

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

July 21, 2022

Approved by the Staff Union Executive Board: 10/20/22

Issued: 10/21/22

Attendance

| | 7/23/22 |
|---------------------|----------------|
| Garry Jordan | X |
| Mike Schulte | X |
| Erin Spaulding | X |
| Amber Brooks | X |
| Jana Smith-Carr | X |
| Jane Phillips (EJP) | X |
| Jessica Ramirez | X |
| John Petrini (JP) | X |
| Julian Brunner | X |
| Kevin Kimber | X |
| Louis Rocha | X |
| Richard Shorter | |
| Tony Shaffer | |
| Tonya Hodges | X |

TH makes motion to approve May minutes. KK seconds. Motion carries. Two abstentions due to not attending the May board meeting.

TREASURER'S REPORT

Presented statement of financial position and 2nd quarter report as well as annual audit.

LR makes motion to approve. MS seconds. Motion unanimously carries.

LR suggests we look at moving our money to a union represented bank Beneficial State Bank. He will send ES info to review. Will look into once we are done with bargaining.

Discussion on status of financials. Currently Staff Union has over \$500,000. We are now having to increase bond coverage as well as fill out a full 990. Need to look at overall additional ways we can spend the money. Plan to discuss after bargaining at an in-person board meeting.

Truist CD is maturing in August. ES recommends pulling out of CD and moving into savings.

GJ makes motion that when the CD matures we pull it out and put it in the money market account.. KK seconds. Motion unanimously carries.

VICE-PRESIDENT'S REPORT

MS reports 9 applicants on the scholarship. Discussion on increasing the scholarship given the amount in the Staff Union treasury.

JSC moves that we increase the scholarship to \$2000 for each recipient for this year and in subsequent years. JP seconds. Motion unanimously carries.

ES will send out an email notifying membership.

PRESIDENT'S REPORT

GJ gives an update on bargaining: We made 28 proposals. 6 TA. 1 withdrawn. Continuing to push hard.

Would like to look at ordering shirts or hoodies or other items. Would like another board member to take point. JB volunteers. JR suggests using <https://www.bumperactive.com/>. CWA members.

MOBILIZING

JR gives an update on mobilization. Currently in the process of collecting member statements. Some members express fear of being public due to retaliation from management. Request from some locals for a zoom background in support of the Staff Union.

FUTURE MEETINGS

GJ would like us to begin planning for an in person meeting in January. Meeting would be 1/20& 1/21 with 1/19 being a travel day. MS will research and report back.

DISTRICT/DIVISION REPORTS

D2/13: Discussion on 2010 wage rate letter that HQ is not following. DOC brought in at a higher rate, other employees should be brought up. If CWA does not resolve, Staff Union will grieve and arbitrate. HQ states that it only applies by title.

General discussion that CWA's current system of hiring may unintentionally result in disparities based on race and gender. Staff Union is tracking all hire rates and documenting.

D9: went from 6 to 5 staff reps, two more staff rep retirements expected in next 8 months. I retire 1/6/23, will need to have an election to complete my term

D7: Issue resolved to clarify that campaign leads do not have to have receipts for their expenses.

IUE: election for IUE board position will be completed Friday.

D1: Nothing new to report.

HQ: Nothing new to report.

D3: Nothing new to report.

D4: Nothing new to report.

Adjournment.

