

CWA Staff Union Executive Board Meeting

October 15th, 2021

Call to order 12:10 pm EST

Absent with notice Erin Spaulding, Amber Brooks, Tonya Hodges

Minutes from Previous Meeting: Motion by Jane Phillips to approve, 2nd by Tony Shafer, Passed

President Report

General Membership meeting will be Saturday October 16th starting at Noon EST Garry asked for assistance monitoring the chat and Questions, Jessica and Julian said they would.

Reported out about the meeting with President Shelton and S/T Steffens on Thursday with Board Members who were available. President Shelton asked what we have been hearing within our districts and there was really nothing to report other than it has been supportive except for a handful of locals in each district. President Shelton was asked how quickly he intended to act on placing staff if the SMART proposal were to pass at convention. His response was "asap" and that the positions already approved and ready to move on before the pandemic will be filled first. Chris was asked if he would consider entering into early bargaining with the Staff Union for the upcoming contract? He said that he would be opened to.

Sara also reported out on the SMART proposal and provided a brief update on where it was and also any update on the numbers and values of all accounts.

Recommends that our next Board meeting be in January 21st, 2022, virtually. Said he will send out calendar on availability.

Adrian Acosta: Garry reported out that the Staff Union was successful at arbitration and that Adrian was reinstated. Still some ongoing discussions on the "make whole" agreement related to \$.

Jessica asked about CWA initiating a vaccine mandate. Garry reported that President Shelton would hope that all his staff would choose to be vaccinated and he doesn't want to have to fire anyone. He will follow the Biden administration mandates, and as a result may be forced to implement a mandate. A lot of discussion around vaccines with employers and other agencies around the country, as part of the discussion it was brought up about travel, resulting in more discussion around ability to travel and when. It was understood that it appears to be up to the District VP and that in most districts other than D6, travel has been allowed under approved circumstances determined by the VP.

Financial Report provided by Garry in Erin's Absence. Reviewed both the Financial Position and the Quarterly Report. Some brief discussion to provide detail. Motioned by Louie Rocha and 2nd by Jane to accept both Financial and Quarterly reports as presented. Passed

Review of Policies for CWA Staff Union: New policies or updates to policies will be reviewed and then approved one at a time:

Fixed Asset Policy: Reviewed and discussed. Motion to approve the Fixed Asset policy by Jane Phillips, 2nd Jana Smith/Carr Passed

Investment Policy: reviewed and discussed, Motion to approve the Investment Policy by Louie Rochas 2nd by Jane Phillips passed.

Union Dues & Collection Policy: Reviewed and discussion around Members vs Non Members Motion to approve by Jana Smith/Carr 2nd Mike Schulte. Further discussion around verbage of Member and Non-Member and what it means and how it is interpreted as it relates to the Policy. Discussion of when someone becomes a member; when they are hired or when the Union receives the Dues authorization and Membership cards. Can they not pay dues how does this impact a National Unit and can they choose to be a non-member. After much discussion, Jana offered to withdraw her Motion. Jana then motioned to table the discussion until next meeting 2nd my Tony Shafer, motion passed.

1:15 p.m. Zane Farr from the Guild joined us to discuss a proposal regarding the Pension Plans

Review of previous proposal that was brought CWA to merge with another smaller APP plan that was recommended to us by Rich, former actuary from Chairon. This would still allow CWA to remain as the decision maker of administration and would have improved ongoing assets. CWA thank the Staff Union for bringing the proposal to them, they Reviewed this proposal and rejected it. There is another proposal that CWA Leadership has brought to the Staff Union that would save the Legacy Plan \$ in administration fees in Insurance to the PBGC. The plan is to move all participants of the Legacy Plan who have hire/seniority dates of 2012 when the Legacy Plan stopped COLA as part of the benefit. This would result in 109 participants and \$3.8 Million in plan assets from the Legacy to the APP and would save the Legacy plan roughly \$70,000 a year in fees. These savings in fees can be then be shifted back into the Legacy plan as benefits assets. There would be no impact to the participants or their frozen lump sums earned when the Legacy plan was frozen. Since these benefits are relatively small it would be beneficial and more responsible to move these participants to the APP plan where the fees drop from estimated \$600 a year to around \$80 a year. 296 members in legacy plan. 187 of these participants would see no change. The 2012 COLA change was chosen because those hired before that time have benefits that are part of the COLA formulas and as a result their frozen benefit is more significant then those calculated without COLA.

There was some discussion about agreeing or supporting this proposal would limit our ability to move back to the legacy plan for all in the future if finances for CWA were to drastically change. Garry said that nothing impacts or changes our ability to ask for or gain at the bargaining table.

District Reports:

D6 Tony Shaffer. Has a grievance about pay disparity between 2 new hires who started at different wage rates with no apparent differences in their knowledge or former experience. Asked if there were other districts having same issue? Discussion on this and if there have been any other issues similarly in other Districts or Sectors. Tony asked if any other new hires had received the Work From Home Policy as part of their On-Boarding paperwork? There were questions about the policy and many on board were not aware of it. Why wasn't this discussed with the Union. Garry said he would talk to CWA about this and why it wasn't covered with Union before it went out. Concerns about why some new hires are receiving it and some are not.

IUE reported out by Richard Shorter. Not much to report. No Lay-offs and employment levels in most units effected by the Pandemic are back to normal levels and in many cases have increased hiring.

D4 Jane Phillips . Had a few hiccuos regarding scheduling and intinerary. Handled in house without a grievance.

Jessica: Nothing to report

D2-13 John Petrini, Not much going on no Grievances. District is dealing with employers struggling to hire people into healthcare positions. Also airline's like Piedmont struggle with turn around because the employers pay low wages.

D9 Louie Rocha. Great to have Adrian back, staff is overworked and D9 like all other districts are understaffed. He is hearing that there some locals who are not supporting SMART Proposal.

HQ Julian Brunner . Relatively quite. Taff is wondering how Working from home (WFH) will evolve? Will it stay or goa away completely, or something else altogether. A lot of discussion around WFH, what each District is doing and how it is being handled. Many variations, depending on each VP.

D7 Jana Smith-Carr. District is quite not to much going on. Having some issue with previous Board member trying to get ahold of information and other documents that Jana may need. Garry and others said that they would assist in getting info for Jana. Most of what former board member would have is the same as others, unless D7 specific.

D3 Kevin Kimber. Down 2 clerical and 2 more staff including DOC. Concerns about Staff doing clerical work. Asked Garry if there have been any discussions with the OPIU and protecting their work t insure they replace clerical. Currently CWA hired a Temp Staff to assist in the workload in D3.

Good & Welfare. Retired Staff Rep Vonda Harding injured while helping Daphne Council from D3 achieve a dream she had always wanted. Daphne Council was diagnosed with terminal cancer, Vonda & Daphne have been good friends and Daphne asked Vonda to take her to see the ocean. Daphne unfortunately passed away recently, however, thanks to Vonda's selfless act Daphne was able to see the ocean. While on the trip Vonda slipped and fell that resulted in a serious leg injury. Please keep Daphne and her family in your prayers as well as Vonda while she heals.

Motion to adjourn made by Jane 2nd by Mike S. Meeting was adjourned at 3:08 pm EST.