

**Minutes of the CWA Staff Union  
Executive Board Meeting  
San Diego, CA**

**January 20 & 21 2023**

**Approved: 7/7/23**

**Issued: 7/7/23**

**Attendance**

	<b>1/20 &amp; 1/21</b>
Garry Jordan	X
Mike Schulte	X
Erin Spaulding	X
Amber Brooks	
Jana Smith-Carr	X
Jane Phillips (EJP)	X
Jessica Ramirez	X
John Petrini (JP)	X
Julian Brunner	X
Kevin Kimber	
Louis Rocha	X
Richard Shorter	X
Tony Shaffer	X
Tonya Hodges	X
Matt Clark	X

**JSC makes a motion to approve October minutes. LR seconds. Unanimously carries. Unanimously carries.**

### **PRESIDENT'S REPORT**

GJ update on pension. Board reviews letter from the ERISA attorney on legality of pension change. Attorney analysis is that this was a legal change. GJ advises the board that there is a prior history of this, and in the early 2000s they negotiated a ceiling for the GATT rate.

Discussion on staff retiring and coming back as retiring. There is not a history of this in the bargaining unit, as far as we are aware. LR discusses workload in D9 and lack of hiring of Staff Reps.

MS followed up with Jody Calemine on the funding status of the pension plan, his response was the following: *Based on the retirements in December, we don't expect the funding level to be in danger of hitting the 80% threshold, which is when lump sums become restricted. In any event, however, per our commitments on the pension plan, we will make contributions to avoid that dip if they become necessary, in order to keep the lump sum option available.*

Discussion on motor vehicle checks for employees who do not have a staff car. Management did an investigation for one member who had a prior DUI. No action taken. Suggestion on an information request related to insurance requirements.

D9 Board member Louie Rocha has retired. A D9 member list to Ron Gay, election committee chair. Nominations will happen within the next few weeks.

Reminder about elections this year for the full board, including officers. Elections will be done via mail ballot, in order to fully comply with OLMS.

### **VICE-PRESIDENT'S REPORT**

Scholarship discussion. Forms will be out in March this year. Last year \$2000 per person. Would like to increase the scholarship, given our bank account surplus. Tabled until budget discussion.

### **MEMBER SHIRTS/HOODIES**

JB presents member apparel options. Options include sweatshirt, long sleeve crew, hoodie, hats, and a few jackets.

TS presents backpacks with staff union logo on it.

**EJP makes motion to purchase 240 backpacks (with dark blue logo) for 240, approximately \$100 per person. \$24,000+ shipping. Motion unanimously carries.**

Discussion on other apparel tabled until budget discussion.

### **TREASURER'S REPORT**

ES presents quarterly financial report as well as statement of financial position.

**EJP motion to accept financials. TH second. Unanimously carries.**

Following the Staff Union meeting, we will be switching banks to Beneficial State bank, which was approved at the last board meeting.

LR suggests sponsorship for members/community. Louie will try to pull information from his local to send to the board to review.

Review and discussion of the draft budget. Motion to approve the budget for the 2023-2024 fiscal year. LR motion. JSC second. **Unanimously carries.**

Extensive discussion on the Staff Union stipends. In preparation for the annual budget, reviewed stipends and realized the Stipends are not being paid out correctly. The AA salary is currently \$158,923.74. Staff Rep salary is 124,430.96. The difference is 34,492.78. This would mean the monthly stipend salary should be 2874.40 It currently is \$1446.04 monthly.

TH makes motion to update the dollar amount of the officer stipend policy effective 4/1/23 based on current salaries of the AA and Staff Rep. EJP seconds. Discussion among the board was that the stipends should be reviewed and updated annually. Motion unanimously carries.

Accountant recommended new cybersecurity policy. ES presents new policy. **JSC makes motion to adopt cybersecurity policy. EJP seconded. Motion unanimously carries.**

Reviewed all annual policies.

### **GRIEVANCE FORM**

Matt Clark suggests updating our grievance form. Grievance form: Year-District or Division number-grievance number. Board members gave a few suggestions and MC will finalize the grievance form.

### **TRAINING AND DEVELOPMENT COMMITTEE REPORT**

JR gives an update on the Training and Development committee. Four members from the Staff Union participating. Members are Jessica Ramirez, Enida Shuku, Akeyia Johnson, Orvin Caraballo.

Management members of the committee: Angie Wells, Curt Hess, Yolanda Bejarano, Katie Romich.

Committee had first meeting in December was an introductory meeting. Reviewing the current systems for developing employees. Discussion on how to build skills, what kind of education and training is available and is helpful to growth and development. Additional discussion on assigning a mentor for employees who are new to CWA.

Discussion on adding a Staff Rep. EJP has volunteered to jump on as additional help.

Next Staff Union orientation 1/26.

### **MEMBERSHIP ASSIGNMENT**

Currently using CWA Staff Roster and how CWA categorizes employees by HQ, District, Division to determine where the employee will fall within the SU for representation. Example, under HQ, CWA will list the person's name and then put their city and state in parentheses (name city, state). The SU will use this roster to determine where our members are represented in order to avoid HQ/Julian having to represent tons of people.

JP suggests an org chart for CWA and one for SU.

### **RETIREE OUTREACH**

D3 retiree reached out to the SU to ask if we had ongoing communication

Jana, retiree organization called ROSA (retired officers and staff of cwa), Hetty is in it, Louis N. is in it. Jana will share contact info and Jane will send Erin to the retiree

Louie mentioned FORUM (retiree group led by afl cio)

### **District/Division Reports**

D1 - No issues to report

D2/13: PA AFL-CIO contract expires this year. GJ will be bargaining with JP. JP will take care of signing the letter. Normal size of bargaining unit is 3 people, MOA to bring new people in under a temporary title.

D3 - ES makes motion up to \$600 for D3 golf tournament  
Seconded by TS. Motion carries unanimously.

D4: Lots of organizing going on. Increases in staff have helped.

D6 - No issues to report

D7 - No issues to report.

D9 - Major issues in D9 with staffing. Finally got one new staff hired, but many retirements and not clear on backfilling. Louie is also going to continue to work with his local's apprentice program.

HQ - CWANET manager is doing bargaining unit work. Julian is having discussions with management to try to resolve the issue.

IUE: 1 grievance for a discharge. Grievance is being heard at Step 2.

Adjournment.