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• 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

In this latest edition of our magazine for will notice the proposed amendments to CWA Local 13000's convention and the endorsed candidates for the upcoming 2024 primary elections in Pennsylvania.

Delegates at this year's convention will be voting on 2 proposed amendments. One is a housekeeping amendment to clean up a change that was made following the last election and the other is based on recommendations from the Local's financial advisors to provide the best protections and returns on the Local's investments. The Local's Constitution Committee is recommending adoption of both proposals.

On April 23rd, 2024, voters across the state will cast ballots in this year's primary election. In this edition you will see endorsements for the State and Federal races, including the President of the United States. CWA came out early in our endorsements to re-elect President Joe Biden and Senator Bob Casey. Both men have been staunch supporters of Labor throughout their careers and will continue that support upon re-election.

Please take the time to review the full list of endorsed candidates for this primary election and be sure that you and your family vote on April 23rd, 2024.



One area of support which we continue to bring to everyone's attention is the Infrastructure Bill. We continue to work within the Commonwealth regarding this legislation and eventually will see many of our employers bidding on this work that will keep our members gainfully employed for years to come.

In Philadelphia, the current FiOS franchise agreement is up for renewal this year and we continue to communicate with City Council and the new administration to ensure the work associated with this renewal is performed by Local 13000 members as it is today. Verizon agrees with this and has also shared some additional information about work our members will be performing on behalf of the city associated with this renewal. Once this is finalized, we will share additional details when they are available.

Verizon has also taken steps to sell off a portion of their pension annuity obligation for retirees. Included in this edition are details from our retiree chapter VP Mark Boehmer, which go into greater detail about the changes retirees who receive a monthly pension will begin to see. Mark has been doing an excellent job in his roll as VP and continues to share a wealth of information with our Chapter Presidents across the state.

(continued on page 2)

Message from the President

(continued from page 1)

Finally, it is with a heavy heart that I share with you information regarding the passing of one of our long time, retired Unit President Dennis Martin. Denny was the longtime Unit 15 President prior to his retirement. He was someone who always fought long and hard for the membership of his Unit and this Local. He continued to show his love and support for Local 13000, even after retirement by participating in strikes, rallies, Workers Memorial Day and was a constant participant in the Philadelphia Labor Day Parade, even as his health

continued to fail. Denny will be missed by many of us, and I am sure he will be looking down on this Local to make sure we are fighting the good fight.

In Unity,



James J. Gardler
President CWA Local 13000

IN MEMORIAM

<p>Russel Wanner-Retiree Unit 33, Branch 04 Deceased December 06, 2023</p>	<p>Alton R. Murden-Retiree Unit 21, Branch 01 Deceased February 01, 2024</p>	<p>George Cox-Retiree Unit 14, Unit 07 Deceased February 19, 2024</p>	<p>Michael Wharton-Retiree Unit 25, Branch 12 Deceased February 22, 2024</p>
<p>Alisa Byrd-Retiree Unit 41, Branch 03 Deceased March 24, 2019</p>	<p>Jack Anderson-Retiree Unit 59, Branch 04 Deceased May 01, 2017</p>	<p>Jean Tucker-Retiree Unit 59, Branch 08 Deceased July 31, 2022</p>	<p>Gary Hunt-Retiree Unit 21, Branch 05 Deceased November 30, 2023</p>
<p>Richard Livengood-Retiree Unit 59, Branch 04 Deceased 12/3/2021</p>	<p>Richard Pflugh-Retiree Unit 44, Branch 06 Deceased March 12, 2021</p>	<p>Jerry Gillen-Retiree Unit 59, Branch 02 Deceased February 19, 2024</p>	<p>Sara Rager-Retiree Unit 59, Branch 08 Deceased April 25, 2023</p>
<p>Robert Breen-Retiree Unit 59, Branch 03 Deceased December 11, 2020</p>	<p>Frances Lofstrom-Retiree Unit 59, Branch 03 Deceased December 28, 2020</p>	<p>Gary Hunt-Retiree Unit 21, Branch 05 Deceased November 30, 2023</p>	<p>Doris Eaton-Retiree Unit 54, Branch 02 Deceased December 20, 2022</p>
<p>Howard Carl-Retiree Unit 59, Branch 01 Deceased January 28, 2022</p>	<p>James Connors, Jr-Retiree Unit 44, Branch 10 Deceased March 03, 2024</p>	<p>Donald Oplinger-Retiree Unit 33, Branch 01 Deceased March 16, 2024</p>	<p>Dale B. Gourley-Retiree Unit 57, Branch 04 Deceased September 10, 2023</p>
<p>Shirley J. Carl-Retiree Unit 59, Branch 01 Deceased November 18, 2022</p>	<p>Tim Alwine-Retiree Unit 31, Branch 06 Deceased February 22, 2024</p>	<p>Helen Krieg-Retiree Unit 01, Branch 07 Deceased March 16, 2024</p>	



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CWA Local 13000 Executive Office
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James J. Gardler, Editor **Elaine Bell, Assistant Editor**

WOMEN'S COMMITTEE

James Gardler (Moderator)

Jaytricia Tremel (Chair, Unit 111 President)

Dana Dialek (Secretary, Unit 54 President)

Orland Jones (Unit 14 President)

Lynn McCarthy (Unit 11 Vice President)



Women's View



The Importance of Female Representation in Politics

Data show that women are underrepresented at all levels of decision-making worldwide and that achieving gender parity in political life is far off.

Better representation will ensure women's voices are heard and their issues fairly recognized, as studies show that women legislators are more likely than men to address women's interests.

Having more females in Leadership can help to create more inclusive policies and practices that benefit not only women but also other underrepresented groups.

As women's representation in U.S. politics has grown, 53% of Americans say there are still too few women in high political office in the United States.

The public sees differences in the way men and women running for higher office are treated by the media. And many think women candidates are punished more than men for showing emotions and having young children at home, among other attributes.

At the current rate, gender equality in the highest positions of power will not be reached for another 130 years.

Major reasons why there are fewer women than men in high political offices:

- Women are not encouraged to be leaders from an early age.
- Women who run for office have to do more to prove themselves than men.
- Women get less support from party leaders.
- Not as many women are interested in holding higher office.

There is established and growing evidence that women's leadership in political decision making processes improve expected outcomes.



Proposed By-Law Amendments to 2024 Convention

To: All CWA Local 13000 Officers and Delegates

Subject: The Report of the CWA Local 13000 Constitution and Bylaws Committee for the 80th Convention.

The CWA Local 13000 Constitution and By-Laws committee met via ZOOM on March 27th, 2024, for the purpose of reviewing and considering proposed changes to the Constitution and Bylaws of Local 13000.

The Constitution and Bylaws provide under article 8 section 10 paragraph b that the duties of the Constitution/Bylaws shall be: receive proposed bylaw changes and make recommendations to the convention on the proposals; write and recommend proposed Bylaws as the committee deems appropriate; prepare proposed bylaw language for Bylaw amendments upon receipt of request from any member.

The Committee considered three proposals within the timeframe set forth by the Constitution and Bylaws to be deemed by the committee as submitted in a timely fashion. One of the proposals submitted was withdrawn prior to the committee adjourning for the day. The report sets forth the two remaining proposed amendments received by the committee and the committee's recommendation on those proposals to date.

Any proposed new language in **bold and underlined**, existing language being removed by a proposal is ~~crossed-out~~.

Proposed Bylaw Amendment #1:

Amend:

APPENDIX A

From:

Western Region shall consist of but not limited to the following Units: 31, 32, 35, 41, 42, 43, 44, 54, 56, 57, 59, 101, 103, 104, 111, 112, 115, 116, and 119.

To:

Western Region shall consist of but not limited to the following Units: 31, 32, 35, 41, 42, 43, 44, 54, 56, 57, 59, 101, 103, ~~104~~, 111, 112, 115, 116, and 119

Intent:

Housekeeping. Unit 104 is now a branch in Unit 54.

Submitted by:

Western Region Vice President Gregg Bialek

The Committee **recommends** adoption of the of the amendment.

Proposed Bylaw Amendment #2:

Amend:

ARTICLE 12 DUES, MONIES OWED THE UNION, ASSESSMENTS, AND INITIATION FEES

FROM:

Section 6: Surplus Funds

Surplus funds shall be invested with a primary focus on stability and principal protection. A minimum of 50 percent of such funds shall be invested in investment grade fixed income securities or direct obligations of the US Government. Such funds shall not be invested in any foreign government and/or institution. All Such funds shall be invested in American (USA) institutions, direct obligations of the US Government or securities back by or insured by the US Government.

TO:

Section 6: Surplus Funds

Surplus funds shall be invested with a primary focus on stability and principal protection. **Fifty percent (50%), plus or minus 10% in the discretion of the Local Union's investment advisor(s)** of such funds shall be invested in investment grade fixed income securities or direct obligations of the US Government. Such funds shall not be invested in any foreign government and/or institution. All Such funds shall be invested in American (USA) institutions, direct obligations of the US Government or securities back by or insured by the US Government.

Intent:

This change will give our investment advisor(s) a better opportunity to make investments on Behalf of the Local when market fluctuations are identified so that we can get the best return on our investments in the future. Their performance over the last 15+ years has demonstrated to the trustees their understanding of these fluctuations and their ability to maximize returns on our investments. This change will give our advisor(s) a little bit more flexibility to maximize returns and protect our investments going forward.

Submitted by:

CWA Local 13000 Executive Board.

The Committee **recommends** adoption of the of the amendment.

Respectfully Submitted,

CWA Local 13000 Constitution and By-Laws Committee

Joe Peruggia,
Unit 22 President (Chair)

Chris Myers,
Unit 44, President

George Balzer,
Unit 1 President

Tony D'Angelo,
Unit 35 President

Dave Baker,
Unit 37 President

Justin Voelker,
Unit 116 President



CWA Local 13000 2024 ENDORSEMENTS

DEMOCRATIC PRIMARY ENDORSEMENTS

NATIONAL OFFICES

President Joe Biden Incumbent

STATEWIDE OFFICES

Attorney General PA Jack Stollsteimer
 Auditor General PA Malcolm Kenyatta
 Treasurer PA Ryan Bizzarro

U.S. CONGRESS

Senate PA Bob Casey
 Congress CD01 Brian Fitzpatrick Incumbent
 Congress CD02 Brendan Boyle Incumbent
 Congress CD03 Dwight Evans Incumbent
 Congress CD04 Madeleine Dean Incumbent
 Congress CD05 Mary Gay Scanlon Incumbent
 Congress CD06 Chrissy Houlahan Incumbent
 Congress CD07 Susan Wild Incumbent
 Congress CD08 Matt Cartwright Incumbent
 Congress CD12 Summer Lee Incumbent
 Congress CD16 Preston Nouri
 Congress CD17 Christopher Deluzio

PENNSYLVANIA STATE SENATE

State Senate SD01 Nikil Saval Incumbent
 State Senate SD03 Sharif Street Incumbent
 State Senate SD05 Jimmy Dillon Incumbent
 State Senate SD07 Vincent Hughes Incumbent
 State Senate SD15 Patty Kim
 State Senate SD19 Carolyn Comitta Incumbent
 State Senate SD43 Jay Costa Incumbent
 State Senate SD45 Nick Pisciotano

PENNSYLVANIA HOUSE OF REPRESENTATIVES

State House HD001 Patrick Harkins Incumbent
 State House HD002 Robert Merski Incumbent
 State House HD003 Ryan Bizzarro Incumbent
 State House HD019 Aerion Abney Incumbent
 State House HD020 Emily Kinhead Incumbent
 State House HD021 Lindsay Powell Incumbent
 State House HD023 Dan Frankel Incumbent
 State House HD024 La'Tasha D. Mayes Incumbent
 State House HD025 Brandon Markosek Incumbent
 State House HD026 Paul Friel Incumbent
 State House HD027 Daniel Deasy Incumbent
 State House HD028 William Petulla
 State House HD030 Arvind Venkat Incumbent
 State House HD032 Joe McAndrew Incumbent
 State House HD033 Mandy Steele Incumbent
 State House HD034 Abigail Salisbury Incumbent
 State House HD035 Matthew Gergely Incumbent
 State House HD036 Jessica Benham Incumbent
 State House HD038 John Inglis
 State House HD039 Angela Girol

DEMOCRATIC PRIMARY ENDORSEMENTS (continued)

PENNSYLVANIA HOUSE OF REPRESENTATIVES (continued)

State House HD042 Dan Miller Incumbent
 State House HD044 Hadley Haas
 State House HD045 Anita Astorino Kulik Incumbent
 State House HD051 George Rattay
 State House HD053 Steven Malagari Incumbent
 State House HD061 Liz Hanbidge Incumbent
 State House HD070 Matthew Bradford Incumbent
 State House HD074 Dan Williams Incumbent
 State House HD077 Scott Conklin Incumbent
 State House HD082 Paul Takac Incumbent
 State House HD104 Dave Madsen Incumbent
 State House HD105 Justin Fleming Incumbent
 State House HD136 Robert Freeman Incumbent
 State House HD146 Joseph Ciresi Incumbent
 State House HD148 Mary Jo Daley Incumbent
 State House HD149 Timothy Briggs Incumbent
 State House HD150 Joseph Webster Incumbent
 State House HD155 Danielle Friel Otten Incumbent
 State House HD156 Christopher Pielli Incumbent
 State House HD157 Melissa Shusterman Incumbent
 State House HD158 Christina Sappay Incumbent
 State House HD159 Carol Kazeem Incumbent
 State House HD167 Kristine Howard Incumbent
 State House HD173 Patrick Gallagher Incumbent
 State House HD174 Ed Neilson Incumbent
 State House HD175 MaryLouise Isaacson Incumbent
 State House HD177 Joseph Hohenstein Incumbent
 State House HD179 Jason Dawkins Incumbent
 State House HD180 Jose Giral Incumbent
 State House HD181 Malcolm Kenyatta Incumbent
 State House HD182 Benjamin Waxman Incumbent
 State House HD184 Elizabeth Fiedler Incumbent
 State House HD185 Regina Young Incumbent
 State House HD186 Jordan Harris Incumbent
 State House HD188 Rick Krajewski Incumbent
 State House HD190 Roni Green Incumbent
 State House HD191 Joanna McClinton Incumbent
 State House HD192 Morgan Cephas Incumbent
 State House HD194 Tarik Khan Incumbent
 State House HD195 Donna Bullock Incumbent
 State House HD197 Danilo Burgos Incumbent
 State House HD198 Darisha Parker Incumbent
 State House HD200 Christopher Rabb Incumbent
 State House HD201 Andre Carroll
 State House HD203 Anthony Bellmon Incumbent

REPUBLICAN PRIMARY ENDORSEMENTS

PENNSYLVANIA STATE SENATE & HOUSE OF REPRESENTATIVES

State Senate SD37 Devlin Robinson Incumbent
 State House HD106 Tom Mehaffe Incumbent

The Local Buzz The Local Buzz The Local Buzz



Report of Executive Vice President, Jeff Reamer

VERIZON

On April 3, 2024 a joint Verizon and CWA Local 13000 Safety Committee meeting was held in Harrisburg, Pa. As a result of several near misses occurring due to incorrect voltages printed by engineering on prints, the Union placed on the agenda the need for a clear verification process to ensure our members are not in harms way due to the inability of engineering to correctly update these voltages. While the Company recognized this concern and has had numerous discussions with the engineering department over the voltages on these prints, no resolution has been reached as of yet. The Union advised the Company that we will be directing our OPTs that come into this situation and voltage cannot be correctly verified to treat every job as if it were 34kv and follow the turn down procedures with local power companies prior to performing any work. Additionally, the Union Safety Committee in connection with the above issue has been adamantly pushing for the rollout of the Compass voltage meter and the availability of dielectric boots. Several intra company calls and meetings are scheduled between Corporate Safety, Network Ops and Asset management to discuss rollout dates. In the meantime, members are urged to continue to work safe and follow the motto that “No Job Is So Important That We Cannot Take The Time To Work Safely”. ■

COMCAST (Alle-Kiski)

After almost a full year of bargaining for our Unit 119 members whose contract had an original expiration date of May 21, 2023, a tentative agreement was ultimately reached on March 13, 2024. Highlights of this 3-year tentative agreement include annual wage increases of 2% each year retroactive back to the original expiration date of May 21, 2023, additional individual title wage adjustments, a \$500 signing bonus and the addition of another paid holiday. Enhancements were also made to the contractual provisions covering hours of work, forced overtime, On-call/Standby, TTO scheduling and language protecting the performance of bargaining unit work in terms of layoffs and part timing. A contract explanation and ratification meeting was held with the membership on Wednesday, March 20, 2024, and the Unit 119 membership overwhelmingly ratified this new agreement into contract. This new contract is a direct result of the never-ending dedication and resolve of our bargaining team backed by the involvement and support of our membership. The Company did everything it could to try to break that resolve, including a Company initiated decertification attempt. In the end, the solidarity of our membership PREVAILED! ■

COMCAST (South Hills)

Just 1 day after reaching a tentative agreement for our Unit 119 members in Alle-Kiski, our Unit 115 bargaining team reached a tentative agreement at the table with Comcast on March 14, 2024. Highlights of the 3-year agreement include 2% annual wage increases with retroactivity back to November 7, 2023, individual title wage adjustments, a \$500 signing bonus and an additional paid holiday. Enhancements were also made to the contractual provisions covering inclement weather, hours of work, restrictions on forced overtime, summer overtime plan and includes the elimination of the made to stay agreement. A contract explanation and ratification



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meeting was held with the membership on March 27, 2024 and the Unit 115 membership ratified this agreement into contract. As with what was endured in Alle-Kiski bargaining, those same attempts and strategies were made by the Company to divide our membership in Unit 115 as well. And yet again, they failed to break the resolve of our bargaining team backed by the solidarity of our membership. ■

EVERYACTION/BONTERRA

Discussions are ongoing with the Company surrounding the bargaining for additional titles they are looking to create as well as an amended compensation plan. Meetings held with the Company in early February over these issues generated additional information requests and clarifications being submitted by the Union. The Union is in the process of reviewing the information received and is still waiting for the balance of the requested information to be provided by the Company. Updates on these talks will be relayed to the membership as events unfold. ■

FAST MAIL

The opening day of bargaining for a first contract began on March 18, 2024, for our newly organized members at Fastmail. Initial talks centered around establishing the parameters and expectations of both parties as we navigate the bargaining process. The Union then submitted our first formal proposals comprised of 6 non-economic contractual articles aimed at setting the framework for a fair first contract for our membership. Prior to the end of this first session, discussions were also held regarding the outstanding information the Union had previously requested from the Company in connection with bargaining. After the conclusion of the meeting, the Company provided much of the information requested prior to the next bargaining session which occurred on April 4, 2024. At this next session the Union proposed 3 additional articles,

grievance procedure, arbitration and non-discrimination. Prior to the conclusion of the meeting, individual tentative agreements were reached on several items and the Company provided counter proposals on various others which the Union is presently reviewing. The next bargaining date is scheduled for May 10, 2024. Our Union bargaining team will continue to be analyzing those bargaining surveys received to set our agenda as we proceed. Members are urged to stay in contact with Union officials surrounding any issues occurring in the workplace. Updates will continue to be relayed to the membership in real time. ■

NEWTOWN TOWNSHIP (Firefighters)

On February 16, 2024, a tentative agreement was reached with the Township in bargaining. This tentative agreement, which initially started as limited scope bargaining over scheduling, is now a full 3-year extension of our contract that was set to expire in December of 2024. This tentative agreement includes a wage increase of 3% effective on 4/4/24 which in conjunction with the previously negotiated 3% that went into effect on 1/1/24 brings the total wage increases for 2024 up to 6%. Additional highlights of the agreement include , annual wage increases of 3% for each year of the agreement, the creation of 2 new lieutenant positions and elevated wage scale, the addition of a new 7 day work week rotation schedule that actually reduces the hours of work to 2080 per year, the guaranteed hiring of 4 additional Firefighters and preserves the remaining provisions of our contract in full and unchanged for the life of the agreement. This tentative agreement was unanimously ratified by the membership into contract on February 22, 2024. Now comes the task of enforcing and protecting those provisions gained in bargaining. ■



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 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	Chris Meyers	Unit 116	Justin Voelker
Unit 54	Dana Bialek	Unit 119	Jamie Fetterman
Unit 56	Dan Murphy		

Western Region



Spring is in the air or as we are used to in the Western Region, it is all four seasons on any given day for the next month. All jokes aside, I hope everyone enjoyed their early Easter Holiday.

Comcast Unit 119 (Alle-Kiski) has been fighting for a contract

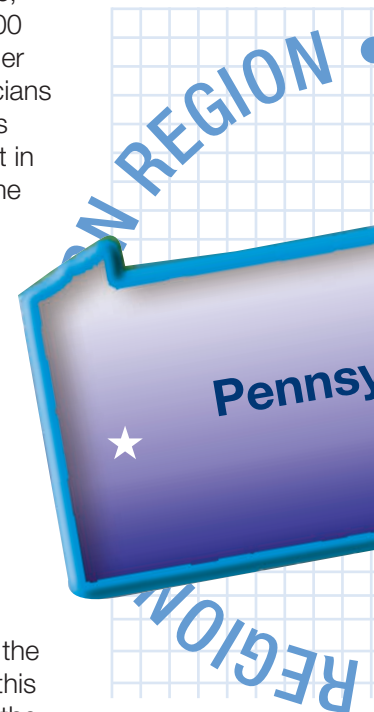
for almost 11 months. This fight has been going on through the company attempting to decertify the membership from the union, which the company failed miserably at. After a failed attempt to decertify, the company started dragging out bargaining, especially when it came to economics. This BILLION-dollar company was only moving a few pennies every pass while expecting us to make concessions on the wages OUR members deserved. Between the increases of groceries, gas, and everything else out there in the world today, they wanted the membership to agree to wages from 2021. These members stuck together and fought this company to gain a great contract with NO givebacks. What they earned was a 3-year contract with retroactivity back to May 22, 2023, a \$500 Ratification bonus, individual wage adjustments, along with annual general wage increases. Some other highlights to this contract are as follows: forced overtime was changed from 16 hours a week down to 10 hours a week, the addition of Juneteenth as a holiday, added union leave for the Unit 119 Council, maximum rates in the wage section to reflect what they actually are, increased starting wages for new members and an increased scale and no part-timing of employees, as long as they have contractors working in the Bargaining Unit. Additionally, the summer overtime agreement was changed so the number of days they can force will remain at two days for the duration of the agreement instead of the company adjusting the number every year. The members of Unit 119 ratified this contract, and they were pleased with everything. I would like to thank your Unit President Jamie Fetterman and Unit Vice President Bill Maher for their tireless efforts, all the late-night calls and Zoom calls to make this happen.

Comcast Unit 115 (South Hills) had a similar battle against Comcast, luckily for them it was not for as long of a time. Their fight started in October of 2023 with the company trying to decertify the membership from the union and again Comcast lost. With the company knowing we were not going to settle for old wages, they came to the table with a better start in economics but were still off from where we needed to be. It was still a fight at the table but after a few months we were successful in securing a contract. We achieved a 3-year deal with retroactivity back to November 7, 2023. Some of the highlights to this contract are as follows: a general wage increase, individual wage adjustments, a \$500 ratification bonus, inclement weather language (to help when the technicians are in the field and the supervisor is behind a desk thirty miles away not in the same elements), forced overtime from 16 hours to 10 hours a week, the addition of Juneteenth as a holiday, wage rate section to reflect what the actual top rates are, better starting wages and progressions for new members, the elimination of the made-to-stand agreement and summer overtime to not exceed 16 hours each year. This contract was also ratified by the Unit 115 members. Your Unit President Mark Onofrey and Unit Vice President Alan Ferry worked hard to get their members the best contract they could. None of this would have been possible without the expert tutelage of our District 2-13 Staff person Jon Remington.

Hope everyone enjoys this crazy weather. Stay safe! ■

In Unity,

Gregg Bialek
Western Region Vice President



EASTERN REGION UNIT PRESIDENTS

Unit 1	George Balzer	Unit 23	Duke McShane
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	Larry Windstein	Unit 211	Megan Bach
Unit 22	Joseph Peruggia		

CWALOCAL13000NEWS



Eastern Region



Around the Region

Verizon has replaced two of its directors recently, these moves were done swiftly thus indicating the seriousness of the circumstance. To me it doesn't matter who the

company representatives are, the business of the Eastern Region will move forward regardless. It is imperative for my office to actively engage in any or all conversations with management when it comes to the welfare of the members. This is why we have already had several meetings with the new directors, and more are scheduled in the future. The primary purpose is so that we can discuss the issues that are most important to the membership.

One of the issues that has always been a bone of contention for the members is transfers both voluntary and involuntary. The Company's vision, attrition, and workload usually dictate the need for employees to be staffed in areas versus other areas. In 2010, more than 200 employees were involuntarily transferred to the City of Philadelphia to help with the FTTP/FIOS build. Fast forward 10 years and there were and still are opportunities to have these same members return to their former suburban locations. I believe that it is better to work at a location where you want to be rather than where you have to be and that is the reason why I am so active with transfer agreements.

Several months ago, a Central Office manager who was meeting with a group of Union officials made an inaccurate statement, so I wanted to clarify it in this article. She was questioned as to why the Company

chose to hire SETs externally rather than internally and her response was "The Union is making us hire off of the street". It is somewhat flattering to know that we wield that kind of power, but it is not entirely true. What "the Union" was doing was enforcing the contract and the provisions associated with the 2022 MOU or "contract extension". Her reference was specifically about the "900 technicians will be hired in the Mid-Atlantic footprint, with a minimum of 550 in CWA District 2-13 area". The Company must comply with the agreement and that means they must hire 550 technicians in the District 2-13 area which consists of Pennsylvania, Delaware, Virginia, Washington DC, & Maryland. Additionally, the agreement references technicians but is not specific to any particular title. For the record, there are Assignment, Assistant, Fiber Network, Outside Plant Services, Splicing, Systems, Switching Equipment, and Video Hub Technicians. The fact that the Company chose to hire Switching Equipment Technicians was entirely their decision. In my opinion, they should fill top craft positions internally, and other positions externally. That way the existing employees have a chance to move up from other departments and already understand how the Company operates.

Additionally, the contractual obligation for the company to adhere to the Internal/External Staffing letter. That letter guarantees excluding entry-level positions that the company will fill at least 50% of their full-time requisitions with qualified internal candidates. So, at the least, they must hire 50% but they can fill more than that with internal candidates, but they cannot dip below. Let me be clear, as a local we want new members, friends, families, etc., but when it comes to top craft positions, it is better accomplished by filling those positions with internal candidates. ■

In Unity,

Richard R. Dezzi
Eastern Region Vice President



Grey Matters



I'm sure by now everyone has read the news or been notified that Verizon has sold their pension fund to Prudential and RGA. Beginning 7/1/24 anyone receiving a monthly pension check will now receive checks or deposit Prudential/RGA.

Another item involved in this transfer will be the 1986 death benefit clause. For anyone eligible for this benefit it will also be paid out by Prudential/RGA starting 7/1/24.

Verizon has stated that all pension information including direct deposit accounts will be automatically transferred over to Prudential and RGA. So, in theory nothing should be required from you at the moment. You should continue to receive deposits with no interruption.

Now you are probably asking how and why this occurred. AT&T recently sold their pension plan over the summer to Athene. This pension sell-off has become more common as interest rates rise. This practice has been challenged in court and deemed to be legal. Management pensions were sold off to Prudential in 2012. Verizon is looking to get out from under its pension funding obligation. In the Mid Atlantic area 5400 retirees will be affected by this change.

Another notification Verizon sent out was the verification of spouses on your health care plan. They are asking for proof that your spouse or dependent child lives in the same household. They have done so before and basically, it's just to verify eligibility requirements are being met.

With all that I just covered it is more important now than ever that you read the mail and emails being sent to you. If you get mail from Verizon, Prudential and/or RGA please read the mail it could be important. I will try and keep you informed of any mailings going out.

In other RMC news I recently attended a meeting for the CWA RMC board of which I am a member. It was held in Savannah, and we now have a new RMC President Gwen Parker from Georgia. We should see some great things from Gwen. I've been tasked with running the CWA Retirees national Facebook page and still run the CWA Local 13000 Retirees page.

“ it is more important now than ever that you read the mail and emails being sent to you ”

I will try and keep everyone informed and up to date in these pages. So, check out both Facebook pages for up to the minute information. Savannah was very productive, and you'll see a lot more information in the future.

In Solidarity

Mark Boehmer 2-13 RMC



Joe Smolczynski
Secretary-Treasurer



Communication Workers of America-Local 13000

Statement of Financial Position

As of March 31, 2024 Total

ASSETS

Current Assets	
Bank Accounts	
FIRSTRUST OPERATING	278,570.33
FIRSTRUST-PAYROLL ACCOUNT	0.00
FIRSTRUST-MEMBER DEFENSE FUND	454.30
FIRSTRUST-MEMBER RELIEF FUND	518.46
Cash on hand	389.25
Misc	(137.85)
Total Bank Accounts	\$ 279,794.49
Other Current Assets	
HAVERFORD- MM ACCT	18,498.81
HAVERFORD-US GOV'T	709,648.49
HAVERFORD CORP OBLIGATIONS	1,871,661.35
HAVERFORD-COMMON STOCK	3,476,460.96
MUTUAL FUNDS-	814,457.90
HAVERFORD FED PRIME	265,210.35
INVESTMENT-HAVERFORD CD'S	120,000.00
EXCHANGE	35,000.00
Inventory-East	16,567.60
Inventory West	15,129.92
Undeposited Funds	110.45
Total Other Current Assets	\$ 7,342,745.83
Total Current Assets	\$ 7,622,540.32
Fixed Assets	
FURNITURE & FIXTURES	162,293.47
COMPUTER EQUIPMENT	43,233.79
WEST BLDG IMPROVEMENTS	292,658.84
PHILA BLDG IMPROVEMENTS	2,814,662.27
ACCUMULATED DEPRECIATION	(2,165,845.46)
Total Fixed Assets	\$ 1,147,002.91
Other Assets	
SECURITY DEPOSIT	(12,395.84)
Total Other Assets	\$ (12,395.84)
TOTAL ASSETS	\$ 8,757,147.39
LIABILITIES AND EQUITY	
Liabilities	
Total Liabilities	
Equity	
Opening Balance Equity	(28,957.78)
Retained Earnings	8,069,114.11
Net Revenue	716,991.06
Total Equity	\$ 8,757,147.39
TOTAL LIABILITIES AND EQUITY	\$ 8,757,147.39

Statement of Revenue, Expenses & Changes in Net Assets

October 1, 2023-March 31, 2024

Revenues:

1708-000 TO/FROM COMMUNITY SERVICE FUND	\$ 1
4000-000 REVENUE-INVENTORY SALES-PHILA	\$ 1,227
4001-000 REVENUE-INVENTORY SALES-PITT	\$ 1,833
4006-004 REIMBURSE MAILING EXPENSES	\$ 6,427
4007-000 Reimburse Office Exp & Supplies	\$ 73
4008-000 REIMBURSED TRAVEL, HOTEL & RES	\$ 239
4008-001 REIMBURSE EXP-BOARD	\$ 1,507
4009-001 REIMBURSE WAGES-ORGANIZING	\$ 26,818
4009-002 REIMBURSE WAGES-MOBILIZING	\$ 10,687
4009-004 REIMBURSED WAGES/BARGAINING	\$ 7,808
4009-007 REIMBURSE EXPENSES-BARGAINING	\$ 1,486
4009-008 REIMBURSE EXPENSES-MOBILIZATIO	\$ 654
4009-019 INSURANCE REFUND	\$ 36
4009-022 REIMBURSED AMERICAN EXPRESS CHARGE	\$ 64
4010-000 MISCELLANEOUS INCOME	\$ 24
4020-000 DUES FROM NATIONAL	\$ 1,093,244
4020-001 DUES-OTHER EMPLOYEES	\$ 195,475
4020-003 UNION DUES STAFF-UFCW	\$ 264
4026-000 UTILITIES REFUND	\$ 191
4045-000 GAINS & LOSSES	\$ 101,758
4050-000 INTEREST INCOME	\$ 45,211
4055-000 DIVIDEND INCOME	\$ 51,526
4057-000 UNREALIZED GAINS/LOSSES	\$ 477,899
4072-000 INVESTMENT FEES	\$ (33,324)
4075-000 1ST FL RENTAL INCOME	\$ 27,470
4081-000 MAILING REFUND	\$ 155
Discounts given	\$ (6,704)
Unapplied Cash Payment Revenue	\$ 252
Total Revenue	\$ 2,012,299

Expenses Paid

Salaries:

Executive President, Vice President & Treasurer	\$ 199,433
Eastern Region Vice President Salary	\$ 62,374
Western Region Vice President Salary	\$ 56,030
Eastern Region Salary	\$ 27,214
Western Region Salary	\$ 14,833
Executive Board Committees Salary	\$ 15,567
Unit Business Salary Eastern Region	\$ 63,521
Unit Business Salary Western Region	\$ 65,551
Eastern Region Staff Salary	\$ 64,281
Western Region Staff Salary	\$ 62,077
Executive Board Staff Salary	\$ 95,883
Organizing Salary	\$ 13,430

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Communication Workers of America-Local 13000

Statement of Revenue, Expenses & Changes in Net Assets

(continued)

October 1, 2023-March 31, 2024

Mobilization Salary	\$	8,971
Convention Salary Western Region	\$	1,197
Convention Salary Eastern Region	\$	737
Bargaining Salary	\$	12,935
Education Salary	\$	10,511
EMPLOYER MATCH	\$	25,190
Regional Allowances & Reimbursements		
Eastern Region Allowance	\$	952
Western Region Allowance	\$	1,392
Local Business Allowance	\$	3,380
Unit Business Allowance-Eastern	\$	2,956
Unit Business Allowance-Western	\$	4,653
Eastern Region Reimburse Expense	\$	2,354
Western Region Reimburse Expense	\$	2,868
Local Business Reimburse Expense	\$	4,040
Unit Business Reimburse-Eastern	\$	7,155
Unit Business Reimburse-Western	\$	7,263
Convention Allowances & Reimbursements		
Convention Reimburse Expense-Eastern	\$	294
Convention Reimburse Expense-Western	\$	412
Convention Reimburse Expense-Board	\$	138
Convention Allowance- Eastern	\$	399
Convention Allowance-Western	\$	375
Convention Allowance-Board	\$	24
Convention Supplies & Expense	\$	304
Mobilization Allowances & Reimbursements		
Mobilization Allowances	\$	1,235
Mobilization Reimburse Expense	\$	1,344
Organizing Reimburse Expense		
Organizing Reimburse Expense	\$	706
Bargaining Allowances & Reimbursements		
Bargaining Allowance	\$	1,320
BARGAINING, MISC EXPENSES	\$	173
Bargaining Reimburse Expense	\$	2,032
Subscription & Membership		
Subscription Eastern Region	\$	177
Subscription Exective Board	\$	6,429
Membership Eastern Region	\$	6,833
Membership Western Region	\$	4,415
Membership Executive Board	\$	—

Statement of Revenue, Expenses & Changes in Net Assets

(continued)

October 1, 2023-March 31, 2024

Meeting Hall Rental		
Eastern Region	\$	650
Western Region	\$	1,818
Executive Board	\$	—
Travel, Hotels & Restaurant		
Eastern Region	\$	3,699
Western Region	\$	3,767
Executive Board	\$	10,671
Bargaining	\$	75
Local Convention- Travel Hotel	\$	16,610
Organizing	\$	539
Education	\$	—
Telephone:		
Eastern Region	\$	8,862
Western Region	\$	9,669
Executive Board	\$	7,275
Utilities:		
Philadelphia-Utilities	\$	14,717
Western Region-Utilities	\$	2,988
Water & Sewer-Philadelphia	\$	1,943
Water & Sewer- West	\$	715
Building Maintenance:		
Philadelphia Building Maintenance	\$	12,607
Western Region Building Maintenance	\$	5,055
Protection-3rd floor	\$	3,336
Protection-Eastern Region	\$	3,336
Protection-Western Region	\$	—
Sanitation-Western Region	\$	691
MAINT AGREEMENT-WESTERN REG	\$	563
MAINT AGREEMENTS-BOARD	\$	5,400
Printing & Typing		
Board	\$	1,768
Print & Typing -Eastern Region	\$	1,563
Print & Typing -Western Region	\$	1,462
CWA 13000News	\$	7,245
Office Supplies		
Board	\$	2,757
Eastern Region	\$	6,284
Western Region	\$	2,443

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Communication Workers of America-Local 13000

Statement of Revenue, Expenses & Changes in Net Assets

(continued)

October 1, 2023-March 31, 2024

Office Expense	
Board	\$ (445)
OFFICE EXP- EASTERN REGION	\$ 162
Postage & Delivery	
Board	\$ 12,863
Eastern Region	\$ 12,520
Western Region	\$ 1,271
Equip Leasing & Services	
Equipment Leasing- Board	\$ 7,760
Equipment Leasing-Eastern Region	\$ 7,760
Equipment Leasing-Western Region	\$ 7,942
Real Estate Tax	
Philadelphia	
Western Region	\$ 984
Professional Fees	
Legal	\$ 18,040
Accounting	\$ 30,000
Actuary	\$ 17,200
Contribution	
Board	\$ 5,050

Statement of Revenue, Expenses & Changes in Net Assets

(continued)

October 1, 2023-March 31, 2024

Other	
Sympathy-Board	\$ 982
Service Charge	\$ 1,215
Bonds & Insurance	\$ 17,821
Unemployment & SS Taxes	\$ —
Employee Benefits	\$ 76,247
Payroll Tax Expense	\$ 61,243
Payroll processing fees	\$ 6,466
Misc. Expense	\$ 40
Pension Funding	\$ —
Computer Work - Philadelphia	\$ 600
Computer Work-Western Region	\$ 2,524
Payroll TAXES WITHHELD	\$ 2,652
PARKING WITHELD STAFF	\$ (180)
COMM SERVICE WITHHELD	\$ (60)
EMPLOYEE 401k & SAVING WITHELD	\$ (2,544)
PAC WITHHELD	\$ 40
PAC WITHELD-UFCW	\$ (120)
Total Other Expenditures	\$ 5,403
Total Expenses Paid	\$ 1,295,307

Operating Fund

as of 3/31/2024

	Shares	Unit Cost	Total Cost	Market Value
Cash Equivalents Certificates of Deposit				
Haverford Trust CD 5.30% 04/12/2024 - Principal	60,000.00	1.00	60,000.00	60,000.00
Haverford Trust CD 5.30% 05/04/2024 - Principal	60,000.00	1.00	60,000.00	60,000.00
Certificates of Deposit Total	120,000.00		120,000.00	120,000.00
Money Market - Taxable - Standard				
Federated Hermes Govt Obligations PS Fund 117 (GOFXX) - Principal	43,498.81	1.00	43,498.81	43,498.81
Cash Equivalents Total	163,498.81		163,498.81	163,498.81
Asset Total	163,498.81		163,498.81	163,498.81
Accrual Total				1,360.46
Grand Total	163,498.81		163,498.81	164,859.27

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Communication Workers of America-Local 13000

Emergency Fund

as of 3/31/2024

	Shares	Unit Cost	Total Cost	Current Market Value
Cash				
Cash			225.60	225.60
Cash Equivalents				
Money Market - Taxable - Standard				
Federated Govt Obligations PS Fund 117 (GOFXX) - Principal	\$ 264,984.760	1.00	264,984.76	264,984.76
Equity				
Domestic				
Air Prods & Chems Inc Com (APD)	\$ 277.000	156.63	43,386.29	67,108.79
Apple Inc Com (AAPL)	\$ 1,214.000	16.42	19,939.94	208,176.72
Blackrock Inc (BLK)	\$ 163.000	152.66	24,883.92	135,893.10
CVS Health Corporation (CVS)	\$ 902.000	44.44	40,083.16	71,943.52
Chevron Corporation (CVX)	\$ 560.000	163.36	91,480.35	88,334.40
Coca Cola Co Com (KO)	\$ 1,270.000	28.89	36,692.06	77,698.60
Costco Whsl Corp New Com (COST)	\$ 232.000	352.75	81,838.06	169,970.16
Honeywell Intl Inc Com (HON)	\$ 680.000	178.36	121,287.37	139,570.00
JPMorgan Chase & Co Com (JPM)	\$ 750.000	40.55	30,415.35	150,225.00
Johnson & Johnson Com (JNJ)	\$ 632.000	61.99	39,179.07	99,976.08
Lowes Cos Inc Com (LOW)	\$ 515.000	69.51	35,795.48	131,185.95
Mastercard Inc Class A (MA)	\$ 418.000	70.4	29,427.79	201,296.26
McKesson Corp (MCK)	\$ 140.000	439.87	61,581.77	75,159.00
Microsoft Corp Com (MSFT)	\$ 405.000	74.16	30,035.61	170,391.60
Nextera Energy (NEE)	\$ 1,070.000	61.86	66,191.06	68,383.70
Nike Inc (NKE)	\$ 935.000	135.45	126,647.00	87,871.30
Oracle Corp Com (ORCL)	\$ 1,072.000	50.14	53,745.46	134,653.92
Pepsico Inc Com (PEP)	\$ 794.000	68.9	54,704.00	138,957.94
RTX Corp (RTX)	\$ 1,604.000	78.08	125,245.26	156,438.12
S&P Global Inc (SPGI)	\$ 194.000	187.63	36,400.51	82,537.30
Starbucks Corp (SBUX)	\$ 830.000	58.12	48,238.18	75,853.70
Stryker Corp (SYK)	\$ 213.000	306.98	65,387.72	76,226.31
TJX Cos Inc New Com (TJX)	\$ 1,098.000	27.74	30,462.59	111,359.16
Texas Instrs Inc Com (TXN)	\$ 585.000	185.06	108,257.98	101,912.85
Thermo Fisher Scientific Inc (TMO)	\$ 142.000	560.43	79,580.47	82,531.82
United Parcel Service Inc Cl B (UPS)	\$ 500.000	174.2	87,098.59	74,315.00
Unitedhealth Group Inc Com (UNH)	\$ 243.000	57.19	13,897.14	120,212.10
iShares S&P Midcap 400 Index (IJH)	\$ 3,105.000	34.98	108,598.07	188,597.70
iShares S&P Smallcap 600 Fnd (IJR)	\$ 1,636.000	68.58	112,204.39	180,810.72
Domestic Total	\$ 22,179.000		1,802,684.64	3,467,590.82
Equity ETF				
SPDR S&P 500 ETF Trust (SPY)	\$ 213.000	204.44	43,546.78	111,413.91
Foreign				
Aon Plc CLASS A (AON)	\$ 240.000	260.79	62,589.10	80,092.80
Eaton Corporation PLC ADR (ETN)	\$ 320.000	175.54	56,172.74	100,057.60
Medtronic PLC ADR (MDT)	\$ 995.000	68.58	79,348.36	86,714.25
Foreign Total	\$ 1,555.000		198,110.20	266,864.65
Equity Total	\$ 23,947.000		2,044,341.62	3,845,869.38

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Communication Workers of America-Local 13000

Emergency Fund (concluded)

as of 3/31/2024

	Shares	Unit Cost	Total Cost	Current Market Value
Fixed Income				
Corporate Bonds & Notes				
Amazon.Com Inc 3.8% 12/5/24	\$ 85,000.000	100.33	85,276.46	84,152.13
American Express Co. 2.25% 3/4/2025	\$ 10,000.000	98.76	9,875.71	9,716.75
Atlantic City Electric 3.375% 9/1/24	\$ 150,000.000	99.99	149,987.17	148,359.15
BB&T Corp 2.50% 8/1/24	\$ 100,000.000	100.93	100,926.71	98,878.50
Bank Of America Corp 5.819% 9/15/29	\$ 85,000.000	100.22	85,188.96	86,947.86
Berkshire Hathaway 3.50% 2/1/25	\$ 50,000.000	100.58	50,291.66	49,099.05
Berkshire Hathaway Finance Corp 1.45% 10/15/2030	\$ 70,000.000	99.85	69,897.87	57,544.27
Blackrock Inc 4.75% 5/25/2033	\$ 110,000.000	97.95	107,742.74	109,038.71
Comcast Corp 3.375% 8/15/25	\$ 85,000.000	100.24	85,203.57	83,039.48
Freddie Mac 5.375% 3/28/2025	\$ 100,000.000	100	100,000.00	99,865.10
Genuine Parts Co. 1.75% 2/1/2025	\$ 100,000.000	99.89	99,891.00	105,312.50
Gilead Sciences Inc 3.5% 2/1/25	\$ 60,000.000	100.69	60,416.76	59,097.84
Goldman Sachs Group Inc 3.50% 4/1/2025	\$ 100,000.000	96.78	96,775.07	98,135.70
HP Inc. 3.00% 6/17/2027	\$ 100,000.000	94.89	94,890.08	93,949.70
JPMorgan Chase & Co 3.782% 2/1/28	\$ 125,000.000	93.87	117,331.25	120,308.63
PNC Financial Services 3.45% 4/23/29	\$ 100,000.000	102.85	102,846.01	92,766.90
Texas Instruments Inc 2.25% 9/4/2029	\$ 100,000.000	89.41	89,410.51	88,573.00
Wells Fargo & Co 3.30% 9/9/24	\$ 65,000.000	100.13	65,082.74	64,349.68
Corporate Bonds & Notes Total	\$ 1,595,000.000		1,571,034.27	1,549,134.95
Fixed Income ETF				
iShares 0-5 Year Tips Bond ETF (STIP)	\$ 2,138.000	101.5	217,012.77	212,581.34
iShares Barclays MBS Bd (MBB)	\$ 822.000	108.78	89,413.05	75,969.24
iShares Floating Rate (FLOT)	\$ 3,065.000	50.74	155,518.10	156,498.90
Fixed Income ETF Total	\$ 6,025.000		461,943.92	445,049.48
Municipal Bonds & Notes - Taxable				
California St 3.05% 4/1/29	\$ 100,000.000	102.97	102,969.03	94,187.00
Radnor PA 1.729% 11/1/28	\$ 50,000.000	100	50,000.00	44,381.00
Municipal Bonds & Notes - Taxable Total	\$ 150,000.000		152,969.03	138,568.00
U.S. Government Agency Obligations - Mortgage-Backed Bonds				
FFCB 0.74% 6/30/2025	\$ 140,000.000	100	140,000.00	132,860.84
FR SD8368 6.00% 10/1/2053	\$ 110,052.366	98.98	108,926.06	111,128.27
Federak Farn Credit Banks Funding 1.33% 11/3/2026	\$ 200,000.000		200,152.11	183,958.40
U.S. Government Agency Obligations - Mortgage-Backed Bonds Total	\$ 450,052.366		449,078.17	427,947.51
U.S. Treasury Bonds & Notes				
US Treasury Notes 2.00% 11/15/2026	\$ 175,000.000	103.76	181,573.54	164,281.25
United States Treasury 4.00% 10/31/29	\$ 305,000.000	98.93	301,872.97	301,378.13
U.S. Treasury Bonds & Notes Total	\$ 480,000.000		483,446.51	465,659.38
Fixed Income Total	\$ 2,681,077.366		3,118,471.90	3,026,359.32
Asset Total	\$ 2,970,009.126		5,428,023.88	7,137,439.06
Accrual Total				28,290.96
Grand Total	\$ 2,970,009.126		5,428,023.88	7,165,730.02



TELL CONGRESS: RENEW ACP AND KEEP FAMILIES CONNECTED!

The Affordable Connectivity Program (ACP) currently helps nearly 23 million households access high speed broadband, providing \$30 per month to qualifying families for affordable internet access. This means more families online, and more jobs for CWA members.

But funding is running out. Unless Congress acts NOW to renew ACP, the program will end by April 2024.

Losing ACP would hurt CWA's efforts to create new jobs. The Bipartisan Infrastructure Law is funding millions of dollars of broadband infrastructure, and CWA has advocated for those funds to create good jobs for CWA members. Losing ACP would put this program at risk by making it less appealing for ISPs to take public funds and build new networks in rural areas.

We all know that the internet today is a necessity and this crucial benefit helps working families stay connected to school, telehealth, and jobs. Within weeks, families will start to receive notices that they will lose access to ACP, unless Congress acts NOW to pass legislation introduced in Congress by both Republicans and Democrats to keep the program funded.

TELL CONGRESS TO SUPPORT THE BIPARTISAN ACP EXTENSION ACT, SUPPORT GOOD JOBS, AND KEEP FAMILIES CONNECTED!

CWA.ORG/RENEWACP

