

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  
February 05, 2025

Submitted by:  
Joseph Smolczynski  
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 9:00 AM on February 05, 2025

A. Pledge of Allegiance

2. **Roll Call:**

All Board members were present. Western Regional Vice-President Bialek joined the meeting via Zoom.

3. **Minutes:**

Minutes from the meeting on December 05, 2024, were approved by all Board Members on January 24, 2025, and mailed to Officers and Reps and Bulletin Boards on February 3, 2025, as well as posted on our secure website.

4. **Financial Report:**

A. The executive board reviewed the Accounts Payable Check Register: Check #'s 7982-8109.

**Motion:** To approve the Check Register 7982-8109: Reamer **Second:** Dezzi

**Motion is approved by the Board**

B. **Wages** - The Executive Board reviewed the Wages and Expenses for December 2024-January 2025.

C. **Budget**- The Board reviewed in detail the budget proposed by President Gardler for the Fiscal Year 24-25. President Gardler and Secretary-Treasurer Smolczynski explained the projected dues income and fixed expenses for the individual line items. This included the Executive and Regional budgets.

**Motion to approve FY24-25 Budget:** Reamer **Second:** Dezzi

**Motion is approved by the Board**

The Budget will be mailed to the 2024 Convention Delegates to comply with the Bylaws.

D. **Expense & Reimbursement Policy 2025**- The Executive Board discussed the changes to IRS mileage reimbursement rates and reviewed the policy overall.

**Motion to approve Expense and Wage Reimbursement Policy 2025:**

**Motion** Reamer **Second:** Smolczynski

**Motion is approved by the Board**

5. **Membership Report:**

<b><u>Region</u></b>	<b><u>Members</u></b>		<b><u>Pending</u></b>		<b><u>Fee-Payers</u></b>		<b><u>Misc.</u></b>	<b><u>PAC</u></b>	
	<u>02/05/2025</u>	<u>12/05/2024</u>	<u>02/05/2025</u>	<u>12/05/2024</u>	<u>02/05/2025</u>	<u>12/05/2024</u>	<u>02/05/2025</u>	<u>02/05/2025</u>	<u>12/05/2024</u>
Eastern	1698	1,689	22	16	14	14	0	961	960
Western	<u>1785</u>	<u>1,769</u>	<u>33</u>	<u>34</u>	<u>24</u>	<u>24</u>	<u>8</u>	<u>722</u>	<u>721</u>
<b>TOTAL</b>	3,483	3,458	55	50	38	38	8	1,683	1,681

A. **Membership Report:** The board reviewed the Verizon Membership Activity Report.

There have been several new hires in both regions. The board discussed how the unit councils can improve the new member orientation and signing up new members. The Regional Vice presidents will review the Unit Presidents at the Regional Meeting.

B. **AT&T Mobility Report**- Executive Vice-President Reamer reviewed the current list of new hires that need to be signed up across the state. He asked the regions to distribute the lists to their Unit councils.

## **6. District 2-13:**

- A. District 2-13 Vice President Mike Davis** joined the Executive Board to report on the state of affairs across District 2-13. He provided updates on current negotiations at Frontier. He provided updates on SIF and Growth funds that are being proposed. The International CWA has hired George Cole to provide oversight on these funds and report back to President Cummings. Vice-President Davis also reported that Marge Krueger retired. He informed the board of the International's decision not to renew her contract as Chair of Bargaining for the Airline Sector negotiations. He applauded her accomplishments and contribution to Local 13000 and District 2-13 over her years of service. Vice-President Davis discussed with the Board the prevailing rate issues that some employers are encountering. There is some apprehension regarding the BEAD funding that could be cancelled with the new Presidential administration. The projects that were bid on by Verizon and other employers detail the rate that is to be used depending on what title is performing the work. President Gardler and District 2-13 Vice-President Davis continue to attend hearings taking place in Harrisburg. Vice-President Davis asked the Local for volunteers from each Region for a Steward's Army to prepare for the expiration of the Verizon contract next year. The Steward's Army will be the leading force to inform the membership of the benefits that they currently have, how they were fought for, and how the members participation can impact benefits in the upcoming negotiations in 2026. Finally, the Board and Vice-President Davis discussed pending mediation cases and grievances that need to be arbitrated.
- B. Constituency Group Sponsorship Program:** President Gardler reviewed the Constituency Group Sponsorship Program which is available to members who are selected to attend the Constituency Group's convention. The aim of the program is identifying "connectors" who will build a relationship with the groups. Some examples of these groups are Coalition of Labor Union Women (CLUW), A. Philip Randolph Institute (ARPI) and Coalition of Black Trade Unionists (CBTU). President Gardler will get more details from the assigned District 2-13 Staff Representative.
- C. Local Training SIF Funding-** The Executive Board discussed New Representative Training that need to be scheduled in the Spring. There are funds available from the CWA Strong SIF that will help offset some costs associated with the training. President Gardler will discuss with District 2-13 Assistant to VP Perry on the guidelines and funding for clarification.

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

- A. Arbitration List:** Local 13000 currently has no Arbitrations scheduled according to the list provided by District 2-13.
- B. Priority List:** Executive President Reamer provided the Board with an updated Priority List of grievances with the employers.
- C. The District demands arbitration of the following grievances:**
1. V24078-13000-022-03-010-24 – Joe Sanborn – Violation of 1991 MOU.
  2. V24080-13000-021-01-030-24 – Malvern Work Center – Violation of 1991 MOU.
  3. V24081-13000-013-06-008-24 – Eric Santos – Termination.
  4. V24079-13000-021-01-023-24 – Phil Geary - Violation of 1991 MOU.
  5. V25002-13000-EXBD-001-24 – Violation of Letter of Agreement on Page 43 – ISP/EISP – Limitations on Contraction out.
  6. V25003-13000-023-01-005-24 – Diane Brown – Violation of Article 17
  7. V25004-13000-044-02-05-2024 – Sean Redshaw – Thirty (30) Day Suspension
- D. The District is withdrawing its demand to Arbitrate without Precedent or Prejudice:**

1. V24063-13000-015-03-003-24 – Len Barber – Violation of Article 40/Assignment of Employees.
2. AM23010-13000-043-41-001-2023 – Troy Scott – Final Written Warning.

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

1. V14060-13000-013-12-015-13 – David Novitski – One (1) Day Suspension (Work Rules).
2. V14272-13000-013-04-018-14 – Brian Beale – Two (2) Day Suspension (Safety).
3. V14027-13000-015-06-008-13 – Cynthia Armstrong – Three (3) Day Suspension.

**F. The Company refused to offer settlement and denied this Grievance. This Grievance is closed.**

1. V24050-13000-025-02-003-24 – Jesus Gonzalez – Five (5) Hour Suspension (Insubordination).

**G. The Company refused to consider reducing or rescinding its disciplinary action. This Grievance is closed.**

1. V24081-13000-013-06-008-24 – Eric Santos – Termination-Code of Conduct and Work Rules.

**H. Mediation Hearing Confirmation**

1. MED 24-03 (CWA No. 213-2024-038M) – Mike Ferris – 5 Day Suspension.
2. MED 24-10 (CWA No. 213-2024-096M) – Christopher Newell – 5 Day Suspension.

**8. Region Business:**

**East:**

- A. Transfers:** Eastern Regional Vice-President Dezzi reported that Verizon expressed interest in transferring 5 Services Technicians in the Eastern North and Central Areas to new work locations. This agreement was voluntary with no right to return, and all parties involved agreed to transfer. The Union and Verizon finalized the signed agreement on 2/4/2025. Eastern Regional Vice-President Dezzi explained that this agreement will place people where they have been requesting for some time.
- B. Promotion- Splicer's Helper:** Eastern Regional Vice-President Dezzi reported that the last Splicer's Helper took the Splicing Test. He has now been promoted to the Splicer Title.
- C. FastMail- Unit 11 Branch Creation:** Eastern Regional Vice-President Dezzi presented a **motion** to the Board that upon ratification of the first contract, Create Unit 11 Branch 4 for the FastMail Bargaining Unit.

**Motion to Create Unit 11-4:** Dezzi

Second: Bialek

**Motion is approved by the Board**

- D. Connector Change Out-** Eastern Regional Vice-President Dezzi reported on a meeting with Verizon Sr. Director Figueroa and the affected Unit Presidents in the Eastern Region. The company would like to alter scheduling for a project to change connectors on live fiber on safe time. Eastern Regional Vice-President Dezzi explained how they are discussing with the company the use of Switching Equipment Technicians, Systems Technicians and Splicers without changing tours or forcing to complete this project. He said that another meeting will be held after Verizon can provide more information.

**West:**

- A. Reinstate Agency Fee Payer Unit 57:** Western Regional Vice-President Bialek reported that Unit 57 has an Agency Fee payer that has requested to become a member in good standing again. Unit 57 voted and approved at the last Unit 57 council meeting to approve Eric

Nightingale as a full member in good standing upon approval of executive board per the Local 13000 bylaws.

**Motion to make Eric Nighingale Unit 57 a Member in Good Standing:** Bialek

**Second:** Smolczynski

**Motion is approved by the Board**

- A. **Fastenall Issues:** Western Regional Vice-President Bialek reported that Storekeepers believe that Fastenall employees are performing Bargaining Unit work. He explained that they believe that Fastenall employees are stocking items that don't fall into the category that was agreed upon. Storekeepers across the region are providing their representatives with examples and support. The Board discussed whether this is a violation of the Arbitration. Once more information is provided, President Gardler suggested filing a Statewide Grievance at the Executive Level.
- B. **FSC Repair Calls going to Customer Service Support Center-** Western Regional Vice-President provided the Executive Board with call volume logs. He reported that the report shows that calls to the FSC drop and the Customer Service Support Center calls increase. He explained that calls directed to the Customer Service Support Center that can't be resolved are then routed back to the FSC for repair. He then went on to explain that a department in Texas named "Mission Control". The Board asked Unit 41 President Felt to discuss this issue with the Sr. Director and submit a grievance and Request for Information if necessary to provide the information.
- C. **Prevailing Wage:** President Gardler reported on a recent discussion with Verizon Labor Sr. Director Brewster regarding what titles are covered under the prevailing wage agreement for the Broadband Equity, Access, and Deployment (BEAD) build ongoing throughout the state. He explained that the company's response is that the titles that perform build-work related work function are entitled to the prevailing wage. This includes Splicing Technicians and Outside Plant Technicians, with some limited work performed by Switching Equipment Technicians towards the end of the project.

**9. AFL-CIO:**

- A. President provided requests by Pennsylvania State and a number of Local CLC AFLCIO constituents to contribute or donate for several events or benefits.
- B. **PhilaPosh:** President Gardler polled the board to sponsor the annual Worker's Memorial Breakfast held on April 28<sup>th</sup>. He explained that this event memorializes workers who have been killed on the job. The Board unanimously approved the contribution.

**10. PAC:**

- A. The board reviewed the check register.
- B. PAC Local-District 2-13 Disbursement List- The board reviewed the list of disbursements from District 2-13 and the National CWA COPE fund.
- C. Board reviewed PAC Spreadsheet.
  - PAC Committee Pol: Local members approved to donate \$5000.00 to People for Parker we will await the responses from the District members for final approval.
- D. **New Members:** The Board reviewed the new contributor list that is broken down by Unit.

**11. Community Services Fund:**

- A. The Board reviewed and approved the Check Register.
- B. **Human Rights Committee request:** Secretary-Treasurer Smolczynski discussed with the board how Union credit for the Catholic Charities Drive will be handled. The funds

collected were approved, recorded and supplies purchased via a Local credit card, to be distributed to the associated charities that were identified previously.

- C. **Trustee Update:** Secretary-Treasurer Smolczynski asked the Executive Board to sign an updated Trustee list for the Community Services Nonprofit Organization. This was just some clerical housekeeping to update records for the state registration.
- D. The Board reviewed the Spreadsheet with Units contributions for the calendar year 2024 and for 2025 to the end of January.
  - Executive Board Poll approved to donate \$250.00 to Grays Ferry Community Council submitted by Jim Gardler.
  - Executive Board Poll approved to donate \$500.00 to Adopt a Family (Llewellyn Family) submitted by Duke McShane, Unit 23 President.

## 12. **Organizing:**

- A. Organizer Justin Voelker joined the Executive Board via Zoom from Chicago. He provided the board with a report and explained the status of campaigns currently underway across the state. Organizer Voelker then provided the board with some strategic targets at employers that he is working on to obtain contact information.

## 13. **Bargaining:**

- A. **Contract Bargaining Dates-** Executive Vice-President Reamer provided the board with an updated list of contract expiration dates.
- B. **FastMail:** Executive Vice-President Reamer reported that the bargaining committee reached a Tentative Agreement with FastMail on a first contract. He explained the highlights of the agreement that were explained to the membership at the Contract explanation meeting. This includes a 2-year agreement with a 19% wage increase over that period as well as other improvements upon ratification. The ratification vote will be 2/10/2025.
- C. **Windstream:** Executive Vice-President Reamer reported on the current status of negotiations with Windstream regarding the expansion of the territory and Broadband Equity, Access, and Deployment funding. He went on to report that the focus of the negotiations is to protect the work currently done by our members and prevent Windstream from contracting out work in the future. President Gardler, Executive Vice-President Reamer, Western Regional Vice-President Bialek, Unit 103 President Catalano are joined by District 2-13 Staff Representative Remington to represent the Union during these negotiations.
- D. **Comcast Corliss-** Western Regional Vice-President Bialek reported that Unit 116 Comcast Corliss Contract is set to expire on May 20<sup>th</sup>. He informed the board that Bargaining Surveys have been sent out and are due back on 2/14/2025.

## 15. **Membership Awareness:**

- A. **Protecting Our Work Flyer-** Executive Vice-President Reamer recommended that the Membership Awareness Committee begin preparing a in person mobilization regarding the threat to our membership and the Telecom industry as a whole from Satellite Internet Service Providers. Recent proposed changes to the Broadband Equity, Access, and Deployment (BEAD) requirement by the new Presidential administration could impact most of our bargaining units. He suggested using the Protect our Work Flyer that was prepared by Communications Workers of America national. He went on to recommend that all work from home people be mailed the flyer.



**16. 2124 Race Street/Carnegie:**

- A. 2124 Race Street Emergency Lighting-** Secretary-Treasurer Smolczynski reported to the Board that during a recent power outage, the emergency lighting failed to operate. He provided the board with some affordable upgrades that were completed to bring the lighting up to par and ensure the staff can exit the building in the event of an emergency.
- B. 2124 Race Street – Eastern Region Bathroom Repair-** Eastern Regional Vice-President Dezzi reported that work is almost complete by the contractor. He explained the damage that was repaired due to the broken sewer line.

**17. Magazine:** President Gardler asked the Board to provide the articles and reports for the upcoming issue of the CWA Local 13000 Magazine.

**18. Web /Facebook and App: NTR**

**19. Old Business:**

- A. Haberdashery:** Secretary-Treasurer Smolczynski reported that new lightweight Polo shirts are now available for sale online and at both office locations. He went on to report that the pricing for the Thermal Hooded Sweatshirts from the current vendor is high and he is seeking an alternative.
- B. Prevailing Wage Proposal:** The Local declined to agree to Verizon's Prevailing Wage Proposal since it is already mandated by state law. The Local will hold the company accountable to already established requirements.
- C. IBEW To CWA:** The Local signed an agreement to allow IBEW 827 operators to test qualify for Fiber Customer Support Agent positions. Local 13000 only agreed after Medically restricted members were given the opportunity to test.
- D. T&T Conference:** President Gardler and Western Regional Vice-President Bialek reported that the T&T Conference covered a wide range of topics that were similar to the District 2-13 Conference.
- E. Wireless Conference:** The Executive Board has finalized plans to send at least 2 delegates from the regions as well as Board Members.
- F. NextGen:** Recommendations to join the NextGen volunteers are needed to represent the local.

**20. New Business:**

- A. National Satellite Campaign Concerns Campaign Flyer:** President Gardler explained how the local will use the Membership Awareness Committee to distribute this campaign flyer.
- B. Call Sharing:** President Gardler tabled this issue until more information is provided by the units.
- C. State Level Committees:** The Executive Board reviewed and updated Executive and State Level Committees. The motions to Change are below.

**Motion to remove Patrick Catalano and replace him with Tony Pastella Strike Committee.**

**Motion: Bialek      Second: Reamer**

**Approved**

**Motion to remove Orland Jones and replace her with Megan Bach Woman's Committee.**

**Motion: Dezzi      Second: Bialek**

**Approved**



**Motion to remove Reamer, Dezzi and G. Bialek and replace them with Justin Voelker Organizing Committee.**

**Motion:** Gardler    **Seconded:** Smolczynski

**Approved**

**Motion to remove Megan Bach and replace her with Daisy Ellerbee Human Rights Committee.**

**Motion:** Dezzi    **Seconded:** Reamer

**Approved.**

- D. National Convention-** The Executive Board discussed bringing additional guests to the CWA National Convention to be held in Pittsburgh in August. The guests will be limited to Unit Presidents that have not been elected as delegate. No replacement will be asked if a guest cannot attend. The District 2-13 meeting will take place the day before the national convention.

**21. Meeting Attended:**

**President Gardler:**

- |              |                                    |
|--------------|------------------------------------|
| • 12/09/2024 | Windstream Bargaining              |
| • 01/03/2025 | Windstream Bargaining              |
| • 01/06/2025 | Windstream Bargaining              |
| • 01/07/2025 | AFL-CIO                            |
| • 01/08/2025 | Windstream Bargaining              |
| • 01/08/2025 | Willig, William & Davidson Meeting |
| • 01/10/2025 | T&T Conference                     |
| • 01/11/2025 | T&T Conference                     |
| • 01/12/2025 | T&T Conference                     |
| • 01/13/2025 | T&T Conference                     |
| • 01/14/2025 | T&T Conference                     |
| • 01/15/2025 | T&T Conference                     |
| • 01/16/2025 | T&T Conference                     |
| • 01/17/2025 | Windstream Bargaining              |
| • 01/24/2025 | Trustee Meeting                    |
| • 01/29/2025 | Windstream Bargaining              |
| • 01/31/2025 | Windstream Bargaining              |
| • 02/03/2025 | Goldline Insurance Meeting         |
| • 02/04/2025 | AFL-CIO                            |

**Executive Vice President Reamer:**

- |              |                                       |
|--------------|---------------------------------------|
| • 12/12/2024 | Fastmail Bargaining                   |
| • 01/08/2025 | Windstream Bargaining                 |
| • 01/14/2025 | Windstream Bargaining                 |
| • 01/16/2025 | Fastmail Bargaining                   |
| • 01/17/2025 | AT&T Mobility Joint Conference        |
| • 01/22/2025 | EveryAction/Bonterra Joint Conference |

- 01/24/2025 Local 13000 Trustee Meeting
  - 01/29/2025 Windstream Bargaining
  - 02/03/2025 Windstream Joint Conference
- Secretary- Treasurer Smolczynski:
- 12/05/2024 Executive Board Meeting
  - 12/09/2024 District 2-13 Organizing Meeting- Voelker, Garner
  - 01/08/2025 Willig, William & Davidson Meeting
  - 01/08/2025 Philadelphia AFLCIO Delegates Meeting
  - 01/24/2025 Pension Trustee Meeting with Actuary
  - 02/03/2025 Neil Gold Insurance Meeting
- Eastern Regional Vice President Dezzi:
- 12/11/2024 AT&T Labor
  - 12/12/2024 Fastmail Bargaining
  - 12/13/2024 Unit President Meeting
  - 12/17/2024 Unit 23 Membership Meeting
  - 12/19/2024 Unit 1 Council Meeting
  - 12/20/2024 Unit 21 Council Meeting
  - 12/27/2024 Unit 14 Council Meeting
  - 01/15/2025 Verizon Labor
  - 01/16/2025 Fastmail Bargaining
  - 01/17/2025 AT&T Labor
  - 01/28/2025 Verizon Labor & Directors
  - 01/30/2025 Meeting with VonVital
- Western Regional Vice President Bialek:
- 12/06/2024 Unit 44 Council Meeting
  - 12/09/2024 Consolidated CIF Meeting
  - 12/10/2024 Western Region UP Meeting
  - 12/11/2024 Comcast Headend Company Meeting
  - 12/11/2024 Breezeline Technical Operations Update Meeting
  - 12/13/2024 Breezeline Tech Meeting with management
  - 12/19/2024 Comcast Alle-Kiski discussions
  - 12/20/2024 Unit 54 Council Meeting
  - 12/30/2024 Windstream Extra Territory Meeting
  - 01/02/2025 Unit 54 Branch 3 Membership Meeting
  - 01/03/2025 Windstream Pre-Bargaining Review with District
  - 01/08/2025 Windstream Extra Territory Meeting
  - 01/11 thru 01/16/2025 Telecommunications & Technology Conference
  - 01/14/2025 Windstream Extra Territory Meeting
  - 01/17/2025 Windstream Pre-Bargaining Review with District

- 01/17/2025 Consolidated Meeting with New HR Representative
- 01/20/2025 Human Rights Meeting with D2-13
- 01/23/2025 American Red Cross Overpayment Meeting
- 01/25/2025 American Red Cross Overpayment Meeting
- 01/27/2025 American Red Cross Overpayment Meeting
- 01/29/2025 Windstream Extra Territory Meeting
- 01/31/2025 Windstream Pre-Bargaining Review with District
- 02/03/2025 American Red Cross Overpayment Meeting

21. **Retirees:** President Gardler reported that Retired Members Chapter Council has a new Unit 56 Chapter President. Chuck Davidson is working with Mark Boehmer to get Unit 56 retirees involved.

22. **NLRB: NTR**

23. **SIF:** Covered under District 2-13

24. **Willig, Williams & Davidson:**

25. **Logic Choice:**

26. **Safety:** Executive Vice-President Reamer provided an update on meetings with Verizon. He reported that there is an upcoming Safety Committee meeting in Harrisburg on 2/20. The committee has been pushing for Dielectric Boots. These boots were available to order on 01/31/2025. Executive Vice-President Reamer stated that this was something that the safety committee has made a priority and has demanded from Verizon to enhance the Personal Protective Equipment (PPE) available to protect our members.

27. **Charges: NTR**

28. **Election:** President Gardler reported on a Special Election in Pennsylvania House State District 35. Winner to determine the majority of the State House.

29. **Correspondence:**

Meeting Adjourned: 1:45 PM

Motion to Adjourn: Reamer Seconded: Bialek