

AREA LEVEL – JOINT CONFERENCE WITH LABOR
UNITS 1, 11, 15, 21 & 34 GRIEVANCES

DATE: May 24, 2023
TIME: 9:00 A.M.
PLACE: 2124 Race Street, 2nd Floor, Philadelphia, PA

PRESENT FOR THE UNION

Rich Dezzi - E.R.V.P.
Jamie Schools - Unit #11 President
Chris Wackerman - Unit #15 President
Larry Windstein - Unit #21 Vice President
Daisy Ellerbee - Unit #34 President

PRESENT FOR THE COMPANY

Jeff Fallon - Sr. Mgr. Labor Rel.
Carla Radicioni - Sr. CLST (via phone)

AGENDA:

1. #ER-001-23 Violation of 2008 Fios Installation and Repair Work **PU**
2. #011-06-006-23 Jennifer Thomas – Violation of Article 40 **CID PUA**
3. #011-06-011-23 Christi Brooks – Violation of Article 40 **CID**
4. #011-06-017-23 Lynn McCarthy – Violation of Letter on Page 42 **CID**
5. #015-02-001-23 Eric Walker – Violation of Article 8 / 5G Install **Closed**
6. #021-01-002-23 Mike O’Keefe – Violation of A3.022 **CID**
7. #023-01-002-23 Jim Nicolardi – Violation of A3.022 **PU**
8. #023-01-003-23 Jim Nicolardi – Violation of A3.022 **PU**
9. #034-05-001-23 Bill Daniels & Jim Teevan – Overtime Bypass **PU & PC**

1. #ER-001-23 Violation of 2008 Fios Installation and Repair Work:

Union: Jeff, we have been actively going through the FECO tickets from the spreadsheet that you sent me. We have identified some tickets where the Company used the FECO process to circumvent the Services Tech title. We are still actively combing through the data, and we plan on discussing this issue at a later Labor Relations meeting.

Off Record Discussion

PENDING UNION AT LABOR ON MAY 24, 2023.

2. #011-06-006-23 Jennifer Thomas - Violation of Article 40:

Union: This grievance pertains to work from the Pennsylvania DRC being moved to the Delaware center, specifically Delaware dispatch work. Can you tell me did this actually happen and is it still going on?

Company: I am not sure if additional work shifted over or not.

Union: Who is the Director?

Company: Scott Frederickson.

Union: I know the Area Manager is Sharon Bess here in Pa. who is the Area Manager in Delaware?

Company: I don't know.

Union: What is the motive behind moving this work?

Company: The Company wanted to streamline the Wilmington DRC with Delaware work.

Union: Has there been too much work here in Pa.?

Company: I don't think so.

Union: Were there any EISP offered in the Philadelphia DRC for MAs in 2022?

Company: no I don't believe that there were.

Union: Can you tell me where 'Contact Engine' and 'Screening' work is done for Pa.?

Company: I don't know where it is done, but I do not believe it is done in Philadelphia.

Union: Can you tell me whether or not Philadelphia gets all aspects of technician supported work in Pa., such as locates, PPM, air, Contact Engine, screening etc.?

Company: I don't believe they do.

Union: The Union's position is that the Company's unilateral decision to move work out of Pennsylvania negatively impacts headcount and Pa. employees should support Pa. technicians. Former Director Rusty Carpenter was on the right track when he was here, we believe Pennsylvania MAs should be doing work for Pennsylvania. Move all Pa. work back to the Philadelphia DRC to settle this grievance.

Company: The Company does not have a responsibility to operate as you suggest. The organization continually looks to streamline processes. This grievance is denied.

Union: We will close this in disagreement pending Union action and charge the Company with violating Articles 12,17, 39, 40 and 41.

CLOSED IN DISAGREEMENT PENDING UNION ACTION AT LABOR ON MAY 24, 2023

3. #011-06-011-23 Christi Brooks - Violation of Article 40:

Union: Jeff, this grievance pertains to 'admin' type of scheduling work being performed out of state, specifically Massachusetts. A previously filed grievance #011-06-02-22 has indicated that the Company made an attempt to stop this from happening, has it?

Company: The Company's position is that this type of work is a shared function and sometimes groups will take the overflow, but usually this is handled by the Philadelphia DRC.

Off Record Discussion

Union: Our position is that this work is not a shared function and if anyone performs these actions for Pennsylvania employees, we view it as a contractor. We believe that this work is exclusive to the bargaining unit so else pay Christi Brooks 1 hour to settle the grievance.

Company: Management does this work in many parts of Pennsylvania. This grievance is denied.

Union: We will close this in disagreement and charge the Company with violating Articles 12, 17, 39, 40, and 41 and the letter on page 26.

CLOSED IN DISAGREEMENT AT LABOR ON MAY 24, 2023.

4. #011-06-017-23 Lynn McCarthy - Violation of Letter on page 42:

Union: This grievance pertains to a violation of the letter on page 42. It seems that Manager Charles Bristol refused to inform Lynn McCarthy of his intent and failed to notify Lynn of what a Blue Jeans meeting was really about. Prior to the start of the meeting, Lynn McCarthy asked Charles Bristol what the meeting was about and only after the meeting began did Charles announce that this was going to be an investigation. Does this sound right?

Company: I spoke to Charles Bristol, and he informed me that he told Lynn McCarthy the Union Rep that this would be an investigation.

Union: The letter in the back of the book speaks for itself.

Company: I am telling you what he told me.

Off Record Discussion

Union: Do Verizon associates have to be truthful during investigations?

Company: Yes.

Union: Is there any reason to believe that the Union official interfered with or coerced anyone to lie?

Company: No, I don't believe so.

Union: HR, EEO, Security and thousands of other Management employees have always announced that they were conducting an investigation, but not Charles Bristol. The Union demands that the Company curtail these circumstances by dealing with this supervisor in the future.

Company: In this case the Company does not see a 'Weingarten' violation. The Union rep was present for investigation and no one from the Union asked for time to confer. There was no violation.

Union: We will close this in disagreement and charge the Company with violating Articles 12, 15, 17 and letter on page 42.

CLOSED IN DISAGREEMENT AT LABOR ON MAY 24, 2023.

5. #015-02-001-23 Eric Walker - Violation of Article 8 / 5g Installation:

Union: Have we had any more of these circumstances, you stated previously that there is no way to pull customers off Fios. If this customer leaves Verizon and goes to Comcast then decides to come back to Verizon, could he go back to Fios?

Company: Yes, he would be offered Fios.

Union: What if a customer gets terminated for non-payment and then gets turns off and pays bill, can they go back on Fios?

Company: Any severing of Verizon services, for any reason, if they come back, they go on Fios.

Union: Our position is that this must have been an isolated glitch in systems, and we reserve the right to grieve this in the future if it comes up again. We will close this grievance at this step.

CLOSED AT LABOR ON MAY 24, 2023.

6. #021-01-002-23 Mike O'Keefe -Violation of A3.022:

Union: This grievance pertains to contractor Danella setting a pole at 48 Rockwood Drive in Newtown Square which is Larchmont CO. It is my understanding that there were Verizon facilities on this pole, is that correct?

Company: I believe so.

Union: In order to fulfill its obligation to the 1991 MOU, why didn't the Company just send out a Verizon Line crew to perform the work?

Company: We ran into an emergency situation and chose to have a contractor replace the pole which is within our right and I am not sure what kind of facilities we have out there.

Union: The fact that Management had to send OPT's out to do a transfer should tell you what kind of facilities we have on the pole. It seems a bit redundant to have multiple dispatches out to the same location. The Company could have sent one VZ line crew out to get the whole job done in one shot.

Company: I am not saying what happened makes the best business sense, but as far as violating the MOU, there was no violation.

Union: It is fair to say that you as the Labor Relations Manager are hearing this grievance after the fact, but from Carducci, to Burgos, to Sheehan etc. they all advocated for parallel provisioning projects which centers on the thought of just having one truck roll wherever possible. Pay 8 hours overtime to the Malvern OPT's to settle this grievance.

Company: No violation has been proven here and this grievance is denied.

Union: We will close this grievance in disagreement pending Union action and charge that the Company has violated A3.022.

CLOSED IN DISAGREEMENT AT LABOR ON MAY 24, 2023

7. #023-02-002-23 Jim Nicolardi - Violation of A3.022 / OT Bypass

8. #023-02-002-23 Jim Nicolardi - Violation of A3.022 / OT Bypass

Off Record Discussion

Union: We are going to hold both of these grievances pending and discuss at a later date.

PENDING UNION AT LABOR ON MAY 24, 2023.

10. #034-01-001-23 Bill Daniels & Jim Teevan - Violation of A3.0224:

Union: This grievance pertains to both members being bypassed for overtime on December 26, 2022. We recognize that this date was the paid Company holiday due to the way Christmas fell on the calendar. On December 26, 2022, the Company was looking for volunteers to work and only called one of the two numbers listed on the overtime list for both techs. Does this sound right?

Company: I don't know how they do their callouts up there. According to the on-call supervisor Daniels was called at 8:26am and Teevan was called at 8:27am.

Union: When doing callouts is it customary for the person doing the callout to call the phone numbers on the callout sheet?

Company: Yes, they usually call the CBR number on the list.

Union: Is it fair to say that the on-call person needs a certain amount of people whether it is 1 or 2 or even 4 or more people, they make calls starting at the top of the list and travel down the list until they get the correct number of people?

Company: Yes.

Union: It doesn't matter if they have to make 5 calls or 20 calls, they keep calling phone numbers until they get the proper number of people, correct?

Company: Yes.

Union: Does it matter if you dial two numbers per person or twenty numbers for twenty people?

Company: It is just a matter of someone dialing phone numbers.

Union: It has come to my attention that locally the Company and Union have come to some type of understanding, is there an opportunity to settle this grievance?

Company: I would say from where I sit, no, both techs were called on that day

Off Record Discussion

Union: I am going to hold this pending Union and Company and see where conversations at the local level go.

PENDING UNION AND COMPANY AT LABOR ON MAY 24, 2023.

Respectfully submitted,
Joseph Peruggia, Unit 22 President