

**Minutes of the CWA Staff Union
Executive Board Meeting
Virtual Meeting**

January 20, 2022

**Approved by the Staff Union Executive Board: 2/17/22
Issued: 4/25/22**

Attendance

	1/20/22
Garry Jordan	
Mike Schulte	X
Erin Spaulding	X
Amber Brooks	X
Jana Smith-Carr	X
Jane Phillips (EJP)	
Jessica Ramirez	
John Petrini (JP)	X
Julian Brunner	X
Kevin Kimber	X
Louis Rocha	X
Kaine Goodwin	X
Richard Shorter	X
Tony Shaffer	X
Tonya Hodges	X

Reviewed 10/15 board meeting minutes. Motion to approve by TH and second by TS.
Motion unanimously carries.

Reviewed 10/16/21 membership meeting minutes. **Motion to approve TS – second by LR. Motion unanimously carries.**

VICE-PRESIDENT’S REPORT

Pension Update: The annuity for the app plan year 2022 was supposed to be calculated at .56. There were some discussions about how to raise this and CWA agreed to raise the rate to .73.

TREASURER’S REPORT

Discussion on PA AFL-CIO not submitting their dues to S/T.

Discussion on multiple new employees not responding to requests to sign membership cards and plans for follow up.

Reviewed statement of Financial Position. Reviewed Quarterly Finance Report as well as statement of Financial Position.

TH makes motion to approve. Second by JP. Motion unanimously carries.

Discussion on clarification to Union Dues and Collection policy. Policy revised as follows: *CWA Staff Union Dues are .75% of wages. There are no initiation fees. Any changes to this must be ratified by the membership.*

CWA and PA AFL-CIO employees are eligible to join on the 30th day of employment. Executive Board members are responsible for signing up new employees in their respective areas with a membership card and payroll authorization form.

If by the 90th day of employment, the new employee has still not submitted these documents, the Secretary/Treasurer shall reach out to the employee. If there is no response within 14 days, the Secretary/Treasurer shall then send a registered/certified letter to the employee. If no response is received within 14 days from the registered/certified letter, the Secretary/Treasurer shall reach out to the Employer to help resolve the issue.

Bargaining unit employees not paying dues shall be reviewed at each Executive Board Meeting.

If a member is reinstated in their job following termination, they shall pay union dues on any back wages.

JSC makes motion to accept Union Dues & Collection Policy. TS seconds. Motion unanimously carries.

Lengthy discussion on request from CWA to pay back dues paid by Heather Atkinson, who moved to management in 2019. Discussion on practice of some managers choosing to pay dues to staff union voluntarily.

JSC makes motion that absent any new documentation by 2/20/22 proving she had asked to stop dues we do not refund any dues. KK seconds motion. Motion unanimously carries.

BARGAINING AND MOBILIZATION

The mobilization committee reports that they will need to review and modify the mobilization timeline. Discussion on bargaining survey and getting survey finalized within the next few weeks.

VACCINE MANDATE & WORK FROM HOME AGREEMENT

Discussion on vaccine, clarification on testing options.

Discussion on work from home agreement. Multiple board members stated they would like more time to give feedback in advance of the agreement. Executive Board should track any issues with the agreement and bring issues to the bargaining committee to address in bargaining.

DISTRICT REPORTS

D1: still working from home, all staff very busy.

D2/13: still working from home. District us understaffed.

D3:

IUE: a few new hires, workload continues to be issue.

D6: still working from home.

D9: workload continues to be issue.

HQ: a number of retirements. Some people are back in the office part time.

D4: Hybrid schedule in office.

D7: still working from home,

Adjournment.

