

**Minutes of the CWA Staff Union
Executive Board Meeting
St. Louis, MO**

July 7 & 8, 2023

Approved by the Staff Union Executive Board: January 19, 2024

Issued: February 26, 2024

Attendance

	7/7/23	7/8/23
Garry Jordan	X	X
Mike Schulte	X	X
Erin Spaulding	X	X
Amber Brooks	X	
Jana Smith-Carr	X	X
Jane Phillips (EJP)	X	X
Akeyia Johnson	X	X
John Petrini (JP)	X	X
Julian Brunner	X	X
Kevin Kimber	X	X
Robert Longer	X	X
Richard Shorter		

Tony Shaffer	X	X
Tonya Hodges		
Matt Clark	X	X

JSC makes a motion to approve January minutes. JP seconds.

Approved.

Reviewed March 18th membership meeting minutes. Will review at the membership meeting.

PRESIDENT’S REPORT

Grievances: One settled grievance and three pending grievances as follows:

- Grievance with a Staff Rep who missed a timeline and the local president complained to Chris Shelton. Written warning and 3-day suspension. Suspension rescinded. Written warning will be removed in nine months.
- Grievance with a former member (Campaign Assistant) has filed a grievance over working out of title. In early stages.
- Terminated campaign lead in IUE.
- Grievance with PA AFL-CIO over a contractor.

Pension Update: The Secure 2.0 act increased the requirement minimum distribution age from 70.5 to 72. CWA plans to continue funding 1 million per quarter.

Healthcare Cost Containment Committee: Sara Steffens, Elizabeth Wilks, consultant from Siegel - Bryan Spivey, and Jody Calemine in addition to representatives from the seven unions. John Petrini attended with President Jordan. Healthcare expenditures have increased. Suggestions of using urgent care & generic drugs when feasible. Discussion on retiree healthcare. Our plan continues for retirees as supplemental. Discussion of moving to a Medicare Advantage plan. There are some plans that are very good and will work with you on the plan design. It will save CWA tremendous amounts of money without changing the level of benefit. This was done at Verizon, moved to a comparable plan with minimal impact.

VICE-PRESIDENT’S REPORT

Scholarship Winners: Alex Remington (Jon Remington). Connor Remington (Jon Remington), Chelsea James (Sylvia James)I Ciera Moffett (Billy Moffett), Collin Sawyer (Brian Sawyer), Jennifer McClarron (Tiandra Robinson), Zoe Weiner (Nick Weiner), Josue Robinson (Luis Benitos-Burgos), Logan Maxwell (Charlie Maxwell Jr.), Kai Bradley Gutierrez De Teran (Bill Bradley)

JSC makes a motion effective 2024/2025 budget year to increase the amount on the scholarships to \$4,000 and increase the winners to 15. AB seconds the motion.

Motion carries.

TREASURER'S REPORT

TS moves to accept the quarterly report and Statement of Activity. JB seconds. Unanimously carries.

Here are the Rates per our discussion at the board meeting this morning July 8th 2023.

Treasuries:

3 Month - 5.095%

6 Month - 5.301%

9 Month - 5.368%

1 Year - 5.392%

18 Month - 5.219%

2 Year - 4.935%

Best Treasury rate available is 5-31-23 maturity: 5.405%

CD's:

1 Year – 5.326%

18 Month – 5.268%

2 Year – 5.062%

Best CD rate available is 9 month(4-19-23 expiration): 5.378%

EJP makes motion to put \$250,000 into a CD or Treasury Bond. Seconded by JSC. Unanimously carries.

Board has previously approved a move to Beneficial State Bank, discussion of making the switch in the next few months.

Action Item: ES will switch Staff Union bank accounts to Beneficial State Bank.

TRAINING AND DEVELOPMENT COMMITTEE

Akeyia reports on the progress of the committee. The committee had been focusing on improving orientation. All staff should go through a training, steward, bargaining

EJP will be Staff Rep on T&D Committee.

Action Item: MS to send email to CWA introducing EJP and getting the committee restarted again.

EMRC REPORT

Lengthy discussion on report. Officers plan to reach out to new CWA President to have meeting. Discussion on starting a mentorship program. KK volunteers chair the Mentor Committee.

Action Item: Officers to have discussion with CWA on starting a mentorship program. KK will send mentorship document.

MEMBER APPAREL

Survey to people of what they want to purchase. Zip up sweatshirt, baseball hat, knit hat, and a jacket. Will be forwarded to the board as soon as Julian gets back from the vendor. Polo shirt once a quarter. Looking at a second option other than a polo shirt

Action Items: When JB gets the proofs back, he will send on to the board so we can get this up and running.

DEATH OF AN ACTIVE MEMBER

Discussion on official policy on death of an active member. GJ will follow up with American Income Life. TS local uses American Income Life. KK will follow up with his public sector local.

Death of an Active Member policy proposed as follows: The CWA Staff Union will send a \$500 donation to the family of the deceased member. The Executive Board may vote to increase the amount of the donation in situations that warrant an increased amount.

EJP motions to approve policy. TS second. Unanimously carries.

Action Items: Officers need to follow up on looking at additional policy options regarding death of a member.

ELECTIONS

Will be conducted by mail ballot. Ron Gay will handle nominations at membership meeting. Following convention, ES will update our address list and send to the Election Committee to send to all candidates running. Members of committee include Ron Gay, Chair. Ron Gay - Chair - D4, Theresa Shaffer - D1, Jon Remington: D2/13, Kara Hutchason - D6, Mike Mayes - IUE. MS will talk to Ron about setting up a zoom link to watch the count.

PA AFL-CIO BARGAINING

One grievance over bargaining unit work. Bargaining will likely start in August.

JOB POSTINGS

Board discussion on issues with job postings not being clear. Two jobs were posted for Northern California, but were filled by people in Southern California. In addition, job postings are not always declaring if WFH is an option. People may not bid, based on geography, then learn the selectee is WFH in another area.

Action Item: Officers need to have discussion with management on the issue.

MEMBERSHIP ASSIGNMENT

Discussion on codifying the current process we have for assigning members by district/division. TS advises T&T staff would like to be in HQ. Human Rights Department staff have also been assigned in HQ. Proposed policy as follows:

Membership Assignment Policy

1. Members will be assigned first to the District/Division where their primary work is. The only exception to this shall be for Headquarters.
2. Members shall be assigned to HQ if they meet any of the following criteria:
 - a. Physically work in HQ (501 3rd St, Washington DC)
 - b. Work for the T&T Sector
 - c. Work for the Human Rights Department

This policy applies for the election of Staff Union Executive Board members and representation purposes.

EJP motion to approve. JSC seconds. Motion carries.

RETIREE OUTREACH

Discussion on reaching out to ROSA (CWA Retiree Group) and working with them in any way that is helpful.

Action Item: JSC will follow up with Hetty Scofield.

NEXT MEETING

January 26th/27th in Key West - Tentative.

Action Item: MS will look reach out to previous hotel we used in Key West and see if those dates are available.

Adjournment.