

I. Meeting called to order @ 3:14 pm by President David Sada
II. Roll call of Officers and Executive Board, those not answering: Rook Roberts, Ashley Swank.

III. Executive Board Minutes

- a. Review June 2026 – M/S/C – Unanimous

IV. Correspondence

- a. 2026 Labor Day Weekend BBQ – 9/5/26

V. Officer & Committee Reports

A. Financial Report:

- a. Review June 2026 – M/S/C – Unanimous

B. President / David Sada: Upcoming CWA Oligarchy Training, CWA Special Convention, DEG move to AFO 8/1/2026, EASE scheduling replacement, Prem tech new hires and hiring, Committee on upcoming AT&T contract; meeting on 7/22/26. Reopener on PVUSD contractor, Bookshop Santa Cruz Bonus MOA signed, Friday - PVUSD hiring panel.

C. Secretary-Treasurer / Monica Alvarado: CWA Special Convention, Membership BBQ 8/2/26, 2026-2027 Budget meeting on 7/23/26, SEIU 521, Biohazard & Homeless problem.

D. Vice President District I / Ricardo "Ricky" Alcalá: Safety Rodeos in Specials.

E. Vice President District II / Tom Garza: DEG, Piedmont airlines in mediation over contract.

F. Executive Board D1 – San Jose / Francisco Rivas: BBQ flyer and promotion.

G. Executive Board D1 – San Jose / Rook Roberts: Excused.

H. Executive Board D1 – San Jose / Erika Waters: Nothing to report.

I. Executive Board D1 – Santa Cruz / Chris Johnson: BBQ Promotion, Term and re-terms.

J. Executive Board D1 – San Mateo / Julio Moreno: Safety stand down in San Mateo and South SF.

K. Executive Board D1 – Upper Pen / Ross Perkins: CNIO hiring in CO,

L. Executive Board D2 – Salinas / Ignacio Rico: Mini transfers in Salinas.

M. Executive Board D2 – SLO / Leo Sanchez: Mobility, Cable theft, Airport.

N. Executive Board At-Large Mobility, Alyssa Alvarado: Mobility is hiring, Member Appreciation BBQ flyers, No OT in mobility, Events in Mobility and cold calling are voluntary.

O. Executive Board At-Large PVUSD, Mike Floor: PVUSD – June 21st, 2026, board voted in TA Unanimously, Union boards up.

P. Executive Board At-Large SEIU, Ashley Swank: Excused.

VI. Announcement

A. The next general membership meeting is on August 19th @ 6:00pm. Mt. View Area Meeting: Hilton Garden Inn, 767 N. Mathilda, Sunnyvale.

B. August 2nd – Member Appreciation BBQ

VII. Old Business

A. None.

VIII. New Business

A. None.

IX. Good & Welfare

A. Please keep Nancy Biagini in your thoughts and prayers.

Respectfully Submitted,

M. Alvarado

Monica Alvarado, Secretary-Treasurer

Meeting adjourned at 4:58pm



Membership Meetings 2026

Stay informed and connected - All meetings begin at 6pm.

FEB 18	SAN MATEO AREA Courtney 765 Airport Blvd, Burlingame, CA	APR 15	SANTA CRUZ Louden Nelson Community Center
JUN 17	SALINAS Hampton Inn 523 Work Street	AUG 19	MT. VIEW Location - TBA
OCT 21	SAN LUIS OBISPO Hampton Inn 1530 Calle Joaquin	DEC 16	SAN JOSE Union Hall 2015 Naglee Ave.



CWA Local 9423
2015 Naglee Ave
San Jose, California
www.cwa9423.org
communicate@cwa9423.org
408-278-9423

CWA LOCAL 9423
2015 Naglee Ave,
San Jose, CA 95128



EMAIL: communicate@cwa9423.org
 WEB PAGE: www.cwa9423.org
 TEL: 408-278-9423

SEPTEMBER 2026

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

Executive Board Meeting

6p-Local Quarterly Zoom Meeting
Members MUST register in advance at www.cwa9423.org

6p-PVUSD Unit Zoom Meeting
Members MUST register in advance at www.cwa9423.org



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CWA LOCAL 9423



ALL MEETINGS ARE AT 6PM ON ZOOM

3/19 1ST QUARTER MEETING

6/24 2ND QUARTER MEETING

9/16 3RD QUARTERLY MEETING

12/10 4TH QUARTERLY MEETING

REGISTER @
WWW.CWA9423.ORG

ZOOM LINKS LOCATED ON
THE ON-LINE CALENDAR

Communications CWA Workers of America
 District I: Santa Clara, San Mateo, Santa Cruz Counties
 District II: San Benito, Monterey, San Luis Obispo Counties
 LOCAL 9423 - AFL-CIO
 2015 NAGLEE AVE SAN JOSE, CA 95128
 OFFICE (408) 278-9423

CWA LOCAL 9423 POLICY AND APPLICATION FORM FOR SPONSORSHIP FOR YOUTH ACTIVITIES

- All requests for sponsorship must be received in the Local office no later than 5:00pm on October 1, 2026 or mailed and postmarked before October 1, 2026.
- The drawing will be held during the Executive Board Meeting on October 14, 2026.
- The Local must receive some form of recognition for their sponsorship of the youth activity.
- Only one request per CWA member will be accepted.
- No sponsorship will exceed \$100.00.
- Two selections will be made each year. However, an organization can win only one sponsorship per year.
- A CWA member involved with a youth group who has no children in the group may submit a request for sponsorship, otherwise the Local will sponsor youth groups involving only the children or step children of CWA members. "Youth" is defined as under age 18.
- All requests for sponsorship will be considered provided the abovementioned criteria have been met.

Member Name _____ Member Cell Phone _____ Email Address _____

1. Name and address of organization: _____

2. Type of activity: _____

3. Relationship of CWA member to this organization: _____

4. What type of recognition will CWA Local 9423 receive for their sponsorship of your organization? Please be specific: _____

5. Are all of the participants in this organization under age 18? Yes ___ No ___
If no, please explain: _____

PLEASE RETURN TO: CWA Local 9423
Youth Sponsorship Program
2015 Naglee Avenue
San Jose, CA 95128
408-278-9423

THIS FORM MUST BE RECEIVED IN THE LOCAL OFFICE NO LATER THAN OCTOBER 1, 2026 OR MAILED AND POSTMARKED BEFORE OCTOBER 1, 2026.

Signature _____ Print Name _____ Date _____

No reproduction without permission

Communications CWA Workers of America
 District I: Santa Clara, San Mateo, Santa Cruz Counties
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JAMES CRUZ SCHOLARSHIP AVAILABLE

SPONSORED BY COMMUNICATIONS WORKERS OF AMERICA LOCAL 9423, SAN JOSE

All members in good standing working on an accredited degree, and/or graduating seniors who are dependents of CWA Local 9423 members in good standing, attending private or public high schools, are eligible to apply for a \$500 scholarship.

Actual scholarship fund will be sent to the college to be used for tuition, books and miscellaneous expenses.

To apply submit an official application form and a 750 to 1,000 word essay on "The Contribution of Labor Unions in the United States". Applications and essays MUST be received by OCTOBER 1. To ensure delivery, use certified mail.

Scholarship recipients will be announced at the Executive Board Meeting on OCTOBER 14, 2026. If you have any further questions, please call the Local on 408-278-9423.

OFFICIAL APPLICATION FORM CWA Local 9423 Scholarship Contest

Full Name _____ Full Name of Local member/relative _____
 Social Security# _____ Social Security# of member/relative _____
 Address _____ City/State/Zip _____
 High School presently attending _____
 College you attend or plan to attend _____ College phone# _____
 College address _____ City/State/Zip _____

Complete this form and send together with your essay to:
 CWA Local 9423 Essay Contest
 2015 Naglee Avenue
 San Jose, CA 95128
 Or by email to: Communicate@cwa9423.org



Every election matters. It's time to have a voice for President or Congress, but many of the decisions that affect working people are made much closer to home. From the school board and city council to county commissioners, state legislators, governors, members of Congress, and the U.S. Senate, every elected official has a role in shaping the laws and policies that impact our lives, our communities, and our families. For some, winning a vote is one of the most important ways to have a voice with the workers.

ALL POLITICAL IS LOCAL

The phrase "all politics is local" has resonated through U.S. history. Local elected officials decide how communities grow, invest in infrastructure, support public services, and develop workforce training programs. That's why the National Labor Union, representing over 10 million workers, is committed to supporting local candidates who will protect your rights beyond the workplace.

— Rick Kline, President, Union Label & Service Trades Department, AFL-CIO

Before you cast your ballot, take time to learn about the candidates running in your district. Many state AFL-CIO organizations, County Labor Councils, and affiliated unions evaluate candidates based on issues affecting working people and their communities or vote on their behalf. Their mission can help you decide whether your vote should go to a certain candidate. Find out more about the candidates running in your district. Your vote matters. Make your plan to vote.

KNOW YOUR VOTING INFORMATION

Election rules vary from state to state. Before Election Day, make sure you know:

- Whether you're registered to vote.
- Your polling location.
- Whether your state allows early voting or vote-by-mail.
- What identification, if any, you'll need.
- The hours your polling place is open.
- Your state's election office to be best. See www.election.gov, page 1.

Your Union Voter Checklist Make Your Plan Before Election Day

Getting your ballot in order when you plan ahead. Spend a few minutes now to make sure you're ready when Election Day comes.

CONFIRM YOU'RE REGISTERED

Registration deadlines vary by state. Don't assume you're still registered because you've voted before. If you've recently moved, changed your name, or haven't voted in several elections, check your registration status and update it if necessary.

LEARN WHAT'S ON YOUR BALLOT

Many local races involve little-known candidates, but they often have the greatest impact on your community. Before you sample ballot ahead of time and know about the candidates and ballot questions you'll be voting on.

DECK YOUR OWN'S RECOMMENDATIONS

Many international unions, state AFL-CIO organizations, County Labor Councils, and local unions determine candidates and publish endorsement materials. Review these materials to help you understand where candidates stand on issues that matter to working people.

KNOW WHERE AND WHEN YOUR VOTE

Find your polling place before Election Day and check for hours of operation. If your state offers early voting or vote-by-mail, decide which option works best for you.

KNOW WHAT YOU'LL NEED

Some states require identification to vote. Find out what forms of ID are accepted and gather anything you'll need before heading to the polls.

MAKE A TIME COMMITMENT

Don't sample plan to vote "tomorrow." Decide exactly when you'll vote.

PLAN FOR ANY OBSTACLES

Think about what transportation, childcare, work schedule, or anything else that could interfere with voting. Address these problems in advance to help ensure getting to the polls on Election Day.

ENCOURAGE OTHERS

Voting is contagious. After you've made your own plan, remind your coworkers, friends, and family members to make theirs. Offer someone a ride to the polls, share official election information, or simply ask if they have a voting plan.

HELPFUL RESOURCES

- Vote.org** - A nonpartisan resource to check voter registration, find your polling place, review election deadlines, and access state election information.
- Vote State Election Office** - Official information on voter registration, polling locations, voting deadlines, early voting, absentee voting, and voter ID requirements.
- Vote! Ready! AFL-CIO** - Nationwide labor endorsement, voter guide, election information, and election information.
- Your Central Labor Council** - Local labor unions, endorsement, and voter information in your community.
- Vote International or Local Union** - Candidate endorsement, legislative updates, and information on issues affecting your members.

MOA

June 24, 2026

This Memorandum of Agreement is executed by and between The Communication Workers of America and the Pajaro Valley Unified School District. This agreement is to address the working conditions of Substitute Teachers working in the Pajaro Valley Unified School District. This agreement was ratified by referendum vote of the CWA 9423 membership on June 9, 2026 and was approved by Pajaro Valley Unified School District Board of Trustees on June 24, 2026.

- If after a Substitute Teacher accepts a job and that job is cancelled with less than twelve (12) hours' notice, the Substitute Teacher will be paid for the full rate of said job.
- In the event there is a modification to a job with less than two (2) hours' notice prior to the start time of said job, the Substitute Teacher may refuse/cancel the job and be paid for half a day at their current Tier rate or work the modified job and be paid an additional 20% of their current Tier rate.
- PVUSD K-12 retirees who return to the district to serve as substitute teachers will be paid 145% of the daily substitute rate. If they work for more than 3.5 hours in a day, they will be paid for a full day of service. Any retirees who return to serve in a long-term substitute position shall be paid the long term substitute rate.
- Substitute Teachers will only work in a supervisory role with students. Substitutes shall not be asked or required to perform any clerical or office work.
- All Substitutes who work more than a hundred (100) days or more in the 2025-2026 school year shall receive \$600 Bonus.

Signature _____ Date: 8-23-26

David Sada, President of CWA Local 9423

Signature _____ Date: 8-23-26

Ki Bragg, Assistant Superintendent of PVUSD

AFL-CIO NATIONAL BOYCOTTS SEP-OCT 2026

RETAIL
 SUBMITTED BY AMERICAN FEDERATION OF TEACHERS (AFT)

Target - Do not shop at Target for back-to-school and other school-related supplies.

COMMUNICATIONS WORKERS OF AMERICA (CWA)

Target - Do not shop at Target for back-to-school and other school-related supplies.

LEGAL
 SUBMITTED BY American Federation of State, County & Municipal Employees

Grease, Dine, Wash & O'Shea McDonald, Lardner, Cantor and Fickert

FOOD
 SUBMITTED BY Bakery, Confectionery, Tobacco Workers and Grain Millers International Union (BCTFW)

Monsieur International Seafood (where made in Mexico)

RESTAURANTS
 SUBMITTED BY UNITS HERE!

WASHINGTON, DC
 SEVEN restaurants: The Overlook, Overlook Mozza and Le Diplomate

ALASKA
 Hilton Anchorage
 Knikishridge Restaurant Group: Modern, Bonhomie Club and Kaitika

POLICY GUIDELINE FOR ENDORSEMENT OF AFFILIATES' BOYCOTTS
 The AFL-CIO Executive Council has developed policy guidelines that require how the federation endorses boycotts undertaken by its affiliates.

THE GUIDELINES INCLUDE THESE PROVISIONS:

Any requests to the National AFL-CIO for endorsement must be made by a national or international union.

Any affiliated union with a contract in force with the same primary employer will be contacted by the AFL-CIO to determine whether there is an objection to the boycott's endorsement.

Affiliates will be asked to provide the AFL-CIO with background information on the boycott in a confidential information survey. Prior to endorsement of the boycott, the executive officers, or their delegates, will meet with the national union officers or their delegates to discuss the union's campaign plan and timeline for the boycott, or other appropriate tactics, and to discuss the boycott's goals.

The national or international union initiating the boycott is primarily responsible for all boycott activities. The AFL-CIO will provide supplemental support.

Boycotts will be carried on the AFL-CIO national boycott list for a period of one year, and the endorsement will expire automatically at the end of that time. National and international unions may request one-year extensions of the listing for actions where an organizing or bargaining campaign is actively in place.

These guidelines were adopted by the AFL-CIO Executive Council in April 2013.



to request finance report please e-mail communicate@cwa9423.org