

December 5, 2016

Patrick E. O'Neil, President
CWA Staff Union
193 State Street, 2nd Floor
North Haven, CT 06473

Dear Pat:

This letter will serve as a Follow-up on the two grievances filed by the CWA Staff Union regarding the job bid for a CWA Representative in Dallas, Texas, on November 18, 2015. As we both know, there were no internal bidders, thus, CWA made the decision to assign the job to Austin Texas. Once assigned to Austin, we didn't feel it was necessary to rebid the position, this was a mistake by CWA. As of today, the person selected for that position remains in it today. The action by CWA in changing the location of the Dallas job bid after the job bid closed was wrong and this action is considered non-precedent setting for this time only and should not happen again.

Additionally, through investigating the above mentioned grievance, you brought to CWA's attention that Derrick Osobase, a temporary SIF employee was working out of job classification. Specifically, Derrick, a Campaign Lead was performing Senior Campaign Lead work teaching "Political Boot Camps." As a result, CWA will be making a one time payment to Derrick in the amount of \$1,099. minus any federal, state and local withholdings. CWA considers both grievances to be closed.

In closing, its always a pleasure to work with you and the members of the CWA Staff Union Executive Board. I appreciate your willingness to work with CWA in the two above-mentioned cases.

In Unity,



Ronald D. Collins
Chief of Staff