



• COMMUNICATIONS WORKERS OF AMERICA AFL-CIO •
LOCAL 13000 NEWS
 • THE UNION FOR THE INFORMATION AGE •

**Journal of
Local 13000
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Message from the President

Every three years during the fall the membership of our Local are given the opportunity to aspire and run for elected positions within the Local. The membership has an opportunity during this time frame to cast their votes for the candidates they feel will best serve the Local.

Please take the time to look into the candidates running for positions at every level of leadership within the Local and most importantly take the time to cast your votes and mail in the ballots to make sure your voice can be heard.

One week after our Local election's ballots are counted this year's General elections will be taking place across Pennsylvania. Enclosed in this edition of the magazine are the Local's endorsed candidates in this year's General Elections. Please take the time to review this list and vote for the candidates that the Local feels will best serve our membership. One race that we would like to highlight is for the one open seat in the Pennsylvania Supreme Court. This election is crucial since the victor will swing the balance of power in the state's highest court.



Issues like redistricting, workers' compensation, and unemployment compensation, just to name a few, all become at risk with cases that our state's highest court could decide in the coming years. Our endorsed candidate Dan McCafferty understands

the working middle class and in our opinion is the best candidate for working men and women in Pennsylvania.

Other high-profile races include that for Philadelphia City Council since they will be discussing the renewal of the Verizon FiOS franchise agreement in 2024. We have already had several conversations with members of city council regarding this matter including those endorsed candidates up for election in this general cycle. We need to ensure that the members of council look out for the customers in the city and our members who perform this work daily to make sure everyone has access to affordable cable and high-speed internet.

Across the broadband front we continue to participate in discussions at the state level regarding the

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Message from the President

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infrastructure bill and broadband build-out in underserved areas throughout the Commonwealth. Many of our employers are bidding to secure the opportunity to upgrade the network for consumers so that everyone in the state can enjoy the same level of service and have access to true high-speed internet. Currently several of our employers today are doing work as a result of previous grants to upgrade existing networks and we will continue to work with our employers and elected officials to secure work for our members.

Finally, I would like to take a moment to thank all of you for your kind words and support that many of you sent me a few months back when my mother passed away. It never ceases to amaze me how supportive our CWA family can be when we are going through difficult times in our lives. The compassion shown to my family is very much appreciated and will never be forgotten.

In Unity,



James J. Gardler
President CWA Local 13000

IN MEMORIAM

John R. Sayre-Retiree

Deceased July 23, 2023

Thomas McLean-Member

Unit 13, Branch 12
Deceased August 8, 2023

George Lucke-Retiree

Unit 21, Branch 09
Deceased October 18, 2023

James D. Mangine-Retiree

Unit 19, Branch 01
Deceased August 27, 2023

Justin Kolba-Member

Unit 41, Branch 04
Deceased June 09, 2023

Christopher Swisher-Member

Unit 32, Branch 08
Deceased December 18, 2022

Kasey Chobany-Member

Unit 111, Branch 01
Deceased 2023

Michael P. Harrington-Retiree

Unit 15, Branch 02
Deceased July 25, 2023

Karl A. Heydt

Unit 33, Branch 06
Deceased September 01, 2023

Daniel M. Thomson-Member

Unit 23, Branch 06
Deceased September 11, 2023

Brian W. Hargraves-Retiree

Unit 33, Branch 05
Deceased September 17, 2023



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

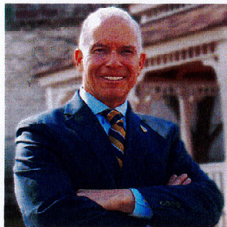




AN IMPORTANT MESSAGE FROM THE PENNSYLVANIA AFL-CIO

VOTE Nov 7

2023 UNION ENDORSED JUDICIAL CANDIDATES



DAN McCAFFERY
SUPREME COURT



JILL BECK
SUPERIOR COURT



TIMIKA LANE
SUPERIOR COURT



MATT WOLF
COMMONWEALTH COURT



STATE COURTS MATTER

Every day, our state's courts make decisions that impact the lives of working families across our Commonwealth. Judges have the final say on all types of issues.

From civil rights, worker's compensation, and our right to organize – to how our state can run elections – these courts have rippling long-term impacts on our lives.

In Pennsylvania, voters have the power to choose who sits on the bench and makes these decisions. YOU have the power to choose who will make these decisions.

We need judges at all levels of the judiciary who will side with workers – not against us.

For these reasons, the Pennsylvania AFL-CIO proudly endorses Dan McCaffery for PA Supreme Court; Jill Beck & Timika Lane for PA Superior Court; and Matt Wolf for PA Commonwealth Court.

**YOUR VOTE IS YOUR VOICE.
MAKE IT HEARD. VOTE TUESDAY, NOV 7.**


How you vote is your personal decision. The Pennsylvania AFL-CIO has evaluated the candidates based on the issues that impact workers, and we believe that these candidates are the right choice for our state's courts. For more information, please visit our website at www.paafcio.org

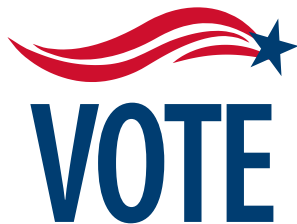


GENERAL ELECTION

Election Day is Tuesday, November 7. Polls will be open from 7 AM until 8 PM. If you need to verify your polling place, have a question about a mail-in ballot, or need additional information about voting, please visit vote.pa.gov or contact your county's Board of Elections.



LABOR
20  **23**
PENNSYLVANIA AFL-CIO



CWA Local 13000 Endorsed Candidates

General Election Tuesday November 7, 2023

**Pennsylvania
Supreme Court:**

Dan McCaffery

**Pennsylvania
Superior Court:**

Jill Beck

Timika Lane

**Pennsylvania
Commonwealth Court:**

Matt Wolf

Philadelphia County:

Mayor: Cherelle Parker

Sheriff: No Endorsement

City Controller: Christy Brady

Register of Wills: John Sabatina

Commissioners:

Lisa Deeley

Omar Sabir

City Council at Large:

Isaiah Thomas

Katherine Gilmore Richardson

Rue Landau

Nina Ahmad

Jim Harrity

District Council:

1st City Council District: Mark Squilla

3rd City Council District: Jamie Gauthiez

4th City Council District: Curtis Jones, Jr.

5th City Council District: Jeffery Jay Young, Jr

6th City Council District: Mike Driscoll

7th City Council District: Quetcy Lozada

8th City Council District: Cindy Bass

9th City Council District: Anthony Phillips

10th City Council District: Gary Masino



CWA Local 13000 Endorsed Candidates

General Election Tuesday November 7, 2023

CWA Local 13000 Endorsed Candidates for Allegheny-Fayette County

Allegheny County Executive

Sara Innamorato

Allegheny County Treasurer

Erica Rocchi Brusselars

Allegheny County Controller

Corey O'Connor

Allegheny County District Attorney

No Recommendation

Allegheny County Council

At Large	No Recommendation
District 2	Todd Hamer
District 5	Dan Grzybek
District 6	John Palmiere
District 7	Nick Futules
District 10	DeWitt Walton
District 11	Paul Klein
District 13	David Bonaroti

Pittsburgh City Controller

Rachael Heisler

Pittsburgh City Council

District 1	Bobby Wilson
District 3	Bob Charland
District 5	Barb Warwick
District 7	Deb Gross
District 9	Kharl Mosley

Magisterial District Judge

District 05 2-01	Tara Smith
District 05 2-03	Dan Konieczka
District 05 2-05	Carolyn Bengel
District 05 2-07	Jeffery Herbert
District 05 2-08	Lisa Caulfield
District 05 2-10	Iren Evans
District 05 2-12	Erik Fisher
District 05 2-15	Patrick Campbell
District 05 2-16	Michael Thatcher
District 05 2-23	Jack Kobistek
District 05 2-27	Nina Riccardi
District 05 2-31	Kate Lovelace
District 05 2-32	Melanie Pallone
District 05 2-35	Daniel Butler
District 05 2-36	James Hanley, Jr
District 05 3-02	Guiseppe Rosselli
District 05 3-03	Mitch Karalca
District 05 3-14	Richard King



The Local Buzz The Local Buzz The Local Buzz



*Report of Executive
Vice President,
Jeff Reamer*

VERIZON

Notice was received from the Company that open benefits enrollment will begin on October 3, 2023 and run through October 12, 2023. Members are urged to view their benefits options and complete enrollment prior to the October 12, 2023 deadline to avoid any potential issues. While there are no major changes for our active employees, our pre-medicare retirees will see some potential increases in premium share contributions due to the negotiated Company contribution level retiree subsidy caps being exceeded for cost of premium coverage in 2024. Retirees are urged to carefully review options during enrollment and contact our Union Healthcare Benefits Coordinators if there are any questions or clarifications needed specific to their individual situation. ■

AVAYA

Bargaining has continued beyond the previously extended expiration date of September 24, 2023. While tentative agreements have been reached at the table on various smaller articles, our big ticket items still remain unresolved. Specifically, retiree benefits, pension increases, termination payments and job security are at the top of that unresolved list. The Company continues its demands for across the board cuts and insufficient title and wage proposals. Your bargaining team has held steadfast in our goal of securing nothing less than a fair agreement

for our membership. The contract has now been extended for an additional month while bargaining continues. ■

COMCAST (Alle-Kiski)

Bargaining continues for our Unit 119 members at Comcast Alle-Kiski who have been working under an extended contract since the original contract expiration date of May 21, 2023, has come and gone. Discussions at the table in mid-September have now been centered on economics, contract labor and wages. And while the Company has been dragging its feet and has been reluctant to provide answers to our proposals, your bargaining team's resolve remains unchanged. Bargaining is set to resume with the Company on October 10, 2023. Updates will be relayed to the membership as events unfold. ■

COMCAST (South Hills)

In preparation for the upcoming bargaining of our contract set to expire on November 6, 2023, bargaining surveys were sent out to the membership in August and have now been received back. The results of those surveys are being used to set your bargaining team's agenda for bargaining. At the time this article was written, no definitive dates have been solidified with the Company as of yet for the opening day of bargaining. Updates on upcoming bargaining will be relayed to the membership in real time. ■

EVERYACTION/BONTERRA

On September 6, 2023, notice was received by the Company announcing yet another round of workforce reductions across the Company's footprint. The notice detailed that the vast majority



The Local Buzz The Local Buzz The Local Buzz

affected are unrepresented employees outside the jurisdiction of our 3 Local bargaining unit. All in all, 48 union represented employees and 163 non-union employees were affected and were ultimately laid off on September 7, 2023. In Local 13000, it affected 1 of our members which is 1 member too many. The Union responded with a request for information surrounding the layoff that included the continued use of contractors, the functions being contracted, the details of the reorganization, and the criteria used to determine who was laid off. While much of the information has been received, clarifications raised by the Union on the contracting information the Company provided are still outstanding. Updates on this situation and any actions moving forward will be relayed to the membership as events unfold. ■

CONSOLIDATED COMMUNICATIONS (ILEC)

Bargaining began on August 22, 2023, for our Unit 54 Branch 104 members whose contract was set to expire on September 30, 2023. After numerous bargaining sessions, a 3-year tentative agreement was ultimately reached in bargaining on September 21, 2023. Highlights of the agreement include general wage increases of 2.25% upon ratification, 2.25% in year 2 and 2.5% in year 3 of the agreement. In addition, enhancements were made to the following contractual provisions: performance bonus, boot allowance, overtime limitations, equipment training, bidding and transfers, Group life insurance, differentials and various other improvements. A newly negotiated Broadband Installer title and scale was also negotiated. A contract explanation and ratification meeting was held with the membership in Gibsonia, PA on September 29, 2023 and the membership overwhelmingly

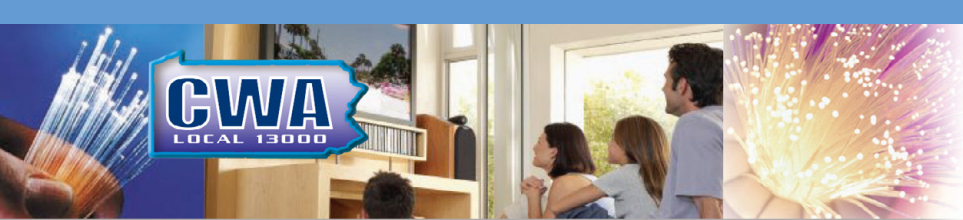
ratified this agreement into contract. This contract is the direct result of the resolve of our bargaining team supported by the solidarity of our membership. Now comes the ongoing task of policing those provisions gained in bargaining. ■

BRIGHTSPEED (formerly Centurylink/Lumen)

In anticipation of our upcoming bargaining for our Unit 101 members whose contract is set to expire on October 31, 2023, bargaining surveys have been sent out and received back from the membership. Our bargaining agenda is being set on those results and your bargaining team is preparing for bargaining. Bargaining dates have been secured with the Company and bargaining is slotted to begin on October 23, 2023. Members are urged to stay in contact with Union officials for updates and potential actions needed. Our success at any bargaining table is directly tied to the involvement of our membership. GET INVOLVED! ■

In Unity,

Jeff Reamer
Executive Vice President
CWA Local 13000



WESTERN REGION UNIT PRESIDENTS

Unit 31	Mike Bowman	Unit 57	Bob Gourdie
Unit 32	Mike Reeder	Unit 59	Andy Miller
Unit 35	Anthony D'Angelo	Unit 101	Joseph Kopeck
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 Hoskowitz	Unit 116	Justin Voelker
Unit 54	Scott Efferin	Unit 119	Jamie Fetterman
Unit 56	Brett McElhatten		

Western Region



I hope everyone enjoyed their summer. Fall is approaching, which means changing conditions for our outside forces. Please be mindful of the weather conditions with storms and hazards in the field.

At Consolidated Communications ILEC in Butler PA, we reached an agreement, and the contract was overwhelmingly ratified. Included in the agreement we achieved for the members includes the following: the highest wage increase they have received in numerous contracts along with a larger boot allowance, a larger company performance bonus, a new job title with good wages to help try and eliminate contractors, an overtime cap for members not wanting to get forced into overtime every night. Additionally, better training language and some grievance procedure changes. I would like to thank Vic Schaffer Unit 54 branch 104 representative for his tireless efforts in working with us on this contract getting everything we could for his membership.

Lumen (formerly Century Link) bargaining is set to start the last week of October. The bargaining surveys are back; Joe Kopac (Unit 101 President), Jon Remington (District 2-13 Staff) and I have begun working on proposals to secure the members a good contract. Bargaining updates will be posted on the Local's Facebook page.

Comcast-Alle-Kiske (Unit 119) is still in bargaining trying to secure a contract. They have been working on an extension since the end of May. I have never dealt with a company that makes **BILLIONS** in profits a year and will not give people a meaningful wage increase. We will be reaching out to members to help support these members in their fight against this greedy company.

Unit 111 representing members at the American Red Cross, have finalized the benefits cost for 2024 and the cost has decreased from 2023. Your Unit President Jaytricia Tremel has just finished these discussions with the company and will be emailing you out the changes to the costs very shortly. Along with that, she has had discussions with the company

about getting into early bargaining in April of 2024 well before your contract expires.

Comcast-South Hills (Unit 115) bargaining is set to begin shortly. We have received the bargaining surveys back and have already started on proposals. The most common issues in the surveys were wages. We will be pushing for maximum wages for all our Comcast groups.

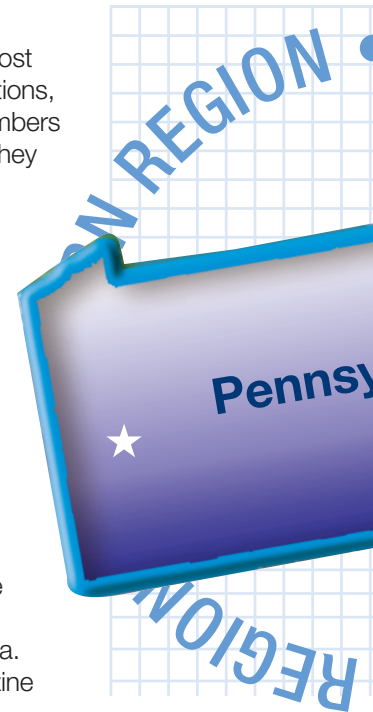
Grievances are up to date in the Western Region. We have been trying to get back to monthly meetings with the companies to keep everything timely. With all the bargaining going on these dates were delayed a week or two but we are back on track and should remain that way from here on out.

Our next topic is elections. I know most people do not like talking about elections, but it is necessary to ensure the members cast their ballots for the candidates they want to lead their Branch, Unit and Local for the next 3 years. I want to emphasize to **EVERY MEMBER** the importance of voting. Please take the time to cast your ballot and make your voice heard. If you are unsure of the candidates, please reach out to your representative to have discussions on the candidates.

We also have our regular state and local elections upcoming. The elected officials set policies that have the potential to impact the work that our members do here in Pennsylvania. Enclosed in this edition of the magazine are our Local's endorsed candidates. Please take the time to review them when casting or mailing in your ballot. If any of you ever need to discuss anything with me, I am always here to answer questions. My cell phone number is 412-977-0706. ■

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		

CWALOCAL13000NEWS



Eastern Region



Around The Region

This time last year, I wrote in my article that the Verizon Directors were canvassing Services Technicians to become Outside Plant Technicians. I also wrote that I had reservations about

it because it seemed to me that they were depleting the Services Technician title too quickly. Yet they went ahead and moved Services Technicians into the OPT tile under the guise of lack of FIOS and an increased 5G build. Under Article 18 they do not need to seek approval from the Union, nor was I going to prohibit someone from wanting to become an OPT.

Since mid-September, I have had conversations with directors in the field as well as Labor Relations regarding the company's intent to cover service orders. In my opinion, the Company has several options for them to accomplish their objectives. Instead of considering any of those options, they want to contrive a completely different method that is unprecedented, unwarranted, and frankly unorthodox.

It is not the job of the Eastern Region Vice President to create ways for the company to reduce overtime except one way and that is to hire more people! It is my job per the Local 13000 Bylaws *"to be responsible for administering the contracts of the employers in my region"*. The 2022 MOU ratified last July announces that the company will hire a minimum of 550 technicians in the District 2-13 footprint (PA, DE, MD, WV, Virginia & DC). The company can also offer overtime, which they are doing in their pockets, but not everywhere, so it is not even enough to warrant anyone

being forced. At the time of this article, there has been no agreement between the Union and the company other than the existing CBA. Furthermore, there is no interest from the Union to secure something other than what is already in place.

Finally, we are right in the middle of the triennial election and candidates have been attending work locations for a chance to gain the members' vote. We should allow the candidates to speak because we are all one Union. Any candidate that has a contested election for their office should stick to the issue that would make them the better candidate for the position. Another way of saying it is to "focus on the positives" and we should allow them to speak. As a voting member, you have a right to ask about the candidate's platform so that you can make a decision based on the information that you have available.

Finally, I am humbled at the opportunity to represent the Eastern Region membership for another three-year term. I hope that the decisions that I have made have benefited you as a member and if not, then I hope that you understand why I made the decision. I learned long ago from the former District 2-13 Vice President that "every decision that you make whether good or bad should be a decision that you can live with" meaning the outcome may not always be favorable but the decision was the right choice. ■

In Unity,

Richard R. Dezzi
Eastern Region Vice President

Grey Matters

RMC Picnic's

Late summer and early fall is the season for RMC Chapters picnics. These gatherings are not only for catching up with former coworkers but also meant to be informative with an array of speakers.

On 8/16 RMC Chapter 13033 had their annual picnic. Chapter President Tom Miller and VP Charlie Frederick's did a phenomenal job every year hosting this event. Great food, good turnout, make this a great picnic every year. The speakers were myself, Vinny Brasten Unit 33 UP, and Tom Ballek CWA RMC Benefits coordinator. Also in attendance were Marie MacCrory 13021 RMC Chapter President and Kathy Massi 13023 Chapter President.

On 9/11 RMC Chapters 13021, 13023, and 211 held their picnic. Another great job by 13023 President Kathy Massi and 13021 President Marie MacCrory. These chapters hold meetings every other month, but this was their first picnic, and they too did a phenomenal job. Speakers were Jill Beck a candidate for superior court judge in PA. (very impressive candidate), Bill Scott district 2-13 political coordinator, Tom Ballek RMC benefits coordinator, and myself. Another great turn out with great food.

A couple more thoughts. Election day is coming so we need to get out and vote and protect our Social Security and Medicare. By now you've all received your health care packages and you've seen the increases. I've started a Facebook page to get information out as quickly as possible, CWA Local 13000 Retirees is the group name so join if you can. I'm still looking for anyone interested in getting involved with an RMC chapter, contact me at 484-695-4949. And again, thanks to Tom, Charlie, Marie, and Kathy you guys' rock. In solidarity Mark Boehmer RMC 2-13 VP.





LABOR DAY PARADE 2023 Eastern Region





LABOR DAY PARADE 2023 Western Region



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



Women's View

PANDEMIC EFFECTS OF WORKING WOMEN

Being able to work and provide for themselves and their families is essential to promoting women's freedom and independence. In the past few years, women's employment has changed. Between February and April 2020, women lost 1.5 million more jobs than men and have struggled to re-enter the workforce due to increased caregiving burdens.

Women working in restaurants, hospitality, retail, and personal care, saw their workplaces end temporarily or in some cases become completely eliminated. The jobs most affected by the pandemic meant that people without college degrees, both women and men, were more likely to lose their jobs than people with college degrees, who often could work from home. Some occupations grew during the pandemic. Both men and women's job gains were mostly in the broad category of management, business, science, and arts occupations in which men were paid 26% more than women, on average. Men lost more of these jobs than women but continued to outnumber women in the labor force.

With the trauma of COVID-related sickness and deaths, the pandemic made women's mental and physical problems worse than ever. Women are considered the caregivers of the world and the pandemic has done nothing to ease the burden of their jobs. Men are doing a little more, but mostly they are at home doing their work and women are at home trying to do their work while also providing 'homework' with increasing household responsibilities. Social distancing measures required to decrease the spread of the COVID-19 virus had staggering economic and

social impacts which were particularly hard on women. COVID-19 is hard on women because the U.S. economy is hard on women, and this virus excels at taking existing tensions and ratcheting them up.

Beyond making work more accessible for mothers, the labor market also needs to compensate women more fairly for their work. Improving wage equality and reducing discrimination in the labor market is no easy task. Potential solutions include raising the federal minimum wage and eliminating the tipped minimum wage. Policies to influence a decrease

“*Social distancing measures required to decrease the spread of the COVID-19 virus had staggering economic and social impacts which were particularly hard on women.*”

in the gender wage gap. A women's place is in the family AND the workforce if they so choose. We cannot bounce back from the COVID-19 recession without interventions to support them in both roles. Returning to the status quo should not be the goal. Instead, we should aim higher for an economy that compensates women fairly for their work, improves access to jobs through family-friendly policies, and supports women in their chosen roles as Breadwinners, Mothers, or some combination of the two.



Membership Report

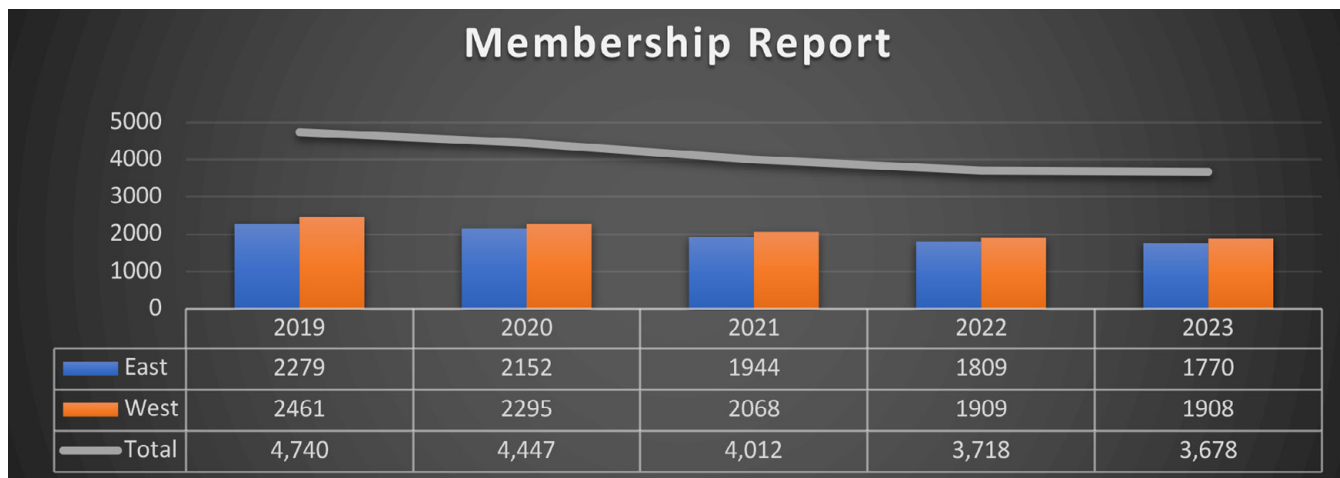


We are currently up to date with our quarterly reports, the next report will reflect the end of the fiscal year. Every year we have an independent auditing firm come to the Local and conduct a financial examination of our accounts to ensure that all departments are following a documented system of recording transactions and to ascertain the accuracy of the financial statements we provide. This is a requirement in our Local Bylaws, as well as making the financial quarterly reports available to the membership.

We've completed the first full fiscal year since we've migrated our accounting software to a more efficient and cost-effective platform. It has not only made our day-to-day operating flow smoother, but also our audit and record keeping. With preparation, the transition was essentially seamless, and the reporting was able to remain consistent.

I've had the pleasure of training two new staff members in our office this year. Lisa Hoey and Barb Cucinotta both are approaching their one-year anniversary as CWA Local 13000 employees in the next few months. They are valuable additions to our Union Staff and continue to gain experience every day, it's been a pleasure working with them both.

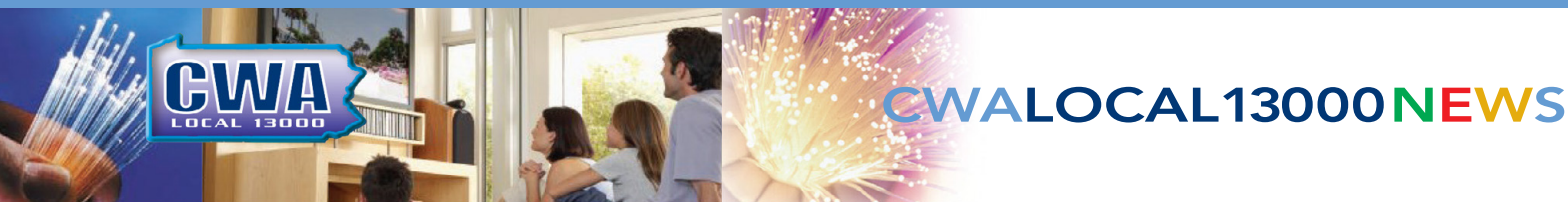
If you haven't heard already, there is a new online store up at our website. If you go to www.cwalocal13000.org and click on "store." You are now able to purchase clothing and accessories with CWA Local 13000 on it with your credit card and have it shipped to your home. This should enable all members to access our merchandise across the state.



This year we were able to bring all elected delegates to the CWA National Convention in St. Louis, MO. Although the Presidential election did not produce the results we hoped for, it was inspiring to see the leadership of this Local come together and denounce mudslinging in the form of campaigning. When we attack each other, the corporations we try to protect our members from win. As President Gardler mentioned in the July/August edition of this magazine, 'Ed [Mooney] ran a very positive campaign, highlighting his successes throughout his career as a Union member.' We are all very proud of how he represented CWA and particularly our own Local 13000.

In Unity,

Marisa MacCrory
Secretary-Treasurer



VOTE

NOVEMBER 7

Please be sure to vote for the CWA Local 13000 endorsed candidates listed inside.

For more information, contact Local 13000 at 215-561-1321, 412-429-9292 or 215-564-6169.