

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

James J. GardlerPresident
Jeff C. ReamerExecutive Vice-President
Marisa MacCroySecretary-Treasurer
Richard R. Dezzi..... Eastern Region Vice-President
Gregg Bialek..... Western Region Vice-President

2124 Race Street
Philadelphia, Pennsylvania 19103
January 20, 2023

Submitted by:
Marisa MacCroy
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 January 20, 2022.

A. Pledge of Allegiance

2. Roll Call:

All Board members were present.

3. Minutes:

Minutes from the meeting on October 27, 2022, were approved by all Board Members on December 9th and mailed to Officers and Reps on December 12, 2022.

4. Financial Report:

A. Budget 2023 was presented to the Board for approval by President Gardler. The Board discussed the upcoming year and how the budget was determined based on anticipated activities or changes expected.

Motion: MacCrory Second: Bialek
Passed

B. The Board reviewed the Check Register for first quarter of the fiscal year, October 1st to December 31, 2022.

Motion to approve check numbers 6354-6517.

Motion: Reamer Second: Bialek
Passed

C. The Board reviewed the Wages & Reimbursement Report from October 1st to December 31, 2022.

Motion to approve: Reamer Second: Bialek
Passed

D. The Board reviewed Vendors by Detail report.

E. The Board reviewed the 2023 Expenses and Wages form with updated mileage and changes to reflect the new vouchers introduced in 2022.

Motion: Dezzi Second: Bialek

F. The Board reviewed the Regional Balances and Budget from the previous Budget for reference, upon approval for the 2023 budget.

G. Local Tax Administrator Berkheimer did not receive quarterly filings for LST (Local Services Tax) from our payroll service for 2021. Secretary-Treasurer MacCrory submitted the filings to clear any filing obligations and continues to check up with Berkheimer to make sure all is current.

H. Due to issues described above Secretary-Treasurer MacCrory has requested proposals from other payroll agencies to bring to the trustees for a potential change.

I. The Local's current Pension payroll service Advantage (subsidiary of Paychex) will no longer file the required tax forms required after December 31, 2022. Secretary-Treasurer MacCrory presented a proposal to the trustees for one of the few companies that submits required pension filings; which has been tentatively approved upon the proposal for our other payroll services.

5. **Membership Report:**

Region:	Members		Pending		Fee-Payers		Misc.	PAC	
	01/20/2023	10/27/2022	01/20/2023	10/27/2022	01/20/2023	10/27/2022	01/20/2023	10/27/2022	10/27/2022
Eastern	1,781	1,783	05	05	16	16	2	1,023	1,030
Western	<u>1,867</u>	<u>1,863</u>	<u>59</u>	<u>12</u>	<u>25</u>	<u>25</u>	<u>0</u>	<u>770</u>	<u>776</u>
	3,648	3,646	64	17	41	41	2	1,793	1,806

- A. The Board reviewed the membership report. President Gardler requested a column at the end of the report reflecting the cumulative membership that is broken into categories on the report going forward.
- B. Secretary-Treasurer MacCrory has been working with National to customize their membership database to reflect our Local's unique structure with Units and Branches. She presented the Board with instructions on how to pull membership reports by Unit and Branch.

6. **District 2-13:**

- A. The grievance manager is not working. Western Region Vice President Bialek will send President Gardler the details and he will reach out to Mike Davis, Assistant to the District 2-13 Vice President for resolving and streamlining the platform.
- B. Jim Ryan, CWA District 2-13 Staff Representative joined the meeting via conference call. He gave updates on mediations and arbitrations being scheduled this week. One case is waiting on a potential settlement with Verizon labor. The Lego arbitration has been heard and the District is cautiously optimistic.
- C. CWA District 2-13 Staff Representative John Remington joined the Executive Board meeting via conference call. He gave an update on CWA Strong and the Civil Rights and Equity Committee. This quarter the committee will put together a report and a 10:1 steward structure, which doesn't necessarily make sense for Local 13000. He reported that Western Region Vice President Bialek has been a huge help in bargaining. Breezeline bargaining already had two bargaining sessions with two more scheduled before expiration next month and the Comcast Alle-Kiski contract expires in May. He gave updates on current cases in the District: the Arbitration for Gary Patchel is in progress and the District is cautiously optimistic. Remington recommended the grievance against Comcast for improper call out pay to move forward in Arbitration. The arbitration for Trevor Miller with Consolidated has been withdrawn. There are two appeals received, one has been denied the other is still in review. He gave the Local a huge thank you for their generosity towards the strikers against the Pittsburgh Post-Gazette during the holiday season.

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

- A. Arbitration List
- B. Priority List: Some have been on there for two years. Jim Ryan CWA Representative is helping to get these caught up.
- C. **The District demands arbitration of the following grievances:**
 1. V22084-13000-041-FSC-027-2022-Chris Blystone-Five (5) day Suspension (RAP).
 2. V22083-13000-041-FSC-030-2022-Ebonie Rose-Discharge.
 3. V22086-13000-044-10-005-2022-Patrick Eastley-Discharge.
 4. I22006-13000-103-019-2022-Adam Strawcutter-Termination.
 5. AM22003-13000-014-25-004-22-Owen Ness-Termination.
 6. V23002-13000-WR-002-2022-Violation of Letter Page 103-MRP-LOA.
 7. V23003-13000-013-06-002-22-Tyrone Perry-Ten (10) Day Suspension (Work Rules).
 8. V23004-13000-044-09-002-2022-Robert Smith-Termination.

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

1. V22061-13000-032-01-003-2022-Brent Carman-Fifteen (15) Day Suspension.
2. V22054-13000-015-005-22-Jonathan Torres-Termination.
3. V22052-13000-021-01-005-22-Chris Hunt-Termination.
4. V22051-13000-021-10-001-22-Michael Piccone-Termination.
5. V22045-13000-001-05-004-22-Brandon Gardner-Termination.
6. V22057-13000-015-03-006-22-Victor Cruz, Jr.-Termination.
7. I22005-13000-054-104-001-2021-Trever Miller-Promotion Bypass.
8. I22006-13000-103-019-2022-Adam Strawcutter-Termination.

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

1. V22050-13000-022-02-004-22-Robert Thomson-One (1) Day Suspension.

F. The District and Company have Satisfactorily Resolved the Following Grievance

1. V22084-13000-041-FSC-027-2022-Chris Blystone-Five (5) Day Suspension (RAP).

G. Receipt of Letter of Appeal from International Vice President Mooney:

1. V18049-13000-044-10-010-17-Michael Katilius-Article 9/Layoff.
2. V22028-13000-044-10-003-2021-Vanessa Jankowski-NCS Date.

H. Letter from President Chris Shelton on International Vice President Mooney Decision not to Arbitrate:

1. V18049-13000-044-10-010-17-Michael Katilius-Article 9/Layoff.

I. Letter from International Vice President Mooney:

1. Letter to Heather Camerano Vice President of Human Resources-Breezeline.

8. Region Business:

East:

- A. Eastern Region Vice President Dezzi presented a Unit 34 policy for the board to approve. The policy prohibits outside technicians from doing drops on the frame as well as not moving or running any jumpers. The policy dictates that when a SET is unavailable, the tech should put in a CO assist ticket then perform the half tap if possible, to get customer back in service. The Board held a discussion about making sure all members of the Unit are aware of the policy.

Motion: Dezzi

Second: Bialek

Passed

- B. Liberty Region Transfer Plan: Eastern Region Vice President Dezzi is having conversations with Labor Manager Jeff Fallon and is being actively pursuing updates and keeping the list current.
- C. Article 18 Transfers: Eastern Region Vice President Dezzi met with Verizon Managers Brian Banks & Jose Centeno and has a call scheduled for Monday. None of the transfers will circumvent the Liberty Region Transfer Plan nor wouldn't violate Article 18.

West:

- A. The server needs to be replaced. After discussion, the Board decided to readdress this in the 3rd quarter of 2023.
- B. MUMS training: Per the administrator of Mums it is \$60 an hour over Zoom for unlimited attendance for 4-5 hours a day, and makes sense with the recent turnover of Staff the Local has seen in the past year. Western Region Vice President Bialek and Secretary-Treasurer MacCroy will follow up.
- C. Virtual Bulletin Boards: The District had a discussion with the last Local President via conference call. The District will look into this and circle back with Verizon and/or Local President's about it being set up

D. Egnyte training: Eastern Region Vice President Dezzi will work with Western Region Vice President Bialek on the details regarding this being planned.

9. AFL-CIO:

A. The Philadelphia Labor Council Leadership Conference will be held in Atlantic City on January 29-31st. Executive Vice President Reamer, Eastern Region Vice President Rich Dezzi, delegates Unit 13 President Butz, Unit 15 Secretary Sacco, and Unit 15 Rep Bill Cieslinski and Organizer Joe Smolczynski will be attending.

B. The Pennsylvania AFL-CIO Legislative Conference will be held in Harrisburg on February 8-9th. Executive Vice President Reamer, Secretary-Treasurer MacCroy, Eastern Region Vice President Rich Dezzi, Western Region Vice President Bialek, Unit 23 President Scott, Unit 35 President D'Angelo, Unit 41 President Felt will attend on behalf of the Local.

C. The Philadelphia AFL-CIO Central Labor Council's new Executive Board was sworn in at the delegate meeting on January 11th. Danny Bauder is the newly elected President and President Gardler was re-elected Secretary-Treasurer to the Labor Council. Executive Vice President Reamer and Unit 13 President Butz were sworn in as new delegates for CWA Local 13000.

D. President Gardler made a motion to contribute \$1,000 towards the Joseph Ashdale Retirement Celebration Commemorative Video for the Retirement Testimonial Dinner.

Motion: Gardler

Second: Dezzi

Passed

E. President Gardler made a motion to contribute to "Simon's Heart": Erin Young from Workers United submitted the request to President Gardler, He submitted a request to the Board for \$500.00 which the Board Approved

Motion: Gardler

Second: Reamer

Passed

10. PAC:

A. Board reviewed the check register.

B. Board reviewed PAC Spreadsheet. President Gardler will work with LPATs William Scott Unit 23 President, and Justin Felt Unit 41 President to conduct a PAC Drive.

- PAC Committee Poll approved to donate \$ 1,000.00 to Friends of the 64th Ward
- PAC Committee Poll approved to donate \$ 500.00 to Harrity for City Council
- PAC Committee Poll approved to donate \$ 500.00 to Squilla for Council
- PAC Committee Poll approved to donate \$ 600.00 to Pennsylvania AFL-CIO

11. Community Services Fund:

A. The Board reviewed the Check Register.

B. The Board reviewed the Spreadsheet with Units contributions for the year ending 2022.

C. Eshaw Samuels Donation Letter was included for the Board to review.

- Executive Board Poll approved to donate \$ 200.00 to Philadelphia Council AFL-CIO, Submitted by James Gardler
- Executive Board Poll approved to donate \$ 100.00 to Hatboro-Horsham Musical Theatre, submitted by Chris Wackerman, unit 15 President
- Executive Board Poll approved to donate \$ 300.00 Wreaths Across America, submitted by Kathleen Massi, Unit 21-5

- Executive Board Poll approved to donate \$ 250.00 to ACLC Special Activities, submitted by Greg Bialek
- Executive Board Poll approved to donate \$ 150.00 to Wreaths Across America, submitted by James Gardler
- Executive Board Poll approved to donate \$ 100.00 to Gray's Ferry Community Council, submitted by James Gardler
- Executive Board Poll approved to donate \$ 250.00 to Brookhaven Girls Softball League, submitted by Rich Dezzi
- Executive Board Poll approved to donate \$ 300.00 to Penn State Dance Marathon, submitted by Gary Brenhuber, Unit 23-1 Member
- Executive Board Poll approved to donate \$ 250.00 to American Heart Association, submitted by Tom North, Unit 23-1 Member

12 Organizing:

- A. Joe Smolczynski addressed the board with updates on Organizing drives and actions taken by the NLRB.

13. Bargaining:

- A. The Board reviewed and discussed upcoming Contract expiration dates.
- B. Last Friday we reached a 3-year tentative agreement for our Newtown Township Municipal workers, which was ratified by the membership last night. Vice President Reamer will now be working with the Township on the updates to the new contract language.
- C. Comcast was ratified by an overwhelming amount with good pay raises.
- D. Breezeline has a brand-new bargaining team since they rebranded. We have two days scheduled before the expiration. Economic issues are first on our agenda.

14. Membership Awareness:

- A. To ensure that our Verizon WFH members are reached in real time with future mobilizations the MAC committee has been working with both Regions to revise our mobilization structure. We will be using direct mailings to those members working from home where face-to-face mobilizations present a challenge. The CWA Local 13000 Union Strong APP flyer is the next mobilization, which will be distributed on February 16th. The flyer promotes our new APP and has a QR code that members can scan to download and set up the APP. The purpose of the mobilization is to increase participation in the APP so that our membership can receive important updates in real time.

15. 2124 Race Street/Carnegie:

- A. Trees were planted on Van Pelt Street on the side of 2124 Race Street.
- B. President Gardler contacted IUPAT about painting the 1st and 3rd floors. After initial walk thru the board will continue further discussions on specific areas of need and color types for the office.
- C. Roof soffits have now been capped and repaired to seal off any access to the building from squirrels, birds, etc.
- D. Eastern Region Vice President Dezzi will contact the cleaning crew about office cleaning issues.

16. Magazine:

NTR

17. Web /Facebook and App:

NTR

18. Old Business:

- A. The Board had a follow up discussion re: issues with Verizon resolving blatant violations of the contract or minor infractions that receive excessive discipline. We will continue to utilize all means necessary and available to resolve these issues when appropriate.

19. New Business:

- A. Philaposh sent their annual sponsorship request, the Board agreed to continue support, and Secretary-Treasurer MacCrory will look up last year’s sponsorship level.
- B. Eastern Region Vice President Dezzi asked the Board to consider bringing all eligible National Convention Delegates to this year’s National Convention in St. Louis, MO on July 10-12th. The Board agreed to have additional discussion as it gets closer to the Call to Convention before making any decision.
- C. Unity@Mobility will be offering 15 scholarships for Mobility members to attend this year’s Wireless Conference.
- D. Verizon OCC to FSC loans are temporarily on hold.
- E. The Board reviewed the agendas for upcoming Rep Training scheduled in March for both Regions.
- F. EveryAction layoffs: After ratification of their Contract last year, we received notification in January that there is a 10% headcount reduction across the Company, the layoff will impact 7 of our Local 13000 members out of the 39 Union positions slotted for layoff.

20. Meeting Attended:

President Gardler:

- November 01, 2022, AFL-CIO Meeting
- November 07, 2022, Meeting with Doug Sullivan
- November 09, 2022, Broadband CMT Meeting
- November 09, 2022, Meeting with Verizon FSC
- November 14, 2022, DFOC Meeting
- November 16, 2022, DFOC Meeting
- November 18, 2022, Human Right CMT Meeting
- December 01, 2022, District 2-13 Conference
- December 02, 2022, District 2-13 Conference
- December 02, 2022, Philaposh Event
- December 06, 2022, AFL-CIO Meeting
- December 15, 2022, Broadband CMT Meeting
- December 27, 2022, AFL-CIO Meeting
- December 28, 2022, AFL-CIO Meeting
- December 29, 2022, Trustee Meeting
- January 03, 2023, AFL-CIO Meeting
- January 11, 2023, AFL-CIO Meeting
- January 12, 2023, Broadband CMT Meeting

Executive Vice President Reamer:

- November 01, 2022, Newtown Township Bargaining
- November 03, 2022, Safety Committee Meeting-Harrisburg
- November 07, 2022, Verizon Meeting-Doug Sullivan
- November 09, 2022, Verizon Meeting, FSC-with Stacia Sharp

- November 15, 2022, Newtown Township Bargaining
- November 30, 2022, Newtown Township Bargaining
- December 1 & 2, 2022, District 2-13 Conference
- December 12, 2022, AT&T Working Relations Meeting with Kevin Kuhn
- December 15, 2022, Newtown Township Bargaining
- January 13, 2023, Newtown Township Bargaining
- January 19, 2023, Newtown Township Ratification Meeting

Secretary- Treasurer MacCroy:

- October 31-November 4, 2022, Audit with Novak Francella
- November 07, 2022, Verizon Meeting-Doug Sullivan
- November 09, 2022, Conference call with Payroll Services
- November 09, 2022, Meeting with Stacia Sharp
- November 09, 2022, Philly CLUW Executive Board Meeting
- November 10, 2022, Conference call with CWA National
- November 7-11, 2022, Audit with Novak Francella
- November 14, 2022, Montgomery County CLC Meeting
- December 1- 2, 2022 District 2-13 Leadership Conference
- December 19, 2022, Meeting with Prime Pay (payroll vendor)
- December 29, 2022, Trustee Meeting
- January 09, 2023, Montgomery County CLC Meeting

Eastern Regional Vice President Dezzi:

- October 31, 2022, Pre-Arbitration
- October 31, 2022, Newtown Township Bargaining
- November 07, 2022, Meeting with Doug Sullivan
- November 08, 2022 AT&T Labor
- November 09, 2022, Meeting with Stacia Sharp
- November 15, 2022, Newtown Township Bargaining
- November 18, 2022, Unit 211 Council Meeting
- November 22, 2022, Verizon Labor
- November 29, 2022, Ed Lego Pre-Arbitration
- November 30, 2022, Newtown Township Bargaining
- December 01, 2022, District 2-13 Leadership Conference
- December 02, 2022, District 2-13 Leadership Conference
- December 09, 2022, Unit President Meeting
- December 14, 2022, Ed Lego Arbitration
- December 15, 2022, Newtown Township Bargaining
- January 05, 2023, Verizon Labor
- January 13, 2023, Newtown Township Bargaining
- January 18, 2023, Meeting with Ceteno & Banks
- January 19, 2023, AT&T Labor

Western Regional Vice President Bialek:

- November 02, 2022, Verizon Central Area Labor Grievances
- November 03, 2022, Verizon Western area labor grievances
- November 04, 2022, Unit 57 Council meeting

- November 07, 2022, Doug Sullivan meeting Verizon
- November 08, 2022, Arbitration Preparation Comcast Corliss Unit 116
- November 09, 2022, Windstream Common interest forum meeting
- November 09, 2022, Work at home UP call
- November 9, 2022, Verizon FSC meeting with Stacia Sharp
- November 14, 2022, Unit 32 Council meeting
- November 16 & 17, 2022, Comcast Corliss Unit 116 bargaining
- November 18, 2022, Human Rights meeting
- November 22, 2022, Arbitration for Comcast Corliss Unit 116
- November 23, 2022, Unit 54 Council meeting
- November 28, 2022, AT&T Grievance meeting
- November 29 & 30, 2022, Comcast Corliss Unit 116 bargaining
- November 30, 2022, Comcast Alle-Kiski Council meeting
- December 01 & 02, 2022, District 2-13 Conference
- December 01, 2022, Central PA ALF meeting
- December 05, 2022, RS Bellco Meeting with the Board of Directors
- December 11, 2022, Comcast 116 Ratification
- December 12, 2022, AT&T Working relations meeting with Kevin Kuhns
- December 14, 2022, Comcast Alle-Kiski Unit 119 Council meeting
- December 15, 2022, Unit President meeting
- December 16, 2022, Unit 41 Council meeting
- December 20, 2022, Verizon Central area labor grievances
- December 20, 2022, Consolidated Communications PA job testing meeting
- December 21, 2022, Central PA ALF meeting
- December 22, 2022, Verizon Western area labor grievances
- January 03, 2023, Breezeline Pre bargaining call
- January 09, 2023, Verizon Labor call
- January 10 & 11, 2023, Breezeline Bargaining

21. Retirees:

- A. With Verizon retiree benefits under the HMO plan you lose the smoking cessation and fitness credit. The Union negotiates the MCO plan. As HMO costs continue to rise, they will be pushed onto the member. If someone isn't up to date with their healthcare plan, they should contact their HCBC/RHCBC and compare which plan is best for them.

22. NLRB:

NTR

23. SIF:

- A. The Board reviewed Reimbursement Spreadsheet
 B. The LPAT SIF was approved to continue activities through 2023.

24. Willig, Williams & Davidson:

- A. Due to recent turnover within the law firm, the team assigned to CWA Local 13000 came in to meet face to face and discuss roles in representation for the Local. Tom Gribbin came to the meeting with Jordan and Mickey who provided the Board with their backgrounds and contact information. They discussed their roles in the upcoming Rep training.

25. Logic Choice:

- A. President Gardler asked board to look over the proposal for a cloud-based server and come back with any questions.
- B. Executive Vice President Reamer discussed the need to replace phones this year and will provide the Board with updates as he gets them.

26. Safety:

- A. There was a near miss in Greensburg where an OPT was working on a storm restoration. The neutral from the power Company broke loose and hit an OPT. The Safety Committee is discussing the issue with Corporate Safety.
- B. Jaytricia Tremel, Unit 111 President and Robert Gourdie, Unit 57 President will be covered under a SIF for the 2023 CWA/USW Health, Safety & Environment Conference in April.

27. Charges:

NTR

28. Election:

- A. The Board reviewed correspondence from PA AFL-CIO regarding 3 special elections.
- B. The Philadelphia Mayoral Election and City Council seats are up for election this year.

29. Correspondence:

NTR