

Communications Workers of America

2022 Presidents Meeting

June 13, 2022

11:00 a.m.

Hyatt Regency

Regency Ballroom

400 New Jersey Ave, NW

Washington D.C. 20001

Christopher Shelton, President

Sara Steffens, Secretary-Treasurer

Kevin Sheil, President of CWA Local 1103

P R O C E E D I N G S

11:08 a.m.

PRESIDENT SHELTON: Could we please come to order. Please take your seats. Good morning brothers and sisters. Before I call the Presidents Meeting to order, I'd like to take a few minutes to talk about what we've achieved in the short time since we've held our virtual Convention in October. Don't worry, this isn't a long speech.

I'm saving that for tomorrow at the Legislative Political Conference. First and foremost, I want to say that it is absolutely terrific to be together again with each and every one of you for the first time in two and a half years. But while we've made enough progress in fighting COVID that we can meet in person, the pandemic isn't over yet. Because we care for each other, we must continue to observe reasonable safety protocols.

I sincerely hope that all who can safely do so are vaccinated and boosted. We are requiring that everyone in the hall be masked in order to minimize the chance of exposure and serious illness. Let me thank you in advance for observing these rules. And, I urge you to be safe in everything you do while here in D.C.

This morning we are announcing, we are making a historic announcement that we have negotiated an unprecedented labor neutrality agreement with Microsoft for workers at one of the biggest video game companies, Activision Blizzard. This agreement, brothers and sisters, will take effect if Microsoft's proposed merger with Activision is approved. We wrapped up negotiations last week, but held the information until this morning because I wanted you to be the first to know.

Under this agreement, Microsoft, one of the biggest companies in the world, will remain absolutely neutral if the employees covered by the agreement express interest in joining CWA. CWA

organizers will have onsite access instead of an NLRB election, we'll use a hybrid approach overseen by a neutral third party.

Each worker will be able to either sign a card, or participate in a confidential balloting process to choose Union representation. Our success in organizing, and our ability to get the attention of the government agencies that approve mergers, made this agreement possible.

In March, after Microsoft announced that it intended to acquire Activision, workers at Activision's Raven Software Studio who were organizing with CWA, and faced a Union busting campaign, took out an ad in the Seattle Times asking if Microsoft would respect their right to join a Union.

Well, now we know the answer. The answer is yes, they will, and we have an agreement in writing to back it up. Not only do we have an agreement, but we have an iron-clad, absolutely iron-clad agreement that Microsoft freely agreed to. I also want to take a moment to celebrate the courage and resilience of our healthcare workers at Catholic Health in Buffalo.

Last fall they went on strike and stayed out for five weeks to demand safe staffing, competitive wages, and no concessions on benefits. For five weeks, brothers and sisters, they were out on the picket line from 5:00 a.m. to midnight every single day. In the rain, in the snow, in the middle of a pandemic, and believe me the weather in Buffalo is not a lot of fun in the fall.

But that's not even the whole story. A strike is like an iceberg. The part you see, people out on the picket line, is just a small percentage of what it takes to be successful. For a year before they walked out, the members of Local 1133 were preparing and building support from community members, elected officials, and other Unions.

They talked to each other about what it would mean to go on strike and prepare to stay out for as long as it took. They built their strength and it showed. They stayed united and they won, in CWA,

when we fight, we win! Every time we bargain a contract, I hear from members who want me to call a strike almost as soon as bargaining opens. For instance, right now I'm getting a lot of emails from members at Frontier in California. Sometimes they tell me that I'm afraid to go on strike.

Let me make it very clear. I'm not afraid to go on strike, and my history absolutely proves it. We have a long history of successful strikes, and I've been part of many of them. Matter of fact, my previous employer Verizon, fired me six times for calling walkouts.

We were going on strike even when most other Unions had practically given up striking, but I will not, will not authorize a strike if members aren't mobilized. If the locals haven't built political and community support. If there is no evidence that you are prepared to do what it will take to win. If we are not going to win, it does not make sense to go on strike.

I learned a long, long time ago that before you walk out the door, you got to figure out how you're getting back in the door, or don't walk out the door in the first place. One last thing I want to mention. During our Convention delegates passed the SMART Proposal to strengthen our Union. That proposal provides funding for 28 full-time staff representatives and organizing coordinators.

Front line staff to directly support our members by bargaining and enforcing contracts, delivering training, mobilizing, and helping workers organize. We've made steady progress in filling those positions, and I'm pleased to report that as of today, 18 new staff reps, and organizing coordinators are already on the job. Three other candidates are in the process of testing or interviewing, and seven jobs are out for bid.

Secretary-Treasurer Steffens will give a full report on our finances a half hour after the conclusion of today's Presidents meeting. If you count up all those numbers that I just read, you'll know that we got 28. You gave us the right to hire 28, and we now, or will have shortly, 28 people working, and those people will be front line jobs working to represent our members.

With that, let's get started with the meeting. Pursuant to Article 9, Section 7 of the CWA Constitution, this Local Presidents Meeting has been called to hear and resolve any pending appeals of executive board decision issued to date. That is the only business before this meeting.

Thirty minutes after the adjournment of this meeting, we will be conducting a meeting to discuss the finances of the Union. Next, we will have a playing of the National Anthems.

(National Anthems playing)

PRESIDENT SHELTON: I'd now like to recognize the International Executive Board, and ask them to please stand as I say their names. Sara Steffens, Secretary-Treasurer; Dennis Trainor, Vice President District 1; Edward Mooney, Vice President, District 2-13; Richard Honeycutt, Vice President, District 3; Linda Hinton, Vice President, District 4; Claude Cummings, Vice President, District 6; Susie McAllister, Vice President, District 7; Frank Arce, Vice President, District 9.

Martin O'Hanlon, President, CWA- Canada; Lisa Bolton, Vice President, Telecom and Technology; Margaret Cook, Vice President, Public Workers; Charles Braico, President, NABET-CWA; John Schleuss, President, TNG-CWA; Carl Kennebrew, Division President, IUE-CWA; Sara Nelson, Sector President, AFA-CWA.

Gloria Middleton, At-Large Diversity Board Member, Northeastern Region; Vera Mikell, At-Large Diversity Board Member, Southeastern Region; Erika White, At-Large Diversity Board Member, Central Region. This brothers and sisters, is your International Executive Board.

Thank you. It said pause for applause. Next, I'll introduce the Credentials Committee, but first I want to review the procedures for the use of the microphones and how you get recognized to speak, make motions, or ask questions. Also, we will be using Robert's Rules of Order at this meeting. We have

four microphones set up on the floor. Microphone number one in front of me labeled motions, is for delegates to make motions. Remember, the motions in this meeting are recommendations on appeals.

When the Appeals Committee recommends a decision that is considered to be both the motion and a second because the Committee is made up of more than one person, the telephone associated with this microphone is connected directly to our parliamentarians. They are seated immediately behind me. Will the parliamentarians please stand as I call their names.

Patricia Shea, former CWA General Counsel, Washington, D.C. See that one said pause for a lot of applause. Amy Young, District 1 Legal Counsel. When you pick up the telephone you are to advise the parliamentarians of the motion you wish to make, they will give you a preliminary parliamentarian ruling. If your motion is in order, the Chair will be advised, and you will be recognized.

If you disagree with the preliminary ruling, advise the parliamentarians. They will bring that disagreement to the attention of the Chair. The Chair will then make a ruling, after which if there is still disagreement, the matter can be placed before the Presidents Meeting to determine whether or not the ruling is proper by voting on whether or not to sustain the Chair's ruling.

The maker of a motion may speak for the motion from microphone number one, the motion's mic. Microphone number two is the floor microphone. Use it to be recognized, to speak for any motion or issue before the Presidents Meeting. Microphone number three is the against microphone. Use it to speak against any motion or issue before the Presidents Meeting.

At the back of the hall, microphone number four is designated privileged/questions. Use that microphone to be recognized, to raise a point of order, raise a point of personal privilege, or to ask questions to clarify an issue before the Presidents, or to get information.

Each delegate is entitled to ask up to two questions when at the microphone. Under our rules there is a five-minute limit on any speech. There is a digital clock in front of the platform that indicates how much time you have to speak. The microphone automatically turns off at five minutes.

We rotate between these microphones under our rules. The order of rotation will be from microphone number one, the motions microphone, to the next delegate in line at microphone number three, the against microphone, and then to the next delegate in line at microphone number two, the for microphone. The rotation also includes microphone number four, questions/privilege, for questions, point of order, or points of personal privilege.

Again, the maker of a motion may speak for their motion from the motions microphone, and that is counted as a for speaker. The rotation continues until at least two people have had an opportunity to speak both for and against the motion, after which a motion to close the debate is in order.

Each of these three microphones are connected to staff on the platform. They advise the Chair to recognize you. Let me introduce the people who will be answering you as you call from microphones two, three, and four. Tanya Hodges, Staff Representative, District 1 and Chair.

At the for microphone, Jar'la Evans, Staff Representative, District 3. At the against microphone, Mike Shulte, Staff Representative, District 4. At the questions/privilege microphone, Matt Harris, District Council, District 4. As you go to any of these microphones, lift the telephone and tell the attendant your name and local number. You will be recognized in the order called for under our rules.

When you are recognized to speak, begin with your name and local number. During the course of this Presidents Meeting, a verbatim record is kept. A complete set of this proceeding will be emailed to you. You will have 30 days to review the record and report to us any errors you may wish to have

corrected. To help us with who is to be recognized, and to be sure we follow procedures as provided in the Constitution, and to assist me with close votes, we have two delegates from the floor.

For that purpose we have today, Jason Johnson, President, IUE-CWA Local 81406. Thomas Denos, President, Local 7704, District 7. At this time, I recognize the Credentials Committee Chair, Marge Krueger, for the purposes of presenting the report of the Credentials Committee, Marge.

MS. KRUEGER: Good morning President Shelton and delegates. I am pleased to announce on behalf of the Credentials Committee that the Committee has registered 383 delegates, alternates, and guests to this Presidents meeting. The Committee appreciates the assistance rendered by the Secretary Treasurer's office, especially the help of the Information Services and Membership Dues department.

With the assistance of these two departments mentioned, we are continuing to improve service to our delegates. Since our last Convention, new locals have been added to our ranks. These locals are 3112, 26044, 23084, 6400, 3165, 4299, 7211 and 9449. Let us welcome them.

We will be reporting on credentials in the following categories: Category One, those credentials properly received and executed on time. Category Two, credentials properly executed, but late. Category Three, improperly executed. Category 4-A, proxy credentials properly executed, but late. Category 4-B, proxy credentials improperly executed.

Category Five, unusual circumstances. There are 297 credentials in Category One, those credentials properly executed and on time. The Committee moves that these delegates be seated. President Shelton will conduct a vote on seating the delegates.

PRESIDENT SHELTON: You've heard the Committee's report, and the motion before you is to seat the delegates. It has been properly seconded. All those in favor please raise your hand. Those opposed. It carries. The delegates are seated.

MS. KRUEGER: Thank you, President Shelton. A motion has been made and seconded to seat the delegates. In a moment you will see -- oh wait a minute. Okay there's no screen to see the poll, sorry about that. Okay. So all right, so for the rest of the report there's no credentials in Category 2, 3, 4-A, 4-B, or 5. That's because we track you down and find you remember.

These delegates, other than Category One, who have not been seated by the action of the Presidents Meeting may present themselves to the Committee by going to the credentials room and registering there. We'll be open. I think they're actually open now. So, President Shelton will now move the adoption of the Credential's Committee report.

PRESIDENT SHELTON: You've heard the Committee Report. Is there a second? Actually, we don't need a second because the Committee has more than one person, but all those in favor please raise your hand. Those opposed. It carries.

Report on previous overturned appeals on Appeals Committee introduction. President Shelton, excuse me, I know who I am. I would like to call the Appeals Committee to the stage. As the Appeals Committee comes to the platform, I'd like to report on the cases that the 2019 and 21 Conventions ordered arbitrated.

First, in 2019, the Convention ordered that the case of Keith Coleman, a member of Local 2108, be arbitrated. Local 2108 President Marilyn Erwin had appealed the Executive Board's denial of the case for arbitration to the 2019 Convention, where delegates ordered that the case of Keith Coleman be arbitrated. The case involved Mr. Coleman's separation from Verizon, due to Verizon's claim that it could not find suitable employment for him after his medically restricted leave of absence expired.

After the Convention ordered that the case be arbitrated, the Union reached out to Verizon in order to schedule the case. While Verizon initially resisted arbitration, it ultimately agreed to arbitrate

the case, and it was heard via Zoom on November 13, 2020. Arbitrator Ira Jaffey issued his decision denying the grievance in its entirety on November 29, 2021.

Second, in 2021, the Convention ordered that the grievance of Fred Symposia, a member of Local 7800 be arbitrated. On July 6, 2021, CWA Local 7800 President Arthur Clemens appealed the CWA Executive Board's decision not to arbitrate Fred Symposia's grievance, alleging that MV Transportation did not have just cause to terminate him.

On January 24, 2020, while making a right-hand turn, Member Symposia struck a pedestrian in the crosswalk with his company vehicle. The company determined that this incident was a preventable collision, and they added six safety points to Member Symposia's record, which resulted in his discharge.

Article 13, Section 5 of the Collective Bargaining Agreement states that in any rolling 18-month period of employment, receipt of six or more points will result in termination. Article 13, Section 5 assigns six points to a preventable incident or collision excess of \$25,000.00 in injuries and/or property damage.

In this case, the company determined that the accident was preventable and estimated that the damages would be more than \$30,000.00. Therefore, the company assigned six safety points, and terminated Mr. Symposia. The Convention, however, overturned the Executive Board's decision in this case. An arbitrator has been chosen for this case, and the parties are currently attempting to schedule a hearing.

Again, in 2021, the Convention ordered that the grievance of Robert Reyes, a member of Local 7800 be arbitrated. On September 7, 2021, CWA Local 7800 President Arthur Clemmons appealed the Executive Board's decision not to arbitrate. Local 7800 grievance alleging that MV Transportation violated the collective bargaining agreement by treating member Robert Reyes as constructively resigned.

Member Reyes was employed by MV Transportation, the company which contracted his services for their clients. On February 7, 2020, client Microsoft asked that member Reyes be removed from its account because he had driven onto their lawn causing damage.

Member Reyes was given the option of selecting a position with a different client. He did not do so, instead Local 7800 filed a grievance. Pursuant to Article 23, Section 4 of the collective bargaining agreement, Member Reyes received payment for unused paid time off because the company treated Member Reyes as having resigned.

Employees who are discharged are not entitled to be paid for unused paid time off under this provision. Upon his refusal to accept another position, the company treated him as having resigned. The Convention disagreed with the decision of the Executive Board and ordered this case to be arbitrated. An arbitrator has been selected for this case and is scheduled to be heard on July 19, 2022.

At this time, I would like to introduce the Appeals Committee. Please give them a traditional Union clap as I call their names. Kevin Sheil, President of CWA Local 1103, Chair; Gregg Bialek, Vice President Western Region of CWA Local 13000; Barbara Tolbert, President of Local 3250; Rodney Hughes, President of CWA Local 3607; Charles Daniels, President of CWA Local 4123.

I'd like to call on CWA Local 1103 President Kevin Sheil, the Chair of Appeals Committee, to start the Appeals Committee report.

MR. SHEIL: The Appeals Committee convened June 10, 2022, through June 13, 2022, for the purpose of receiving and disposing of appeals in accordance with the CWA Constitution, and the Internal Appeals Procedure of the Union, as established by prior Conventions and the Executive Board.

The Committee was available to meet with interested parties on June 10 through June 13, 2022, between the hours of 2:00 p.m. through 6:00 p.m. Outside of these hours, the Committee was available to meet by appointment with interested parties.

I would like to thank the Committee members - Kevin Sheil, President, CWA Local 1103; Gregg Bialek, Vice President, CWA Local 13000; Rodney Hughes, President, CWA Local 3607; Charles Daniels, President, CWA Local 4123; and Barbara Tolbert, President, CWA Local 3250, for the hard work and the time they devoted to these appeals.

Also, the Committee thanks John Dempsey, Staff Representative, CWA District 1, for his support and assistance.

Appeal Number 1. Local 9423 Secretary-Treasurer Monica Alvarado appealed the decision of the CWA Executive Board to partially uphold the Local Trial Court's ruling and the Local Executive Board's affirmation of that ruling, which found Secretary-Treasurer Alvarado guilty of four of sixteen charges made against her.

In its consideration of Secretary-Treasurer Alvarado's appeal, the Committee noted that the Executive Board had found merit in three closely related charges, which it properly regarded as one charge. This appeal is timely and properly before the 2022 Presidents Meeting.

The only question remaining before the 2022 Presidents Meeting is whether Secretary-Treasurer Alvarado, one, failed to train another Local officer, namely the President and Executive Vice President, how to print checks through QuickBooks, failed to share her QuickBooks password and failed to train another individual to process Local payroll and pay bills.

And two, failure to turn over the keys to the Local office when directed to do so by the Local President. The Executive Board found that sufficient evidence existed to sustain these charges, but not

the other 12 charges, and reduced the penalty imposed by the Local Trial Court from an eight year suspension from membership to a one year suspension from membership.

There was sufficient evidence introduced at the trial to substantiate allegations regarding access to QuickBooks. Specifically, from January 2021, to at least September 2021, the local officers, other than Secretary Alvarado, had no access to QuickBooks. Inaction by President Hogue exacerbated the situation. However, President Hogue's conduct is not a question before the Appeals Committee. Therefore, the Appeals Committee finds sufficient evidence to sustain this charge.

Additionally, the Appeals Committee finds that Secretary-Treasurer Alvarado did not return the Local's keys when President Hogue requested that she do so. Accordingly, the Appeals Committee finds sufficient evidence to sustain this charge as well.

The Appeals Committee agrees with CWA Executive Board's conclusion that Secretary-Treasurer Alvarado be suspended from membership for one year starting March 28, 2022, and recommends that the Executive Board decision be upheld, and Secretary-Treasurer Alvarado's appeal be denied.

PRESIDENT SHELTON: So, the Committee has made a motion and seconded that appeal number 1 be approved. On the against microphone, Delegate McNamara from Local 1037.

MR. MCNAMARA: Thank you, President Shelton. Ken McNamara, Local 1037, New Jersey. I rise to urge all Presidents and delegates to vote no, and to support Monica Alvarado's appeal. I really want to thank the Appeals Committee for their work and their consideration on this. I know they looked at this hard, and for the Executive Board for the justice that they delivered so far, and right now we're asking delegates and Presidents to finish the job.

Monica has been a member of CWA, employed with AT&T for 24 years, 22 of them as a shop steward. She served for 14 years as an officer in her local, seven of them as Secretary-Treasurer. I've had

the privilege of working alongside Monica since she was elected to the Defense Fund Oversight Committee in 2017.

Monica truly is a tremendous Trade Unionist, and is really some of the best that we are as CWA, and I know Monica personally, and can vouch for that. But also, the numerous times that she's been elected by the members, and elected by District 9 to the Defense Fund Oversight Committee, I think speaks for itself.

I'm going to speak a little bit about this case, but brothers and sisters, I want to say from the outside, from the onset of this, in our Union members decide elections, not our political opponents. Since the last Local election, Monica has undergone a campaign of harassment. The members re-elected her to the trusted Secretary-Treasurer position, as the only officer not on a slate, the rest of the Board.

The President immediately -- admittedly, admitted to from the very beginning not wanting her in that position and said to her, and I quote, "You have three options, door number one, resign. Door number two, we'll send you back to the company, and door number three, we will bring charges." That's why we're here. Mind you, this was all before the allegations that are before us today.

Monica has endured this campaign of bullying and harassment over a period of -- mark the time please, all right sorry, it was just cut-off there. Monica has really endured a campaign of harassment for months before any of these charges came up. And brothers and sisters, we would not stand for what she's undergone in this Local. I know you've heard a lot about it. We would not stand for this if it was our spouse, our mother, our sister, our daughter, or frankly our friend, or frankly one of our own members.

These are overzealous charges, 16 of them mostly were thrown out. We know that they're politically motivated. We also know that they couldn't hold up if this was the Company bringing charges like this against our members. This reminds me of the Company throwing everything at a member in

hopes that something will stick. And just like fighting management, it feels that Monica is being asked to prove her own innocence as if she has the burden of proof here.

The Appeals Committee noted that the charging parties in action exacerbated the situation but it could not address his conduct, and I understand that they were constrained in that way brothers and sisters, but we are not. Brothers and sisters, as I said in the outset, members in this Union decide elections, not our political opponents. I do urge you to vote no on this recommendation and to support Monica Alverado in her appeal. Thank you for your consideration.

PRESIDENT SHELTON: On the for microphone Delegate Hogue from Local 9423.

MR. HOGUE: Dear fellow Presidents, my name is Robert Hogue. I am President of CWA Local 9423. This appeal is from our former Secretary-Treasurer Monica Alverado. Unfortunately, our former Secretary-Treasurer is unwilling to accept accountability for her actions, and unwilling to accept the ruling of the Local Trial Court, Local Executive Board, the Local Membership, nor the National Executive Board.

Monica has had her day in Court and has been found guilty. It has been brought to my attention that some very nasty things are being disseminated in order to deflect away from the aforementioned accountability. I understand it is being said or implied I have engaged in a campaign of harassment. It has been said I am stealing or attempting to steal from my Local. The laundry list of alleged offenses is significant, false, and very clearly straight out of the playbook one would use when trying to deflect from one's own guilt.

I'm not going to attempt to retry this case from this mic. I'm simply going to give you all some very straightforward facts, which can easily and quickly be verified. Monica Alverado was found guilty of egregious infractions by the Local Trial Court, and this was substantiated by the decision of the National Executive Board, which suspended her membership in CWA.

I was accused of harassment and tried by a National Trial Court. I was found innocent of all charges. I called the DOL and requested an audit when I was denied access to the Local's QuickBooks after finding extreme financial discrepancies. The self-reporting is not what one does when they are stealing.

To this very day, Monica Alverado has still refused to provide the Local with access to the Local's QuickBooks account. CWA Local 9423 has taken the extraordinary step of having to sue Monica Alverado in California Superior Court, to obtain access to our own books. Monica Alverado has retained an attorney to fight the requested Court Order to surrender access to the books.

Each of these are cold, hard facts. As a body of Presidents, we're to collectively evaluate and vote on the appeals before us. We vote based on facts, not on how popular someone is. As a President who is ultimately accountable for the fiduciary actions of a Local, put yourself in my place, and the place of my Executive Board.

The governing bodies I had mentioned earlier are the only folks who have been given all the facts and heard all the evidence. The decision they have made is borne out of the evidence and the facts. I trust you all to do the right thing, please uphold the decision of my Local Trial Court, my Executive Board, my membership, our National Executive Board, and the recommendation of the Appeals Committee, thank you.

PRESIDENT SHELTON: On the against mic, Delegate McCormack from Local 9588.

MS. MCCORMACK: Good morning brothers and sisters. Again, not to sound redundant, I do respectfully rise against the decision. And when I say respectfully, I sincerely mean that as my brother McNamara stated, this is where we have the privilege, the beautiful privilege to overturn injustice. One of the most insulting things we should find in this delegation is saying popularity, because these highly

intelligent respected individuals behind me don't just arbitrarily stand up without doing their research and looking at all the facts.

So for the fact that this line is this long, I assure you it's because we do have all the facts. So I just want to put that out there. I would like to say also, imagine the day that just because you're not popular and you get voted in on the opposite slate that they could come in, in this Union, with zero tolerance to bullying, and they could come in and effectively push you out.

So you're right, as you've heard him say, he's suing her in Civil Court, which if we're going by the Constitution of this Union, it's not to happen until after this process happens, but there is no rules that this man follows. He goes and rises against the rules that have been in place to create justice. So while we are standing here behind her is the injustice. It has to stop.

The bullying for this woman, this daughter, this sister, this wife, do you know that Civil Court case, how much that costs when this process here, and this delegation he wants to plead with you, then why didn't he do that first, what we're here for today.

So again, now going back to the facts, which one of us would ever give away our password to anything that someone could arbitrarily rob us blind and use it under my name. I would never do that. As to keys, I would never overturn keys just because I'm not popular, and you decide to set me out. That is something my membership should vote on. The membership who elected me.

Yet there was no meeting with no quorum to take away those keys. Only my Executive Board that I hand pick, that's an injustice, so these two charges, these are the facts. I'd also like to believe that I'm not wearing rose-colored glasses when I say brother and sister to each of you, that we sincerely mean it to each other.

That we don't cause division, that we are united, and that when we have certain things like our CBA's that we have to go by you know, respectfully, our Appeals Committee has to go by what's in front of them. I challenge you to look at their report, paragraph three. Inaction by President Hogue exasperated the situation.

We can't really speak on that, but we're all highly intelligent individuals; what do you think that means? Okay. So individuals in this room, we are not here popularity for Monica Alverado, we are here to do our job, what we were elected to do, where we have the privilege to be at this beautiful meeting to say we won't stand for it.

We get that they have to follow what they had in front of them, but ask yourself out of 16 charges of these two, and now that you are hearing the facts, is this really justice? She was elected by the membership, and now she is not even a member of this Union, it's disgraceful. I'm sorry, I'm very passionate. I'm sorry, give me a moment. Well this shouldn't be happening, because you know what, this could have been me.

And when I sit here at these meetings, when I go against the Company, if this was our member, I would sit here, and you know what, they have the facts of what they interpret the CBA to say when we stand against them. When we bring the rest of the facts, we leave that room and say we've got it. This is great. We're going to do this.

And when it doesn't come that way, what do we do? We challenge it. We arbitrate it. Brothers and sisters that's what we're here for today. Let's do the right thing for Monica. Let's stand up and be the Union of brothers and sisters that we say we are. She has seven years Secretary-Treasurer, 14 years an officer, and 24 years in this Union, and magically just now this is what's happening? We're too smart for it to be about popularity. This is about facts. This is about brothers and sisters standing for justice to combating justice, thank you guys.

PRESIDENT SHELTON: On the questions mic, Delegate Percy from Local 4252.

MS. PERCY: Good afternoon. Lanell Percy, Local 4252. My question is, did the Local President initiate a lawsuit over the same issues prior to the completion of CWA's internal Trial Court process.

PRESIDENT SHELTON: The Local President, yes.

MS. PERCY: I'm entitled to a second question?

PRESIDENT SHELTON: Yes you are, I'm sorry.

MS. PERCY: Is this a violation of the CWA Constitution?

MR. SHIELD: The information that the Committee has been given is that it does not violate the Constitution.

PRESIDENT SHELTON: On the against microphone, Delegate Remski from Local 9003.

MS. REMSKI: Good morning President Shelton and delegates. Marissa Remski, CWA Local 9003. I rise against the decision of the Appeals Committee in support of the appeal of my Union sister Monica Alverado. We've all had contentious officer elections across the course of our careers. At the end of the day, we put aside our differences, and we learn to work together for the membership.

What we don't do, is we don't do everything in our power to deny the membership their choice for officer just because their decision conflicts with our own choice. There were 16 total charges levied against Monica. One charge that wasn't dismissed had to do with insubordination. Specifically, denying access to QuickBooks, a tool many of our Locals use to handle Union finances.

As it relates to this case, Monica declined to give her QuickBooks password to the Local President. This has been engrained in all of us our entire careers as my sister Maggie has said. Regardless for what bargaining unit we work for, we don't give anyone our password.

In addition, and as we know, employees do have the right to refuse to perform a directive if it would put them in danger, or conflicts with expressed, ethical, or legal issues. As was stated prior, Ms Alverado agreed to assist the President in obtaining his own password to QuickBooks, however, he did not show up to numerous appointments that were set up to accomplish this.

Another charge that was not dismissed was not following the direction of the Local President, who asked for her to turn over her Local keys while Secretary-Treasurer. When I first heard this, I thought this was after she was found guilty of something. No. Let me repeat myself.

As a duly elected Union officer, she was directed to relinquish her set of keys to the Local. I have worked for CWA for 41 years. Twenty-four of these years alongside of Monica Alverado, and I have the utmost respect for Monica. Her integrity in my eyes is unquestionable. Monica is fighting for her job, her reputation, and her role as she has given 24 years of her life for this great Union.

I ask again for your support against the Appeals Committee's decision to not uphold Ms Alverado's appeal. When we fight, we win.

PRESIDENT SHELTON: On the questions mic Delegate Irwin from Local 2108.

MS. IRWIN: I'm sorry. Marilyn Irwin, President of CWA Local 2108. I had two questions. I've heard no findings of any misappropriation of funds, even though the President just alluded to financial wrongdoings. So, my question is, was sufficient time allocated to train the President on QuickBooks? When was the request made? And was sufficient time allowed to do that?

MR. SHEIL: So that issue was not before the Appeals Committee.

MS. IRWIN: Well, that's one of the two things that you're saying that she did wrong was that she didn't train the Local President.

MR. SHEIL: Those three charges are closely related, but the Appeals Committee determined that the issue was really about access to QuickBooks, not training of Local EVP, Local officers. So that issue was not before us.

MS. IRWIN: I didn't bring my paperwork with me, but you talked about being able to cut checks. Isn't that in the documentation?

PRESIDENT SHELTON: Delegate, your question has been answered. Do you have another question?

MS. IRWIN: I'm not sure that it was, sir.

PRESIDENT SHELTON: Excuse me?

MS. IRWIN: I'm not sure that it was, sir.

PRESIDENT SHELTON: Well, I am.

MS. IRWIN: The only other question remaining is whether Secretary-Treasurer failed to train another Local officer how to print checks through QuickBooks, failed to share the QuickBooks password, and failed to train another individual to process local payroll and pay bills, and I'm just asking when that request was made, and if sufficient time was allowed to make that happen, so that is absolutely why we're here.

PRESIDENT SHELTON: Well yes, about the President, so that issue wasn't before us.

MS. IRWIN: I'm sorry?

PRESIDENT SHELTON: That issue, your first question -- that issue is not before this Committee.

MS. IRWIN: I'm asking -- you're saying one of the things that she did wrong is she didn't train people how to do these things, and I'm asking was sufficient time given for her to do that?

MR. SHEIL: I can't define sufficient time, but I will say that in the record there were two days where she trained an EVP, and she had time sheets that were approved and signed by the President for two of those days in question.

MS. IRWIN: And she did train the EVP?

MR. SHEIL: According to the evidence in the file, correct.

MS. IRWIN: Okay. My second question is –

PRESIDENT SHELTON: That is your second question.

MS. IRWIN: No, it isn't.

PRESIDENT SHELTON: You've asked, now you're –

MS. IRWIN: I asked for clarification, they were trying to –

PRESIDENT SHELTON: You're out of order delegate, you've asked two questions, they've been answered.

MS. IRWIN: Sir, I've been inappropriate, but it's not today.

PRESIDENT SHELTON: It's been answered. You may not like the answer, but it's the answer.

MS. IRWIN: To my one question. I'm entitled to two.

PRESIDENT SHELTON: You've asked two questions now. You asked the first question, you asked was the President trained? That was answered by the Committee. And the second question was, was anybody -- other officers trained, and that was answered by the Committee.

MS. IRWIN: I didn't ask the question.

PRESIDENT SHELTON: Those are your two questions. On the against microphone, Delegate Shafer.

MS. SHAFER: Good afternoon. Lisa Shafer, Local 9575. I rise against the appeals decision on this case. Monica is a fantastic Secretary-Treasurer. We have given her our respect in voting her in to be our member of the DFOC. She is somebody very willing to help other Secretary-Treasurers, and train people. It is not a case of popularity. It is a case of respect that we stand behind her.

And as far as President Hogue on popularity, he wanted the popular vote. He wanted only his slate in office, asking her to step down after she was elected was wrong. That's not what we're here about though. We're here about what he did after that. His demands were ridiculous. They are not reasons to remove a Secretary-Treasurer from office.

Demanding that she turn over her access to the QuickBooks, that's her personal access. Any keystrokes made under that access would be as if she did it. She told him he could create his own password. He didn't do that. That is not a reason to remove her from office.

The case of did she turn over the keys? Again, she was elected by members that he didn't agree with. This is democracy. We have democracy in this Union, and it is very important, and the checks and balances that go along with it. He didn't like his choice for his Secretary-Treasurer, and he is trying to get rid of her.

A request that an officer that was elected by the members have to turn over access to the Local is ridiculous. That is not a reason to remove a fantastic, respected officer from office, and from membership. This is absolutely a horrible situation, and I would expect that other Presidents out there feel as I do.

My Secretary-Treasurer may not agree with me, they may not run on a slate with me, but that does not mean I don't stand there with them, and listen to them, and enjoy the fact that we have that check and balance. It makes me comfortable with my members that there is somebody to question me, and he doesn't like that. That is not the reason to have her removed from membership.

She has proved herself over and over in this Union, and again it's not popularity. It is the respect that we hold for her.

PRESIDENT SHELTON: On the motions mic Delegate Salazar from Local 7037.

MR. SALAZAR: Yes. I'd like to call the motion.

PRESIDENT SHELTON: So there is a motion before you to close the debate, is there a second? The motion is non-debatable. It requires two-thirds. The motion before you is as I said to close debate. All those in favor please raise your hand? Down hands. Opposed by like sign? The motion passes. Debate is closed.

So we are now back to the main motion, which is adoption of the Appeals Committee recommendation or not. If the Appeals Committee recommendation is not adopted, I will ask for the proper motion to be made to close out this case. So the motion before you brothers and sisters is to adopt the Appeals Committee's recommendation on Appeal Number 1. All those in favor of adopting, please raise your hand.

Down hands, or hand. Opposed by like sign. The recommendation fails. The motion has failed. The Executive Board's decision regarding Trial Court Decision against Monica Alvarado is overturned. The Chair will now invite a motion to take an appropriate action on this appeal.

On the motion's mic, Delegate McNamara from Local 1037.

MR. MCNAMARA: Thank you President Shelton. I rise to make a motion for the complete exoneration of Monica Alverado, the elected Secretary-Treasurer of Local 9423 of all charges sustained by the Trial Court of Local 9423, and her immediate return to the position of Secretary-Treasurer of Local 9423, to which she was elected by the members of Local 9423, with all rights and privileges of full membership in Local 9423, thank you.

PRESIDENT SHELTON: Is there a second? You've heard the motion brothers and sisters. The motion is to vacate completely the Trial Court decision on Monica Alverado, and to return her as the Secretary-Treasurer, thereby ending her suspension of membership. All those in favor, please raise your hand. Down hands. Opposed by like sign. The motion carries.

Having addressed all of the appeals before this meeting, I want to thank the Appeals Committee for your tireless work, you did a great job. Thank you. It is now proper brothers and sisters I will take a motion to adjourn.

I have a motion to adjourn. It has been seconded. This motion is non-debatable. The motion before you is to adjourn. All those in favor of the motion to adjourn, please raise your hands. Down hands. Opposed by like sign. The Presidents' Meeting for 2022 is adjourned.

(Whereupon the meeting adjourned at 12:11 p.m.)