

**CWA Local 13000  
Verizon Labor Relations  
December 20, 2022  
Via Conference Call**

**Present for the Union:**

Gregg Bialek  
Dana Bialek  
Mike Reeder  
Mike Bowman

**Present for the Company:**

Bob Kunkle

**PENDING GRIEVANCES November 2, 2022:**

**032-01-002-2022 Denied COVID-19 SCF Wages: Nick Silvey, Services Tech, Harrisburg (PC)**

***OFF RECORD DISCUSSION***

C – In talking to HR, if you weren't vaccinated, you were paid for 1 day to get tested and nothing after that. It sounds like he got paid for that.

U – Do you have the document for that? What I have is you get paid until you get the test.

C – That's for quarantine time. He was unvaccinated; quarantine time is unpaid if you are unvaccinated.

U – When did you send me that email? You said you sent me the policy.

C – It was the January 6<sup>th</sup> policy. We spoke about it in the last meeting. Read from the letter given to Nick. The employee was unvaccinated and would have been paid 1 day for testing and which he was, would not get paid quarantine time awaiting test results. I will request the policy from the company for unvaccinated employees

U – COVID leave does not count towards the step process, correct?

C – Yes, that's my understanding. But he didn't have COVID

U – Correct, but he was coded as ill time.

C – Let me look into this.

U (MR) – My problem is we can't come back until we get a test result, it's not our fault that we can't control what the test centers do or the amount of time it takes

C – Read from a letter to Nick. They paid him for the first day but it was negative, he was paid for the test period

U – What's the date on that letter?

U (MR) – Back in April, they didn't accept at home test kits.

C – That’s not what happened here.

U – I found the letter but there’s no date on it. I need the date of the letter. He submitted the results on the 8<sup>th</sup> from the testing center

C – When was the test?

U – On the 7<sup>th</sup> he was tested, got the results until the 8<sup>th</sup>. if he didn’t get the letter until the 8<sup>th</sup> then he wouldn’t have known that a home test would have been good enough. Did he get ILL time or A time?

C – According to the letter, they would have been charged as unvaccinated individuals and used ill time. He was paid for the first day. I will get the information for you, I already submitted this to HR. At the time, even though the letter stated that a home covid test was acceptable, Sedgwick was advising employees that no home test would be accepted, that is why the employee needed more time to go to a testing facility and the first appointment he could get was April 7, 2022 and he got the results on April 8, 2022. Let me look into this new information that I was not aware of and get back to you. If the company will pay him for the 7<sup>th</sup> and code the rest of the days A time, we will close this out. I will check it out.

***DISPOSITION OF GRIEVANCE  
PENDING COMPANY***

**032-08-002-2022 Overtime-Call-out Bypass: Lisa Benefiel, Systems Tech (PC)**

C – I spoke to Troy Mummert and he said he will try to send the proper technician out in the future and he understands the importance of sending the proper technician out the first time.

U – We will close in disagreement.

***DISPOSITION OF GRIEVANCE  
CLOSED IN DISAGREEMENT***

**NEW GRIEVANCES**

**031-06-002-2022 Call-out Bypass: Greg Ross – OPT**

U – Read from the letter to labor.

C – This was an emergency situation where a vehicle hit a pole, there were electrical lines down and the pole needed removed, the company ran the callout/overtime list for the OPTs from the Woodland garage and got no takers. Given the seriousness of the situation it needed resolved ASAP, Penalec was on site and did the work. I see no violation.

U – Normally when they call the Woodland garage and don’t get anyone to go out, they call State College and that’s what didn’t happen here.

U (MB) – I believe the call went to contract services and Penalec was forced to do the work

U – Another part of this problem is Brad Stowers was the duty, they left him voicemails and he started the callout late on this. He was notified at 7:44pm via voicemail and 7:47pm via email and Brad didn't finish the callouts until 10:43pm. It took him almost 3 hours to call 3 guys. This is where our problem is, if he did the callout immediately, we would have had people out there right away.

C – Let me reach out to Carrie and I'll get back to you

***DISPOSITION OF GRIEVANCE  
PENDING COMPANY***

**032-08-004-2022 Forced to Work up in Title: Wallace Bidelspach, Medium Truck Driver**

U – Bob wants this sent back to the first level. This is not an HR issue and should be heard at the first level.

C – This is the one where they said it was an HR issue and wouldn't hear it at first level, correct.

U – Yes