

CWA LOCAL 13000, AFL-CIO
MINUTES OF ADMINISTRATIVE BOARD MEETING

James J. Gardler.....President
Jeff C. ReamerExecutive 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
February 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 8:00 AM on February 21, 2024
A. Pledge of Allegiance

2. **Roll Call:**

All Board members were present.

3. **Minutes:**

Minutes from the meeting on December 19, 2023, were approved by all Board Members on January 26, 2024, and mailed to Officers and Reps for Bulletin Boards on January 28, 2024.

4. **Financial Report:**

- The Board reviewed the financial reports provided to the Trustees by the Financial Advisors. The Local's investments are in good health and have been performing well over time.
- Secretary-Treasurer Smolczynski provided an update on the 1st Floor tenant in the Philadelphia building that is behind on rent. He explained the new payment process for the tenant to provide electronic payments and invoicing.
- President Gardler and Secretary-Treasurer Smolczynski explained the process of completing the Rollovers and issuing 1099's for the additional payments from the Pension fund. All those who elected to receive Rollovers and Lump sum payment have received them.

A. The Board reviewed the Bill Payment list. No further discussion

B. The Board reviewed the Check Register from numbers 7279-7398.

There were no voided checks during this period.

Motion to accept: Reamer

Second: Bialek

Passed.

C. The Board reviewed Reimbursements and Wages.

- Some National CWA SIF Reimbursements from 2023 are not paid yet. We resubmitted them for reimbursement.

Motion to accept: Bialek

Second: Reamer

Passed.

D. The Board reviewed the Regional and Executive budgets using the proposed FY2024 budget to be approved by the delegates at the 2024 Convention. Discussion centered on how some expenses and wages are being reclassified to better explain the payments to the auditors. There has been a reduction in costs in some cases and increases in others. The Board also discussed a budgeted item to contribute to the Pension Fund after discussing the issue with the Actuary.

5. **Membership Report:**

A. AT&T Membership: The Board discussed the new and improved process to enroll new members at AT&T. The new online membership sign-up process has been reviewed with all 4 of the AT&T Unit Councils. A graphic with a QR code has been provided to them to simplify the process even more. Feedback from the Representatives has been positive. AT&T Membership List was provided to the board from Executive Vice President Reamer to be distributed to the 4 Units.

B. Verizon: The Board discussed the process which the company is having new hires report to training, then to their assigned work location. Reps are doing their best to get them signed up on their first day reporting.

<u>Region:</u>	<u>Members</u>		<u>Pending</u>		<u>Fee-Payers</u>		<u>Misc.</u>	<u>PAC</u>	
	<u>02/21/2024</u>	<u>12/19/2023</u>	<u>02/21/2024</u>	<u>12/19/2023</u>	<u>02/21/2024</u>	<u>12/19/2023</u>	<u>02/21/2024</u>	<u>02/21/2024</u>	<u>12/21/2023</u>
Eastern	1,731	1736	38	06	15	15	3	1008	994
Western	<u>1,833</u>	<u>1856</u>	<u>20</u>	<u>11</u>	<u>30</u>	<u>29</u>	<u>6</u>	<u>729</u>	<u>728</u>
	3,564	3,592	58	17	45	44	9	1,737	1,772

6. District 2-13:

A. Mike Davis District 2-13 Vice President & Jon Remington District 2-13 Staff Representative addressed the board via Zoom on a variety of issues including:

- Brightspeed- Jon Remington reported that the company has approached the union regarding eliminating Business Service Technicians and transitioning them to Customer Service Technicians. The company notified their business customers that they will not be renewing the contracts. The company also discussed offering A-Time (unpaid time off). Tentative Agreements in other Districts were voted down.
- Comcast Bargaining report for both South Hills and Alli Kiski. Representative Remington gave details on issues that are slowing down negotiations. Comcast is slowly moving forward on wages for both units with some other proposals that need to be answered. Support for the committee has been strong.
- American Red Cross- In the fall the American Red Cross contract will expire, surveys and preparation has begun. The District is proud to have Unit 111 Jaytricia Tremel as the National Coalition Bargaining Co-Chair.
- Windstream- 4 contracts are set to expire in the fall. Preliminary discussions are underway. Unit 103 council and the bargaining committee are preparing surveys to be distributed.
- Pittsburgh Post Gazette bargaining resumed and have future dates scheduled. The District has assumed control of the local.
- Jon Remington District 2-13 Staff Rep. thanked the Local Representatives for participating in the Local Officer Training that the District held in Linthicum, MD.
- Jon Remington District 2-13 Staff Rep offered to help with preparations for the upcoming Local 13000 Western Region Representative training and securing facilities for the training.
- District Vice President Mike Davis discussed Funding for the Local Representative Training through a SIF to help offset costs associated with the training.

B. William Scott District 2-13 Political Campaign Lead addressed the board on the following issues:

- OSHA 10 Training for Broadband Technicians by CWA. Bill will get more information from National CWA on this and who will fund the training.
- National and State races including Presidential, Senate and State Attorney General are going to be front and center. Allegheny and Philadelphia AFL-CIO’s both supported Jack Stollsteimer for Attorney General.
- Legislative Priorities include National HR 1200- National Right to Work. Susan Wild spoke out against it.
- Congressman Fitzpatrick sponsored legislation to extend the ACP program which subsidizes internet service for low-income households. Comcast, Verizon, and AT&T participate in this program.
- There is a movement to weaken Social Security and raise the retirement age. The District is engaging with RMC’s to have retired members contact their representatives on these issues.

- NLRA- Some members of Congress have presented legislation to overturn provisions of the NLRA.
 - Paid Sick Days
 - ProAct
 - Broadband Infrastructure.
 - Pennsylvania Legislative Issues- Public Sector OSHA, Unemployment for Striking workers, Constitutional Right to Unionize in PA.
 - Representative Scott presented a plan to have Local LPAT leaders trained for the upcoming GOTV election cycle. The Board will identify people that will help with PA Lead and data coordinator that will begin in the summer.
 - The Board discussed with District 2-13 Representative Scott that the Local's political priorities are to support legislation/candidates both nationally and statewide that will protect and expand and protect worker's rights and bring more work into the state.
 - BEAD funding may expire in June. Currently, the Local Representative is Unit President 35 D'Angelo who has been participating in weekly meetings, member outreach and reports back to President Gardler.
- C. Legislative and Political Conference – The Board discussed the upcoming Legislative and Political Conference in June. The Board will attend and may send Local Political Leads if deemed necessary.
- D. Old Grievance/ Arbitrations (Davis, Remington)
- Grievances- AT&T 2 Termination Grievances are being addressed with Labor.
 - Appeal: Unit 59 appeal for a denial letter issued. District and Legal are working to give an answer.
 - Comcast Arbitration: Final settlement on Improper Callout. The settlement agreed to pay the group damages. The total amount was 90% of what was demanded. Also, an agreement was made to prevent this in the future.
 - Priority List is being updated and prepared by Executive Vice President Reamer and Eastern and Western Regions. Old cases have been cleaned up. Some contractual grievances may be reclassified.

7. The Arbitrations, Grievances, Mediation:

- A. Arbitration List: The board reviewed the Arbitration List.
- B. Priority List: Reamer
- C. **The District demands arbitration of the following grievances:**
1. V24004-13000-ER-001-23 Violation of 2008 FIOS Installation and Repair Work Agreement.
 2. V24001-13000-013-03-029-23 Jason Jenkins -Three (3) Day Suspension for Drilling.
 3. AM23007-13000-043-41-002-2023 Josue Ortiz - Unjust Termination.
 4. AM23010-13000-043-41-001-2023 Troy Scott - Final Written Warning.
 5. AM23009-13000-043-41-004-2023 Brandon Sisk - Unjust Termination.
 6. AM23008-13000-043-41-003-2023 Kevin Dodson - Unjust Termination.
 7. V24007-13000-057-04-001-2023 Adam Wilkerson (OPT) - Weight Restrictions.
 8. V24008-13000-041-FSC-048-2023 Eric Pfisterer - Termination.
- D. **The District is withdrawing its demand to Arbitrate without Precedent or Prejudice:**
1. V07005-13000-013-12-001-06 Thomas Hegarty - Overtime Bypass.
V07006-13000-013-12-002-06 Robert Clee - Overtime Bypass.
V06154-13000-025-07-003-06 Frank Daley - Systems Tech Placed in Services Tech Adm. Grp.
V06155-13000-025-07-004-06 Gerry Veight - Systems Tech Placed in Services Tech Adm. Grp.
V07015-13000-021-01-008-06 Systems Tech Placed in Services Tech Adm. Grp.

- V08066-13000-033-03-008-07 to 033-03-014-014-07 System Tech OT Bypasses
- V07050-13000-001-07-004-06 Company Contracting Building Equipment Mechanic Work.
- V07068-13000-022-05-013-06 Andrew McLean - Forced Transfer.
- V07062-13000-011-03-015-06 Splicing Techs & OPT's Performing Service Tech Work.
- V07078-13000-018-03-039-06 Cora Adams - SFC Performing MA Work.
- V07101-13000-001-01-014-06 Ken Costello – Title Jurisdiction
- V07103-13000-021-003BT Company Contracting Bargaining Unit Work.
- V07120-13000-033-06-010-06 to 033-06-014-06 David Gantz - Overtime Bypass.
- V07121-13000-033-06-015-06 to 033-06-020-06 Rick Artis - Overtime Bypass.
- V07165-13000-022-01-082-06 Neil Lohoefer - Title Jurisdiction.
- V07166-13000-022-05-051-06 Mark Salvo -Title Jurisdiction.
- V07170-13000-211-02-003-06 General Clerk Performing Staff Clerk Work.
- V07189-13000-023-05-008-06 Management Performing B.U. Work.
- V07190-13000-023-05-009-06 Management Performing B.U. Work.
- V07191-13000-023-05-010-06 Management Performing B.U. Work.
- V07192-13000-023-05-011-06 Management Performing B.U. Work.
- V07193-13000-023-05-012-06 Management Performing B.U. Work.
- V07214-13000-011-01-001-07 Gloria Dunphy - Denied Pay While on Benefits.
- V07229-13000-023-01-019-06 Duke McShane - Job Title Clarification.
- V07230-13000-023-01-047-07 through 023-01-053-07 Contractors Doing B.U. Work.
-023-01-056-07-Contractors Doing B.U. Work.
- V07031-13000-023-01-057-07 Frank Sawicki - Contractors Doing B.U. Work.
- V07232-13000-023-01-062-07 Bryan Nattress - Contractors Doing B. U. Work.
- V07233-13000-023-01-067-07 George Reilly - Contractors Doing B. U. Work.
- V07234-13000-023-01-069-07 George Reilly - Contractors Doing B. U. Work.
- V07235-13000-023-01-073-07 Gary Stevenson - Contractor Doing B. U. Work.
- V07273-13000-001-06-007-06 S. Reed - Contract Labor/Forced Overtime.
- V07277-13000-022-09-018-06 Bob Pabst - 30 + Years SET's.
- V07278-13000-022-09-019-06 Jim Delvecchio - 30 + Years SET's.
- V07279-13000-022-09-020-06 Arlene Mamienski - 30 + Years SET's.
- V07280-13000-022-09-022-06 James McGroarty - 30 + Years SET's.
- V07281-13000-022-09-023-06 Hugh Bray - 30 + Years SET's.
- V07282-13000-022-09-025-06-Hugh Bray-30 + Years SET's.
- V07283-13000-022-09-028-06 Hugh Bray - 30 + Years SET's.
- V07284-13000-022-09-002-07 Thomas Woods - 30 + Years SET's.
- V07295-13000-EXBD-014-07 Management Performing B.U Work (Storekeeper's Work).
- V08071-13000-033-05-013-08 Nick Cazzetto - Overtime Equalization.
- V08072-13000-033-05-014-07 Cindy Ebner - Overtime Equalization.
- V08073-13000-033-05-002-08 to 033-05-011-08 Overtime Equalization.
- V08074-13000-033-05-016-08 to 033-05-020-08 Overtime Equalization.
2. V21099-13000-001-03-003-21 Wayne Triplett - Termination.
- V21100-13000-001-03-002-21 Ed Martin - Termination.
- V21101-13000-001-03-004-21 Maurice German - Termination.
- V21102-13000-001-03-005-21 Ernest Johnson - Termination.
- V21103-13000-001-03-006-21 Marc Coleman - Termination.
- V22030-13000-001-03-008-21 Kenneth Hill - Termination.
- V22031-13000-001-03-009-21 Randy Rahn - Termination.
- V22032-13000-001-03-010-21 Dan Morgan -Termination.

- V22033-13000-001-03-011-21 Josh Roberts - Termination.
V22034-13000-001-03-013-21 Paul Difrancesco - Termination.
V22035-13000-001-03-015-21 Walt Williams - Termination.
V22036-13000-001-03-014-21 Matt McHale - Termination.
V22037-13000-001-03-017-21 Mike Orsborn - Termination.
V22038-13000-001-03-018-21 Mike Roney - Termination.
V22039-13000-001-03-019-21 Jeff Goodfellow - Termination.
3. V13150-13000-033-03-009-13 Jason Weber - Thirty (30) Day Suspension.
V14142-13000-033-01-010-14 John Stolarz - Eleven (11) Day Suspension (Customer Complaint).
V15082-13000-033-03-014-14 Corey Antesberger - (30) Day Suspension. (COBC).
V16036-13000-025-06-003-16 Ryan Sargo - Twenty (20) Day Suspension (Customer Complaint).
V16096-13000-013-03-006-16 Dan Harrell - Fifteen (15) Day Suspension (MVA).
V16116-13000-013-04-007-16 James Mayer - Thirty (30) Day Suspension (RAP).
V16131-13000-022-06-012-16 Alex Johnson - Five (5) Day Suspension (RAP Step 3).
V17139-13000-211-05-010-17 Roy Owens - Ten (10) Day Suspension (RAP Step 3).
V19077-13000-023-01-026-19 Joseph French -Twenty-Nine (29) Day Suspension.
 4. V09044-13000-034-05-010-08 Contract Labor Performing B.U. Work (OPT Work First).
V09086-13000-021-09-090-07 Forced Transfer (Splicing Tech from Cedar Lane to Malvern).
V09087-13000-021-01-229-08 Forced Transfer (Splicing Tech from Cedar Lane to Malvern).
V09097-13000-033-04-076-06 Annette Gibson - Forced Relocation Held Pending on 5/26/09.
V098085-13000-211-01-003-07 Management Performing B/U. Work (Invoice Requests).
V09144-13000-022-02-014-09 Robert Bolsover - Forced Transfer.
V09145-13000-033-04-035-08 Frank Delgato - Forced Transfer.
V09146-13000-033-04-036-08 Chris Holland - Forced Transfer.
V09147-13000-033-04-037-08 Mark Renninger - Forced Transfer.
V09178-13000-023-01-162-08 Chris Varacalli - Overtime Bypass.
V09176-13000-022-05-007-09 Contractors Performing B.U. Work (OPT Work).
V09180-13000-001-06-001-09 Title Jurisdiction - System Performing Splicing Tech Work.
V09182-13000-018-02-013-08 Management Performing B.U. Work (Testing).
V09203-13000-021-06-002-05 Contracting B.U. Work (CLEC Repair Calls).
V09199-13000-013-12-021-07 Co. Contracting B.U. Work (Video Repairs).
V09212-13000-022-02-020-09 David Anlauf - Service Techs Performing System Tech Work.
V09233-13000-022-05-001-08 Rob Ferrante - Contractors Transferring Fiber Cables.
V09234-13000-023-03-010-05 Contractors Doing B.U. Work West Chester Maintenance Group.
V09245-13000-025-01-007-08 Contractors Doing B.U. Work (Channel Co. Work).
V09246-13000-025-01-008-08 Contractors Doing B.U. Work (Channel Co. Work).
V09247-13000-025-01-009-08 Contractors Doing B.U. Work (Channel Co. Work).
V09264-13000-013-02-009-09 Contract Labor (CO)-Set's in CO.
V09265-13000-018-05-010-06 John Kemner - Management Doing B.U. Work.
V09266-13000-018-05-011-06 John Kemner - Management Doing B.U. Work.
V09267-13000-018-05-004-08 Rich White, Jr. Violation of Article 17 - Displacement of Work.
V09268-13000-018-05-006-08 Kelle Sallard - Violation of Article 17-Displacement of Work.
V09269-13000-018-05-007-08 Brian Williams - Violation of Article 17 - Displacement of Work.
V09271-13000-023-01-027-07 Duke McShane -Violation of Article Contractor Doing B.U. Work.
V09272-13000-023-01-106-07 Bryan Nattress - Violation of Article Contractor Doing B.U. Work.
V09273-13000-023-01-107-07 Bruce Langan - Violation of Article Contractor Doing B.U. Work.
V09274-13000-023-01-108-07 Bob Kaut - Violation of Article Contractor Doing B.U. Work.
V09275-13000-023-01-111-07 Gary Stevenson -Violation of Article Contractor Doing B.U. Work.

- V09276-13000-023-01-123-07 Gary Stevenson -Violation of Article Contractor Doing B.U. Work.
V09277-13000-023-01-124-07 Gary Stevenson -Violation of Article Contractor Doing B.U. Work.
V09278-13000-023-01-125-07 Gary Stevenson -Violation of Article Contractor Doing B.U. Work.
V09279-13000-023-01-126-07 Bob Kaut - Violation of Article Contractor Doing B.U. Work.
V09280-13000-023-01-127-07 Patty Driscoll - Violation of Article Contractor Doing B.U. Work.
V09281-13000-023-01-143-07 Bob Kaut - Violation of Article Contractor Doing B.U. Work.
V09282-13000-023-01-144-07 Bryan Nattress - Violation of Article Contractor Doing B.U. Work.
V09283-13000-023-01-058-08 Bob Kaut - Violation of Article Contractor Doing B.U. Work.
V09284-13000-023-01-092-08 Bruce Langan - Violation of Article Contractor Doing B.U. Work.
V09285-13000-023-01-164-08 Rich Taylor - Violation of Article Contractor Doing B.U. Work.
V09286-13000-023-01-211-08 Bob Kaut -Violation of Article Contractor Doing B.U. Work.
V09287-13000-023-01-225-08 James Gaymon -Violation of Article Contractor Doing B.U. Work.
V09288-13000-023-01-003-09 Duke McShane -Violation of Article Contractor Doing B.U. Work.
V09289-13000-023-01-016-09 Bob Kaut - Violation of Article Contractor Doing B.U. Work.
5. V10008-13000-021-03-011-09 Force Transfer of SET's.
V10027-13000-013-02-011-09 Nancy Hudecki - Working Conditions-Violation of Loan Letter.
V10029-13000-023-01-075-09 Bob Kaut - Contractors Performing BU Work (C&X)
V10083-13000-001-02-050-09 Ed Lamb - Contractors Performing BU Work.
V10084-13000-001-05-005-10 Matt McHale - Violation of Article 9.
V10085-13000-001-06-001-10 James Wetzler - Violation of Article 9.
V10088-13000-013-02-031-09 Tom LeChette - Backfill (Layoff).
V10092-13000-001-02-039-09 Greg Ross - Contractor Doing BU Work (Violation of Article 17).
V10093-13000-013-02-030-09 Steve Kady - Forced Transfer (Violation of Article 18).
V10096-13000-025-05-002-09 Contract Labor - SET Work (Violation of Article 17).
V10098-13000-022-02-036-07 Patrick O'Kane - Contractors Performing BU Work.
V10099-13000-022-05-012-07 Les Startzel - Violation of Broadband Agreement.
V07142-13000-015-05-003-06 Contractor Performing Bargaining Unit Work.
V07143-13000-015-01-002-06 Contractor Performing Bargaining Unit Work.
V07144-13000-015-01-003-06 Contractor Performing Bargaining Unit Work.
V10136-13000-033-07-018-09 Monique Fritzingler-Violation of Article 39.
V10148-13000-013-03-002-10 Charles Butz- Denied Workers' Compensation.
V10149-13000-013-02-002-10 Contract Labor - Card Add VHO (Rich Pilson).
V10151-13000-025-06-017-09 Robert Henry & Dave Camiolo Contract Labor (MUX).
V10152-13000-025-01-010-09 Contract Labor - SET Work.
V10153-13000-025-01-010-09 Contract Labor - SET Work.
V10154-13000-211-04-001-10 Staff Clerk & 7 Senior Clerks Doing Payroll Analyst Work.
V10106-13000-025-02-004-10 Title Jurisdiction - System Tech Doing Splicing Tech Work.
V10189-13000-021-09-039-09 Violation of Loan Letter.
V10191-13000-025-02-012-08 Alice Sudano - Management Bargaining Unit.
V10200-13000-021-01-231-08 Movement of TLS Circuits.
V10201-13000-022-08-016-09 Nam Ya-Management Performing B/U Work.
6. V11006-13000-021-10-002-10 Contract Labor - Installing PC's & Applications.
V11007-13000-021-10-092-10 James Long - Overtime Administration.
V12042-13000-022-13-006-09 Dave Manieri - Contractor Doing B/U Work.
V12043-13000-022-13-011-09 Raymond Ehrman - Violation of CVA-Article 9.
V12044-13000-022-13-012-09 David Mosteller - Violation of CB Article 9.
V12156-13000-013-02-002-11 Management Doing B/U Work (Framework).
V12016-13000-021-10-016-11 Mike Hatfield - Violation of Letter of Page 28.

- V13067-13000-022-02-048-08 through 022-02-058-08 Violation of Article 40 -
V13206-13000-022-02-025-08, V13207-13000-022-02-043-08, V13208-13000-022-02-044-08,
V13209-13000-022-02-047-08- V13210-13000-022-05-007-08
V13094-13000-ER-003-13-Violation of Articles 1 and 2 and Exhibit A-Coin Collectors
Performing Force Clerk Work Monitoring MA's.
V13099-13000-021-01-015-11 Violation of Articles 39 & 40 & Exhibit A3.0224
V13115-13000-001-02-021-12 Joe Dolan - Indefinite Suspension Pending Criminal Investigation.
V13163-13000-ER-001-13 Violation of Lateral Transfer Plan.
V13225-13000-211-01-002-04 Unit211-Movement of Work
V13226-13000-211-02-001-07 Unit211-Movement of Work
V1 3227-13000-211-04-004-08 Unit211-Movement of Work
V13228-13000-211-05-001-08 Unit211-Movement of Work
V13229-13000-211-02-002-09 Unit211-Movement of Work
V14103-13000-023-01-025-13 Chris Varacalli - OT Bypass
V14104-13000-022-12-014-13 Matt Beech - Violation of Exhibit A2.04/Article 40
V14105-13000-022-02-002-14 Dennis Clancy - Violation of Exhibit A2.04/Article 40
V14106-13000-022-05-001-14 Ken Davis - Violation of Exhibit A2.04/Article 40
V14107-13000-033-03-001-14 Jason Weber - Violation of Exhibit A2.04/Article 40
V14108-13000-033-04-002-14 Dan Ginther - Violation of Exhibit A2.04/Article 40
V14133-13000-023-03-046-13 Violation of Article 40: Capricious Loans
V14134-13000-023-03-047-13 Violation of Article 40: Capricious Loans
V14135-13000-023-03-049-13 Violation of Article 40: Capricious Loans
V14136-13000-023-03-050-13 Violation of Article 40: Capricious Loans
V14149-13000-211-01-001-12 Management Performing B/U Work (Graphic Designers)
V14170-13000-2303-006-13 Steve Meronyck -Violation of Article 17- Contract Labor
V14194-13000-034-05-001-14 Engleman -Article 39: OT Bypass on NS Day
V14195-13000-034-05-002-14 Marshall - Article 39: OT Bypass on NS Day.
V14196-13000-034-05-003-14 Engleman - Article 39: OT Bypass on NS Day.
V15035-13000-021-01-008-14 Dave McMichael - Article 17: Contractors Performing BU Work.
7. V23084-13000-031-05-001-2022 Deven Dawson - Termination.
 8. V23086-13000-EVRC-001-2023 Dennis Casciotti - Thirty (30) Day Suspension.
 9. V21018-13000-011-03-001-21 Mike Lindsay - Five (5) Day Suspension (Safety).
V16046-13000-013-03-029 through 013-03-058-15 Forced Overtime.
V16099-13000-022-02-001-16 Violation of Articles 18 & 39 - Force Transfer of
Gerald Veight
 10. V16100-13000-022-05-025-15 Violation of A3.022- OT Bypass of Paul Baldassano.
V16101-13000-022-05-029-15 Violation of A3.022- OT Bypass of Paul Baldassano.
V16102-13000-022-05-030-15 Violation of A3.022- OT Bypass of Paul Baldassano.
V16103-13000-022-05-031-15 Violation of A3.022- OT Bypass of Paul Baldassano.
V16104-13000-022-05-077-15 Violation of A3.022 - OT Bypass of Paul Baldassano.
V16105-13000-022-05-077-15 Violation of A3.022 – OT Bypass of Paul Baldassano.
V16105-13000-022-05-080-15 Violation of A3.022 - OT Bypass of Paul Baldassano.
V16106-13000-022-05-087-15 Violation of A3.022 - OT Bypass of Paul Baldassano.
V16107-13000-022-05-078-15 Violation of A3.022 - OT Bypass of Paul Baldassano.
V16122-13000-013-03-012-16 Dan Harrell - Thirty (30) Day Suspension (Safety).
V16150-13000-211-04-001-15 Violation of Article 2 - Check Distribution.
V18042-13000-022-02-003-18 Violation of Article 18 - Mike Newell.
V18056-13000-022-03-021-17 Violation of Article 40 - Assignment of Employees.

V18057-13000-022-03-001-18 Violation of Article 40 - Assignment of Employees.
V18058- 13000-022-03-002-18 Violation of Article 40 - Assignment of Employees.
V18059-13000-022-03-003-18 Violation of Article 40 - Assignment of Employees.
V18060-13000-022-03-004-18 Violation of Article 40 - Assignment of Employees.
V18061-13000-022-03-005-18 Violation of Article 40 - Assignment of Employees.
V18062-13000-022-03-006-18 Violation of Article 40 - Assignment of Employees.
V18094-13000-ER-004-17 Violation of Article 40.
V18098-13000-022-05-014-18 Violation of Article 8.
V18099-13000-022-07-011-18 Violation of Article 8.
V18100-13000-022-07-012-18 Violation of Article 8.
V18101-13000-022-07-013-18 Violation of Article 8.
AM22003-13000-014-25-004-22 Owen Ness - Termination.
V19096-13000-022-13-002-19 Charles Wilson - Promotion Bypass.
V21038-13000-013-01-002-21 Russell Staley - Violation of Exhibit A3.

11. V21041-13000-034-01-002-21 Thomas Olenchak - Splicers Performing System Tech Work.

E. The District is withdrawing its demand to Mediate without Precedent or Prejudice:

1. V21018-13000-011-03-001-21 Mike Lindsay - Five (5) Day Suspension (Safety)

F. Letter Jonathan Remington, International Staff Representative:

G. 1. V23084-13000-031-05-001-2022 Devon Dawson - Termination

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

1. AM023006-13000-037-06-001-23 Derek Campbell - Termination

2. V21110-13000-211-04-001-021 Tuanisa Phillip - Termination.

2. AM22003-13000-014-25-004-22 Owen Ness - Termination for Falsifying Company Records.

3. V14003-13000-015-03-010-23 Edwin Acevedo - Termination.

4. V23059-13000-059-01-017-2022 Jerry Barnett - Termination Code of Conduct

I. Opinion & Award:

1. 213-2022-036V Kenneth Lawson - Termination.

8. Region Business:

East:

- A. Eastern Region Vice President Dezzi reported that director-level meetings have been scheduled with the new directors and Unit Presidents in the Verizon Units to discuss the recent changes.
- B. Transfers from Philadelphia to Eastern North are being worked out between the Eastern Region Office and both directors so that we can get people moved to where they want to work.
- C. Article 39 meetings involving both Units 33& 34 occurred with management. There were issues with Maintenance/Construction Splicers regarding training and overtime. It seems that former Director Brian Banks merged the groups without training the workforce properly thus causing a multitude of overtime bypasses. Eastern Region Vice President Dezzi has been working with Unit 33 President Brasten on trying to resolve the issues.
- D. Overtime: Verizon is in an overtime crunch and trying to cut corners wherever they can, mostly by not covering work. Eastern Region Vice President Dezzi has notified management that the Union will enforce the CBA and is not willing to pull pages out of the contract to help their managerial mishaps. They wanted to assign OPT's and Splicers to perform Services Tech work because they did not want to offer overtime. The Unit Presidents have been made aware of the issues and will report any circumstances where it does occur to the Eastern Region Office

West:

- A. Unit 44 New Branch: Western Region Vice President Bialek has been asked by Unit 44 President Myers to reopen Branch 5. The branch would consist of primarily Service Technicians with newer members and different start times than the current Branch 2 representative. The board discussed the value and costs associated with opening a new branch. After a lengthy discussion it was decided to table this issue until more information can support this decision.
Motion to table opening 44-5:
Motion: Bialek Second: Smolczynski
- B. Western Region Mail Issue: USPS has said that the return address on the newer envelopes may be the reason for some mail being returned. The solution seems to put white labels over the return address. The staff is monitoring to see if this resolves the issue.
- C. 4 Day Work Week: Yeagertown Verizon Unit 31 splicers are proposing a 4-day work week beginning in the second quarter of 2024. The Board discussed the history and other areas that have this agreement.
Motion To Approve 4 Day work week for Yeagertown Splicers in Unit 31.
Motion: Bialek Second: Dezzi
Passed:
- D. Westmoreland Buildout: Western Region Vice President Bialek addressed the board regarding Westmoreland County asking Verizon for evidence of prevailing wages for workers working on the bids. The board discussed the company's process for selecting employees and letters from Verizon legal that contradict certain contractual agreements. President Gardler will discuss this issue immediately with Director of Labor Brewster to rectify.

9. AFLCIO

- A. PA State Fed Endorsement meeting is March 07, 2024.
- B. President Gardler presented information that was distributed at the Philadelphia AFL-CIO as well as securing grants for the Labor Day Parade.
- C. Philadelphia CLC Community Engagement Report was discussed.
- D. Public Sector OSHA Letter that has been proposed again. This legislation will provide OSHA protections for state, municipal and city employees.

10. PAC:

- A. The board reviewed the check register.
- B. PAC Local/District Disbursements: The board reviewed contributions made to PA candidates from District 2-13 per the report presented from Bill Scott.
- C. Board reviewed PAC Spreadsheet.
- PAC Committee Poll approved to donate \$ 2,500.00 to Friends of Pat Gallagher
 - PAC Committee Poll approved to donate \$ 2,500.00 to Citizens for Boyle

11. Community Services Fund:

- A. The Board reviewed the Check Register.
- B. The Board reviewed the Spreadsheet with Units contributions for the year so far.
- Executive Board Poll approved to donate \$250.00 to Friends for a Benefit John Ducky Donahue, submitted by James Gardler
 - Executive Board Poll approved to donate \$200.00 to Chop Child Life Services, submitted by J Pettine, Unit 25-7

- Executive Board Poll approved to donate \$300.00 to Connellsville City Target Team. Submitted by Scott Lambie, Unit 115-1
- Executive Board Poll approved to donate \$500.00 to South Fayette Baseball & Softball Assoc., Jason Butkus, Unit 44 President

C. **Fund Raiser:** The Board discussed 2 fundraisers for Memorial Day and Thanksgiving that will be distributed after the tickets are printed.

Motion to Print Memorial Day and Thanksgiving Day raffle tickets and deduct printing costs from CSF.

Motion: Dezzi Seconded: Bialek

Passed:

12. Organizing:

- A. Fast Mail – Secretary-Treasurer Smolczynski reviewed the successful Fast Mail campaign and how the organizing committee is now transitioning to a bargaining committee that will be working with Executive Vice President Reamer and Eastern Region Vice President Dezzi. We are set to meet with Company leadership that will be coming from Australia to discuss the process and begin setting dates for negotiations.
- B. Working with District 2-13 Organizing Coordinator Terry Gardner.

13. Bargaining:

A. **Contract Bargaining Dates: Reviewed the dates for contract expirations.**

- Newtown Township Firefighters- A Tentative agreement was reached to expand the bargaining unit, increase wages, and adjust scheduling which evolved into an extension that will see the contract now expire in December 2027. Explanation and Ratification meeting set for 2/22/2024.
- EveryAction/Bonterra – Executive Vice President Reamer reported that the company is interested in building new titles and move away from the existing compensation structure. The National bargaining committee is addressing these issues and have sessions scheduled. New Unit 41 Representative Ryan Brown has been a welcome addition. He’s working with WRVP Bialek and U41 Felt to address members’ concerns and grievances.
- Fast Mail – A meeting has been scheduled with the company to discuss proposals to schedule bargaining dates. EVP Reamer will chair the Bargaining Committee with the assistance of Eastern Region Vice President Dezzi.
- Comcast South Hills and Alle Kiski. WRVP Bialek reviewed the Bargaining sessions with both Units and how the company is slowly coming within range of the proposed wages.
- American Red Cross – Unit 111 President Tremel has been chosen as a National Co-Chair for the Coalition’s Bargaining team. Bargaining is set to begin at the end of March or the beginning of April.

14. Membership Awareness:

- A. Executive Vice President Reamer reviewed the Mobilization currently underway to update contact information for all members. A meeting was held with both region’s Unit President’s to explain the process so they may have their councils collect the information in the QR form provided on the MAC handout. The MAC committee is not using Blue sheets for this mobilization. An electronic form collects the information that is only available to the local for the staff to update membership records. Once the information is updated, the national CWA will send the link to the Digital Membership Card. Secretary-Treasurer Smolczynski will provide a report at the end of the month to Executive Vice President Reamer and the MAC committee of members with incomplete information.

15. 2124 Race Street/Carnegie:

- A. **1st Floor maintenance:** Metal landings and gate are deteriorating and need to be repainted. We are going to collect bids to see what the cost will be. Secretary-Treasurer Smolczynski will contact IUPAT DC 21 to see if they can recommend someone.
- Rain Gutter on VanPelt Street is overflowing and probably blocked. It needs to be addressed.
- B. **Insurance:** Secretary-Treasurer Smolczynski reviewed the new policies that were negotiated with the Insurance Broker to cover both buildings and an umbrella policy to protect the local over and above the previous policies. The savings of these new policies are over \$1000 a year and provide greater coverage. He also reviewed a new policy for the Trustees and the Pension Fund which resulted in additional savings.
- C. **Conference Room/Kitchen:** The Board discussed updating kitchen cabinetry. The board will do some research to get prices.
- D. **Storage:** President Gardler addressed the trash being stored by the first-floor tenant in the basement storage area. They will be contacted to clean this area and dispose of trash. The snowblower will be relocated to the western region to offset the cost of snow removal that is currently contracted out.

16. Magazine:

NTR

17. Web /Facebook and App:

NTR

18. Old Business:

NTR

19. New Business:

- A. **Save the Date UALE** – August 5-9th, 2024 University of Massachusetts. The Board discussed sending representatives from the Women’s committee. The board will revisit after the Women’s Committee meeting in preparation for the upcoming convention.
- B. **Emerald Supplies:** The board discussed transitioning to a new office supply vendor. The new vendor Emerald Supplies has presented a price list that will result in the local saving a significant amount money on office supplies. Secretary-Treasurer Smolczynski will establish an account for all 3 offices and inform the board and staff when orders can begin to be placed.
- C. **Local Convention:**
- Secretary-Treasurer Smolczynski provided an update on preparations for the Local Convention. This included meals, facilities and some new sponsors that have volunteered to participate. The board discussed scheduling and meeting dates for committees.
- D. **One Touch Make Ready FCC-** President Gardler reviewed the document that the CWA is opposed to other contractors from relocating or transferring plant in our jurisdiction. CWA feels that telecom providers would use such a rule to avoid compliance with Collective Bargaining Agreements that require such work to be done by in-house workforce. See handout provided 24-B.
- E. **Committee on Click to Chat:** Eastern Region Vice President Dezzi will be meeting with District

2-13 Representative Petrini, and Tom Stribling on the click-to-chat option for Verizon Customers that should be handled by Local 13000 or 13500 members depending on the call. The district will be collecting information regarding the customer participation rates and who is responding to the chats.

F. State Level Committee

The board discussed and reviewed the new additions to the State level committees.

Executive and State Level Committees:

Membership Awareness:

Eastern Region Vice President Dezzi appointed Jaime Schools, Unit 11 President & Joseph Peruggia Unit 22 President.

Motion: Dezzi Second: Smolczynski

Passed

Safety Committee:

Eastern Region Vice President Dezzi appointed Larry Windstein, Unit 21 President.

Motion: Dezzi Second: Smolczynski

Passed:

Strike Committee:

Eastern Region Vice President Dezzi appointed Dave Baker, Unit 37 President

Motion: Dezzi Second: Smolczynski

Passed:

Western Region Vice President Bialek appointed Chirs Myers, Unit 44 President and Pat Catalano, Unit 103, President

Motion: Bialek Second: Reamer

Passed:

Human Rights & Equality Committee:

Eastern Region Vice President Dezzi appointed Megan Bach Unit 211 President,

Motion: Dezzi Second: Smolczynski

Passed:

Western Region Vice President Bialek appointed Jaytricia Tremel, Unit 111 President

Motion: Bialek Second: Reamer

Passed:

- G. Philaposh-** President Gardler asked if we would be attending the annual Workers Memorial Day breakfast on April 26,2024. The ceremony will honor workers who died on the job and the previous Philaposh Executive Director Barbara Radke who passed suddenly recently. The Board agreed to purchase tickets and attend this event which supports this organization.
- H. Training-** The board discussed the New Representative Training for both Regions. The Board recommends that the Regional Vice President’s and Executive Vice President Reamer will conduct the trainings and not have our Attorneys and Penn State Labor school participate this time. Dezzi, Bialek and Reamer will meet to discuss the curriculum for the class to ensure consistency across the state. The 2-day training for each region will be scheduled soon. President Gardler and District 2-13 Administrative Director will discuss reimbursements from National CWA through an existing SIF to offset the costs associated with these trainings.
- I. Verizon Security Breach Letter-** The Board discussed the letter from Verizon dated February 06, 2024, to certain employees alerting them of a security breach of an employee obtained a file containing certain employee personal information without authorization. District 2-13 and Verizon Labor have been discussing a remedy to protect members. The company has offered credit protection services free of charge to those affected.

20. Meeting Attended:

President Gardler:

- December 20, 2023, PA AFL-CIO Washington DC
- December 22, 2023, Unit 25 Council Meeting
- January 04, 2024, AFL-CIO
- January 09, 2024, Meeting with Haverford
- January 10, 2024, Meeting with Verizon
- January 18, 2024, Meeting with Retirees
- January 23, 2024, Political Meeting with Joe Khan
- January 24, 2024, Meeting with Workers United
- January 25, 2024, Meeting with Mayor Parker
- January 28 & 29, 2024, AFL-CIO
- January 30, 2024, Meeting CWA National
- February 01, 2024, Meeting CWA National
- February 06, 2024, AFL-CIO
- February 07, 2024, Broadband Meeting
- February 16, 2024, Meeting with Unit 25 President
- February 20, 2024, AFL-CIO

Executive Vice President Reamer:

- January 12, 2024, Newtown Firefighters Bargaining
- January 17, 2024, Newtown Firefighters Bargaining
- February 01, 2024, Newtown Firefighters Bargaining
- February 07, 2024, EveryAction Joint Conference
- February 14, 2024, EveryAction Bargaining
- February 16, 2024, Newtown Firefighters Bargaining
- February 20, 2024, EveryAction Joint Conference

Secretary- Treasurer Smolczynski:

- December 20, 2023, ADP Meeting
- January 09, 2024, Haverford Trust Meeting
- January 10, 2024, Verizon, Noren Management Team Meeting
- January 11, 2024, Fast Mail Organizing Meeting
- January 23, 2024, Joe Kahn for AG Meeting
- January 25, 2024, Fast Mail Organizing Meeting
- January 28-30, 2024, Philadelphia AFL-CIO Leadership Conference
- January 31, 2024, MAC Committee Meeting
- February 01, 2024, NLRB Fast Mail Election
- February 02, 2024, CWA Pay Equity Meeting
- February 05, 2024, Hershey Lodge Convention Prep Meeting
- February 06, 2024, Unit President Mobilization Meeting
- February 06, 2024, Gold Insurance Meeting
- February 07, 2024, AT&T Contractor BEAD Meeting with Unit President
34, 35 & Regional Vice President's
- February 12-14, 2024, District 2-13 Local Officers Training-Linthicum MD.
- February 14, 2024, Philadelphia AFL-CIO Delegates Meeting

Eastern Regional Vice President Dezzi:

- January 4, 2024, Verizon Labor
- January 10, 2024, Meeting with Noren
- January 12, 2024, Newtown Bargaining
- January 17, 2024, Newtown Bargaining
- January 23, 2024, Meeting with AT&T
- January 25, 2024, Meeting with Banks
- February 6, 2024, MAC Committee
- February 7, 2024, Meeting with AT&T Blackrock
- February 12-14, 2024, District 2-13 Local Office Training
- February 16, 2024, Newtown Bargaining
-

Western Regional Vice President Bialek:

- December 20 - 21, 2023, Comcast Alle-Kiski Bargaining
- January 3, 2024, American Red Cross Organizing meeting
- January 4, 2024, Comcast Alle Kiski and South Hills Negotiations
- January 9 - 11, 2024, Comcast South Hills negotiations
- January 21, 2024, Unit 111 Membership meeting
- January 25, 2024, Verizon Labor Meeting
- January 26, 2024, Mobility Digital membership meeting
- January 31, 2024, Brightspeed Meeting with Labor
- February 6 - 8, 2024, Comcast South Hills Negotiations
- February 11 - 14, 2024, District Representative Training
- February 16, 2024, AFL-CIO Endorsement Meeting
- February 16, 2024, Unit 32 Council Meeting

21 Retirees:

- A. President Gardler reported to the board on the wonderful job RMC President Mark Boehmer is doing communicating with the retirees and working with Tom Ballek who helps retirees with benefit questions. He's been active on social media and has participated in various meetings for District 2-13 RMC.

22. NLRB:

NTR

23. SIF:

24. Willig, Williams & Davidson:

- A. Convention Amendment- After consulting with our Legal Counsel, President Gardler provided a recommendation from Haverford on how to manage surplus funds. They are asking for some flexibility to invest or trade and increase to 60%-40% stocks-bonds from 50-50. This change will give our investment advisors a better opportunity to make investments on behalf of the local when market fluctuations are identified so that we can get the best return and protect our investments. Haverford's performance over the past 15 years has demonstrated to the Trustees their understanding of market fluctuations. The advisors will recommend to the Trustees who will vote on the recommendations. The executive board will submit an amendment to the bylaws at this year's convention.

25. Logic Choice:

- A. Secretary-Treasurer Smolczynski and Executive Vice President Reamer have been in contact with Logic Choice, our IT regarding a security certificate policy update that needed to be made to correct email issues that prevent kickbacks.

26. Safety:

- A. Executive Vice President Reamer and the safety committee are meeting with Verizon Safety in Harrisburg on March 14, 2024. Unit 57 President Gourdie and Unit 21 Larry Windstein are currently on the safety committee. Will be asking for agenda issues to be brought to the company.

27. Charges:

NTR

28. Election:

- A. President Gardler provided an email from Former 211 Unit President Wynetta Ward (Retired) who now chairs a non-profit, Philadelphia for All, that encourages BIOPIC voters in Philadelphia to get out the vote. She is asking for a contribution to help support this cause. After some discussion, the Board agreed unanimously that this was not a prudent investment of the Local's funds at this time since we are allocating additional resources to training and education as well as several other expenses, we are expecting in our 2023-24 fiscal year.
- B. Western Region Vice President Bialek presented a question regarding the aspiration form submission process for Local elections. The issue was raised by Unit 57 President Bob Gourdie. The Board discussed the current process, the bylaws and Election Procedures set by the local Election Committee. The board decided to refer the issue to the Election Committee after consulting with our legal counsel. The changes may have to be presented by the members directly to the Election Committee prior to preparation for the next election cycle.

29. Correspondence:

NTR

Motion Adjourn 3:30 PM