

CWA LOCAL 13000, AFL-CIO

MINUTES OF ADMINISTRATIVE BOARD MEETING

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

2124 Race Street
Philadelphia, Pennsylvania 19103
October 27, 2022

Submitted by:
Marisa MacCrory
Secretary-Treasurer

I N D E X

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1. Call to Order:

President Gardler called to order the executive board meeting of CWA Local 13000 at 9:30 AM Thursday October 27, 2022.

A. Pledge of Allegiance

2. Roll Call:

All Board members were present.

3. Minutes:

Minutes from the meeting on July 14, 2022, were approved by all Board Members on September 19th and mailed to Officers and Rep's on September 20, 2022.

4. Financial Report:

A. The Board reviewed the Executive and Regional Budget & Balances according to the budget for July, August, and September 2022 (4th fiscal quarter). Secretary-Treasurer MacCrory placed an annotation for the \$10,647 paid by Dawn Adams, for fines paid, at the bottom of the Executive Board balances report.

B. The Board reviewed the Check Register from July 1st to September 30, 2022.

Motion to approve check numbers 6171-6358.

Motion: Reamer

Second: Bialek

Passed

C. The Board Reviewed the Wages Report from July 1st to September 30, 2022.

Motion to approve: Reamer

Second: Dezzi

Passed

D. The Board reviewed the Reimbursed Expenses and Allowances Report from July 1st to September 30, 2022.

Motion to approve: Reamer

Second: Dezzi

Passed

E. The Board reviewed the Pension Payments for the month of October 2022.

F. Secretary-Treasurer submitted a revised voucher for future use to simplify the process of submitting hours and reimbursements.

Motion: MacCrory

Second: Reamer

Passed

5. Membership Report:

Region:	Members		Pending		Fee-Payers		Misc.	PAC	
	<u>10/27/2022</u>	<u>07/14/2022</u>	<u>10/27/2022</u>	<u>07/14/2022</u>	<u>10/27/2022</u>	<u>07/14/2022</u>	<u>10/27/2022</u>	<u>10/27/2022</u>	<u>07/14/2022</u>
Eastern	1783	1837	5	33	16	20	2	1030	1058
Western	<u>1863</u>	<u>1964</u>	<u>12</u>	<u>55</u>	<u>25</u>	<u>27</u>	<u>5</u>	<u>776</u>	<u>820</u>
	3,646	3,801	17	88	41	47	7	1,806	1,878

A. The Board reviewed the membership report.

B. CWA Local 13000's newly organized group at EveryAction will have the votes counted to ratify their tentative agreement on Friday. Contingent on their ratification the Board discussed placement regarding Unit and Branch in the Local. The discussion included the working from home members and potentially creating a Branch in Unit 41 for the membership.

Motion: Bialek

Second: Dezzi

Passed

- C. The Board reviewed AT&T Mobility members that still need to be signed up per Unit. The Regions have already reached out to the Unit Presidents and follow up to ensure new members are being signed up in a timely manner.

6. District 2-13:

- A. The annual District 2-13 Meeting is being held December 1-2, 2022, virtually. President Gardler suggested this year the Local invites all the Unit Presidents to attend.

Motion: Gardler

Second: Reamer

Passed

- B. The strike with the Pittsburgh Post-Gazette is ongoing and the News Guild TNG-CWA has joined the strike. A National SIF was recently approved to help support our members who are on strike.
- C. District 2-13 Staff Rep Jim Ryan provided an update via email due to a prior commitment which the Board reviewed. Below is an overview of his email.
- a. It has been determined to proceed with a grievance for Verizon to reimburse WAH members for chairs purchased before ratification.
 - b. Arbitrations for Ed Lego and Ken Lawson have been scheduled.
 - c. If no satisfactory remedy is offered by Verizon in William Olszewski's grievance, the District will look to schedule for arbitration.
 - d. Several arbitration denials were reported.
 - e. Ken Osborne's arbitration decision has been appealed.
 - f. The District is reviewing multiple violations by Verizon to the 2008 buried loop agreement and Article 17 that were filed by the Eastern Region.

7. The Arbitrations, Grievances, Mediation:

A. Arbitration List

B. Priority List

C. The District demands arbitration of the following grievances:

1. I22004-13000-054-CCI-001-2022-Bryan Fox-Termination
2. V22082-13000-032-06-001-2022-Phillip Hunt-Fifteen (15) Day Suspension
3. I22005-13000-054-104-001-2021-Trevor Miller-Promotion Bypass
4. V22066-13000-025-07-007-22-Ed Ashman-2008 Buried Loop Agreement
V22067-13000-025-07-008-22-Ed Ashman-2008 Buried Loop Agreement
V22068-13000-025-07-009-22-Shawn Nedab-2008 Buried Loop Agreement
V22069-13000-025-07-010-22-Shawn Nedab-2008 Buried Loop Agreement
V22070-13000-025-07-011-22-Josh Shwartz-2008 Buried Loop Agreement
V22071-13000-025-07-013-22-Josh Schwartz -2008 Buried Loop Agreement
V22072-13000-025-07-014-22-Josh Schwartz-2008 Buried Loop Agreement
V22073-13000-025-07-016-22-Tim Fitzgerald-2008 Buried Loop Agreement
V22074-13000-025-07-017-22-Tim Fitzgerald-2008 Buried Loop Agreement
V22075-13000-025-07-018-22-Kevin Cunningham-2008 Buried Loop Agreement
V22076-13000-025-07-019-22-Kevin Cunningham-2008 Buried Loop Agreement
V22077-13000-025-07-020-22-Nick DiDonato-2008 Buried Loop Agreement
V22078-13000-025-07-021-22-Nick DiDonato-2008 Buried Loop Agreement

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

1. V21021-13000-034-01-001-21-Michael Crandall-Termination
2. V21097-13000-013-04-003-21-Andrew Principato-Five (5) Day Suspension (RAP Step 3)
3. V22028-13000-044-10-003-2021-Vanessa Jankowski-Termination

- C. The Irish Hall of Fame is honoring Pat Eiding on November 13, 2022, at their 21st Annual Awards Ceremony.
- D. Save the Date - Philadelphia AFL-CIO Annual Planning Committee is January 29-31, 2023, in Atlantic City, NJ.

10. PAC:

- A. Board reviewed the check register.
- B. Board reviewed PAC Spreadsheet.
- C. PAC filings are up to date.
 - PAC Committee Poll approved to donate \$ 1,000.00 to Friends of Pat Gallagher
 - PAC Committee Poll approved to donate \$ 1,000.00 to Squilla for Council
 - PAC Committee Poll approved to donate \$ 5,000.00 to Mad 4 PA PAC
 - PAC Committee Poll approved to donate \$ 5,000.00 to Dwight Evans for Congress
 - PAC Committee Poll approved to donate \$ 750.00 to Labor PAC AFL-CIO
 - PAC Committee Poll approved to donate \$ 5,000.00 to Citizens for Boyle
 - PAC Committee Poll approved to donate \$ 2,000.00 to Philadelphia AFL-CIO PAC
 - PAC Committee Poll approved to donate \$ 600.00 to Democratic City Committee
 - PAC Committee Poll approved to donate \$ 1,000.00 to 16th Legislative District
 - PAC Committee Poll approved to donate \$ 1,000.00 to Friends of the 65th Ward
 - PAC Committee Poll approved to donate \$ 1,500.00 to Deeley 15
 - PAC Committee Poll approved to donate \$ 2,000.00 to Labor PAC-Montgomery CLC
 - PAC Committee Poll approved to donate \$ 5,000.00 to Scanlan for Congress
 - PAC Committee Poll approved to donate \$ 1,000.00 to Friends of Kevin Boyle

11. Community Services Fund:

- A. The Board reviewed the Check Register.
- B. The Board reviewed the Spreadsheet with Units.
 - Executive Board Poll approved to donate \$ 250.00 to The Children's Heart Foundation, submitted by Gregg Bialek
 - Executive Board Poll approved to donate \$ 200.00 to Emily Invitational Golf, submitted by Scott Efferin, Unit 54-President
 - Executive Board Poll approved to donate \$ 200.00 to Springfield High School Cheerleading, submitted by Duke McShane Unit 23 Vice President
 - Executive Board Poll approved to donate \$ 100.00 to the Gabriel Scholarship Fund, submitted Perry Biondi, Unit 54 Secretary
 - Executive Board Poll approved to donate \$ 150.00 to Marine Corps League 884, submitted by Mike Schwindt Unit 1 Branch 6
 - Executive Board Poll approved to donate \$ 100.00 to Collier Township Police Association, submitted by James Stiffey Unit 42 President
 - Executive Board Poll approved to donate \$ 250.00 to South Hill Catholic Academy Athletic Association, submitted by Gregg Bialek
 - Executive Board Poll approved to donate \$ 100.00 to Kappa Epsilon Fraternity, submitted by Jamie Fetterman Unit 119 President
 - Executive Board Poll approved to donate \$ 200.00 to Flock ALS Benefit for Ken Pattinson, submitted by James Gardler
 - Executive Board Poll approved to donate \$ 100.00 to EFHS Baseball Booster, submitted by Mark Onofrey Unit 115-President

- Executive Board Poll approved to donate \$ 200.00 to Meghan McLaughlin submitted by James Gardler
- Executive Board Poll approved to donate \$ 150.00 to Mariposa Foundation, submitted by Jamie Butera, Unit 54
- Executive Board Poll approved to donate \$ 200.00 to Alzheimer’s Association, submitted by James Gardler
- Executive Board Poll approved to donate \$ 100.00 to Fairleigh Dickinson University-Florhan, submitted by John Lesser Unit 35-4

12. Organizing:

- A. Organizer Smolczynski provided an update on campaigns statewide involving Comcast in both outside and business sales. Other campaigns that are ongoing in PA include CenturyLink, Windstream, Apple, Red Cross and the Delaware River Toll Commission. Some of the National campaigns that he is working on include Lumen in Virginia, and Apple locations in the Maryland, Delaware and Virginia. If anyone has contacts at Apple locations, please contact joe so that he can speak the them regarding these campaigns.

13. Bargaining:

- A. The Board reviewed the contract dates.
- B. EveryAction tentative agreement is out for ratification, scheduled to be counted tomorrow.
- C. The R.S. Bellco, new contract includes significant raises in the contract, their benefits are the same and there were some changes with job titles.
- D. Newtown Township Municipal, the next bargaining meeting is on November 3rd, 2022, with the township. We are currently at a stalemate with economics.
- E. Comcast Corliss is still bargaining; last issue is wages. We are asking for more than 2%.

14. Membership Awareness:

NTR

15. 2124 Race Street/Carnegie:

- A. The Vent/Duct Cleaning at 2124 Race Street will be scheduled once the other work is done.
- B. Eastern Region Vice President Dezzi is scheduling bulk trash removal for the office.

16. Magazine:

- A. Posted on the Website and will post on Facebook.

17. Web /Facebook and App:

- A. We have 500 people currently signed up on the Union Strong App.

18. Old Business:

- A. Valor House: Waiting for approval from Verizon Compliance to approve the work so that they can install solar panels for this Veterans Organization.

19. New Business:

- A. There is a meeting scheduled with Verizon Vice President. Doug Sullivan and team on November 7. 2022 via BlueJeans.
- B. The Board discussed future opportunities for new Rep training in the upcoming months. President Gardler will reach out to PSU and WWD to discuss putting a program together.

- C. The Board discussed staffing responsibilities and titles. President Gardler will reach out to the UFCW regarding promotions.

20. Meeting Attended:

President Gardler:

- July 15, 2022, Unit 23, Branch Meeting
- July 20, 2022, Unit 13, Branch 4 Meeting
- July 21, 2022, Unit 13, Branch 1 Meeting
- July 21, 2022, Unit 23 Meeting
- July 21, 2022, AFL-CIO
- July 29, 2022, District 2-13
- August 3, 2022, Meeting with Dan Bauder
- August 4, 2022, Unit 1 Branches 1 & 2 Meeting
- August 4, 2022, AFL-CIO
- August 12, 2022, Meeting with City Councilman Squilla
- August 16, 2022, Meeting with John Fetterman
- August 17, 2022, AFL-CIO
- August 18, 2022, AFL-CIO
- August 23, 2022, Meeting with Archtype
- August 24, 2022, District 2-13
- September 08, 2022, AFL-CIO
- September 12, 2022, District 2-13
- September 26, 2022, AFL-CIO
- September 27, 2022, Broadband Sub-Committee Meeting
- September 29, 2022, Western Region Unit Presidents Meeting
- October 19, 2022, Broadband Sub-Committee Meeting
- October 20, 2022, Meeting with Jim Harrity City Councilman

Executive Vice President Reamer:

- August 11, 2022, EveryAction Bargaining
- August 22, 2022, EveryAction Bargaining
- August 24, 2022, EveryAction Bargaining
- August 30, 2022, Joint Conference AT&T Mobility Labor Relations
- September 07, 2022, Joint Conference AT&T Mobility Labor Relations
- September 08, 2022, Newtown Township Bargaining
- September 29, 2022, EveryAction Bargaining
- September 30, 2022, Arbitration Hearing District 2-13
- October 05, 2022, R. S. Belco Bargaining
- October 06, 2022, EveryAction Bargaining
- October 07, 2022, Every Action Contract Explanation Meeting
- October 18, 2022, Newtown Township Bargaining

Secretary- Treasurer MacCrory:

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Eastern Regional Vice President Dezzi:

- July 22, 2022, AFL-CIO Meeting
- July 28, 2022, Brian Abram Arbitration (Day 2)
- August 03, 2022, Philadelphia AFL-CIO
- August 09, 2022, Verizon Labor
- August 11, 2022, AT&T Labor
- August 18, 2022, Meeting with Bryan Banks
- August 23, 2022, Meeting with Willig, Williams & Davidson
- August 24, 2022, Brian Abrams Arbitration (Day 3)
- September 15, 2022, AT&T Labor
- October 04, 2022, Verizon Labor

Western Regional Vice President Bialek:

- July 15, 2022, Unit 44 council meeting
- July 18, 2022, Comcast 116 Bargaining Meeting
- July 19 & 20, 2022, Comcast 116 Bargaining
- July 21, 2022, Meeting Verizon Union Avenue
- July 25, 2022, American Red Cross meeting with the district for bargaining
- July 27, 2022, Windstream labor grievances
- August 04, 2022, Verizon Unit 44 Branch 1 meeting
- August 05, 2022, Verizon Labor Grievances Central
- August 06-10, 2022, Human Rights and Equity National meeting
- August 11, 2022, Windstream Quarterly Conference Call
- August 11, 2022, Verizon Labor meeting Pittsburgh
- August 16, 2022, Consolidated communications Common interest forum
- August 17, 2022, Veterans Wall build Evans city Pa
- August 24 & 25, 2022, Corliss Comcast Negotiations
- August 25, 2022, Verizon Unit 44 Branch 3&4 meeting
- August 28, 2022, American Red Cross Contract meeting
- August 30, 2022, Comcast Alli-Kiski Labor Grievances
- August 30, 2022, Comcast Labor connection meeting for all 3 Comcast units
- August 31, 2022, Verizon Director Rori Broggi meeting with Western Unit Presidents
- September 02, 2022, Unit 32 council meeting
- September 02, 2022, Central PA ALF, AFL-CIO Meeting
- September 06, 2022, Windstream Labor Grievances
- September 08, 2022, RS Bellco Membership meeting
- September 09, 2022, Consolidated Communications Labor Grievances
- September 11, 2022, American Red Cross Zoom for all of Red Cross
- September 15, 2022, Unit 54 Council meeting
- September 20 & 21, 2022, Comcast Corliss Contract negotiations
- September 29, 2022, Unit Presidents meeting
- October 03, 2022, Windstream Labor Grievances
- October 04, 2022, Comcast Corliss Contract negotiations
- October 05 - 07, 2022, RS Bellco Contract Negotiations
- October 11-12, 2022, Comcast Corliss Contract negotiations
- October 13, 2022, Verizon EPNA Focus Group

- October 14, 2022, Verizon Director meeting Rori Broggi with Central PA Unit Presidents
- October 18, 2022, Phone banking
- October 19, 2022, RS Bellco Ratification Vote
- October 24, 2022, Verizon Meeting Rori Broggi follow up

21. Retirees:

- A. Former Unit 33 President and retiree Mark Boehmer has been appointed to District 2-13 Retiree V.P.

22. NLRB:

NTR

23. SIF:

- A. Board reviewed outstanding SIF invoices.

24. Willig, Williams & Davidson:

25. Logic Choice:

- A. President Gardler will reach out to Logic choice to schedule someone to come into the office and provide suggestions about upgrades to any outdated software or equipment.

26. Safety:

- A. The Health, Safety, and Environment Conference is approaching. Western Region Bialek nominated Jaytricia Tremel, Unit 111 President and Bob Gourdie, Unit 57 President to attend.
- B. Verizon indicated there is a shortage of poles due to Peco stocking up on inventory. There is a safety committee meeting coming up and will discuss the use of composite poles

27. Charges:

NTR

28. Election:

- A. General Election 2022: There will be another mailer going out prior to election day. Our Local LPAT Committee has been working diligently in support of our endorsed candidates. We are close to reaching our goal of contact and should be there way before election day.

29. Correspondence:

NTR