

Staff Union Membership Meeting

October 16th 2021

Conducted via Zoom

Call to order by President Garry Jordan @ 12:10pm EST

President Jordan asks for S/T report to go first in case S/T Spaulding is called away, because she has an ongoing labor strike in one of her units.

S/T Report Erin Spaulding:

3rd Quarter Report, Audit expense resulted from accounting fees. Legal fees resulting from arbitration. 10 Scholarships awarded. Travel & Meeting expenses resulted from pre-paid travel expenses made prior to the Convention being canceled and held virtually.

Financial Position: Erin shared all accounts and reviewed all spreadsheets via Screen Share for all members to view. Indicated that the Union is financially healthy and ready for any expected Bargaining and Mobilization expenses that may result from contract negotiations with CWA.

WE currently have 175 members

Motion to accept the S/T report as presented made by Diane Bailey D4 2nd by Ron Gay D4 Motion passed

President Report Garry Jordan:

Arbitration Case in D6 was a loss for the Union.

Arbitration Case in D9 was a win for the Union and Adrian Acosta was reinstated. He has returned to his position in D9 and are working out minor issues with Make Whole award.

President Jordan reminded everyone that they have Weingarten rights and to not take for granted that their employer is a Union. CWA has taken dishonesty very seriously especially in investigatory meetings. And you as an employee have rights to make sure you are represented if needed.

President Jordan reviewed the meeting with Chris Shelton and Sara Steffens on October 15th with the Board. Vaccine mandate; nothing yet but not sure what will happen. President Shelton said he will follow what comes out from President Bidens office. Went over Work From Home and that for the most part is being handled district by district, working with members to address issues as they arise. President Jordan reminded members that if you are having any issues please see your local Board rep.

Pension Plan discussion movement of some Legacy participants into the APP plan to save administrative cost and would have no impact on benefits to the impacted employees. There is a 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 than those calculated without COLA.

Mobilization: We will be doubling down on mobilization after January to begin gathering bargaining items form membership and begin to strategize on bargaining proposals. How we proceed will be dependent on whether SMART passes at convention.

The Staff Union has created Operations Procedure Policies, these where implemented upon recommendation of our accountant. This will bring us in line with the DOL and Accounting Rules and Practices. We will post these policies on the website.

Question: Has CWA advised you of where they will put staff if SMART proposal passes? No they have not and there have been no discussion with me.

Question: When does CWA expect to implement the vaccine mandate and are we only stuck bargaining any effects? President Shelton has said he would only mandate if the Biden administration through the OSHA mandates employers to do so, and yes we absolutely will request effects bargaining over any mandate.

Vice President Report Mike Schulte:

Scholarships: We awarded 10 scholarships this year, unfortunately we only had 13 submissions. I would encourage all of you to watch for the application request for the 2022 scholarships. Or reach out to your Board representative about the John Scally Scholarship.

Pension Trustee Meeting: No meeting has been conducted since the last meeting there is obe scheduled for November 3rd 2021.

Question: What is the plan for the 2 tier contract? President Jordan said it would depend on the SMART proposal, finances are bad, if SMART does or does not pass our goal is to move in the direction to eliminate any 2 tier language as it has been in past bargaining.

Question: When will CWA begin to backfill openings if SMART proposal passes? According to president Shelton asap.

Question: If they cant make payroll how will the SMART proposal help? According to President Shelton they will “eventually” be unable to make payroll from general fund. The passing of the SMART proposal will provide relief to the general fund.

Question: If everyone is made permanent staff, will job functions change or stay the same? Permanent staff will be discussed at bargaining, as far as job functions and how those are impacted we have no idea how that will be impacted.

Question : How does eliminating the two tier system impact CWA’s finances. Specifically too job security, NCS, Paternity & Maternity etc.? These are all items that we intend to press the company for in bargaining. AS far as cost to CWA, that will be their push back. I really don’t know.

Question: Have there been any concerns from Staff about doing clerical work and has there been discussion with clerical staff union or leadership? WE have discussed this amongst ourselves as a board but have bot had any discussions with OPIU leadership. I would encourage our members to continue to show and voice a need for clerical staff and the importance they have to us and the organization.

Motion made to adjourn by Mike LoVoulo D6, 2nd Passed

Meeting adjourned at 1:45 pm EST

Submitted by V.P. Mike Schulte