

CWA Local 13000
Verizon Labor Relations
April 13, 2023

Present for the Union:

Gregg Bialek
Dana Bialek
Dave Hoskowitz
Andy Miller
Bob Gourdie

Present for the Company:

Bob Kunkle
Brian Potts

PENDING GRIEVANCES December 22, 2022

044-01-007-2022 Contractor Doing Union Work: Greg Hindman, Systems Tech, Bellevue, PA (PC)

059-01-011-2022 Contractor Doing Union Work: John Wancowicz, Systems Tech, Washington, PA (PC)

059-04-002-2022 Contractor Doing Union Work: Mike San Augstin, Systems Tech, Uniontown, PA (PC)

C – You sent me some order numbers and I followed up on them, they were all VZB orders for interoffice facilities, we have no obligation to use bargaining unit personnel in these installs.

U – Provided Verizon’s COEI Support Installation Bulletin to labor (read from TLS portion). Also, read from the 2nd page.

C – These were part of a VDSI project for TLS service, as such the Canoga NID are considered major material and be ordered as part of the TEO process which requires bar scanning compliance by Verizon’s CVT group. A vendor cannot hand over equipment that requires barcode scanning to another party since the equipment must be placed in its final location as part of the TEO order. Additionally, systems technicians or construction are not authorized to add new cabling within CO transport, fiber duct/rack areas due to IPP72202 compliance. Most jobs require vendors to add cabling between cables holes such work efforts must be performed by personnel properly trained in firestop cable hole closure procedures. Additionally, in some locations new fiber conduit may be necessary to protect the fibers between the path from the NID to the transport FDF/LGX area.

U – First of all, as far as placing the NID, we have done this on orders during the time these orders were going in in other areas, basically, we’ve done this exact work in other areas, placing the NID, placing the fibers. Secondly, placing the Canoga’s has never been contracted out before these orders and like I said, we’ve even done these orders while this was going on. As far as the Canoga being ordered on the TEO, every single order that has a Canoga whether it’s for a CO, a cell site or customer location is ordered on the TEO for tracking. Along with that fact, if that Canoga goes bad, our systems technicians replace that on a trouble. I also will need a copy of your IPP72202.

C – I understand the union’s position and disagree, I will get you a copy of the document you requested, but the company is maintaining its position, there’s no obligation to use bargaining unit personnel for these installs. I am denying the grievance.

U – You can't deny a grievance when you owe me the information.

C – I will agree to hold pending.

***DISPOSITION OF GRIEVANCE
PENDING COMPANY***

NEW GRIEVANCES

044-01-008-2022 Working Storekeepers Down in Title

U – Read from the letter to labor. The company, on numerous occasions, had loaned down storekeepers to deliver set-top boxes, sometimes for part days, sometimes for full days and sometimes for 14 hours per day and the union had never received notification of these loans. Understanding at times, the company disagrees with partial loans but for full day loans and full day loans with overtime, the company should know that notification is needed, why wasn't this done?

C – it appears that we agree that the compo clearly has the right to loan emp down in title per the letter dated 8-11-74, page 59 and the company agrees that if loaned for full tour or more that union notification is required but that did not happen, I will ensure that the department is aware of that obligation and complies with that obligation.

U – We will accept that email as sent to Mike Lins and will consider this grievance settled. We reserve the right to re-grieve this issue if it happens again.

***DISPOSITION OF GRIEVANCE
SETTLED***

057-06-002-2022 Video Hub Technician: Tim Maglicco

U – Read from the letter to labor. I received the candidate list, I see the candidate that received the job was Dave Voland, who had a RAMP rating of B2M3 and a seniority date of January 3, 2011 and Tim Maglicco had a RAMP rating of B0E2 and a seniority date of August 16, 2017, even though the union doesn't agree with the RAMP system, they did hire the most senior person and that person did have a higher RAMP rating, we will show this grievance closed.

C – I understand

***DISPOSITION OF GRIEVANCE
CLOSED***

057-02-001-2023 Unpaid Medical Leave: Chris Saxberg, Splicer, Latrobe

U – Read from the letter to labor. We understand that he was at his 150 days but in the past, the company has created/allowed positions in the DRC for these members to go in and fill as long as it meets their restriction. The DRC would have met Chris's restriction and still allowed him gainful emp at Verizon instead of being terminated. Why wasn't this allowed in this case? Is there anyway to see if we can place him in the DRC?

C – I will have to look into that and take a pending.

***DISPOSITION OF GRIEVANCE
PENDING COMPANY***

059-01-001-2022 Safety: Richard Stasny, Washington

U – Read from the letter to labor. Is the company not worried about these vehicles being unsafe for these members to drive?

C – This topic was tabled early last year at the joint company/union safety committee meeting. Rori Brogi, Jeff Fallon and Tom Schanz were part of this meeting and the response to the union leadership was that all vehicles meet or exceed NHTSA safety requirements.

U – Per VZLearn Course YYJS0065 (Preventing Rear End Collisions). Read from page 3 where it talks about head rests. Unfortunately, even your own safety module states that you should have a head rest. I'm not sure if you sat in one or seen one of these or anyone in the company has, but that seat is usually in direct contact with the back of the cab which has a glass window directly behind the passengers' head being no head rest is supplied. I'm not sure how the company can deem that safe.

C – The document you read from doesn't state that head rests are required but if the vehicle is equipped with a headrest the proper placement of the head rest. The union brought the issue up at the safe committee meeting and received the company's response that the vehicles meet NHTSA safety requirements. From a contractual perspective, the company is meeting its obligation under Article 19 section 19.04 establishing a joint safety committee and giving serious consideration to the union's recommendations.

U – I'm going to take a pending on this and speak with Jeff Reamer.

***DISPOSITION OF GRIEVANCE
PENDING UNION***

059-01-017-2022 Termination Workplace Violation: Jerry Barnett, OPT

U – Read from the letter to labor. I have a couple of questions. Seeing the statement of concern from Wright contracting dated May 27, 2022, and there's actually 3 different statements that were filed on May 27, 2022, Verizon management Steve Gamble was notified on that date of the alleged violations, why did it take from May 27, 2022 to July 18, 2022 for the company to even start the investigation?

C – How is that relevant to the termination?

U – It is relevant because if this was such an egregious act that the company ended up terminating Mr. Barnett, we feel more immediate action should have been taken.

C – So you feel he should have been terminated earlier?

U – No I did not say that.

OFF RECORD DISCUSSION

U – Not only on top of that, the investigatory meeting with Jerry didn't happen until July 18, 2022, he was not suspended until August 8, 2022 and not terminated until October 21, 2022 almost 5 months later. The union feels this is an extremely long time for the company to investigate this. Why did it take the company 5 months to come to this determination?

C – This was a complicated case that involved both internal and external entities as well as multiple accusations and the company wanted to make sure it performed a full and complete investigation.

U – Can I ask specifically Mr. Barnett was terminated for?

C – As the letter explains, the employee was terminated for code of conduct violation for workplace violation and discrimination and harassment, you have the security reports and all other information the company used in the termination.

U – There's no page numbers of the investigation summary but it looks like page 5 (read from the conclusion). How did the company come to the conclusion that her statement was found credible?

C – I believe it clearly states in the verbiage following the statement that you just read beginning with "given that" and continuing to the end of the paragraph.

U – It says additionally.

C – Company re-read

U – Ok, I got it. The union is asking for the company to reinstate employment and made whole in every way.

C – Denied

U – We will close in disagreement, pending union action.

DISPOSITION OF GRIEVANCE

CLOSED IN DISAGREEMENT/PENDING UNION ACTION