CWA LOCAL 13000

July/August Volume 81, Issue 4 2021

·COMMUNICATIONS WORKERS OF AMERICA AFL-CIO·

# LOCAL 13000 NEWS

·THE UNION FOR THE INFORMATION AGE·

## Journal of Local 13000 IN THIS ISSUE


- Message from the President
- In Memoriam
- President Joe Biden Touts Made In America Plan in Lehigh Valley
- Grey Matters
- Women's View
- The Local Buzz
- Western Region
- Eastern Region
- 27th Annual Jim Willer Golf Tournament
- Financials

## Message from the President

During these summer months hopefully you and your families are enjoying some much-needed time together enjoying a vacation. The same cannot be said for this time last year, but as more people receive the COVID-19 vaccine more and more options become available for different travel plans. As things continue to reopen beginning in August many of our technicians started returning back into the work locations from the Work at Home agreement we negotiated at the onset of the pandemic. Gradually the returning to all of our work centers will occur across the state if and when a safe environment can be made available for our members. Certain call centers across the state are already making preparations to begin thoroughly cleaning the buildings where our members report and more will follow as we continue through the next few months of 2021. We encourage the membership to report any unsafe work environment to their union representative so that matters can be addressed immediately.

Also, this summer members of Congress reintroduced the U.S. Call Center Worker and Consumer Protection Act, in an attempt to ensure that taxpayer dollars do not support companies that offshore customer service jobs. If passed, the legislation would provide incentives to locate call centers in the United States and create a list of companies that have shipped customer service jobs overseas, which would make them ineligible for some federal grants and loans. Similar legislation has been passed in state legislatures in recent years in Alabama, Colorado, Connecticut, Louisiana, Maine, and Nevada.

Late in July Local 13500 President Julie Daloisio and myself had an opportunity to attend an event in Lehigh Valley where President Joe Biden came out to tout his economic plan and promote buying American. President Biden made it a point to emphasize that "Unions built the middle class". The president used the backdrop of a Mack truck plant in Lower Macungie Township to promote his plan to buy American to support American companies and communities.

"Support and grow more American-based companies. Put more Americans to work in union jobs. Strengthen American manufacturing and secure critical supply chains," Biden said. "I can sum it up in two words: buy American."

*(continued on page 2)*

## Message from the President

*(continued from page 1)*

Following this speech an announcement came out from the White House on a breakthrough on the infrastructure package. The bill has a $65 billion investment in improving the nations broadband infrastructure, particularly in unserved and underserved areas, which we have plenty of across the state. Our customers and members across the state have been praying for improvements in these areas and with the passage of this bill the hope is that their prayers will finally be answered and the network that serves their community will finally be updated.

Finally, just before this edition was being sent to print, we received word that Lumen (formerly Century-Link) had sold its local incumbent carrier operations (wireline services) to Apollo Global Management Inc. We have shared some FAQ that were available with the region and the Unit where we have these members. CWA has spoken with some of the individuals who will be overseeing this sale and the operations of this company, and we will share any new information as it become available.

As a reminder check out the Local 13000 app, website, and Facebook page for updates on Labor Day events throughout the state.

Please continue to stay safe and enjoy the rest of your summer. ■

***In Unity,***

***James J. Gardler***
***President CWA Local 13000***

## IN MEMORIAM

| | | | |
|---|---|---|---|
| **John C. Campbell, Jr.-Retiree**<br>Unit 15, Branch 06<br>Deceased June 21, 2021 | **Gerald F. Devlin-Retiree**<br>Unit 25, Branch 05<br>Deceased June, 2021 | **Terry A. Mchenry-Retiree**<br>Unit 57, Branch 02<br>Deceased May 16, 2021 | **Romelito Alcantara-Member**<br>Unit 42, Branch 06<br>Deceased July 06, 2021 |
| **Carl J. Anderson-Retiree**<br>Unit 15, Branch 6<br>Deceased | **Robert A. Warren-Retiree**<br>Uni 32, Branch 03<br>Deceased July 18, 2021 | **George Coleman, Jr.-Retiree**<br>Unit 13, Branch 12<br>Deceased July 19, 2021 | **Anthony J. Yorio-Member**<br>Unit 44, Branch 07<br>Deceased July 21, 2021 |

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CWA Local 13000 Executive Office
2124 Race Street, 3rd Floor
Philadelphia, PA 19103
215-564-6169
Volume 81, Issue 4

**EXECUTIVE BOARD**

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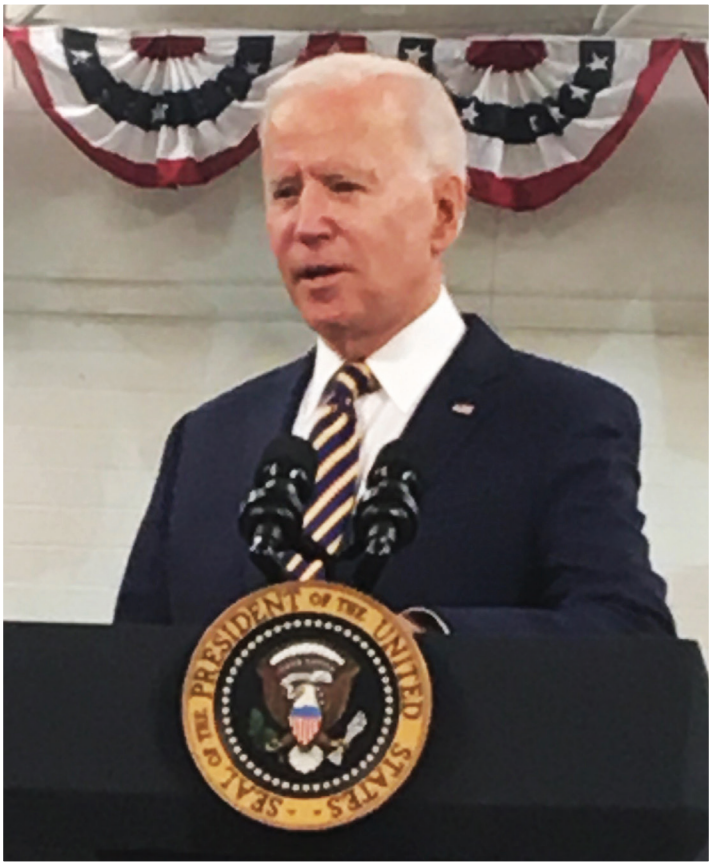
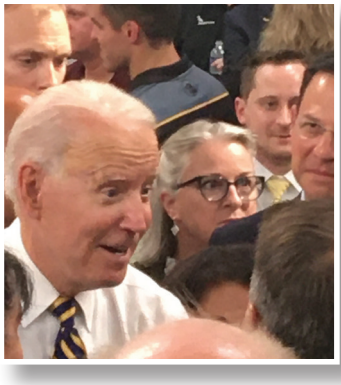
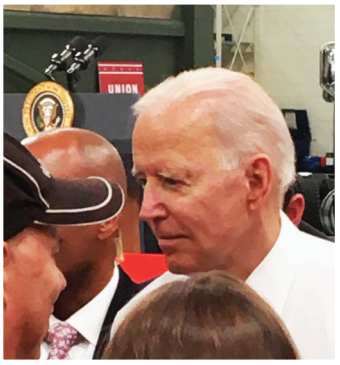
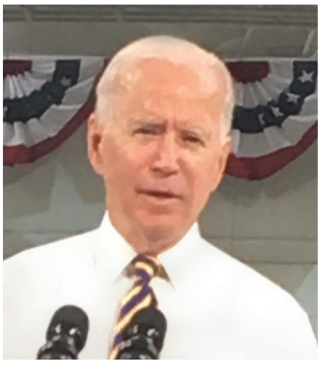
**James J. Gardler,** *Editor* **Elaine Bell,** *Assistant Editor*

# President Joe Biden Touts Made In America Plan in Lehigh Valley



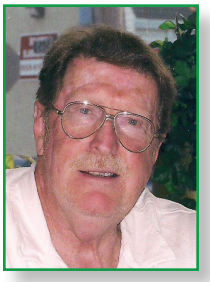






# Grey Matters RAY BUNTING

## The new economy



A lot of changes in the workforce have occurred due to the Covid 19 virus and the lies about what a disaster a $15.00 wage would increase unemployment. Now with workers not wanting to come back to low paid service jobs employers have to pay more to attract workers back! This is a 180-degree turn form the prediction. Amazing how reality challenges prediction.

I went to my Granddaughters graduation ceremony and a professor of economics gave a good speech on the economy. She mentioned to all the graduating class the importance of saving and contributing to your employers 401K fund (if available). It was a good common-sense speech and it ended with the comment that, "you may not have Social Security when you are old enough to retire!" I sure hope she is wrong, however as a well-educated professor on economics she may be right.

In my articles I have mentioned that Social Security is in danger and we all must be diligent in voting in every election and be sure we are voting for an official who will represent working people. Newspapers are a good source of information and cover more details than broadcast media. A recent article in my local paper details how the ultra-rich qualified for big tax breaks. Bad enough the rich can avoid paying any taxes but in this case we paid them for buying land! Here's how . . .

- buy a parcel of land $1,420,750
- donate the land to a non-profit land trust
- the land trust claims the parcel is worth $7,675,000
- assuming the givers were in the top tax bracket the donation qualifies them for a total tax cut of $2.8 million!

That means you and I bought the land for a rich person to build a mansion, wonderful! These kinds of maneuvers are used by the rich all the time and you and I go to work every day!

How can we fight this kind of devious behavior? Be informed, read the newspapers, know how your representative votes, and vote every time for the person who represents you! The union represents you and workers interest all the time. If a politician has the support of your union, he is a good one to vote for.

How do the rich fight against workers? Voter suppression is one popular method in several states. My Governor Wolf returned without approval of House Bill 1300 because it was, "incurably riddled with unacceptable barriers to voting, . . . ". The letter had several paragraphs that outlined what was wrong with the proposed bill and was similar with other State's voter suppression bills. The often stated lies about mail in voting is common among repressive measures. Mail in is less likely to be fraudulent because you have a paper record of the vote. Electronic voting is commonly backed up by paper because computer can be hacked, this is a safety measure.

Much has been discussed about rebuilding old infrastructure and investments in healthcare, childcare, education, economic mobility, paid leave, clean energy and more. These investments will only be possible if the wealthy and corporations contribute to the $3.5 trillion package. Tax reform is needed but the wealthy are really good at protecting their money and getting our money to pay for their projects, and it is all legal!

My congressperson has voted for or co-sponsored numerous bills that seek to increase access to and lower the costs of healthcare. She has proudly co-sponsored the Medicare for America Act. This bill would establish universal healthcare coverage while allowing individuals to keep their employer provided health insurance. To address the skyrocketing costs of prescription drugs she joined her House colleagues in passing H.R.3, the Lower Drug Costs Now Act. This bill would allow the government to negotiate drug prices with manufacturers for Medicare beneficiaries.

As you can see, we have friends in Government, we must support them. The rich have a lot of influence we have to be alert, know your friends. We can win and have our Grandchildren with good medical insurance and good retirement.

***Yours fraternally,***

***Ray Bunting***
***President RMC 13021***

**WOMEN'S COMMITTEE**
**Marisa MacCrory,** Moderator
**Jaime Schools** (Unit 11 President)
**Jaytricia Tremel** (Unit 111 President)
**Dana Bialek** (Unit 54 VP)
**Orland Jones** (Unit 14 President)

# Women's View

*On June 17, 2021 the Women's Committee hosted a fundraiser for Ronald McDonald House Charities. The event was a virtual Bingo Party, and huge success. Not only was it fun for all, but the Committee was also able to raise over $800 for the families in need of the RMHC's hospitality.*

***Congratulations to our 3 winners who received a $100 gift CERTIFICATE each.***

**Look for future events to have some fun and help a great charity!**

# The Local Buzz The Local Buzz The Local Buzz

*Report of Executive Vice President, Jeff Reamer*

## VERIZON

In mid June, talks between the Union and Company resulted in extensions being reached for both the "Work At Home" and "Home Garaging" agreements. The "Work at Home" agreement has been extended through September 30, 2021. While the "Home Garaging" agreement will expire on July 31, 2021. The Company has expressed its intent not to extend the "Home Garaging" agreement past the July expiration and that it will end August 1, 2021. The Union has advised the Company that we will agree to continue to meet and discuss the future plans for our members working at home. Any issues surrounding either of these agreements should be reported to Union officials in real time to be addressed. ■

## AT&T MOBILITY

In late July another notice of store closures was received by the Company. A total of 43 additional stores will be closed across the Orange, Purple and Black contracts in the September timeframe. In Local 13000 there is one store impacted in the Pittsburgh area. The same procedures will be followed as in the previous store closure announcements, right-sizing via load balancing within a 35-mile radius first. Then followed by guaranteed job offers for anyone not able to be placed in the first phase and considered surplus. Now just 6 months shy of the expiration of our 1year contract extension, the February 11, 2022 expiration date is fast approaching. Evidence of this upcoming bargaining timeline can be seen by the Company's newfound crackdown on pushing unwarranted productivity standards, escalated disciplinary tactics and outright defiance of certain contractual provisions in an attempt to push the envelope. To many newer members this may seem puzzling, to those who have been through contract bargaining before, it is completely normal, and you can actually set your watch to it. It is called the "Divide and Conquer" tactic, apply different principles across the board, enforce policies differently in various areas and try to create a division of our solidarity as we get closer to fighting for a new contract. Our response to this tactic is simple, FIGHT BACK. Keep Union officials advised of all questionable behavior by the Company to have it addressed in real time, regardless of how minor it may seem. Union officials can only correct issues when they are brought to our attention These often-petty Company diversions are all aimed at one goal; attempts at distracting us from mobilizing together to show a unified front in bargaining. Don't get distracted, report issues to your Union immediately and keep our eyes focused on our main goal of focusing on the issues important to us in upcoming bargaining and standing together in solidarity to ensure we can secure them at the table. Updates surrounding upcoming bargaining will be sent out to the membership as they develop. ■

## COMCAST

On June 7, 2021, after a long 13 months of bargaining, our Unit 119 Alle-Kiski bargaining team reached a tentative agreement with Comcast. Details of this 3 year tentative agreement include lump sum adjustments to base wages, annual wage increases and retroactive pay back to the original contract expiration date. Enhancements to our existing contractual provisions also include improvements to meal allowances, stand-by pay, training language, inclement weather language and bereavement leave, among many others. A contract ratification meeting was held with the membership on June 16, 2021 in New Kensington, Pa and the members overwhelmingly ratified this agreement into contract. This contract was a direct result of the relentless resolve of both our bargaining team

# The Local Buzz The Local Buzz The Local Buzz

and our membership to settle for nothing less that a fair contract. Now comes the time to police those provisions gained in bargaining.

For our Unit 115 members in South Hills, bargaining has continued into the summer months. While considerable progress has been seen at the table, there are several issues that still remain unresolved. As of the last round of bargaining sessions held on July 20th and 21st, the Company has yet to answer our wage and shift differential proposals. Your bargaining team remains committed to continue our fight to ensure the needs of our membership be heard and cared for at this table. Members need to stand in solidarity behind your bargaining team and let the Company know that their voice is your voice at this table. Updates on future bargaining and any mobilization actions needed will be relayed to the membership in real time as events occur. ■

## *WINDSTREAM*

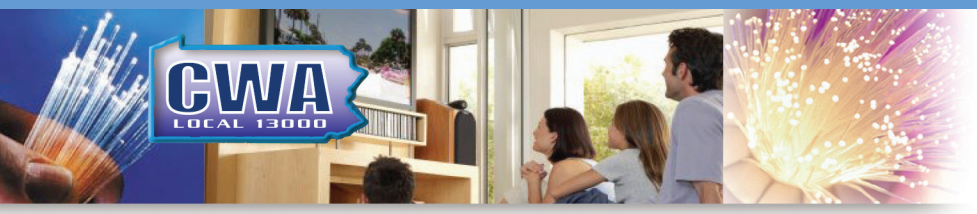
Bargaining preparations are in full swing for our Unit 103 members in all four of our Windstream contracts that are set to expire on September 30, 2021. Bargaining surveys have been sent out and received from the membership and a bargaining council meeting was held to review those results on July 15, 2021. Those results will be used by your bargaining team to set our bargaining agenda. Notice has been sent to the Company of our intent to bargain and bargaining dates have been secured with the Company to begin in Carnegie, PA on September 20, 2021. It is imperative that every member be engaged in this round of bargaining. The recent 3 MOA's that have been reached outside of the normal contractual bargaining process that return construction work back into the bargaining unit from contractors in the form of the MOA that establishes the new construction tech title securing line work and also secures fiber splicing work via a new construction splicer title, the establishment of a new materials coordinator position MOA that secures the work associated to support those titles, and lastly a retail sales position MOA to secure the selling of those products and services are all positive steps toward securing our bargaining unit security. However, bargaining history has shown us that Windstream will attack every facet of our contractual provisions in each and every round of bargaining. Your bargaining team is prepared and up for this task, but we need the involvement of every member to ensure our success at the table. GET INVOLVED!!! Updates on bargaining and potential mobilization actions needed will be relayed to the membership as events unfold. ■

## *NEWTOWN TOWNSHIP (Firefighters)*

In Unit 25 Branch 11, our Newtown Firefighter's contract is set to expire on December 31, 2021. Bargaining preparations have already begun. Notice of our intent to bargain as required by PA Act 111 of 1968 has been sent out to the Township on June 30, 2021. Informal discussions have already been held with the Township over the potential of a limited scope of bargaining, however nothing has been agreed to as of the time this article has been written. In any event, your bargaining team is fully prepared to enter into full scale bargaining if an agreement cannot be reached by both sides on the topics of what that limited scope would encompass. A membership meeting is in the process of being set up with the membership to discuss bargaining priorities. The Union has offered several dates to the Township to initiate the first day of bargaining in its June 30th bargaining notice and is now awaiting scheduling availability confirmation from the Township. Updates on bargaining dates and issues surrounding bargaining will be relayed to the membership in real time as events unfold. ■

***In Unity,***

***Jeff Reamer***
***Executive Vice President***
***CWA Local 13000***




**WESTERN REGION UNIT PRESIDENTS**

| | | | |
|---|---|---|---|
| Unit 31 | Dan Long | Unit 57 | Bob Gourdie |
| Unit 32 | Mike Reeder | Unit 59 | Andy Miller |
| Unit 35 | Anthony D'Angelo | Unit 101 | Joseph Kopec |
| Unit 41 | Justin Felt | Unit 103 | Patrick Catalano |
| Unit 42 | James Stiffey | Unit 111 | Jaytricia Tremel |
| Unit 43 | Troy Scott | Unit 115 | Mark Onofrey |
| Unit 44 | David Hoskowicz | Unit 116 | Justin Voelker |
| Unit 54 | Scott Efferin | Unit 119 | Jamie Fetterman |
| Unit 56 | Justin Mealy | | |

# Western Region

This summer in Pennsylvania has been crazy, to say the least. The weather and temperatures have been all over the map, Covid-19 restrictions are being lifted but here in the Western Region office, we have been going full steam ahead.

Comcast Alli-Kiski bargaining is finally finished. It was hard work by everyone on the bargaining committee but special thanks to Unit 119 President Jamie Fetterman and Unit 119 VP Bill Maher. Their tireless work ethic helped push this contract through. Some highlights included: up front adjustments plus 2% each year of the contract, retro pay, improvements to the new hire wage progression scale, new training language, improved inclement weather language, improved meal allowance, improved standby pay and updates to the summer overtime plan trial. I would like to congratulate all members out of Alli-Kiski on their new contract.

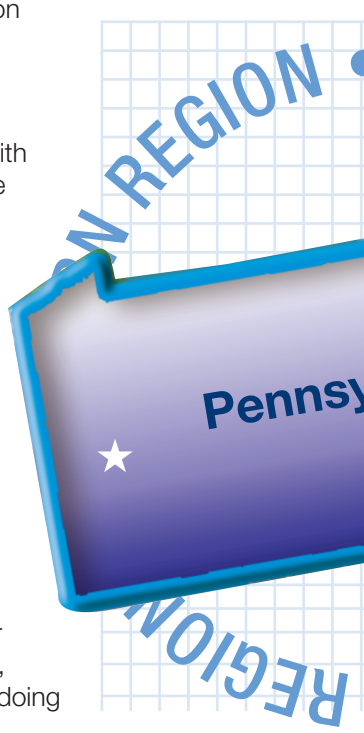
Now, Comcast South Hills is a very different story. Bargaining has been very difficult. The company refuses to pay for removing the differential pay. This has been the biggest setback thus far. The company really wants to remove the shift differential from how it is today. We are waiting for dates from the company to continue bargaining. We will keep updating the CWA APP with information as we get it.

American Red Cross bargaining is getting closer. CWA has informed the American Red Cross that we intend to do National and Local bargaining. Jaytricia Tremel (ARC Unit 111 President) is going to be on the bargaining committee for Local 13000. Bargaining surveys have been completed and we are waiting on the American Red Cross for dates to get bargaining started. Please check with your representative, the Facebook page "CWA members working in GAR", or the CWA APP for details as they come out.

Windstream bargaining dates have been set which are September 20 through September 23, 2021 and if necessary, September 27 through September 30. Bargaining surveys have been tallied and the information has been reviewed by the Local and the District. We have compiled proposals to present to the company based on YOUR requests. Please make sure to talk to your Representatives for updates or download the CWA APP to get more information as it is available.

Verizon home garaging will have ended by the time of this posting (July 31, 2021). The work at home agreement is still extended until September 30, 2021. With the Covid-19 Delta variant out there, we are unsure if the company will extend anything further on any agreement or not but be sure that our first concern is for our members' safety. We have been keeping an eye on all CDC information about this new variant daily and any issues with Covid-19 in general.

One issue we are having with the majority of the companies we deal with is members not being where they are supposed to be. Please remember that ALL vehicles, phones, and tablets have GPS in them, no matter who you work for. With that being said, the companies have the ability to track you. Most contracts have some language where the company cannot solely use GPS for discipline but once they get information that you are not on the job or someone happens to see you somewhere you are not supposed to be, they have the right to look at GPS. So please remember to be where you are supposed to be, doing what you are supposed to be doing and we will all be good.




Everyone please enjoy your summer and be safe out there.

*In Unity,*

*Gregg Bialek*
*Western Region Vice President*

**EASTERN REGION UNIT PRESIDENTS**

| | | | |
|---|---|---|---|
| Unit 1 | Tom Romantini | Unit 23 | Bill Scott |
| Unit 11 | Jaime Schools | Unit 25 | Dave Gain |
| Unit 13 | Charlie Butz | Unit 33 | Craig Brasten |
| Unit 14 | Orland Jones | Unit 34 | Daisy Ellerbee |
| Unit 15 | Chris Wackerman | Unit 37 | Dave Baker |
| Unit 21 | Joe Kincade | Unit 211 | Bader Lilley |
| Unit 22 | Joseph Peruggia | | |

# Eastern Region

## Around the Region

Throughout the past two months, the Eastern Region Office along with the Unit Presidents that represent end office Switching Equipment Technicians met with the company in a series of meetings regarding their much-anticipated reorganization. Since the end of 2020, there have been rumors of the company's intent to dissolve the SONET group and blend them into the already existing administrative groups. It was not until early June where Article 39 meetings (virtually and in-person) occurred to visualize the company's proposal.

Throughout the course of these meetings, the Union acknowledged the company's plan and made realistic suggestions to help the company achieve its goal. Unfortunately, there was no agreement reached by the parties therefore the company has gone ahead with its plan. All in all, these newly composed groups are a bit better than what was previously established by the company in 2017. The Eastern Region Office believes that the Unit Presidents' proposal to the Company would have been the most ideal circumstance for the membership because it provided fairness to all of the employees while maintaining good customer service and economy of operation.

That plan was to keep the City of Philadelphia separate from the suburban administrative groups so that the integrity of the operating areas remained intact. Yet, they were simply unable to see the proposal as clear as it was intended. Part of the reason why they did not agree with the Union's proposal was based on their description of manager headcount and how they needed an equal number of employees for each supervisor. The Union recognized the company's issue and provided examples of administrative groups that exist with one manager for two separate administrative groups. Conversely, examples were also provided that have multiple supervisors for one administrative group. So, either of the above instances could have existed to accomplish the company's goal. In all practicality, it seems that the company wanted to devise their own plan with little or no input from the Union. So, for any SET that witnesses an increase in undesirable tours, unrealistic travel to offices, or transfers of employees to offices that seem underhanded should contact their Union representative immediately so that they are aware.

Now that we are trending closer to fully occupied workplaces, membership meetings (parking lot meetings or offsite location) should resume so that information is both-provided and received. We have been away from each other for too long and now that safety parameters have provided us with the opportunity to congregate once again, we should do it whenever we have the chance. We are strongest when we are informed, and we are together.

Finally, the Pandemic has stymied many opportunities for us to congregate in gatherings that we have been so used to over the years. Two popular events that are fast approaching are the Tri-State Labor Day Parade and Jim Willer Golf Outing. This year's Labor Day Parade will be in its 34th year and it will begin at 10 a.m. at the Local 19 Sheetmetal Workers Hall. As for the Golf Outing, this year will mark the 27th year and it will be held on Friday, October 1, 2021, at the Walnut Lane Golf Course in Philadelphia. All are encouraged to participate in the Labor Day Parade and Golf Outing whether it be playing, volunteering, or donating.

***In Unity,***

***Richard R. Dezzi***
***Eastern Region Vice President***

# 27th ANNUAL JIM WILLER GOLF TOURNAMENT

| | |
|---|---|
| **Date:** | **Friday, October 1, 2021** |
| **Place:** | **Walnut Lane Golf Club**<br>**800 Walnut Lane**<br>**Philadelphia, PA 19128**<br>**215-482-3370** |
| **Time:** | **8:00 a.m. Shotgun Start – Best Ball** |
| **Cost:** | **$125.00 per golfer** |
| **Hole Sponsor:** | **$100.00** |

**Make all checks payable to *"CWA Local 13000 Jim Willer Golf Tournament"* mail to:**

**CWA Local 13000 Eastern Region**
**2124 Race Street, 2nd Floor**
**Philadelphia, PA 19103**

**For further information, please call (215) 561-1321 *CWA Local 13000 proceeds benefit the Fox Chase Cancer Research Center***

Marisa MacCrory
Secretary-Treasurer

## Communication Workers of America-Local 13000

### Statement of Assets, Liabilities & Net Assets

as of June 30, 2021

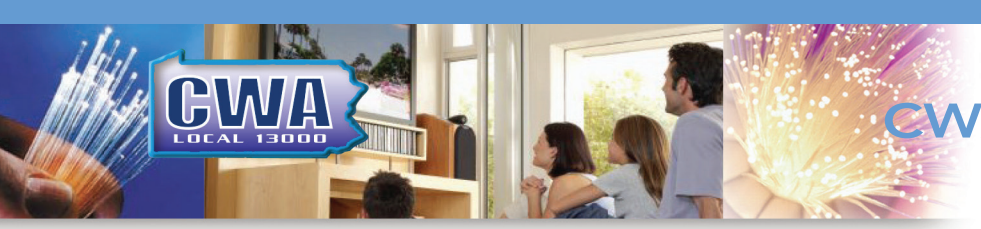
| ASSETS | | |
|---|---|---|
| **General Fund** | | |
| Cash- payroll | $ | (274) |
| Cash- operating sweep accounts | | 630,415 |
| Cash-Member Relief & Defense | | 973 |
| Total Cash | | 631,114 |
| **Investments:** | | |
| U.S. Government and Securities | | 758,506 |
| Common Stock | | 3,131,229 |
| Haverford Corp Obligations | | 1,632,373 |
| Mutual Funds | | 888,405 |
| Haverford CD | | 170,000 |
| Haverford-Money Market | | 7,866 |
| Haverford Fed Prime MM | | 114,617 |
| Investment Accrued Income | | |
| Investment- Uninvested cash | | 0 |
| **Total Investments** | | **6,702,996** |
| **Property & Equipment** | | |
| Western Region Building, Land & Improvements | | 289,059 |
| Philadelphia Building, Land & Improvements | | 2,762,377 |
| Furniture and Equipment | | 158,311 |
| Computer Equipment | | 38,490 |
| Less Accumulated Depreciation | | (2,092,036) |
| **Total Property & Equipment** | | **1,156,201** |
| **Other Assets** | | |
| Pittsburgh Inventory | | 26,515 |
| Philadelphia Inventory | | 26,919 |
| **Total Assets** | | **53,434** |
| ***Total Assets*** | | ***8,543,745*** |
| **LIABILITIES AND NET ASSETS** | | |
| Payroll Withholding | | 34,343 |
| Net Assets- at the end of quarter | | 8,509,402 |
| ***Total Liabilities, Net Assets & Income-Expenses net*** | | ***8,543,745*** |

### Statement of Revenue, Expenses & Changes in Net Assets

as of June 30, 2021

| **Revenues:** | | |
|---|---|---|
| Dues | $ | 2,026,830 |
| Dues- other employees | $ | 5,807 |
| Dues- staff | $ | (10) |
| Dues refund Income | $ | (3,767) |
| Interest Income | $ | 50,455 |
| Dividend Income | $ | 41,158 |
| Gain & Loss on sales of securities | $ | 310,582 |
| Unrealized Gains & Losses | $ | 314,563 |
| Sale of Prom. Inventory | $ | 1,472 |
| Reimburse wages- Organizing | $ | 79,837 |
| Reimburse wages- Bargaining | $ | 6,442 |
| Reimburse wages- Mobilizing | $ | 8,524 |
| Reimburse Expenses- Bargaining | $ | 359 |
| Reimburse Expenses- Mobilization | $ | 2,366 |
| Reimburse Office Exp & Supplies | $ | 73 |
| Reimburse Postage & Delivery | $ | 2,727 |
| Reimburse Mailing Expense | $ | 582 |
| Reimburse Wages- Eastern Region | $ | 1,774 |
| Reimburse Convention Expense | $ | 15,000 |
| Reimburse American Express Bill | $ | 395 |
| All Fines Income | $ | 215 |
| 1st Floor Rental Income | $ | 53,655 |
| Investment Fees | $ | (52,910) |
| Miscellaneous Income | $ | 1,555 |
| Insurance Refunds | $ | 35,164 |
| **TOTAL REVENUES** | **$** | **2,902,848** |
| **Expenses Paid** | | |
| *Salaries:* | | |
| Executive President, Vice President & Treasurer | $ | 275,189 |
| Eastern Region Vice President Salary | $ | 84,974 |
| Western Region Vice President Salary | $ | 81,361 |
| Eastern Region Salary | $ | 65,051 |
| Western Region Salary | $ | 72,630 |
| Executive Board Committees Salary | $ | 7,464 |
| Unit Business Salary Eastern Region | $ | 59,290 |
| Unit Business Salary Western Region | $ | 37,468 |
| Eastern Region Staff Salary | $ | 92,364 |
| Western Region Staff Salary | $ | 90,371 |
| Executive Board Staff Salary | $ | 140,892 |
| Education Salary | $ | 13,535 |
| Organizing Salary | $ | 72,197 |
| Mobilization Salary | $ | 2,567 |

*(continued on page 12)*






## Communication Workers of America-Local 13000

### Statement of Revenue, Expenses & Changes in Net Assets
*(continued)*

| | as of June 30, 2021 |
|---|---|
| Bargaining Salary | $ 16,480 |
| Eastern Region Convention Salary | $ 6,314 |
| Western Region Convention Salary | $ 7,747 |
| *Regional Allowances & Reimbursements* | |
| Eastern Region Allowance | $ 1,908 |
| Western Region Allowance | $ 1,554 |
| Local Business Allowance | $ 822 |
| Unit Business Allowance-Eastern | $ 2,544 |
| Unit Business Allowance-Western | $ 5,581 |
| Eastern Region Reimburse Expense | $ 2,570 |
| Western Region Reimburse Expense | $ 2,495 |
| Local Business Reimburse Expense | $ 1,318 |
| Unit Business Reimburse-Eastern | $ 4,733 |
| Unit Business Reimburse-Western | $ 2,506 |
| *Convention Allowances & Reimbursements* | |
| Eastern Region Convention Allowances | $ 50 |
| Convention Miscellaneous Expense | $ (289) |
| *Education Allowances & Reimbursements* | |
| Education Allowance | $ 936 |
| Education Miscellaneous Expense | $ 652 |
| *Orgainizing Allowances & Reimbursements* | |
| Orgainizing Allowance | $ 209 |
| Orgainizing Reimburse Expense | $ 1,048 |
| *Mobilization Allowances & Reimbursements* | |
| Mobilization Allowances | $ 48 |
| Mobilization Reimburse Expense | $ 252 |
| Mobilization Misc Expense | $ 393 |
| *Bargaining Allowances & Reinbursements* | |
| Bargaining Allowance | $ 696 |
| *Subscription & Membership* | |
| Subscription Eastern Region | $ 397 |
| Subscription Exective Board | $ 825 |
| Membership Eastern Region | $ 10,506 |
| Membership Western Region | $ 5,425 |
| Membership Executive Board | $ 225 |
| *Registration:* | |
| Executive Board | $ 50 |

### Statement of Revenue, Expenses & Changes in Net Assets
*(continued)*

| | as of June 30, 2021 |
|---|---|
| *Meeting Hall Rental* | |
| Eastern Region | $ 775 |
| Western Region | $ 100 |
| Executive Board | $ 155 |
| *Travel, Hotels & Restaurant* | |
| Eastern Region | $ 2,619 |
| Western Region | $ 1,570 |
| Executive Board | $ 8,116 |
| Bargaining | $ 454 |
| Convention | $ 140 |
| Orgainizing | $ 2,476 |
| *Telephone:* | |
| Eastern Region | $ 9,557 |
| Western Region | $ 9,727 |
| Executive Board | $ 10,249 |
| *Utilities:* | |
| Philadelphia-Utilities | $ 14,415 |
| Western Region-Utilities | $ 3,281 |
| Water & Sewer-Philadelphia | $ 1,871 |
| Water & Sewer- West | $ 1,149 |
| *Building Maintenance:* | |
| Philadelphia Building Maintenance | $ 52,032 |
| Western Region Building Maintenance | $ 6,744 |
| Protection-3rd floor | $ 2,967 |
| Protection-Eastern Region | $ 2,967 |
| Sanitation-Western Region | $ 8,246 |
| *Printing & Typing* | |
| Board | $ 4,104 |
| Eastern Region | $ 744 |
| Western Region | $ 696 |
| CWA 13000News | $ 9,416 |
| *Office Supplies* | |
| Board | $ 4,717 |
| Eastern Region | $ 4,246 |
| Western Region | $ 3,741 |
| *Office Expense* | |
| Board | $ 2,688 |

*(continued on page 13)*

## Communication Workers of America-Local 13000

### Statement of Revenue, Expenses & Changes in Net Assets
*(continued)*

| | as of June 30, 2021 |
|---|---|
| *Postage & Delivery* | |
| Board | $ 3,237 |
| Eastern Region | $ 3,043 |
| Western Region | $ 3,827 |
| *Equip Leasing & Services* | |
| Equipment Leasing- Board | $ 11,820 |
| Equipment Leasing-Eastern Region | $ 12,094 |
| Equipment Leasing-Western Region | $ 10,421 |
| Equipment Maintanence-Western Region | $ 1,511 |
| *Real Estate Tax* | |
| Philadelphia | $ 39,129 |
| Western Region | $ 1,334 |
| *Professional Fees* | |
| Legal | $ 30,552 |
| Accounting | $ 29,000 |
| Miscellaneous | $ 2,000 |
| Money Management | $ 7,300 |
| *Contribution* | |
| Board | $ 4,460 |

### Statement of Revenue, Expenses & Changes in Net Assets
*(concluded)*

| | as of June 30, 2021 |
|---|---|
| *Other* | |
| Sympathy-Board | $ 553 |
| Service Charge | $ 2,360 |
| Bonds & Insurance | $ 30,383 |
| Cost of Goods Sold | $ 1,213 |
| Unemployment & SS Taxes | $ 94,173 |
| Employee Benefits | $ 64,668 |
| Payroll Savings-Employer | $ 35,052 |
| Payroll processing fees | $ 31,523 |
| Misc. Expense | $ 67 |
| Pension Funding | $ 89,981 |
| Computer Work-Western Region | $ 3,518 |
| Computer system | $ 17,957 |
| *Depreciation of furniture & equipment* | |
| ***Total Expenses Paid*** | ***$ 1,874,486*** |
| **Change in Net Assets** | $ 1,028,362 |
| Net Assets-Unrestricted at beginning of period | $ (7,481,040) |
| ***Net Assets Unrestricted at end of period*** | ***$ (8,509,402)*** |

### Operating Account

as of 06/30/2021

| | Shares | Unit Cost | Total Cost | Current Mkt Value |
|---|---|---|---|---|
| **Certificates of Deposit** | | | | |
| Haverford Trust CD .15% 08/10/2021 | $ 60,000.00 | 1 | $ 60,000.00 | $ 60,000.00 |
| Haverford Trust CD .15% 08/10/2021 | $ 60,000.00 | 1 | $ 60,000.00 | $ 60,000.00 |
| Haverford Trust CD .15% 08/10/2021 | $ 50,000.00 | 1 | $ 50,000.00 | $ 50,000.00 |
| **Certificates of Deposit Total** | **$ 170,000.00** | | **$ 170,000.00** | **$ 170,000.00** |
| **Money Market** | | | | |
| Federated Govt Obligations (PS Fund 117) | $ 7,865.76 | 1 | $ 7,865.76 | $ 7,865.76 |
| **Cash Equivalents Total** | **$ 177,865.76** | | **$ 177,865.76** | **$ 177,865.76** |
| **Asset Total** | **$ 177,865.76** | | **$ 177,865.76** | **$ 177,865.76** |

## Communication Workers of America-Local 13000

### Emergency Fund

as of 06/30/2021

| | Shares | Unit Cost | Total Cost | Current Mkt Value |
|---|---|---|---|---|
| **Money Market** | | | | |
| Federated Govt Obligations | $ 114,617.00 | 1 | $ 114,617.00 | $ 114,617.00 |
| **Equity Domestic** | | | | |
| Air Prods & Chems Inc Com (APD) | 277 | $ 156.63 | $ 43,386.29 | $ 79,687.36 |
| Apple Inc Com (AAPL) | 1,214 | $ 16.42 | $ 19,939.94 | $ 166,269.44 |
| Baxter Intl Inc Com (BAX) | 1,532 | $ 62.46 | $ 95,692.67 | $ 123,326.00 |
| Becton Dickinson & Co Com (BDX) | 466 | $ 153.23 | $ 71,404.79 | $ 113,326.54 |
| Blackrock Inc (BLK) | 163 | $ 152.66 | $ 24,883.92 | $ 142,620.11 |
| CVS Health Corporation (CVS) | 1,692 | $ 54.87 | $ 92,843.62 | $ 141,180.48 |
| Coca Cola Co Com (KO) | 1,270 | $ 28.89 | $ 36,692.06 | $ 68,719.70 |
| Comcast Corp New - Cl. A (CMCSA) | 2,260 | $ 27.75 | $ 62,716.42 | $ 128,865.20 |
| Costco Whsl Corp New Com (COST) | 165 | $ 302.27 | $ 49,875.33 | $ 65,285.55 |
| Dollar General Corp (DG) | 630 | $ 140.46 | $ 88,487.20 | $ 136,325.70 |
| Dupont De Nemours INC (DD) | 1,257 | $ 52.59 | $ 66,104.08 | $ 97,304.37 |
| Ecolab Inc (ECL) | 357 | $ 193.44 | $ 69,058.92 | $ 73,531.29 |
| Honeywell Intl Inc Com (HON) | 330 | $ 134.95 | $ 44,534.04 | $ 72,385.50 |
| Intercontinental Exchange Group | 595 | $ 114.25 | $ 67,979.70 | $ 70,626.50 |
| JPMorgan Chase & Co Com (JPM) | 950 | $ 46.86 | $ 44,513.59 | $ 147,763.00 |
| Johnson & Johnson Com (JNJ) | 752 | $ 68.33 | $ 51,382.62 | $ 123,884.48 |
| Lowes Cos Inc Com (LOW) | 825 | $ 70.29 | $ 57,993.28 | $ 160,025.25 |
| Mastercard Inc Class A (MA) | 418 | $ 70.40 | $ 29,427.79 | $ 152,607.62 |
| Microsoft Corp Com (MSFT) | 624 | $ 74.16 | $ 46,277.09 | $ 169,041.60 |
| Oracle Corp Com (ORCL) | 887 | $ 37.76 | $ 33,489.75 | $ 69,044.08 |
| Pepsico Inc Com (PEP) | 899 | $ 76.79 | $ 69,036.50 | $ 133,204.83 |
| Raytheon Technologies Corp (RTX) | 1,038 | $ 72.33 | $ 75,080.68 | $ 88,551.78 |
| S&P Global Inc (SPGI) | 239 | $ 187.63 | $ 44,843.93 | $ 98,097.55 |
| Starbucks Corp (SBUX) | 830 | $ 58.12 | $ 48,238.18 | $ 92,802.30 |
| TJX Cos Inc New Com (TJX) | 1,803 | $ 23.58 | $ 42,511.13 | $ 121,558.26 |
| Texas Instruments | 380 | $ 185.16 | $ 70,360.34 | $ 73,074.00 |
| Unitedhealth Group Inc Com (UNH) | 327 | $ 57.19 | $ 18,701.09 | $ 130,943.88 |
| iShares S&P Midcap 400 Index (IJH) | 621 | $ 174.88 | $ 108,598.07 | $ 166,881.33 |
| iShares S&P Smallcap 600 Fnd (IJR) | 1,636 | $ 68.58 | $ 112,204.39 | $ 184,835.28 |
| SPDR S&P 500 ETF Trust (SPY) | 213 | $ 204.44 | $ 43,546.78 | $ 91,176.78 |
| **Equity Domestic Total** | **24,650** | | **$ 1,729,804.19** | **$ 3,482,945.76** |
| **Fixed Income** | | | | |
| *Corporate Bonds & Notes* | | | | |
| 3M Company 3.0% 8/7/25 | 100,000 | $ 99.12 | $ 99,117.00 | $ 108,260.80 |
| Amazon.Com Inc 3.8% 12/5/24 | 85,000 | $ 101.09 | $ 85,927.42 | $ 93,519.30 |
| American Express Co 2.65%B 12/2/22 | 75,000 | $ 100.58 | $ 75,438.56 | $ 77,406.08 |

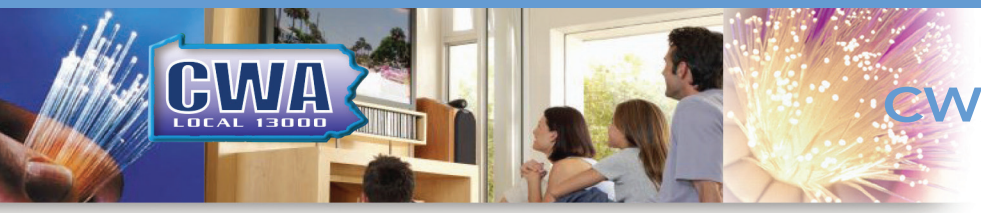
*(continued on page 15)*

## Communication Workers of America-Local 13000

### Emergency Fund *(concluded)*

as of 06/30/2021

| | Shares | Unit Cost | Total Cost | Current Mkt Value |
|---|---|---|---|---|
| Apple Inc 2.40% 5/3/23 | 75,000 | $ 94.93 | $ 71,200.47 | $ 77,810.40 |
| BB&T Corp 2.50% 8/01/2023 | 100,000 | $ 105.86 | $ 105,857.00 | $ 105,385.90 |
| Bank of America Corp 4.125% 01/22/24 | 85,000 | $ 102.71 | $ 87,300.07 | $ 92,497.60 |
| Berkshire Hathaway 3.50% 2/1/25 | 50,000 | $ 102.24 | $ 51,117.83 | $ 53,929.35 |
| Berkshire Hathaway Finance Corp 1.45% 10/15/2030 | 70,000 | $ 99.81 | $ 69,863.86 | $ 68,228.30 |
| Blackrock Inc 3.375% 6/1/22 | 85,000 | $ 100.68 | $ 85,575.42 | $ 87,476.65 |
| Caterpillar Finl SE 2.85% 6/1/22 | 75,000 | $ 100.47 | $ 75,352.18 | $ 76,814.78 |
| Chevron Corp 2.566% 5/16/23 | 95,000 | $ 99.81 | $ 94,817.23 | $ 98,761.53 |
| Comcast Corp 3.375% 8/15/25 | 85,000 | $ 100.69 | $ 85,583.39 | $ 92,685.70 |
| Gilead Science Inc. 3.50% 2/01/2025 | 60,000 | $ 102.67 | $ 61,599.91 | $ 65,000.64 |
| PNC Financial Services 3.45% 4/23/29 | 100,000 | $ 104.00 | $ 103,998.79 | $ 111,717.20 |
| Pepsico Inc 2.75% 4/30/25 | 85,000 | $ 98.12 | $ 83,401.38 | $ 90,802.36 |
| Wells Fargo & Co 3.30% 9/9/24 | 65,000 | $ 100.85 | $ 65,553.79 | $ 70,048.49 |
| **Corporate Bonds & Notes Total** | **1,290,000** | | **$ 1,301,704.30** | **$ 1,370,345.08** |
| *Fixed Income ETF* | | | | |
| Ishares Barclays MBS Bd | $ 3,640.00 | $ 109.84 | $ 399,808.20 | $ 393,957.20 |
| Ishares Lehman US Treasury Tips | $ 1,115.00 | $ 125.46 | $ 139,888.90 | $ 142,731.15 |
| **Fixed Income ETF** | **$ 4,755.00** | | **$ 539,697.10** | **$ 536,688.35** |
| *Municipal Bonds & Notes* | | | | |
| Radnor PA 1.729% 11/01/28 | $ 50,000.00 | $ 100.00 | $ 50,000.00 | $ 50,652.50 |
| Virginia College 1.635% 02/01/29 | $ 100,000.00 | $ 101.66 | $ 101,657.63 | $ 101,165.00 |
| California St. 3.05% 04/01/29 | $ 100,000.00 | $ 104.19 | $ 104,191.84 | $ 110,210.00 |
| *US Government Agency Obligations-Mortage Backed Bonds* | | | | |
| FFCB .74% 6/30/2025 | $ 140,000.00 | $ 100.00 | $ 140,000.00 | $ 139,706.84 |
| *U.S. Treasury Bonds & Notes* | | | | |
| US Treasury N/B 1.625% 2/15/26 | 160,000 | $ 99.48 | $ 159,174.36 | $ 165,850.08 |
| US Treasury Note .125% 10/31/22 | 100,000 | $ 100.03 | $ 100,026.92 | $ 99,968.80 |
| US Treasury Note 1.50% 02/15/30 | 175,000 | $ 107.36 | $ 187,887.82 | $ 176,722.70 |
| US Treasury Note 2.00% 11/15/21 | 175,000 | $ 99.83 | $ 174,694.03 | $ 176,257.90 |
| **U.S. Treasury Bonds & Notes Total** | **610,000** | | **$ 621,783.13** | **$ 618,799.48** |
| **Fixed Income Total** | **2,294,755.00** | | **2,859,034.00** | **2,927,567.25** |






LABOR DAY
2021
PHILADELPHIA AFL CIO COUNCIL
34th ANNIVERSARY

# 34TH ANNUAL TRI-STATE LABOR DAY PARADE AND FAMILY CELEBRATION

**MONDAY, SEPTEMBER 6, 2021**
**SHEET METAL WORKERS' LOCAL 19 UNION HALL AND PENN'S LANDING GREAT PLAZA**

| | |
|---|---|
| **8:30am** | Tri-State Labor Day Parade Gathering at Sheet Metal Workers' Local 19 Union Hall |
| **9:15am** | Pre-Parade Kickoff Rally |
| **10:00am** | Parade to Penn's Landing Great Plaza, Columbus Blvd. & Market St. |
| **11:00am -2pm** | Philadelphia Council AFL-CIO Family Celebration - with food, refreshments, kids' activities, make and take crafts, and live music |

**Hosted by the Philadelphia Council AFL-CIO and the Tri-State Labor Day Parade Committee**
215-665-9800