

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

James J. GardlerPresident
Jeff C. ReamerExecutive 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
December 19, 2023

Submitted by:
Joseph Smolczynski
Secretary-Treasurer

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G. Insurance.

- We will be changing the One America Life Insurance coverage to accurately reflect the level of coverage for all the participants.

H. Wage & Expenses -2024

- There were some minor changes to the Wage and Expenses Reimbursement including the Cell Phone Reimbursement Stipend for Unit President’s and update the mileage to \$.67 per mile to reflect the GSA rate for 2024.
- Motion to approve the Wage and Expenses for 2024 with amended language.
Motion: Bialek Second: Reamer

5. Membership Report:

A. The Executive Board reviewed the membership report. The membership levels have remained consistent despite the EISP offered at Verizon.

B. The Board discussed the recent hires at Verizon and Windstream.

C. Online Membership Cards- CWA National

- President Gardler reviewed the new process of issuing CWA National Online Membership Cards that can be added to the member’s Digital Wallet on their personal cell phone. The Secretary-Treasurer Smolczynski and staff are working with National to have email addresses verified and links sent out. This decision was made by the CWA National to reduce costs associated with the printing and postage of cards.
- The Regions will work with the Secretary Treasurer’s office to update contact information for members and educate councils on the process of downloading and installing the card.
- Traditional Paper Cards will be available upon request from the Local Secretary-Treasurer’s Office

<u>Region:</u>	<u>Members</u>		<u>Pending</u>		<u>Fee-Payers</u>		<u>Misc.</u>	<u>PAC</u>	
	<u>12/19/2023</u>	<u>09/28/2023</u>	<u>12/19/2023</u>	<u>09/28/2023</u>	<u>12/19/2023</u>	<u>09/28/2023</u>	<u>12/19/2023</u>	<u>12/19/2023</u>	<u>09/28/2023</u>
Eastern	1736	1731	6	27	15	16	3	994	999
Western	<u>1856</u>	<u>1853</u>	<u>11</u>	<u>33</u>	<u>29</u>	<u>29</u>	<u>6</u>	<u>728</u>	<u>742</u>
TOTAL	3,592	3,584	17	60	44	45	9	1,772	1,741

6. District 2-13:

Staff Representative Jonathan Remington addressed the board via conference call:

- A.** The new Staff Representative that will be servicing Local 13000 is Jason Paketch. Jon is looking forward to working with and helping Jason settle into his new role.
- B.** The District Meeting in Linthicum, Maryland was a success. Encouraging Locals to give honest feedback. The district is moving forward united under new leadership. The goal is to get back to basics and engage and educate the membership at the local level.
- C.** Eastern Region Vice President Dezzi inquired about old grievances held at the district. He asked that they be returned to the local or be closed. Some are years old and the grievant has retired. Staff Rep will address the concerns with International Vice President Davis and get back to us with an update.

7. The Arbitrations, Grievances, Mediation:

A. Arbitration List: The board reviewed the Arbitration List.

B. Priority List- The board reviewed the list. Dezzi and Bialek will work with EVP Reamer to provide the district with an updated Priority List.

C. The District demands arbitration of the following grievances:

1. AM23006-13000-037-001-23-Derek Campbell-Termination

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

1. V22044-13000-001-05-003-22-Kenneth Osborne-Termination

2. V18049-13000-044-010-17

E. The District finds Insufficient Reason to Advance this Dispute to Arbitration. This Grievance is closed:

1. V21102-13000-001-03-005-21-Ernest Johnson-Termination.

2. V23086-13000-041-EVRC-001-2023-Dennis Casciotti-Thirty (30) Day Suspension Code of Conduct.

3. V22035-13000-001-03-015-21-Walt Williams-Termination-Violation of Code of Conduct and Work Rules.

4. V22036-13000-001-03-014-21-Matt McHale-Termination-Violation of Code of Conduct and Work Rules.

5. V22031-13000-03-09-21-Randy Rahn-Termination-Violation of Code of Conduct and Work Rules.

6. V22038-13000-001-03-018-21-Michael Roney-Termination-Violation of Code of Conduct and Work Rules.

7. V22037-13000-001-03-017-21-Michael Orsborn-Termination-Violation of Code of Conduct and Work Rules.

8. V22033-13000-001-03-011-21-Josh Roberts- Termination-Violation of Code of Conduct and Work Rules.

9. V21099-13000-001-03-003-21-Wayne Triplett Termination-Violation of Code of Conduct and Work Rules.

10. V21100-13000-001-03-002-21-Edward Martin- Termination-Violation of Code of Conduct and Work Rules.

11. V22030-13000-001-03-008-21-Kenneth Hill- Termination-Violation of Code of Conduct and Work Rules

12. V21103-13000-001-03-006-21-Marc Coleman-Termination-Violation of Code of Conduct and Work Rules

13. V21101-13000-001-03-004-21-Maurice German- Termination-Violation of Code of Conduct and Work Rules

14. V22034-13000-001-03-013-21-Paul Defrancesco- Termination-Violation of Code of Conduct and Work Rules.

3 Decisions and Awards:

1. Arbitration No. 213-2022-081-Ali Hockany-Termination

2. Arbitration NO. 213-2022-087V-Paul Volomino-Termination

4 The District Request the Company and Union Hold the Following Grievance pending the Outcome of the Verizon Case # 0007-22/CWA No. 213-2022-010V:

1. V23095-13000-015-02-026-23-Thomas Kleinschmidt

8. Region Business:

East:

A. Unit Presidents were sworn in at the December 18 Unit President's meeting. Eastern Region Vice President Dezzi thanked former Unit presidents for their time and dedication. He welcomed the new Unit Presidents and will be working with them to fill any vacant branch representative positions.

B. Meeting with Verizon and Unit presidents to discuss issues will be taking place in early January.

West:

- A. Western Region: AT&T Termination (4) Unit 42 and Troy Scott Final written warning all sent to the District.
- B. Grievance Manager Software and Aptify Training for Western Regional Staff will be scheduled.
- C. Western Region Vice President Bialek asked that Administrative Assistant Patty Haluka to be advanced to step 3 the pay scale immediately. She excels at her duties and is vital to the Region's operations.
 - (Bialek) Motion to promote Administrative Assistant Patty Haluka to Senior Administrative Assistant.
Discussion: (Bialek) What about other staff-Lisa Hoey? It makes sense to promote Lisa as well. All staff will be equal title except Barbara.
Reamer: I propose we amend the motion.
 - Amended Motion to Promote Lisa Hoey and Patricia Haluka to Senior Administrative Assistant pursuant to the CBA with UFCW 1776 effective 1/1/2024.
Motion: Bialek Second: Reamer
Passed
- D. All Western Region Unit Presidents were sworn in during the Western Region Unit President's meeting by President Gardler.

9. AFL-CIO:

- A. President Gardler informed the board of the upcoming Philadelphia AFL-CIO Leadership Conference to be held in Atlantic City January 28-30, 2024. The Local will be asking delegates if they are interested in attending.
- B. 2024 Scholarship Essay
 - President Gardler shared the Pennsylvania AFL-CIO Scholarship essay contest for member's family who are Graduating Seniors and post-secondary students. He asked that this flyer be shared with the councils. A flyer was distributed to the board.
- C. Civil and Human Rights
 - President Gardler informed the board of the upcoming 2024 AFL-CIO Dr. Martin Luther King Jr. Civil and Human Rights Conference to be held in Montgomery Alabama.
 - The Philadelphia Martin Luther King Jr. Association for non-violence will hold its 41st Annual Awards Luncheon on January 15,2024.
- D. Philadelphia AFL-CIO Apprenticeship Booklet
 - Secretary-Treasurer Smolczynski informed the board that The Philadelphia AFL-CIO and City Councilwoman at large Katherine Gilmore Richardson issued an Annual Apprenticeship Guidebook. This booklet is available online and is a great resource for our members and their families who are exploring a future in the trades.
https://issuu.com/phlcouncil/docs/apprenticeshipguidebook2023_kgr_4

10. PAC:

- A. Check Register: The Board reviewed and approved the Check Register with the contributions listed below.
- B. Board reviewed PAC Spreadsheet
- C. President Gardler addressed issues regarding PAC. The Local staff will coordinate with District 2-13 to ensure that contributions from the Local PAC fund and National COPE are within contributions limits where they apply.
- D. We will coordinate with District 2-13 to ensure that Local PAC and National COPE prevent duplicate donations.

E. Staff Representative Bill Scott and Secretary-Treasurer Smolczynski have been added to the PAC Committee per the agreement with National CWA.

- PAC Committee Poll approved to donate \$ 1,000.00 to Friends of Jason Salus.
- PAC Committee Poll approved to donate \$ 600.00 to Democratic Campaign Committee. Of Philadelphia.
- PAC Committee Poll approved to donate \$ 1,000.00 to Osborne for Justice.
- PAC Committee Poll approved to donate \$ 2,500.00 to Philadelphia AFL-CIO Cope.
- PAC Committee Poll approved to donate \$ 2,000.00 to Friends to Elect Matt Wolf.
- PAC Committee Poll approved to donate \$15,320.00 to Aristotle International Inc.
- PAC Committee Poll approved to donate \$ 5,000.00 to Scanlon for Congress.
- PAC Committee Poll approved to donate \$ 4,500.00 to Parker Mayoral Transition & Inaugural Committee.
- PAC Committee Poll approved to donate \$ 1,000.00 to Friends of Tim Brennan
- PAC Committee Poll approved to donate \$ 2,500.00 to Dillon for Senate
- PAC Committee Poll approved to donate \$ 2,500.00 to Friends of Patty Kim
- PAC Committee Poll approved to donate \$ 1,000.00 to Friends of Joe Hohenstein
- PAC Committee Poll approved to donate \$ 2,500.00 to Dillon for Senate

11. Community Services Fund:

A. The Board reviewed the Check Register. President Gardler discussed the success of the Thanksgiving 50/50 and the funds raised.

B. The Board reviewed the Spreadsheet with Units contributions for the year so far.

- Executive Board Poll approved to donate \$250.00 to Philadelphia Lodge #5, submitted by Dave McDonald Unit 15-2.
- Executive Board Poll approved to donate \$250.00 to Bishop Canevin High School Girls Basketball, submitted by Jennifer Travis, Unit 41-4
- Executive Board Poll approved to donate \$300.00 to Wreaths Across America, submitted by Kathy Massi, Retiree
- Executive Board Poll approved to donate \$500.00 to Philadelphia AFL-CIO, submitted by James Gardler.

C. Community Service Debit Card

- Secretary-Treasurer Smolczynski inquired about having a debit/credit card for the Community Services fund to ease the process of contributions to organizations who primarily accept online payments. We will continue to follow the existing payment process and only use the card as a last resort.

Motion to have the bank issue a Credit/Debit Card for the Community Services Fund Account.

Motion: Smolczynski Seconded: Dezzi

Passed

12 Organizing:

A. Fast Mail- President Gardler and Secretary-Treasurer Smolczynski explained the campaign at Fast Mail. This campaign has been underway for a couple of months. Fast mail is small software company located in Philadelphia with a unionized workforce in Australia. They have been building support and will be asking corporate leadership for recognition in the next couple of days. District 2-13 Organizing Coordinator Terry Garner and Secretary-Treasurer Smolczynski been coordinating with the Fast Mail workers and our attorneys to see what the next steps will be.

- B. President Gardler informed the board that the TWU have been attempting to organize flight attendants. The Board questioned why the AFA would allow this to happen since they have several campaigns ongoing at various airlines.
- C. The Organizer position is vacant. The Local will be accepting resumes, President Gardler asked the regions to notify the councils and have anyone interested in the position contact him for more details.

13. Bargaining:

- A. **Comcast Alli-Kiski Unit 119**-After months of meeting with the company, bargaining has proceeded at a slow pace. Financials are currently being discussed. Comcast is only willing to give small concessions.
- B. **Comcast South Hills Unit 115**
Bargaining has started and is moving along as expected. Proposals involving finances will be next.
- C. **Windstream** - Preparing for bargaining. Contracts are set to expire on 9/30/2024.
- D. **Newtown Township Fire Fighters** – The township approached Executive Vice President Reamer to re-open bargaining over schedule and work defined. They received a grant that will allow the township to hire additional personnel. The new additional members and potential schedule changes prompted the new bargaining sessions that will begin in January 2024.
- E. **Bonterra /Every Action** – Management has asked to have conversations with the National Bargaining committee regarding changes to hourly compensation and bonus programs.
- F. **Avaya** – The contract extension was not extended. The company imposed a contract which resulted in Retiree’s healthcare ending 12/31/2023. The T&T office has filed Unfair Labor charges.

14. Membership Awareness:

NTR

15. 2124 Race Street/Carnegie:

- A. Archetype – Our tenant is behind on rent. Secretary Treasurer Smolczynski has contacted them, and we will begin an online payment process to remind them of their outstanding balance. President Gardler will contact the company’s CFO to get more information.
- B. Building-
 - 1. The board reviewed maintenance performed on 2124 Race Street.
 - 2. The Carnegie office will need improvements to repair a deteriorating fascia on the roof. We will seek quotes for repairs.
 - 3. There is a need for new Break-Room Chairs in Carnegie. Vice President Bialek will look to replace the chairs.

16. Magazine:

NTR

17. Web /Facebook and App:

- A. Digital Bulletin Boards have been updated with regional area level minutes.

18. Old Business:

NTR

19. New Business:

A. Convention Committees:

Rules Committee:

Eastern Region Vice President Dezzi appointed Dave Gain, Unit 21 President

Motion: Dezzi Second: Reamer

Western Region Vice President Bialek appointed Dana Bialek Unit 54 President

Motion: Bialek Second: Reamer

Credentials Committee:

Eastern Region Vice President Dezzi appointed Chris Wackerman, Unit 15 President and Daisy Ellerbee, Unit

34 President

Motion: Dezzi Second: Smolczynski

Western Region Vice President Bialek appointed Bob Gourdie, Unit 57 President and Mark Onofrey, Unit 115, President

Motion: Bialek Second: Reamer

Sargent-at Arms:

Eastern Region Vice President Dezzi appointed Mike Brown, Unit 25 Vice President and Jason Boyle, Unit 22 Vice President

Motion: Dezzi Second: Reamer

Western Region Vice President Bialek appointed Jason Butkus, Unit 44 Vice President and Michael DuBucci, Unit 41, Vice President

Motion: Bialek Second: Reamer

Tellers of Election:

Eastern Region Vice President Dezzi appointed Jamie Schools, Unit 11 President and Megan Bach, Unit 211 President

Motion: Dezzi Second: Smolczynski

Western Region Vice President Bialek appointed Pat Catalano, Unit 103 President, and Mike Reeder, Unit 32 President

Motion: Bialek Second: Smolczynski

Resolutions Committee:

Eastern Region Vice President Dezzi appointed Duke McShane, Unit 23 President and Vinny Brasten, Unit 33 President

Motion: Dezzi Second: Smolczynski

Western Region Vice President Bialek appointed Andy Miller Unit 59 President and Justin Voelker, Unit 116 President

Motion: Bialek Second: Reamer

Salary Committee:

Eastern Region Vice President Dezzi appointed Charlie Butz, Unit 13 President

Motion: Dezzi Second: Reamer

Western Region Vice President Bialek appointed Justin Felt, Unit 41 President

Constitution Committee:

Eastern Region Vice President Dezzi appointed George Balzer, Unit 01 President, Joe Peruggia, Unit 22 President and Dave Baker, Unit 37 President

Motion: Dezzi Second: Reamer

Western Region Vice President Bialek appointed Chris Meyers, Unit 44 President, Tony D'Angelo, Unit 35 President, and Justin Voelker Unit 116 President

Motion: Bialek Second: Smolczynski

B. Print Sector

1. The district asked if we would be interested in absorbing a print sector local that will be going into receivership if not merged into a local before the new year.
 2. The Executive Board discussed the financial stability of the local and the different procedure for dues collecting according to the Bottom up method.
- C. The board discussed scheduling New Representative Training in the Spring of 2024 in both the east and western regions. The training may be split into a Penn State Labor school and WWD instructor led session followed by Regional and Local processes that focus on each bargaining unit’s contract and guidelines.

20. Meeting Attended:

President Gardler:

- September 29, 2023, Meeting with Verizon
- October 03, 2023, Meeting AFL-CIO
- October 11, 2023, Meeting AFL-CIO
- October 12, 2023, Meeting BEAD
- October 13, 2023, Meeting District 2-13
- October 18, 2023, Meeting Unit 33
- October 19, 2023, Meeting AFL-CIO
- October 20, 2023, Meeting AFL-CIO
- October 30, 2023, Meeting District 2-13
- November 08, 2023, Meeting AFL-CIO
- November 12, 2023, Meeting DFOC
- November 13, 2023, Meeting DFOC
- November 14, 2023, Meeting DFOC
- November 15, 2023, Meeting DFOC
- November 25, 2023, Mayor Parker Event
- November 30, 2023, Meeting PAC Committee
- December 05, 2023, Meeting AFL-CIO
- December 06, 2023, Meeting Print Sector
- December 07, 2023, Western Union Unit President Meeting
- December 08, 2023, Trustee Meeting
- December 10 to 13, 2023 District 2-13 Conference
- December 14, 2023, Meeting with First Trust
- December 15, 2023, Eastern Region Unit President Meeting

Executive Vice President Reamer:

- October 05, 2023, Joint Conference Verizon-Trevose Garage
- October 12, 2023, Trustee Meeting/ADP
- November 07, 2023, Joint Conference--FSC Discussions
- November 09, 2023, Verizon Safety Committee Meeting-Harrisburg
- December 12, 2023, Joint Conference Bonterra/Everyaction
- December 11-13, 2023, District 2-13 Conference Maryland

Secretary- Treasurer Smolczynski:

- November 15, 2023, Philadelphia AFL-CIO Delegates Meeting
- November 16, 2023, Fast Mail Organizing Committee Meeting

- November 17, 2023, Unit 13 Council Meeting
- December 08, 2023, Local 13000 Trustee Meeting
- December 11-13, 2023, District 2-13 Leadership Meeting
- December 13, 2023, Philadelphia AFL-CIO Delegates Meeting
- December 14, 2023, First Trust Meeting
- December 18, 2023, Fast Mail Meeting w/ D2-13 Garner

Eastern Regional Vice President Dezzi:

- October 05, 2023, Meeting with Banks
- October 17, 2023, AT&T Labor
- October 24, 2023, Verizon Labor
- October 27, 2023, Unit President Meeting
- November 07, 2023, FSC Meeting
- November 15, 2023, Meeting with Banks
- November 16, 2023, Unit 1 Council Meeting
- November 17, 2023, AT&T Labor
- November 30, 2023, Verizon Labor
- December 11-14, 2023, District 2-13 Meeting
- December 15, 2023, Unit President Meeting
- December 18, 2023, Unit 23 Membership Meeting

Western Regional Vice President Bialek:

- September 29, 2023, Consolidated ILEC Ratification
- October 3, 2023, Comcast Unit 115 Membership Meeting
- October 4, 2023, Unit 41 Membership Meeting
- October 5, 2023, Allegheny/Fayette AFL-CIO Delegates Meeting
- October 10 Thru 12, 2023 Comcast Unit 119 Negotiations
- October 10, 2023, Comcast Unit 115 Membership Meeting
- October 11, 2023, Unit 41 Membership Meeting
- October 12, 2023, Comcast Unit 115 NLRB Elections South Hills
- October 16, 2023, D2-13 Human Rights Zoom
- October 17, 2023, Comcast Unit 115 Zoom Council Meeting
- October 18, 2023, Verizon Meeting Director FSC
- October 23 Thru 27, 2023, Lumen Bargaining
- October 31, 2023, Comcast 3rd Step Grievance Meeting
- November 1&2, 2023, Comcast Unit 119 Negotiations
- November 7, 2023, FSC Agreement Discussions
- November 9, 2023, Unit 44 Council Meeting
- November 13, 2023, Unit 32 Council Meeting
- November 13, 2023, Comcast Up Meeting w/ District
- November 15, 2023, Comcast Unit 119 Negotiations
- November 16, 2023, AT&T Labor Grievances
- November 16, 2023, Comcast Unit 115 Membership Meeting
- November 20, 2023, District 2-13 Human Rights Meeting
- November 21, 2023, Windstream Unit 103 Council Meeting
- November 22, 2023, Unit 54 Council Meeting

- November 28&29, 2023, Comcast Unit 115 Negotiations
- December 5, 2023, Unit 54 Branch 2 Membership Meeting
- December 6, 2023, Verizon Labor Grievances
- December 6, 2023, Unit 54 Branch 3 Membership Meeting
- December 8, 2023, Unit 41 Council Meeting
- December 10-14, 2023, District 2-13 Leadership Meeting
- December 18, 2023, Central PA AFL-CIO Meeting

21. Retirees:

NTR

22. NLRB:

NTR

23. SIF:

A. Telecommunications Health and Safety SIF T78

The two reimbursements in question were related to the April 2023 USW/CWA Health, Safety, and Environment Conference (HSE). The first reimbursement, dated March 09, 2023, amounted to \$900, while the second reimbursement, dated May 30, 23, was for \$2,830.32. These SIF reimbursements are under review and President Gardler will be notified of the final decision from CWA National.

B. The board reviewed the SIF reimbursement spreadsheet. President Gardler will contact D2-13 VP Davis regarding outstanding reimbursements.

24. Willig, Williams & Davidson:

NTR

25. Logic Choice:

A. The Board discussed the utilization of Logic Choice to update the Secretary Treasurer office and identify any pertinent information the wasn't readily accessible.

26. Safety:

NTR

27. Charges:

NTR

28. Election:

A. The board discussed the Triennial Elections that were held in the fall of 2023. There were some issues with the postal service retuning ballots with the proper addresses.

29. Correspondence:

A. Christy Brady, Philadelphia City Controller thanked the local for support during her campaign.