

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
September 28, 2023

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 9:00 AM on September 28, 2023.

A. Pledge of Allegiance

2. Roll Call:

All Board members were present.

3. Minutes:

Minutes from the meeting on June 27, 2023, were approved by all Board Members on August 25, 2023, and mailed to Officers and Reps for Bulletin Boards on August 30, 2023.

4. Financial Report:

A. The Board reviewed the Bill Payment list. There was no further discussion.

B. The Board reviewed the Check Register from June to September numbers 6872-7150. There was discussion about two payments that were paid with the Operating Account based on an Operating Poll and should have been submitted to Community Services. Western Regional Vice President Bialek will speak to the staff about being more specific when submitting as to which poll is being distributed.

Motion to accept: Reamer Second: Bialek

Passed.

C. The Board reviewed Reimbursements and Wages.

Motion to accept: Dezzi Second: Reamer

Passed.

D. The Board reviewed Regional and Executive budget balances ending the fiscal year for 2023.

5. Membership Report:

<u>Region:</u>	<u>Members</u>		<u>Pending</u>		<u>Fee-Payers</u>		<u>Misc.</u>	<u>PAC</u>	
	<u>09/28/2023</u>	<u>06/27/2023</u>	<u>09/28/2023</u>	<u>06/27/2023</u>	<u>09/28/2023</u>	<u>06/27/2023</u>	<u>09/28/2023</u>	<u>09/28/2022</u>	<u>06/27/2022</u>
Eastern	1,731	1741	27	08	16	16	0	999	999
Western	<u>1,853</u>	<u>1953</u>	<u>33</u>	<u>37</u>	<u>29</u>	<u>29</u>	<u>6</u>	<u>742</u>	<u>768</u>
	3,584	3,694	60	45	45	45	6	1,741	1,767

6. District 2-13:

Assistant to District 2-13 Vice President Lee Perry addressed the Board via conference call:

A. District 2-13 Meeting is in Lytham Heights December 11-14, 2023. They are still in the process of scheduling some outside speakers and a training agenda should be out in the near future.

- President Gardler suggested that Board attend this year’s meeting, the other members agreed.

B. District Update: The transition in leadership is going well since the National Convention despite being in the middle of Frontier Bargaining. There is now a tentative agreement, so the transition is our focus. Our new Political Campaign Lead is Bill Scott, former Unit 23 President from Local 13000. The District is in the process of reviewing resources for the replacement Staff Representative in the Philadelphia Office, and the funding has been approved. There is also a Secretary II position open in the Pittsburgh office.

C. October 6th marks one year strike for members with Topographer-Teamsters (Newspaper Guild).

D. There are changes to the retiree medical plan, Tuesday October 12, 2023, begins open enrollment. Retirees who are pre-Medicare are affected by the change. There is a difference between the contributions if you retired before 2008, then after. For anyone who retired between 1/1/1990 and 2013, there are zero contributions. The changes only apply to those whose NCS dates are before 8/3/2008. If after 2008, the years of service are applied to the price tag of the retiree's contribution to healthcare.

- The company pays \$8,040; employees pay the rest.
- Post 2008 retirees also have an HRA option. If you have other healthcare the annual benefit is put into an HRA that can be used towards spouses' or other healthcare.
- Medicare Advantage does not have an additional Cost.
- HRA does not carry over into Medicare eligibility, but the benefit can be applied to Medicare Advantage.
- There is no HRA with Medicare.
- President Gardler will reach out to RMC Vice President Boehmer to discuss the need to set up meetings with the RMCs to explain changes.

7. The Arbitrations, Grievances, Mediation:

- A. Arbitration List: The board reviewed and had a discussion regarding several cases that have been on the list for an extended period of time and the merits of removing specific cases.
- B. Priority List: The Board reviewed the existing cases currently on the priority arbitration list and both Regional Vice President's Dezzi and Bialek will work with Executive Vice President Reamer to remove cases resolved and update the list and provide a new list to be sent to the District.

C. The District demands arbitration of the following grievances:

1. V23084-13000-031-001-2022-Devon Dawson-Termination
2. V23085-13000-031-06-002-2023-Randy Haagen-Contractors Performing Bargaining Unit Work
3. V23086-13000-041-EVRC-001-2023-Dennis Casciotti-Thirty (30) Day Suspension (Code of Conduct
4. V23081-13000-025-07-13-22-Kevin Cunningham-Termination
5. V23092-13000-013-06-003-23-Tyrone Perry-Twenty (20) Day Suspension

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

1. V22028-13000-044-10-003-2021-Vanessa Jankowski-Correction of NCS Date

E. The District and Company have Satisfactorily Resolved the Following Grievance:

1. I23001-13000-103-47-2023-Nick Foradoria-Promotion Bypass
2. V19094-13000-059-01-022-19-Travis Makel Thirty (30) Day Suspension

F. Letter Jonathan Remington, International Staff Representative:

1. Joseph A. Basile Labor Relations Negotiator Brightspeed.

G. 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. V23066-13000-015-02-021-23-Violation of 2008 Buried Loop Agreement-Thomas Kleinschmidt
- V23067-13000-025-02-003-23-Violation of 2008 Buried Loop Agreement-Jesus Gonzalez
- V23068-13000-025-02-004-23-Violation of 2008 Buried Loop Agreement-Mark Zimmerman
- V23069-13000-025-02-005-23-Violation of 2008 Buried Loop Agreement-Tom Gilbert
- V23070-13000-025-02-006-23-Violation of 2008 Buried Loop Agreement-Dan Armento
- V23071-13000-025-02-007-23-Violation of 2008 Buried Loop Agreement-Greg Meyers
- V23072-13000-025-02-008-23-Violation of 2008 Buried Loop Agreement-Ryan Sargo
- V23073-13000-025-07-005-23-Violation of 2008 Buried Loop Agreement-Dave Metague
- V23074-13000-025-07-006-23-Violation of 2008 Buried Loop Agreement-Dave Metague

V23075-13000-025-07-007-23-Violation of 2008 Buried Loop Agreement-Dave Metague
V23076-13000-025-07-008-23-Violation of 2008 Buried Loop Agreement-Kevin Gans
V23077-13000-025-07-009-23-Violation of 2008 Buried Loop Agreement-Kevin Gans
V23078-13000-025-07-010-23-Violation of 2008 Buried Loop Agreement-Kevin Gans
V23079-13000-025-07-011-23-Violation of 2008 Buried Loop Agreement-Josh Schwartz
V23080-13000-025-07-012-23-Violation of 2008 Buried Loop Agreement-Dave Metague

8. Region Business:

East:

- A. Eastern Region Vice President Dezzi and Executive Vice President Reamer will sit with Verizon's Director Banks, Area Manager Wiggins & Manager Dolt about the incident involving Dave Gain representing members and a resolution.

West:

- A. Petty Cash: Western Region Vice President Bialek asked if it can be increased to \$500.00 so he has cash on hand for meetings that may be scheduled quickly. Secretary-Treasurer MacCrory had no issue with the request, and the Board approved.
- B. The ongoing issue with MUMS updates from the West has been resolved, and the staff can now make the updates from the Carnegie office. There was a discussion on updates being made without confirmation, and Secretary-Treasurer MacCrory will reach out to Regional Vice President Bialek in the future for confirmations.

9. AFL-CIO:

- A. Central Labor Council meeting information and correspondence was reviewed by the Board.
- B. President Gardler requested a contribution to ½ page advertisement for Philaposh's Annual Awards Reception.

Motion: Gardler

Second: Dezzi

Passed

10. PAC:

- A. The board reviewed the check register. There was no further discussion.
- B. Board reviewed PAC Spreadsheet.
- PAC Committee Poll approved to donate \$ 1,000.00 to Friends of Stephen A. Zappala, Jr
 - PAC Committee Poll approved to donate \$ 2,000.00 to Christy Brady for City Controller
 - PAC Committee Poll approved to donate \$ 2,500.00 to Bob Casey for Senate
 - PAC Committee Poll approved to donate \$ 1,000.00 to Friends of Colleen McIntyre Osborne
 - PAC Committee Poll approved to donate \$ 1,000.00 to QML for Philadelphia
 - PAC Committee Poll approved to donate \$ 1,000.00 to Deeley 15
 - PAC Committee Poll approved to donate \$ 1,000.00 to Squilla for Council
 - PAC Committee Poll approved to donate \$ 1,000.00 to Harrity for Council
 - PAC Committee Poll approved to donate \$ 2,500.00 to Cartwright Victory Fund
 - PAC Committee Poll approved to donate \$ 700.00 to PA AFL-CIO Cope Fund
 - PAC Committee Poll approved to donate \$ 1,000.00 to Rue for Philly
 - PAC Committee Poll approved to donate \$ 1,900.00 to ACLC Banquet Dinner
 - PAC Committee Poll approved to donate \$ 70.00 to United Labor Council of Schuylkill County
 - PAC Committee Poll approved to donate \$ 2,000.00 to Friends of Matt Wolf
 - PAC Committee Poll approved to donate \$ 1,000.00 to Labor PAC AFL-CIO

- PAC Committee Poll approved to donate \$ 1,000.00 to Christy Brady for City Controller
- PAC Committee Poll approved to donate \$ 2,500.00 to Dwight Evans for Congress
- PAC Committee Poll approved to donate \$ 1,000.00 to Friends of Elizabeth Fiedler
- PAC Committee Poll approved to donate \$5,000.00 to Mad4PA PAC

11. Community Services Fund:

- A. The Board reviewed the Check Register. President Gardler discussed the amount of the request.
- B. The Board reviewed the Spreadsheet with Units contributions for the year so far.
 - Executive Board Poll approved to donate \$250.00 to Friends for a Benefit John Ducky Donahue, submitted by James Gardler
 - Executive Board Poll approved to donate \$200.00 to Chop Child Life Services, submitted by J Petatine, Unit 25-7
 - Executive Board Poll approved to donate \$160.00 to Hoffman Auto & Truck Repairs, submitted by Gregg Bailek
 - Executive Board Poll approved to donate \$500.00 to Rams Cheer Booster, submitted by Joe Peruggia, Unit 22 President
 - Executive Board Poll approved to donate \$100.00 to David Gabriels Scholarship Fund, submitted by Perri Biondi, Unit 34 Secretary
 - Executive Board Poll approved to donate \$300.00 to Tri County Surge, submitted by George Heintz, Unit 56-1
 - Executive Board Poll approved to donate \$250.00 to Bishop Gullifoye High School Cheerleaders, submitted by Jason Carruthers Unit 31-7
 - Executive Board Poll approved to donate \$200.00 to Benefit for a Friend Bobby Cass, submitted by James Gardler
 - Executive Board Poll approved to donate \$500.00 to Laurel High School Softball Booster, submitted by Frank Duddy Unit 54-3
 - Executive Board Poll approved to donate \$200.00 to Rowan University Foundation, submitted by Daisy Ellerbee Unit 34 President
 - Executive Board Poll approved to donate \$500.00 to AJ Grande Memorial Scholarship Fund, submitted by Duke McShane Unit 23 Vice President
 - Executive Board Poll approved to donate \$100.00 to NCY Swim Parent Club, submitted by Brian Murphy Unit 54-3
 - Executive Board Poll approved to donate \$100.00 to St. Gabriel Irish Society, submitted by James Gardler
 - Executive Board Poll approved to donate \$250.00 to Alzheimer's Association, submitted by James Gardler

12. Organizing:

- A. The Board reviewed the organizing report from Joe Smolczynski.
- B. Regional Vice President Bialek provided updates on the Unit 115 decertification election.
- C. President Gardler provided an update to the new campaign with FastMail.

13. Bargaining:

- A. Western Region Vice President Bialek provided a copy of the tentative agreement for Consolidated. with the highlights. The next day will be the ratification vote.
- B. EveryAction: Notice was received announcing another round of layoffs Company-Wide at EveryAction. Out of 54 Union represented employees included in this notice, only one person was

affected in our Local 13000 bargaining unit. There are ongoing discussions with the company over the continued use of contractors in spite of existing contract language against it.

14. Membership Awareness:

- A. President Gardler asked about booklets that listed all branch rep's and what locations they represent and inquired if the committee or regions could create something similar.
- B. Executive Vice President Reamer requested suggestions from other Board members. Secretary-Treasurer MacCroy suggested a survey to see what issues the membership would like to see the union focus on. Western Regional Vice President Bialek suggested it starts with Councils and Reps, a discussion continued regarding the possibilities and Executive Vice President Reamer will research further.

15. 2124 Race Street/Carnegie:

- A. No new issues with the elevator, going to move forward with the replacement in the new fiscal year.
- B. There is a need for new laptops for Eastern Region Vice President Dezzi and President Gardler.

16. Magazine:

- A. Magazine articles are due October 06, 2023.

17. Web /Facebook and App:

NTR

18. Old Business:

- A. The new phone system is complete except for one phone issue in the West. Executive Vice President Reamer is waiting for upgrade charges that will be reflected in the next month and are a one-time expense.

19. New Business:

- A. The Trustees will have another conference call with the Actuary to finalize details on offering retirees and vested active participants a one-time lump sum payout to lower future financial obligations for the Local Pension Plan
- B. Western Region Vice President Bialek presented a repurposing agreement that Verizon proposed. This would be to have all outside members move before Verizon hires new people off the street. Eastern Region Vice President Dezzi had no issues with the agreement. President Gardler discussed the email from Matt Noren for req's for service technicians. He will provide an update after speaking to Verizon.

20. Meeting Attended:

President Gardler:

- June 23, 2023 PBDA Meeting
- June 29, 2023 Verizon Meeting
- July 05 thru 09, 2023 DFOC Meeting
- July 10 thru 12, 2023 CWA National Convention
- July 25, 2023 PBDA Meeting
- August 03, 2023 PBDA Meeting
- August 07, 2023 District 2-13 Meeting
- August 23, 2023 Verizon Meeting
- August 24, 2023 Verizon Meeting
- August 29, 2023 Local Trustee Meeting
- September 01, 2023 PA AFL-CIO Meeting

- September 05, 2023 AFL-CIO Meeting
- September 07, 2023 Verizon Meeting
- September 11-12, 2023 DFOC Meeting
- September 14, 2023 Local Trustee Meeting
- September 19, 2023 Unit 13 Meeting
- September 27, 2023 AFL-CIO

Executive Vice President Reamer:

- July 06, 2023, PBDA Broadband Roundtable
- July 07 to 12, 2023 CWA Nation Convention, St. Louis
- July 28, 2023, Meeting with EveryAction CEO, Scott Brighton
- August 29, 2023, CWA Pension Trustee Meeting
- September 13, 2023, EveryAction Joint Conference
- September 14, 2023, CWA Pension Trustee Meeting
- September 15, 2023, EveryAction Joint Conference

Secretary- Treasurer MacCrory:

- June 28, 2023 Meeting with ADP
- July 7 thru 12, 2023 CWA National Convention
- July 24, 2023 Meeting with ADP
- August 7, 2023 District 2-13 Meeting
- August 29, 2023, CWA Pension Trustee Meeting
- August 30, 2023, Meeting with Paychex
- September 14, 2023, CWA Pension Trustee Meeting

Eastern Regional Vice President Dezzi:

- July 10 thru 14, 2023 CWA National Convention
- July 20, 2023, Unit 11 Branch Meeting
- August 14, 2023, Verizon Labor
- August 22, 2023, Unit 11 Branch Meeting
- August 25, 2023, Unit President's Meeting
- September 5, 2023, Lawson Arbitration
- September 20, 2023, Meeting with Banks
- September 22, 2023, Unit 1 Council Meeting

Western Regional Vice President Bialek:

- June 28, 2023, Unit 119 Alle-Kiski Decertification Vote
- July 03, 2023, Unit 101 Brightspeed Grievances with Labor
- July 09 thru 13, 2023 CWA National Convention
- July 13, 2023, Comcast Unit 119 Alle-Kiski Bargaining
- July 12, 2023, Comcast Unit 119 Alle-Kiski Bargaining
- July 18, 2023, Comcast Unit 115 South Hills Council Meeting
- July 19, 2023, AT&T Investigatory Meeting
- July 19, 2023, Arbitration Prep Makel
- July 20, 2023, Arbitration Prep Makel
- July 25, 2023, Comcast Unit 115 Decertification Meeting
- July 26, 2023, Unit 44 Branch 10 Group Meeting

- July 26, 2023, Unit 119 Council Meeting
- August 01, 2023, Comcast Unit 115 Decertification Meeting
- August 02, 2023, Verizon Grievance Meeting with Labor
- August 03, 2023, Verizon Grievance Meeting with Labor
- August 07, 2023, CWA Local Office Election Training
- August 08 & 09, 2023 Comcast Alle-Kiski Unit 119 Bargaining
- August 10, 2023, Pre-Bargaining Meeting with District for 54-104 Consolidated ILEC Contract
- August 11, 2023, Unit 44 Council Meeting
- August 14, 2023, Windstream Grievances
- August 16, 2023, Comcast South Hills, Unit 115 Bargaining Meeting
- August 17, 2023, Western Region Unit Presidents Meeting
- August 22 thru 24, 2023 Consolidated Communication ILEC Bargaining
- August 22, 2023, Comcast Unit 115 Decertification Meeting
- August 24, 2023, Unit 59 Membership Meeting
- August 29 thru 31, 2023 Consolidated Communication ILEC Bargaining
- August 29, 2023, Comcast Unit 115 Decertification Meeting
- September 01, 2023, Unit 32 Council Meeting
- September 05, 2023, Comcast Unit 115 Decertification Meeting
- September 06, 2023, Unit 54-104 Consolidated Bargaining Meeting
- September 11 thru 13, 2023 Comcast Alle-Kiski Unit 119 Bargaining
- September 12, 2023, Comcast Unit 115 Decertification Meeting
- September 15, 2023, Unit 57 Council Meeting
- September 18, 2023, Meeting with Comcast Representing Jamie Fetterman Unit 119 President
- September 19 thru 21, 2023 Consolidated Communication ILEC Bargaining
- September 19, 2023, Windstream Quarterly Call with Management
- September 25, 2023, Central PA ALF Meeting
- September 27, 2023, Central PA ALF Meeting

21 Retirees:

- A. Healthcare changes will be discussed at RMC meetings and President Gardler will reach out to District Retiree Coordinator Mark Boehmer and RHBC Ballek about setting up informational meetings as needed.

22. NLRB:

NTR

23. SIF:

- A. The Board reviewed spreadsheet with outstanding reimbursements.

24. Willig, Williams & Davidson:

NTR

25. Logic Choice:

- A. Eastern Regional Vice President Dezzi and Western Region Vice President Bialek has an issue with his VPN, Executive Vice President Reamer will call Logic Choice to fix.

26. Safety:

A. Due to Bill Scott's resignation as Unit President for his position as LPAT with District 2-13, Eastern Regional Vice President Dezzi made a motion for Larry Windstein to take his place on the Safety Committee for the duration of this year.

Motion: Dezzi Second: Reamer
Passed

27. Charges:

NTR

28. Election:

A. The Election Committee finalized elections.

29. Correspondence:

NTR