formal notice of the CWA's intent to organize per the National Addendum. Unit 111 and Secretary-Treasurer Smolczynski met with the director to review organizing ground rules and access to the work center for non-employees. During this meeting, we were informed that the International Brotherhood of Teamsters also filed an intent to organize. We disagree with the American Red Cross proposal to have a 3-way election, and our attorneys agree with our stance. Each department is being assessed, and our committee members continue to have conversations with all shifts.

Motion to Adjourn

Motion: Reamer

Second: Smolczynski

3:00 PM

Passed