

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
March 25, 2026

Submitted by:
Joseph Smolczynski
Secretary-Treasurer

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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 March 25th, 2026.

A. Pledge of Allegiance

2. **Roll Call:**

All Board members were present.

3. **Minutes:**

Minutes from the meeting on January 14th, 2026, were approved by all Board Members on March 25th, 2026, and mailed to Officers and Reps and Bulletin Boards on March 27th, 2026.

Motion to approve the minutes of Executive Board Meeting on January 14, 2026. Bialek
2nd Reamer.

4. **Financial Report:**

A. The executive board reviewed the most recent bank and investment statements for the Emergency and Operating funds. They then reviewed the Accounts Payable and Check Register: Check # 8677-8777.

Motion to approve the Check Register 8677-8777. Reamer Second: Bialek

B. **Wages:** The Executive Board reviewed and discussed the Wages and Expenses Reimbursement Reports for January and February 2026.

C. **Budget:** The Board reviewed the Budget Reports for each Region and Executive office for January and February 2026.

D. **Cash Dues Payer:** The Executive Board reviewed the 5 Cash Dues paying members that are retired members paying dues.

E. **Trustee Report:** The Trustees reported that the 2026 Employee Pension Statements will be distributed, and the Board discussed the funding for the Pension fund for 2026.

5. **Membership Report:**

<u>Region</u>	<u>Members</u>		<u>Pending</u>		<u>Fee-Payers</u>		<u>Misc.</u>	<u>PAC</u>	
	<u>03/26/2026</u>	<u>01/14/2026</u>	<u>03/26/2026</u>	<u>01/14/2026</u>	<u>03/26/2026</u>	<u>01/14/2026</u>	<u>03/26/2026</u>	<u>03/26/2026</u>	<u>01/14/2026</u>
Eastern	1649	1649	23	13	11	12	5	908	898
Western	<u>1801</u>	<u>1777</u>	<u>58</u>	<u>30</u>	<u>22</u>	<u>22</u>	<u>8</u>	<u>719</u>	<u>713</u>
TOTAL	3450	3426	81	43	33	34	13	1627	1611

A. **Membership Reports:** The Board reviewed the most recent Verizon Activity report on movement.

B. **AT&T Mobility:** The Executive Board reviewed the most recent movement report from AT&T Mobility. While there are still a number of employees who need to be signed up, the list has been cleaned up compared to last month's report. They went on to discuss the timeliness of the company informing the union of movement from Labor.

6. **District 2-13:**

District 2-13 International Vice President Mike Davis joined the Board and shared a memo encouraging Locals to participate in constituency groups such as Coalition of Labor Union Women (CLUW), Coalition of Black Trade Unionists (CBTU), and A. Philip Randolph

Institute (APRI). Locals may nominate an applicant to serve as a “connector” between CWA and these organizations. He also reported that the District 2-13 Leadership Training is scheduled for June 22–26 in Morgantown, with additional details for first- and second-year participants to be provided in the coming weeks. He further noted that a District 2-13 Meeting will be scheduled for December 2026, with efforts currently underway to secure a venue. President Gardler explained that he will have the Regional Vice President’s seek 1st and 2nd Year volunteers for Leadership Training.

District 2-13 International Vice President Davis went on to brief the Board on the details of the Verizon bargaining and the merger with Frontier Communications if the Verizon Contract Extension is ratified. Discussion followed regarding the bridging of time for Frontier members and contractors working in Verizon ILEC territory, where contractors are overlaying Frontier plant on Verizon plant. He noted that there will be challenges associated with the merger and emphasized the importance of ensuring both companies adhere to the terms and conditions of the merger agreement with CWA. They also discussed the proposed call-sharing agreements between the CSSC and Verizon Wireless.

The Executive Board and District 2-13 International Vice President Davis discussed the resolution made during the CWA National Convention regarding per capita and how the dues department has been transitioning the software to comply with the resolution. They also discussed the upcoming President’s Meeting in June. The discussion continued regarding the EISP Arbitration that was lost and the arbitrator’s explanation of the decision.

Finally, District 2-13 International Vice President Davis presented the Board with a sample of the custom CWA Pennsylvania license plate that will be available soon. He explained that some final details are still being negotiated with the state.

President Gardler discussed with the board sending a representative to the CWA Human Rights Conference in Atlanta in August. They agreed to speak to the rest of the Local 13000 Human Rights Committee to see if the committee members are interested in attending.

7. The Arbitrations, Grievances, Mediation:

A. Arbitration List:

B. Priority List: Executive Vice President Reamer reviewed each of the remaining cases on the list. The Board discussed the lost arbitration, along with other cases that were removed from the Priority List. Following a review of each case, the Board agreed to reorder the list. Executive Vice President Reamer will notify District 2-13 Staff Representatives of the updated priorities.

C. The Union demands arbitration of the following grievances:

1. V26002-13000-ER-001-25 – Mike O’Keefe – Violation of 1998 MOU.
2. V26003-13000-025-03-017-25 – Jim Trapp – Violation of 1991 MOU
3. 126001-13000-101-001-2026 – Samuel Sena – Violation of Article 21.
4. V26018-13000-001-06-001-26 - Michael Cacciatore – Termination.
5. V26019-13000-032-06-001-2026 - Eric Stauffer - 30-Day Suspension.

6. V26020-13000-ER-003-25 - Rob Seifert - Section VI of 2012 MOU.
7. V26021-13000-013-04-002-25 - Stacey Anthony – Suspension.
8. V26022-13000-032-08-001-2026 - Michael May - 30-Day Suspension.
9. 126002-13000-103-053-2025 – Violation of Working Hours (Windstream).
10. 126003-13000-103-054-2025 – Violation of Working Hours (Windstream).
11. 126004-13000-103-055-2025 – Violation of Working Hours (Windstream).
12. 126005-13000-103-056-2025 – Violation of Working Hours (Windstream).
13. 126006-13000-103-057-2025 – Violation of Working Hours (Windstream).
14. 126007-13000-103-059-2025 – Violation of Working Hours (Windstream).
15. 126008-13000-103-061-2025 – Violation of Working Hours (Windstream).
16. 126009-13000-103-063-2025 – Violation of Working Hours (Windstream).
17. 126010-13000-103-065-2025 – Violation of Working Hours (Windstream).
18. 126011-13000-103-067-2025 – Violation of Working Hours (Windstream).
19. 126012-13000-103-069-2025 – Violation of Working Hours (Windstream).
20. 126013-13000-103-058-2025 – Violation of Working Hours (Windstream).
21. 126014-13000-103-060-2025 – Violation of Working Hours (Windstream).
22. 126015-13000-103-062-2025 – Violation of Working Hours (Windstream).
23. 126016-13000-103-064-2025 – Violation of Working Hours (Windstream).
24. 126017-13000-103-066-2025 – Violation of Working Hours (Windstream).
25. 126018-13000-103-068-2025 – Violation of Working Hours (Windstream).
26. 126019-13000-103-070-2025– Violation of Working Hours (Windstream).

D. The Union is withdrawing its demand to Arbitrate without Precedent or Prejudice:

1. V25043-13000-001-02-001-25 - William Olszewski – Suspension.

E. CWA is withdrawing its demand to Arbitrate without Precedent or Prejudice:

1. 125008-13000-041-11-002-2025 – Steven Zelesnak – Lay Off.

F. The Union cannot support pursuing this grievance. Therefore, this grievance is closed:

1. V25042-13000-022-05-001-25 – McKinley Lingham – Termination.
2. V25043-13000-001-02-001-25 – William Olszewski – 30-Day Suspension.
3. V25106-13000-015-02-010-25 – Jared Hofmann – Suspension.
4. V25107-13000-015-02-009-25 - Stephen Dixon – Suspension.

G. Acknowledgement of Appeal from International Vice President Davis:

5. V25042-13000-022-05-001-25 – McKinley Lingham – Termination.

H. The Union requests that the Company and Union hold following grievances pending the outcome of Verizon Case No. 0035-25/CWA No. 213-2025-053V:

1. V26004-13000-013-03-001-26 -Charlie Butz -Violation of 2008 Buried Loop Agreement/ Direct Ship.
2. Agreement/ Direct Ship.
3. V26005-13000-013-03-002-26-Christopher Torriero -Violation of 2008 Buried Loop Agreement/ Direct Ship.
4. V26006-13000-013-03-003-26 - Charlie Butz -Violation of 2008 Buried Loop Agreement/ Direct Ship.
5. Agreement/ Direct Ship.
6. V26007-13000-013-03-004-26 - Charlie Butz- Violation of 2008 Buried Loop Agreement/ Direct Ship.
7. Agreement/ Direct Ship.

J. The Union requests that the Company and Union hold following grievances pending the outcome of Verizon Case No. 0007-22/CWA No. 213-2022-010V:

1. V26008-13000-013-03-005-26 -Peyton Montgomery -Violation of 2008 Buried Loop Agreement/ Tech See.
2. V26009-13000-013-03-006-26 -Peyton Montgomery -Violation of 2008 Buried Loop Agreement/ Tech See.
3. V26010-13000-013-03-007-26 -Peyton Montgomery -Violation of 2008 Buried Loop Agreement/ Tech See.
4. V26011-13000-013-03-008-26 -Peyton Montgomery -Violation of 2008 Buried Loop Agreement/ Tech See.
5. V26012-13000-013-03-009-26 -Charlie Butz -Violation of 2008 Buried Loop Agreement/ Tech See.
6. V26013-13000-013-03-010-26 -Charlie Butz-Violation of 2008 Buried Loop Agreement/ Tech See.
7. V26014-13000-013-03-011-26-Charlie Butz -Violation of 2008 Buried Loop Agreement/ Tech See.

8. Region Business:

East:

A. Unit 21 & 23 Merger: Eastern Region Vice President Dezzi reported that due to Verizon closing the Malvern work center a joint Unit Council Meeting was held on March 3, 2026, Units 21 and 23 unanimously voted to merge into a single new entity, Unit 20, with the transition set to take effect during the triennial elections this fall. In the interim, Unit 21 President Larry Windstein announced that their votes for the upcoming May convention will be proxied to Unit 23. Eastern Region Vice President Dezzi provided the meeting minutes to the Executive Board and confirmed he will submit a formal amendment to the Constitution Committee to officially reflect this structural change.

Motion: Eastern Region Vice President Dezzi made a motion to accept the proposed change to merge Units 21 & 23 at the conclusion of this election cycle and for the new unit to be named Unit 20. This should take effect during the triennial election cycle so that the Election Committee is aware of the changes for purposes of aspirant, forms, ballots, etc.

Second- Reamer. The board discussed the requirements for changes per the bylaws. Motion passed.

B. Four (4) Day Work Week Trial (Verizon): Eastern Region Vice President Dezzi presented a proposal to the Board to implement a 4-day work week for Splicing Technicians at the Feltonville, Coatesville, Colmar, Hatboro, Norristown, and Trevoose work centers. He noted that he is currently negotiating the terms with Katie Feldmeir. Additionally, the Unit Presidents from Units 21, 22, 23, and 25 have held preliminary discussions with second- and third-level management. The Board tabled further discussion pending an update from Eastern Region Vice President Dezzi on Verizon's counterproposal.

C. Workers' Memorial Day:

Motion: President Gardler made a motion to purchase a table of 10 at the PhilaPosh 38th Annual Workers Memorial Day Breakfast on Friday April 24th and a Patron Sponsor for the event from the Operating Account.

Second: Reamer Motion passed.

D. MUMS: Eastern Region Vice President Dezzi discussed with the board the process of changes of members' work location, titles, by the staff in the MUMS database. The board

discussed how any changes are made and what the timelines are necessary to provide the Units updated lists at council meetings. Secretary-Treasurer Smolczynski explained that while in different format, the information requested can be accessed using the Aptify (CWA) system.

West:

- B. ACLC Workers Memorial Day** – Western Region Vice President Bialek presented the Board with a flyer from the Allegheny/Fayette Central Labor Council requesting sponsorship for the Workers' Memorial Day Service on Tuesday April 28.

Motion: Western Region Vice President Bialek made a motion to make a \$200 Full Page Sponsorship for the ACLC Workers' Memorial Day Event.

Second: Reamer Motion passed.

- C. Minutes to Appoint for AT&T-** Western Region Vice President Bialek presented the Board with minutes from Unit Council meetings from Units 31,32,35,54,57,59 to add a branch and appoint a Representative to that branch. He explained that the intention to add a branch was to keep the AT&T mobility members separate from the remaining members of the unit.

Motion: Western Region Vice President Bialek made a motion to establish branches in Units 31,32,35,54,57,59 for AT&T members that fall into their geographic jurisdictions.

Second: Reamer Motion passed.

- D. Frontier Contractors in Verizon ILEC Territory-** President Gardler informed the Board that reports have been received from Units 32, 33, 34, and 35 regarding contractors performing fiber overlay work for Frontier in traditional Verizon ILEC territory. He requested that the affected Units file grievances for these occurrences to ensure the issues are properly documented. President Gardler further advised the Board that he is scheduled to meet with Verizon Labor Relations representatives on March 27, 2026, to discuss the matter. He noted that the agreements between Frontier and CWA specifically address these issues; however, ratification of the Tentative Agreement is still pending.

- E. Bridging Service Time (Verizon)-** President Gardler and Western Region Vice President Bialek provided the Board with correspondence from Bob Kunkle, Sr. Manager of Verizon Labor Relations, regarding a member's request to bridge prior service time for pension eligibility purposes. The Company has denied the request. The Board discussed previous instances in which members were granted service bridging under similar circumstances. President Gardler expressed concern with the Company's position and will raise the matter during his meeting with Labor Relations on Friday.

- F. Verizon FSC Calls to Sales (CSSC) –** Western Region Vice President Bialek reported to the Board that Unit 41 has filed numerous grievances regarding repair calls that are being misdirected to Sales Representatives represented by Local 13500. He explained that Unit 41 President Felt believes Verizon is intentionally directing these calls to the CSSC. President Felt is currently submitting RFIs (Requests for Information) to gather additional information regarding the issue. Western Region Vice President Bialek further reported that there is a significant disparity in overtime opportunities between the two departments. President Gardler advised the Board that he has contacted Verizon Vice President Erik Sheehan to arrange discussions with the FSCs regarding this matter, as well as other ongoing concerns.

9. AFL-CIO:

- A. Pennsylvania State AFL-CIO Convention-** President Gardler reported that the Pennsylvania AFL-CIO Convention will be held in Philadelphia from March 29, 2026, through April 2, 2026. He informed the Board that he will be nominated for the position of Vice President representing the CWA. President Gardler also reviewed the convention schedule, including election procedures and key event times, noting that all Board members will be serving as delegates to the convention.
- B. Elections- Executive Council Philadelphia AFL-CIO-** President Gardler informed the Board that recommendation meeting for the upcoming primary elections will be held tomorrow (3/26/2026). He reported that Unit 13 President Butz will be the delegate attending that meeting due to scheduling conflicts.

10. PAC:

- A.** The board reviewed the check register.
- B.** PAC Local-District 2-13 Disbursement List:
- C.** Board reviewed PAC Spreadsheet.
- PAC Committee Poll approved to donate \$2,500.00 to Scanlon for Congress.
 - PAC Committee Poll approved to donate \$2,500.00 to Friends of Pay Gallagher.
 - PAC Committee Poll approved to donate \$16,086.00 to Aristotle International Inc.
 - PAC Committee Poll approved to donate \$1286.88 to Aristotle International Inc.

11. Community Services Fund:

- A.** The Board reviewed the Check Register.
- B.** The Board reviewed the January and February Spreadsheets with Units contributions for the year so far.
- Executive Board Poll approved to donate \$300.00 to Fallen Hero Polar Plunge submitted by Jim Gardler.
 - Executive Board Poll approved to donate \$356.16 to Stockton Men's Lacrosse submitted by Jim Gardler.
 - Executive Board Poll approved to donate \$125.00 to Cheltenham Printing Compant submitted by Joe Smolczynski.
 - Executive Board Poll approved to donate \$500.00 to WTHS- FUND/WOBP submitted by Tom McClure Unit 1 Branch 4 and Joe Smolczynski.
 - Executive Board Poll approved to donate \$150.00 to South Fayette Baseball & Softball Association submitted by Shawn Langan, Unit 44 President.
 - Executive Board Poll approved to donate \$500.00 to Bobby's Blessing submitted by Mike Lees Unit 23 and Rich Dezzi.
 - Executive Board Poll approved to donate \$125.00 to L.A.M.A – Perth Amboy Chapter submitted by Daisy Ellerbee, Unit 34 President.
 - Executive Board Poll approved to donate \$150.00 to Ronald McDonald House submitted by John Hawthorne, Unit 22 Branch 7 Rep.
 - Executive Board Poll approved to donate \$200.00 to Marlton Thunder Softball submitted by Pat Klauder Unit 23 Branch 1 and Rich Dezzi.
 - Executive Board Poll approved to donate \$200.00 to Southwest Pittsburgh Yellow Jackets submitted by David Malone Unit 59 Branch 1 and Gregg Bialek.

12. Organizing:

- A. SIF Organizing Budget 2026-** President Gardler reported that the Organizing Strategic Industry Fund (SIF) has been approved by the Defense Fund Oversight Committee (DFOC). He informed the Board that District 2-13 Organizing Coordinator Terry Gardner was extremely helpful in drafting the funding request that the District submitted for approval. President Gardler explained that this grant will help with funding for Local 13000's organizing activities. He reviewed the priorities, benchmarks, and organizing targets that Organizer Voelker will be expected to pursue under the program. President Gardler also highlighted that the included in this grant is funding to purchase T-shirts for newly organized members as a way to welcome them into the union and promote solidarity within the newly organized units.

13. Bargaining:

- A. Contract Dates:** Executive Vice President Reamer provided the Board an updated list of new expiration dates for all Collective Bargaining Agreements at all employers represented.
- B. Newtown Township:** Executive Vice President Reamer reported that the Tentative Agreement was ratified. He explained that the agreement is for 3 years with 3% increases annually.
- C. Every Action/Bonterra:** Executive Vice President Reamer informed the Board of a Tentative agreement that was ratified by the membership at EveryAction/Bonterra. He explained that it is a 2 ½ year agreement with improvements such as 3% Wage Increases Each Year, AI Protections, Sales Attainment and Sales PIP Reform, Weekday On-Call Pay, Worked Holiday Pay Increase, Employee Privacy Protections, Expanded Access to All Bargaining Unit Jobs (Mobilize, EA, ActionKit, NGP VAN), Strengthened FTO Language, Enhanced Grievance Process, Healthcare Stipend Extended and a new Labor Management Committee. All employees that were Local 2336 members are now officially members of Local 13000.
- D. AT&T Mobility-** Executive Vice President Reamer provided an update on the status of bargaining with AT&T Mobility (Orange Contract). He reported that the Bargaining Committee has agreed to extend the current contract through Good Friday. He noted that, at this time, there has been little meaningful movement at the table, but expressed hope that progress will be made as the new deadline approaches. He also thanked the Unit Council members who joined District 2-13 Staff Representative Chris Wackerman at the NCAA Tournament in Philadelphia, where they distributed flyers to raise public awareness about the ongoing labor dispute with AT&T Mobility.
- E. Wells Fargo (Havertown):** Eastern Region Vice President Dezzi provided the Board with a report of the state of Bargaining with Wells Fargo for the Havertown Branch. He explained that there is progress being made at the Local level.

14. Membership Awareness:

- A. NTR**

15. 2124 Race Street/Carnegie:

- A. HVAC Maintenance Contract (Lor Mar Mechanical)** – The Board reviewed the proposed annual HVAC Maintenance Contract from Lor Mar Mechanical for the Philadelphia Building. President Gardler will discuss with the representative from Lor Mar to have them provide the local with a more affordable option.

- B. Archetype:** Secretary Treasurer Smolczynski reported on the outstanding balance due on rent for the 1st floor tenant. He explained that he has made several attempts to bring the balance up to date with no response. He went on to inform the Board that he will send an updated balance to the owner/CEO as well as the Accounts Payable person after a new rent invoice is issued next week.

16. Magazine:

- A. Articles:** President Gardler asked the Board to have their article submitted by next Friday (4/3/2026) for the upcoming issue.

17. Web /Facebook and App:

- A. Union Strong App-** Executive Vice President Reamer informed the Board that there are 1349 users that have been approved for the Union Strong App.

18. Old Business:

- A. CWA National Policy on Generative AI Use-** President Gardler provided the Board a document on the use of Artificial Intelligence without extensive human editing and review to ensure accuracy and security.

19. New Business:

A. Local Convention:

- 1. Committee Meetings:** The Board discussed the materials to be provided upcoming for the Constitution and Salary and Pension meetings. President Gardler discussed scheduling of other Convention Committee meetings prior to the upcoming convention in May. The Board reviewed all 3 bylaws amendments in detail so that all members understand the intent of these amendments heading into convention.
- 2. Sponsors:** Secretary-Treasurer Smolczynski provided an update on the organizations that have agreed to provide financial sponsorships for the Local Convention. He reported that discussions have been held with NettWorth, Edgar Snyder & Associates, and New American Funding to finalize the sponsorship amounts pledged by each organization.
- 3. Cut off / Call to Convention:** Secretary-Treasurer Smolczynski provided the Board with a copy of the Call to Convention, which will be distributed on Friday, March 27, to all delegates and Unit Secretaries in accordance with the requirements set forth in the Bylaws.
- 4. Hotel/ Accommodations:** Secretary-Treasurer Smolczynski reported to the Board on the status of meeting room assignments, hotel accommodations, and menus for all hospitality events. He also reviewed the agenda for all meetings, the convention schedule, and mealtimes for each day. He noted that a final planning meeting with Hershey Convention Services is scheduled for next week.

Motions:

EAST: Eastern Region Vice President Dezzi made a motion to have Unit 211 President Megan Bach, Unit 21 President Larry Windstein and Unit 11 Vice President Lynn McCarthy attend convention as a guest and or committee member.

Second: Smolczynski Motion passed

WEST: Western Region Vice President Bialek made a motion to have Unit 101 President Joe Kopac, Unit 115 President Mark Onofrey attend as a guest and or committee member.

Second: Smolczynski Motion passed

The Board discussed the list of other guests and speakers that will need to receive invitation letters.

5. Amendments: The Board reviewed and discussed the Amendments that were submitted to the Constitution committee.

- i. East Region: Dissolve units 21 and 23. Create new Unit 20 during the next election cycle.
- ii. West: Housekeeping Bylaws Region. Dissolve Units 42,43 & 112.
- iii. CWA News: Amend Article 7 and 18 of the Bylaws. Re: CWA Newsletter.

B. EXBD 2025 Vacation Scheduling: The Board discussed the fact that many Board members had not yet utilized all of their 2025 vacation days. After discussion, the Board agreed to extend the deadline for using 2025 vacation days from the end of April to the end of May. The Board noted that ongoing bargaining activities and related responsibilities have occupied much of the Executive Board's time, limiting opportunities to use their allotted vacation days.

Motion: President Gardler made a motion to extend the deadline to use the unused 2025 vacation time for the Executive Board until the end of May 2026.

Second: Smolczynski Motion passed

C. Verizon Contract Ratification: President Gardler explained that the ratification vote count will be tomorrow. He went on to report that he will discuss with District 2-13 International Vice President Davis printing a new contracts for the local if the extension is ratified.

D. Haberdashery - Secretary-Treasurer Smolczynski provided the Board with a digital mock-up and samples of lightweight, moisture-wicking "dry-fit" shirts that he proposed ordering and making available for sale. He explained that he has received numerous requests from members for high-visibility yellow and red shirts, and the proposed design was developed in response to that interest.

20. Meeting Attended:

President Gardler:

- | | |
|--------------|----------------------------|
| • 01/15/2026 | Unit 15 Membership Meeting |
| • 01/16/2026 | Verizon Bargaining |
| • 01/20/2026 | Verizon Bargaining |
| • 01/22/2026 | Verizon Bargaining |
| • 01/23/2026 | Verizon Bargaining |
| • 01/28/2026 | Verizon Bargaining |
| • 01/28/2026 | AFL-CIO |
| • 01/29/2026 | Verizon Bargaining |
| • 01/30/2026 | Meeting with Paychex |
| • 02/02/2026 | Verizon Bargaining |
| • 02/02/2026 | AFLCIO |
| • 02/04/2026 | Verizon Bargaining |
| • 02/05/2026 | Unit 32 Membership Meeting |
| • 02/06/2026 | Verizon Bargaining |

- 02/09/2026 Verizon Bargaining
- 02/11/2026 Verizon Bargaining
- 02/12/2026 Verizon Bargaining
- 02/12/2026 Unit 11 Membership Meeting
- 02/13/2026 East Unit President Meeting
- 02/14/2026 Verizon Bargaining
- 02/17/2026 Verizon Bargaining
- 02/18/2026 Verizon Bargaining
- 02/18/2026 PA AFL-CIO
- 02/19/2026 Verizon Bargaining
- 02/20/2026 Verizon Bargaining
- 02/24/2026 Verizon Bargaining
- 02/25/2026 Verizon Bargaining
- 02/26/2026 West Unit President Meeting
- 02/27/2026 Verizon Bargaining
- 02/28/2026 Verizon Bargaining
- 03/02/2026 Verizon Bargaining
- 03/02/2026 Executive Board Bargaining Meeting
- 03/03/2026 Verizon Bargaining
- 03/03/2026 Executive Board and Unit President Bargaining Meeting
- 03/04/2026 Unit 33 Contract Meeting
- 03/05/2026 Unit 22 Contract Meeting
- 03/08/2026 Unit 54 Contract Meeting
- 03/09/2026 Unit 44 Contract Meeting
- 03/10/2026 Unit 31 Contract Meeting
- 03/11/2026 Unit 56 Contract Meeting
- 03/12/2026 Units 57 & 59 Contract Meeting
- 03/13/2026 Unit 35 Contract Meeting
- 03/14/2026 Unit 32 Contract Meeting
- 03/16/2026 Unit 23 Contract Meeting
- 03/18/2026 All Phila Units Contract Meeting
- 03/19/2026 Unit 34 Contract Meeting
- 03/21/2026 All Phila Units Contract Meeting
- 03/23/2026 Phila AFL-CIO
- 03/24/2026 Meeting with Windstream
- 03/25/2026 Trustee Meeting

Executive Vice President Reamer:

- 01/15/2026 to 3/24/2026 AT&T Mobility Bargaining
- 01/15/2026 Newtown Township Contract Explanation Meeting
- 01/16/2026 EveryAction/Bonterra Bargaining
- 01/21/2026 EveryAction/Bonterra Bargaining
- 01/27/2026 EveryAction/Bonterra Bargaining

- 01/28/2026 EveryAction/Bonterra Bargaining
- 01/29/2026 EveryAction/Bonterra Bargaining
- 02/04/2026 EveryAction/Bonterra Contract Explanation Meeting
- 03/05/2026 Trustee/Haverford Meeting
- 03/08/2026 Verizon Contract Explanation Meeting, New Castle, Pa
- 03/09/2026 Verizon Contract Explanation Meeting, West View, Pa
- 03/10/2026 Verizon Contract Explanation Meeting, Tyrone, Pa
- 03/11/2026 Verizon Contract Explanation Meeting, Warren, Pa
- 03/12/2026 Verizon Contract Explanation Meeting, Youngwood, Pa
- 03/16/2026 Verizon Contract Explanation Meeting, West Chester, Pa
- 03/18/2026 Verizon Contract Explanation Meeting, Philadelphia, Pa
- 03/19/2026 Verizon Joint Conference: Safety Committee Meeting, Harrisburg, Pa
- 03/19/2026 Verizon Contract Explanation Meeting, Moscow, Pa
- 03/21/2026 Verizon Contract Explanation Meeting, Philadelphia, Pa
- 03/24/2026 Windstream Joint Conference

Secretary- Treasurer Smolczynski:

- 01/14/2026 Executive Board Meeting
- 01/15/2026 Verizon-Meeting with Wyatt, Bruggs, & Area Sr. Directors
- 02/05/2026 Fiscal Year 23-24 Membership Audit Committee Meeting
- 02/19/2026 Unit 13 Membership Meeting
- 02/24/2026 CWA Secretary-Treasurer Meeting Ameenah Salam
- 02/27/2026 Fiscal Year 24-25 Membership Audit Committee Meeting
- 03/03/2026 Verizon Unit President Tentative Agreement Meeting
- 03/05/2026 Haverford Trustee Meeting

Eastern Regional Vice President Dezzi:

- 01/20/2026 Verizon Labor
- 01/23/2026 Unit 21 Council Meeting
- 01/26/2026 Wells Fargo Bargaining
- 01/30/2026 Meeting with Feldmeier
- 02/05/2026 Wells Fargo Bargaining
- 02/13/2026 Unit President Meeting
- 02/23/2026 Meeting with Feldmeier
- 02/27/2026 Unit 1 Council Meeting
- 03/03/2026 Unit 21 & Unit 23 Joint Council Meeting
- 03/05/2026 Verizon Labor
- 03/16/2026 General Membership Meeting (West Chester)
- 03/18/2026 General Membership Meeting (Philadelphia)
- 03/19/2026 General Membership Meeting (Moscow)

- 03/20/2026 General Membership Meeting (Philadelphia)

Western Regional Vice President Bialek:

- 01/15/2026 Meeting with Latanya Buggs Verizon Vice President
- 01/20/2026 thru 01/22/2026 Consolidated CLEC Bargaining
- 01/21/2026 Windstream LLC Title Discussions
- 01/23/2026 Unit 35 Council Meeting
- 02/03/2026 Unit 32 Branch 4 Membership Meeting
- 02/06/2026 AT&T Legacy T Contract Explanation meeting
- 02/10/2026 Retiree Meeting
- 02/11/2026 Latonya Buggs Verizon Vice President Meeting East Liberty
- 02/12/2026 Union Representative Training
- 02/13/2026 Unit 32 Council Meeting
- 02/17/2026 CWA Broadband Oversight Town Hall
- 02/18/2026 Grievances Brightspeed Communications
- 02/18/2026 Unit 32 Branch 3 Membership Meeting
- 02/19/2026 Unit 54 Branch 3 Membership Meeting
- 02/20/2026 Executive Board Zoom Meeting
- 02/25/2026 Unit 56 Br 1,2,3 Membership Meeting
- 02/26/2026 Western Regional Unit President Meeting
- 02/27/2026 AFL-CIO Endorsement Meeting
- 03/02/2026 Windstream Grievance Meeting
- 03/02/2026 Executive Board Zoom Meeting
- 03/03/2026 Executive Board Zoom Meeting Verizon Tentative Agreement
- 03/03/2026 Verizon Unit President Zoom Meeting Verizon Tentative Agreement
- 03/04/2026 FSC Director Linsey York Verizon
- 03/04/2026 American Red Cross Labor Meeting
- 03/04/2026 Unit 32 Council Verizon Tentative Agreement discussion
- 03/06/2026 Unit 44 Council Meeting
- 03/08/2026 Unit 54 Verizon Contract Explanation Meeting
- 03/09/2026 Unit 44 Verizon Contract Explanation Meeting
- 03/10/2026 Unit 31 Verizon Contract Explanation Meeting
- 03/11/2026 Unit 56 Verizon Contract Explanation Meeting
- 03/12/2026 Unit 57 & 59 Verizon Contract Explanation Meeting
- 03/13/2026 Unit 35 Verizon Contract Explanation Meeting
- 03/14/2026 Unit 32 Verizon Contract Explanation Meeting
- 03/16/2026 American Red Cross Labor Meeting
- 03/16/2026 Central PA ALF, AFL-CIO Meeting

- 03/18/2026
- 03/24/2026

Verizon Partnership Meeting with Director Shawn Akinuli
Windstream Joint Conference

21. Retirees:

A. NTR

22. NLRB:

A. NTR

23. SIF:

A. Secretary-Treasurer Smolczynski provided the Board a report of all reimbursements owed to the local from CWA for work performed under a SIF.

24. Willig, Williams & Davidson:

A. NTR

25. Logic Choice:

A. NTR

26. Safety:

A. President Gardler informed the Board that there will be a 2026 Health, Safety Environment Conference held in Pittsburgh beginning on May 18, 2026, that is hosted by the United Steel Workers. He suggested that we send representatives from the Safety Committee. Executive Vice President Reamer will ask the safety committee members if they would like to attend.

B. **Safety Committee Meeting (Verizon):** Executive Vice President Reamer reported that there was a Verizon safety committee meeting on March 19, 2026, at the Katie Court work center in Harrisburg. He reported that the minutes are complete, he is just waiting for them to be formatted and then they will be sent to the Regions to be distributed. Of the multitude of issues brought to the Company at that meeting, discussions centered around the ongoing statewide lead cable remediation/removal process in terms of required training, the availability of PPE required and the adherence to established safety processes. Various contractor oversight issues were also discussed and examples of contractors working unsafe across the State were highlighted to the Company. The Union is now awaiting follow up from the Company on those issues that need to be addressed. Additionally, the driver training issue that was removed from plant school was addressed and the Company has put a schedule in place to have all those members who did not receive the driver training initially, to get it. Going forward, it is now included in the EHS curriculum in plant school as of January 1, 2026.

27. Charges:

A. NTR

28. Election:

A. NTR

29. Correspondence:

A. NTR

Meeting Adjourned: 6:30 PM

Motion to Adjourn: Reamer Second: Bialek