



• 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

On July 10th, 2023 Local 13000 delegates from across the state attended CWA's 79th International Convention in St. Louis, Missouri. At this biennial event we brought a larger than normal delegation since the last convention was held virtually due to the COVID-19 pandemic and our former Local 13000 President and District 2-13 VP Ed Mooney was running for National President of the Communications Workers of America.



We knew that we had an uphill battle heading into this convention as a group of hucksters invented their own self-appointed committee to run a negative campaign against Ed. This committee provided unsubstantiated accusations against Ed in the hope of convincing delegates to support another candidate. When questioned about their actions by me and others the hucksters didn't want to hear any conflicting information because it didn't support their narrative. The CWA National Executive Committee rather than respond and debunk this self-proclaimed committee chose to not follow the language in the CWA Constitution and appoint another committee to investigate these accusations, claiming that with only 2 weeks until the election what else could they do to address this before the convention.

My response to this was very clear, **"FOLLOW THE CONSTITUTION"**.

Some accusations date back over 12 years, and many others are the opinions of people not even directly involved in the conversation. Several of those making accusations were no longer members and were unelected by their own members. This was the epitome of a political hit job and one of the most disgraceful things that I have seen in my 31+ years as a CWA member. Some of these hucksters even claim and I quote, "we are neither coordinating with any other candidate nor are we, as a committee, endorsing any other candidate". Yet on election day one of the main solicitors of the information 2nd the nomination of our newly elected CWA President. **COINCIDENCE? I don't think so!**

Upon his announcement to run for President, Ed ran a very positive campaign, highlighting his successes throughout his career as a Union member. Reflecting on guidance he received over the years and experiences he has had with members and their families. Staff, Local officers, members, and retirees provided endorsements and testimonials about Ed's character and

(continued on page 2)

Message from the President

(continued from page 1)

commitment to the membership both on and away from the job. Many provided video descriptions of the Ed that they know and had shared an experience that occurred with him during his 35+ year career. Employers were even concerned about this election because they know the tenacity that Ed fights with on behalf of the members.

Our delegation from Local 13000 worked tirelessly upon arrival in St Louis, distributing literature and endorsements to delegates from across the United States, Puerto Rico, and Canada. Unfortunately, in the end the result of the election was not in Ed's favor. He did finish in the top 2 of votes received in the 1st round of the election, but in a runoff election he did not receive enough votes to be successful. This is a tremendous loss for our Local, our District and CWA. Even with this outcome he may not be the next President of our International Union, but he will always be a leader within the membership of Local 13000 and I am confident Ed will bounce back continuing to fight for working men and women in some capacity very soon.

On a positive note, Local 13000's own Mike Davis, former assistant to the District 2-13 VP, was elected our new District 2-13 VP. Mike was unopposed in his bid to succeed Ed Mooney as our next District VP, and I cannot

think of anyone more qualified to replace Ed in this role. As many of you know Mike is a former member of our Executive Board, still an active member in our Local and has been working at our District office for almost 10 years now, handling NLRB issues, arbitrations, bargaining and just about anything else that comes along. We look forward to continuing our work with Mike in this new role as our District 2-13 VP.

And finally, I would like to congratulate the members in Unit 119 and their President Jamie Fetterman on a tremendous show of solidarity in the recent decertification election. The result of that election not only shows the solidarity within this Unit but the solidarity across all of our Comcast Units in Local 13000. Great Job and keep fighting.

In Unity,



James J. Gardler
President CWA Local 13000

IN MEMORIAM

Kathleen Winstead-Retiree

Unit 11, Branch 06
Deceased July 10, 2023

Michael C. Birmelin-Member

Unit 34, Branch 01
Deceased July 15, 2023

Sharon E. Brooks-Retiree

Unit 211, Branch 01
Deceased February 25, 2023



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CWA Local 13000 Executive Office
2124 Race Street, 3rd Floor
Philadelphia, PA 19103
215-564-6169
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EXECUTIVE BOARD

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CWA 13000 NEWS is published bi-monthly by Local 13000, CWA, AFL-CIO. CWA Local 13000 Executive Board offices are located at 2124 Race Street, Third Floor, Philadelphia, PA 19103. Telephone (215) 564-6169. CWA 13000 NEWS business and editorial offices are located at the same address.

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





Grey Matters

The CWA Retired Members Council (RMC) convention was held on July 8th in St. Louis, Missouri. The RMC executive board met 2 days prior to RMC convention. The RMC executive board consists of 2 representatives from each district and sector. This year's executive board meeting was attended by 15 delegates. Jenny Sylvester RMC 2-13 President and myself, Mark Boehmer RMC 2-13 Vice-President attended as your District representatives.



At the board meeting a number of companies' pension and healthcare plans were a topic of discussion. The biggest concern raised was that AT&T pension plan was transferred to a private annuity company named Athene beginning August 1. No prior meetings or discussions were held by AT&T regarding this transfer. As of today, it still remains unclear the impact for future AT&T pension plans. After much discussion regarding companies pension and retirees' healthcare plans from across the country, the Verizon plan is gold standard of all the plans.

Another issue that the Executive Board and RMC convention voted on was the adoption to include retirees in the CWA disaster relief plan. This is a CWA plan for disbursement of funds from the Members Relief Fund in a case where your primary residence is damaged or destroyed by a natural disaster. This resolution was passed by the Executive Board and RMC convention. It also had backing from our Local President and District Defense Fund Oversight Committee Representative Jim Gardler as well as our District 2-13 Vice-President Ed Mooney. It was brought to the floor of the CWA National Convention and was passed and adopted by CWA Convention delegates.

In addition, awards were handed out for the COPE fund contributions to the following chapters Jack Caldwell 13000, Pat McKenna 13017, Jim Sturges 13019, Marie MacCrory 13023 and Unit 13031. Thanks to all award winners and every RMC officer for all your dedication and hard work. It is truly appreciated.

I would be remiss not to congratulate Mike Davis who was elected our new District 2-13 Vice-President.

Mike, as you know is an active member in Local 13000 and made his bones in Unit 33, my former Unit, as our Unit President. We couldn't be prouder of his accomplishments. In 2 years, the next RMC convention will be in Pittsburgh, and we hope to see you all there.

In solidarity

Mark Boehmer RMC 2-13 VP



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A REPORT OF COMMUNICATIONS WORKERS OF AMERICA
LOCAL 13000 ISSUED FOR THE INFORMATION OF ALL
BULLETIN BOARDS AND REPRESENTATIVES. PREPARED BY
THE EXECUTIVE OFFICE, 2124 RACE STREET, THIRD FLOOR,
PHILADELPHIA, PENNSYLVANIA 19103.

NOTICE OF UNION ELECTIONS

**Local President, Local Vice President, Local Secretary-Treasurer, Eastern Region Vice President,
Western Region Vice President, Unit President, Unit Vice President, Unit Secretary, and Branch
Representatives**

Aspirant Forms and Nomination Petitions Available: September 05, 2023
Aspirant Forms and Nomination Petitions Returned: Noon, September 27, 2023
Ballots Mailed Out: October 11, 2023
Ballots Counted: 9:00 A.M., November 2, 2023

To be eligible, candidates for Local Office must have three years membership in good standing; candidates for Unit Office must have two years membership in good standing; and candidates for Branch Representative must have one year membership in good standing.

The offices of Local President, Local Vice President, and Local Secretary-Treasurer shall be elected by the entire membership of the Local. Regional Vice Presidents shall be elected by the entire membership of the Region. Nomination for these offices shall be by petition signed by at least five percent of the membership of the voting section for each office. Nomination petitions are obtainable from the Election Committee.

The offices of Unit President, Unit Vice President, and Unit Secretary shall be elected by the entire membership of the Unit. Branch Representatives shall be elected by the entire membership of the Branch. Nomination for these offices shall be by aspirant notice signed by the candidate. Aspirant notices are obtainable from the Election Committee.

**Regional Delegates to the National Convention; and
Additional Delegates to the Local 13000 Convention**

Aspirant Forms and Nomination Petitions Available: November 13, 2023
Aspirant Forms and Nomination Petitions Returned: Noon, December 06, 2023
Ballots Mailed Out: December 20, 2023
Ballots Counted: 9:00 A.M., January 16, 2024

To be eligible for Regional Delegate to the National Convention, candidates must have two years membership in good standing.

To be eligible for Additional Delegate to the Local Convention, candidates must be a Branch Rep with 1 year in good standing.

Regional delegates to the National Convention shall be elected by the entire membership of the region. Nominations for this office shall be by petition by at least five percent of the membership of the region. Additional Delegates to the Local Convention shall be elected by the entire membership of the Unit.

Nomination petitions and aspirant forms are available from the Election Committee.



ELECTION COMMITTEE

EASTERN REGION:

CWA Local 13000
2124 Race Street, 2nd Floor
Philadelphia, PA 19103
215/561-1321
215/564-4343 (Fax)
Joe Coghlan, Jr., Chair
Steve Jupin, Member
Chris Varacalli, Member

WESTERN REGION:

CWA Local 13000
315 Third Avenue
Carnegie, PA 15106
412/429-9292
412/429-0493 (Fax)
Lisa Robes, Member
Dave Lewandowski, Member

EXECUTIVE OFFICE:

CWA Local 13000
2124 Race Street, 3rd Floor
Philadelphia, PA 19103
215/564-6169
215/564-2520 (Fax)
Joe Coghlan, Jr., Chair

Nomination petitions and aspirant forms are available from the Election Committee. Candidates may call or write for nomination petitions or aspirant forms. Candidates will receive them by mail.

No pickup of nomination petitions or aspirant forms will be allowed.

Nomination petitions and aspirant forms must be returned to the Election Committee by U.S. Mail (certified receipt is recommended) - NO FAXES.

Database printout of 9-01-23 will be considered the official membership checklist for this election.

Ballots and return envelopes will be provided by First Class U.S. Mail.

All ballots must be in the Post Office by 9:00 A.M. on the dates the ballots are counted to be included in the count.

No walk-in ballots will be allowed.

The Local Buzz The Local Buzz The Local Buzz



*Report of Executive
Vice President,
Jeff Reamer*

VERIZON

In late June, notice was received by the Company informing of a system issue that affected the processing of the June 18, 2023 General Wage Increases for 90 employees who were showing in the system as on leave, but had actually returned to work. Those affected employees have been notified by payroll of the issue and will receive retroactive payments to correct the problem. Any employee who believes they were affected and are still not receiving the correct amount reflected in their paychecks should reach out to Union Officials to have their issue addressed in real time. ■

AT&T MOBILITY

The mid-June notice received from Labor Relation of 2 retail store closures occurring in Western Pennsylvania, as reported in my previous article, has occurred and has been completed as of July 26, 2023. In both store closure cases, all members affected who wished to stay on the payroll were given the opportunity to transfer to another store within 35 miles as outlined in our contractual language and retain employment with the Company. While any store closure is not viewed as a positive, the language secured through the bargaining process has protected and ensured that our members affected continue their careers and retain gainful employment with little adverse effect. The closure of these 2 stores in PA as well as the others announced

at the same time across the country under the Orange contract, will also factor into the newly negotiated threshold percentage of Core stores vs. Authorized retailers. As of the date this article was written, no new announcements of future retail store closures have been received by the Union under the Orange contract. ■

COMCAST (Alle-Kiski)

Amidst ongoing bargaining, the national anti-union de-certification campaign that Comcast has been waging across the country with its unionized workforce ultimately landed in Unit 119. Thanks to the hard work and dedication of the Unit 119 council who stayed in constant communication with the membership, expressing the importance of a continued voice in the workplace and citing the history of the empty promises made by Comcast in previous attempts in such campaigns across the country, our membership in a defiant show of Solidarity on June 28, 2023, voted overwhelmingly in an NLRB election to remain Union. Within minutes of the certification of those voting results, Comcast was met with a request for future bargaining dates from the Union. A request that the Company had previously ignored hoping to be successful in the decertification election and rid itself of the bargaining process.

Bargaining reconvened on July 13th and 14th with the Union placing several proposals, many of them economic in nature, across the table. In addition, the Union asked for further clarification on many of the outstanding Company proposals. The ultimate goal in this process is a fair contract, which we are confident we will get to with the solidarity of our membership behind our bargaining team. But prior to that goal being reached, it would be an injustice not to congratulate our Unit 119 membership on their message sent directly to the Company on



The Local Buzz The Local Buzz The Local Buzz

June 28th, that We Are Union. Our strength at the bargaining table has now been reinforced by that message. Updates on future bargaining will continue to be relayed to the membership through Union officials. ■

COMCAST (South Hills)

As the November 6, 2023, contract expiration approaches for our members in Unit 115, initial preparations have begun. Your bargaining committee has met at both the Local and District levels to discuss our action plans for upcoming bargaining. Bargaining surveys are now being developed that will be sent out to the membership shortly. Members are urged to stay in contact with Union officials for future updates on upcoming bargaining as well as mobilization efforts needed. ■

EVERYACTION/BONTERRA

On July 28, 2023, a meeting was held between the new CEO of Bonterra, Scott Brighton along with his management team and all 4 CWA Locals who have recognized membership in the Company. The CWA Locals present at the meeting were Local 1101 representing the membership of New York City, Local 1400 representing the work from home Every Action member outside of defined jurisdictions, Local 2336 Representing the Maryland/DC members of Every Action and Local 13000 representing all Every Action members in Pennsylvania. The uniqueness of this particular meeting is that it was requested not by the Union, but by the new CEO himself as an effort to initiate positive Union/Company relations. Transparency, corrective procedural actions, and rebuilding trust were the main topics discussed at the meeting. The new CEO defined the meeting itself as a starting point for a "New Beginning". Time will tell if those

promised positive changes occur, but we are hopeful and will continue to hold the Company accountable to our negotiated contractual provisions, nonetheless. ■

CONSOLIDATED COMMUNICATIONS (ILEC)

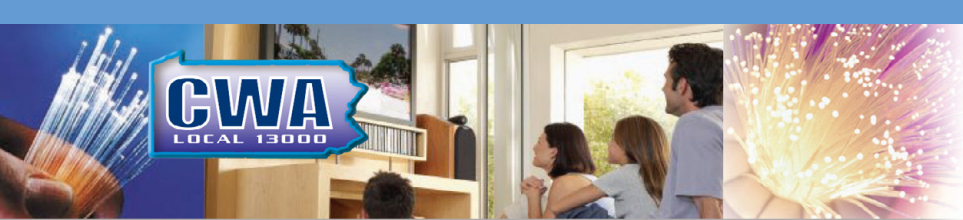
In anticipation of our upcoming bargaining for our Unit 54 Branch 104 members at Consolidated Communications, bargaining surveys have been sent out and received back from the membership. Your bargaining team will be setting our bargaining agenda based on those items identified by the membership as priorities. The opening day of bargaining is scheduled to begin with the Company on August 22, 2023. Updates on bargaining will be relayed to the membership in real time. ■

BRIGHTSPEED (formerly Centurylink/Lumen)

Notice was sent to the Company on July 26, 2023, announcing the Union's intent to bargain over our Unit 101 member's contract which is set to expire on October 31, 2023. Bargaining surveys will be sent to the membership in early August. Members are urged to complete those surveys once received and return them by the date specified. The data compiled from those surveys ensures our bargaining team's agenda includes all issues that are important to the membership. While no dates have been officially secured as of yet for opening bargaining, updates will be relayed to the membership as events unfold. ■

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 is enjoying their summer in the Western Region. In the past few months, we have had some exciting things happening,

Comcast Communications has started a Nation-Wide Campaign to try and get every **UNION** represented contract out of their business. They were successful in Harrisburg in having the members authorize a decertification from the IBEW. Already the members there are looking for another union to join being the company was, imagine this, full of broken promises. Well Comcast came to Western Pennsylvania to try and decertify Unit 119 in Alle-Kiski. This company spent Tens of thousands of dollars trying to convince the membership to leave the union as they stated a THIRD PARTY. They brought upper management in from all over the country, people that most of the members there had never seen or talked to before. They scheduled numerous mandatory meetings for work then would have meetings to talk about what the non-union members had. Luckily, the National Labor Relations Board does not allow the company to force anyone to hear non-union information. Most members listened to the company's first meeting just to see what was going on. After that, as they would have these non-mandatory meetings the **STRONG** members of Unit 119 installers just got up and walked out. Which, as you can imagine angered the company. They could see they did not have a stronghold over these members. The only ones that stayed were the people interested in getting rid of the union and 119 Unit President Jamie Fetterman, so he could see what was being said. For the maintenance group they all walked except for 119 Vice President Bill Maher and the company was speechless and did not spew their non-union information. The representatives of Unit 119 did an excellent job of staying on top of the members and reminding them of why they joined a union to begin with. The Strong membership of UNIT 119 voted 34 to 7 to keep the union. This was a great

act of solidarity and I along with the whole executive board applaud these members.

After this we got right back to bargaining with Comcast for the Alle-Kiski membership. The company was not very happy to be back at the table let alone see signs at the bargaining table with the 34/7 numbers posted behind us at the table. Over these two days we made many proposals about monetary items to better your contract. In August when we meet again, we will hopefully get some answers to these items.

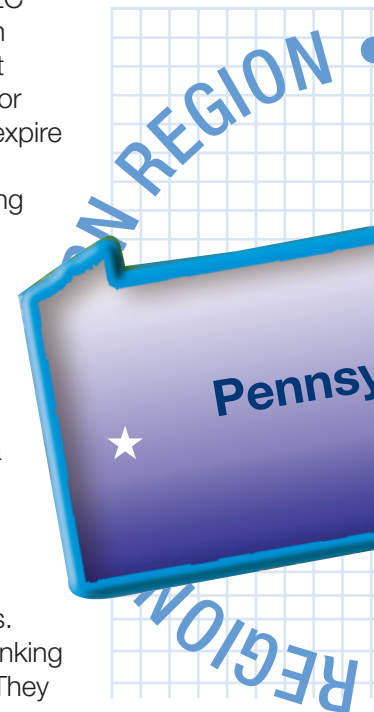
Consolidated Communications ILEC surveys are back, and the Western Region will be working with District 2-13 to get your proposals ready for bargaining. The contract is set to expire September 30, 2023. We already have some bargaining dates starting August 22, 2023.

I want to talk about grievances and investigations. When the company asks to talk to you, make sure to ask if this can lead to discipline. If the answer is anything but "NO" please ask for a union representative. They cannot deny you a Union Representative. When answering their questions in an investigation please make sure that you are giving honest answers. Too many times I see members thinking they can out smart the company. They usually know the answers before they ask the questions.

I hope everyone has a GREAT summer and looking forward to seeing you at a membership meeting and/or at the Labor Day Parade. ■

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 the contracts of our two largest employers (AT&T Mobility and Verizon) were ratified securing provisions for the members through 2026 and in those agreements

came the opportunity to hire more employees. AT&T Mobility seems to be hiring employees regularly as they have been for the past several years. Verizon on the other hand has not hired enough employees to satisfy the current and future workload.

Infrastructure money is available and the need to hire more employees is abundantly clear in my opinion.

In my last article I spoke about the inside work and the loans that occurred from one group to another. The same applies to the outside positions, in Verizon, the company is executing loans throughout the Eastern Region in an attempt to meet service demands but that cannot

go on forever, they need to hire more people.

Recent news articles regarding lead exposure to employees from both AT&T and Verizon have made their way into the national spotlight. As I am sure many of you are aware, both companies will defend their position on how they uphold the policies and procedures regarding lead exposure. It is not my intent to say otherwise, but what I can say is that we as members should never put our safety in jeopardy. The wellbeing of ourselves and our coworkers is of the utmost importance, and we should never deviate from that.

The CWA National Convention in St Louis concluded in mid-July, and for the first time in 8 years we have a newly elected National President and Secretary. Sadly, Ed Mooney was not successful in his quest, and I believe that he was truly the best person for the job. He vacated the position of District 2-13 Vice President to be a candidate for national president which left an opportunity for Mike Davis to become the new District 2-13 Vice President. The Eastern Region Office will continue to operate efficiently and successfully with Mike Davis as the newly elected District 2-13 Vice President so there is no reason for concern. Although we lost a great leader in Ed Mooney, I am certain that Mike will serve us well.

As I have indicated in previous articles regarding the triennial election, one of the greatest privileges that we have as union members is the right to vote for our union leaders. Certain unions have elections for some positions, but the rest are done by appointment from the Business manager. In Local 13000, every union position is up for election and every member that has an opportunity to vote should do so because it is a testament to having a voice in the workplace. If there is not an election in the Branch or Unit that you are in, then more than likely the representative is doing his or her job to the satisfaction of the membership. So please vote! ■

In Unity,

Richard R. Dezzi
Eastern Region Vice President

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



Women's Empowerment

For centuries women have been paving the way for other women to have power and control over their own lives. This is called women's empowerment. Women have not always had the rights we have today, and we have learned through history how it took years of protest to gain these rights. With continuous fighting, we have conquered a lot of injustices, but there is much more that needs to be done. We see some rights that were won are being, or trying to be, retracted today. The fact that any human being is still fighting for equality in politics, healthcare, and pay is disheartening.



One thing that always rings true is, there is power in numbers. A band of Union Sisters can make an undeniable difference and show that we have each other's backs. Together, in unity, we can make sure that everyone's voice can and will be heard. One of the strongest women's events that some of your CWA Local 13000 female union officials attended in 2022 was the UALE Women's Summer School, bringing people together from different unions and backgrounds. This experience for was empowering for women who work in male dominated unions. We got to hear the personal experiences of other women within unions and workplaces. After only a week we felt more empowered to have our voice be heard and were not afraid to speak up. It was a week where so

much positive energy was shared, and you could feel that you were supported and valued. Women need to keep supporting and valuing each other not only as sisters in this Local but as people. Those who feel powerless or voiceless, can find empowerment in the solidarity of knowing others are like them.

SOME NOTABLE DATES IN HISTORY FOR WOMEN

July 19-20, 1848

The first women's rights convention. It was held in Seneca Falls, NY and spearheaded by Elizabeth Cady Stanton. And Lucretia Mott.

July 7, 1981

First woman to serve on the U.S. Supreme court, Sandra Day O'Connor was sworn into office by President Ronald Reagan.

July 12, 1984

Geraldine Ferraro was named by Walter Mondale as his running mate, making her the first woman vice presidential nominee by a major party.

July 26, 2016

Hilary Clinton becomes the first woman to receive presidential nomination from a major party.

August 11, 2020

Kamala Harris accepted Joe Biden's invitation to become his running mate in the presidential election. Becoming the first woman, first Black American, and first south Asian American to be elected Vice President



Marisa MacCrory
Secretary-Treasurer



Communication Workers of America-Local 13000

Statement of Financial Position

as of June 30, 2023

Total

ASSETS

Current Assets

Bank Accounts

FIRSTRUST OPERATING	198,848.12
FIRSTRUST-MEMBER DEFENSE FUND	454.30
FIRSTRUST-MEMBER RELIEF FUND	518.46
FIRSTRUST-PAYROLL ACCOUNT	51,633.47
Total Bank Accounts	251,454.35

Other Current Assets

EXCHANGE	25,000.00
HAVERFORD CORP OBLIGATIONS	1,763,666.77
HAVERFORD FED PRIME	242,761.80
HAVERFORD- MM ACCT	10,703.28
HAVERFORD-COMMON STOCK	3,125,629.26
HAVERFORD-US GOV'T	602,335.24
Inventory West	15,129.92
Inventory-East	16,567.60
INVESTMENT-HAVERFORD CD'S	120,000.00
MUTUAL FUNDS-	883,345.50
Undeposited Funds	84.75
Total Other Current Assets	6,805,224.12

Total Current Assets

7,056,678.47

Fixed Assets

ACCUMULATED DEPRECIATION	(2,165,845.46)
COMPUTER EQUIPMENT	41,922.06
FURNITURE & FIXTURES	162,293.47
PHILA BLDG IMPROVEMENTS	2,814,662.27
WEST BLDG IMPROVEMENTS	292,658.84

Total Fixed Assets

1,145,691.18

Other Assets

SECURITY DEPOSIT	(12,395.84)
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Total Other Assets

(12,395.84)

TOTAL ASSETS

8,189,973.81

LIABILITIES AND EQUITY

Liabilities

Total Liabilities

Equity

Opening Balance Equity	(28,957.78)
Retained Earnings	7,911,888.97
Net Revenue	307,042.62

Total Equity

8,189,973.81

TOTAL LIABILITIES AND EQUITY

8,189,973.81

Statement of Revenue, Expenses & Changes in Net Assets

as of June 30, 2023

Revenues:

Dues	\$ 1,861,866
Dues- other employees	\$ 7,820
Sale of Promotional Inventory	\$ 1,594
Reimburse wages- Organizing	\$ 83,870
Reimburse wages- Bargaining	\$ 7,047
Reimbursed Expenses - Bargaining	\$ 614
Reimburse wages- Mobilizing	\$ 61,079
Reimburse expenses-Mobilization	\$ 1,991
Reimburse Postage & Delivery	\$ 323
Reimburse Mailing Expense	\$ 423
Reimburse American Express Charge	\$ 1,911
1st Floor Rental Income	\$ 62,681
Payroll voided check income	\$ 1,810
Haverford Money Market Transfer	\$ 25,000
TOTAL REVENUES	\$ 2,118,030

Expenses Paid

Salaries:

Executive President, Vice President & Treasurer	\$ 295,678
Eastern Region Vice President Salary	\$ 66,001
Western Region Vice President Salary	\$ 81,346
Eastern Region Salary	\$ 66,001
Western Region Salary	\$ 81,346
Executive Board Committees Salary	\$ 11,426
Unit Business Salary Eastern Region	\$ 73,574
Unit Business Salary Western Region	\$ 49,455
Eastern Region Staff Salary	\$ 98,033
Western Region Staff Salary	\$ 67,762
Executive Board Staff Salary	\$ 153,604
Organizing Salary	\$ 73,432
Mobilization Salary	\$ 59,795
Bargaining Salary	\$ 12,844
Education Salary	\$ 67,275

Regional Allowances & Reimbursements

Eastern Region Allowance	\$ 3,013
Western Region Allowance	\$ 3,496

(continued on page 12)

Communication Workers of America-Local 13000

Statement of Revenue, Expenses & Changes in Net Assets

(continued)

as of June 30, 2023

Local Business Allowance	\$	1,413
Unit Business Allowance-Eastern	\$	3,566
Unit Business Allowance-Western	\$	4,980
Eastern Region Reimburse Expense	\$	6,778
Western Region Reimburse Expense	\$	11,163
Local Business Reimburse Expense	\$	3,206
Unit Business Reimburse-Eastern	\$	8,386
Unit Business Reimburse-Western	\$	3,260

Mobilization Allowances & Reimbursements

Mobilization Allowances	\$	242
Mobilization Reimburse Expense	\$	2,622

Bargaining Allowances & Reimbursements

Bargaining Allowance	\$	1,071
Bargaining Reimburse Expense	\$	2,186

Subscription & Membership

Subscription Eastern Region	\$	2,361
Subscription Executive Board	\$	7,710
Membership Eastern Region	\$	3,243
Membership Western Region	\$	4,020
Membership Executive Board	\$	—

Meeting Hall Rental

Eastern Region	\$	775
Western Region	\$	2,053
Executive Board	\$	75

Travel, Hotels & Restaurant

Eastern Region	\$	5,576
Western Region	\$	10,146
Executive Board	\$	16,533
Bargaining	\$	1,271
Organizing	\$	2,619
Education	\$	12,575

Telephone:

Eastern Region	\$	9,528
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Statement of Revenue, Expenses & Changes in Net Assets

(continued)

as of June 30, 2023

Western Region	\$	11,033
Executive Board	\$	8,574

Utilities:

Philadelphia-Utilities	\$	19,261
Western Region-Utilities	\$	4,837
Water & Sewer-Philadelphia	\$	3,522
Water & Sewer- West	\$	1,546

Building Maintenance:

Philadelphia Building Maintenance	\$	28,293
Western Region Building Maintenance	\$	3,934
Protection-3rd floor	\$	3,145
Protection-Eastern Region	\$	3,195
Protection-Western Region	\$	—
Sanitation-Western Region	\$	858

Printing & Typing

Board	\$	3,192
CWA 13000 News	\$	7,245

Office Supplies

Board	\$	5,574
Eastern Region	\$	7,021
Western Region	\$	4,758

Office Expense

Board	\$	3,096
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Postage & Delivery

Board	\$	5,999
Eastern Region	\$	2,543
Western Region	\$	6,100

Equip Leasing & Services

Equipment Leasing- Board	\$	13,214
Equipment Leasing-Eastern Region	\$	13,070
Equipment Leasing-Western Region	\$	12,776

(continued on page 13)



Communication Workers of America-Local 13000

Statement of Revenue, Expenses & Changes in Net Assets

(continued)

as of June 30, 2023

Real Estate Tax	
Philadelphia	\$ 40,068
Western Region	\$ 984
Professional Fees	
Legal	\$ 28,374
Accounting	\$ 29,000
Contribution	
Board	\$ 44,441
Other	
Sympathy-Board	\$ 1,937
Service Charge	\$ 2,521
Bonds & Insurance	\$ 28,278

Statement of Revenue, Expenses & Changes in Net Assets

(continued)

as of June 30, 2023

Unemployment & SS Taxes	\$ 102,840
Employee Benefits	\$ 94,441
Payroll Savings-Employer	\$ 51,750
Payroll processing fees	\$ 43,051
Misc. Expense	\$ 404
Pension Funding	\$ 100,000
Computer Work-Western Region	\$ 5,849
Computer system	\$ 6,396
Total Expenses Paid	\$ 686,433
Change in Net Assets	\$ 25,831
Net Assets-Unrestricted at beginning of period	\$ 1,708,238
Net Assets Unrestricted at end of period	\$ 1,734,069

Operating Fund

as of 6/30/2023

	Shares	Unit Cost	Total Cost	Market Value
Certificates of Deposit				
Haverford Trust CD 4.75% 07/17/2023 - Principal	60,000.000	1.00	60,000.00	60,000.00
Haverford Trust CD 5.00% 08/08/2023 - Principal	60,000.000	1.00	60,000.00	60,000.00
Certificates of Deposit Total	120,000.000		120,000.00	120,000.00
Money Market - Taxable - Standard				
Federated Govt Obligations PS Fund 117 (GOFXX) - Principal	37,422.040	1.00	37,422.04	37,422.04
Cash Equivalents Total	157,422.040		157,422.04	157,422.04
Asset Total	157,422.040		157,422.04	157,422.04
Accrual Total				1,141.51
Grand Total	157,422.040		157,422.04	158,563.55

Communication Workers of America-Local 13000

Emergency Fund				as of 6/30/2023
	Shares	Unit Cost	Total Cost	Current Market Value
Cash Equivalents				
<i>Money Market - Taxable - Standard</i>				
Federated Govt Obligations PS Fund 117 (GOFXX) - Principal	326,152.35	1	326,152.35	326,152.35
Equity				
<i>Domestic</i>				
Air Prods & Chems Inc Com (APD)	277	156.63	43,386.29	82,969.81
Apple Inc Com (AAPL)	1,214.00	16.42	19,939.94	235,479.58
Blackrock Inc (BLK)	163	152.66	24,883.92	112,655.82
CVS Health Corporation (CVS)	1,692.00	54.87	92,843.62	116,967.96
Chevron Corporation (CVX)	370	161.75	59,846.58	58,219.50
Coca Cola Co Com (KO)	1,270.00	28.89	36,692.06	76,479.40
Costco Whsl Corp New Com (COST)	280	374.06	104,736.74	150,746.40
Dollar General Corp (DG)	630	140.46	88,487.20	106,961.40
Honeywell Intl Inc Com (HON)	680	178.36	121,287.37	141,100.00
JPMorgan Chase & Co Com (JPM)	1,115.00	62.24	69,400.51	162,165.60
Johnson & Johnson Com (JNJ)	752	68.33	51,382.62	124,471.04
Lowes Cos Inc Com (LOW)	580	69.51	40,313.36	130,906.00
Mastercard Inc Class A (MA)	418	70.4	29,427.79	164,399.40
Microsoft Corp Com (MSFT)	405	74.16	30,035.61	137,918.70
Nike Inc (NKE)	810	141.06	114,256.69	89,399.70
Oracle Corp Com (ORCL)	887	37.76	33,489.75	105,632.83
Pepsico Inc Com (PEP)	794	68.9	54,704.00	147,064.68
Raytheon Technologies Corp (RTX)	1,604.00	78.08	125,245.26	157,127.84
S&P Global Inc (SPGI)	194	187.63	36,400.51	77,772.66
Starbucks Corp (SBUX)	830	58.12	48,238.18	82,219.80
TJX Cos Inc New Com (TJX)	1,028.00	23.58	24,238.18	87,164.12
Texas Instrs Inc Com (TXN)	585	185.06	108,257.98	105,311.70
Thermo Fisher Scientific Inc (TMO)	142	560.43	79,580.47	74,088.50
United Parcel Service Inc Cl B (UPS)	360	179.47	64,608.48	64,530.00
Unitedhealth Group Inc Com (UNH)	302	57.19	17,271.34	145,153.28
iShares S&P Midcap 400 Index (IJH)	621	174.88	108,598.07	162,379.08
iShares S&P Smallcap 600 Fnd (IJR)	1,636.00	68.58	112,204.39	163,027.40
Domestic Total:	19,639.00		1,739,756.91	3,262,312.20
<i>Equity ETF</i>				
SPDR S&P 500 ETF Trust (SPY)	213	204.44	43,546.78	94,418.64
<i>Foreign</i>				
Aon Plc CLASS A (AON)	240	260.79	62,589.10	82,848.00
Eaton Corporation PLC ADR (ETN)	320	175.54	56,172.74	64,352.00
Medtronic PLC ADR (MDT)	995	79.75	79,348.36	87,659.50
Foreign Total	1,555.00		198,110.20	234,859.50
Equity Total	21,407.00		1,981,413.89	3,591,590.34

(continued on page 15)



Communication Workers of America-Local 13000

Emergency Fund (concluded)

as of 6/30/2023

	Shares	Unit Cost	Total Cost	Current Market Value
Fixed Income Corporate Bonds & Notes				
Amazon.Com Inc 3.8% 12/5/24	85,000.00	100.48	85,411.16	83,430.82
American Express Co. 2.25% 3/4/2025	10,000.00	97.56	9,755.59	9,457.65
Atlantic City Electric 3.375% 9/1/24	150,000.00	99.97	149,962.09	145,422.30
BB&T Corp 2.50% 8/1/24	100,000.00	102.77	102,771.95	96,526.50
Bank of America Corp 4.125% 01/22/24	85,000.00	100.93	85,790.95	84,240.44
Berkshire Hathaway 3.50% 2/1/25	50,000.00	101.15	50,575.03	48,448.65
Berkshire Hathaway Finance Corp 1.45% 10/15/2030	70,000.00	99.84	69,890.97	57,002.33
Comcast Corp 3.375% 8/15/25	85,000.00	100.39	85,334.23	82,009.79
Federal Farm Credit Banks Funding 1.33% 11/3/2026	200,000.00	100.09	200,176.89	179,180.60
Freddie Mac 5.375% 3/28/2025	100,000.00	100	100,000.00	99,596.80
Genuine Parts Co. 1.75% 2/1/2025	100,000.00	95.63	95,625.10	93,486.70
Gilead Sciences Inc 3.5% 2/1/25	60,000.00	101.37	60,822.12	58,179.42
Goldman Sachs Group Inc 3.50% 4/1/2025	100,000.00	95.76	95,759.06	96,042.10
HP Inc. 3.00% 6/17/2027	100,000.00	94.22	94,224.03	91,938.00
PNC Financial Services 3.45% 4/23/29	100,000.00	103.08	103,083.22	89,799.80

Fixed Income ETF

iShares 0-5 Year Tips Bond ETF (STIP)	2,138.00	101.5	217,012.77	208,668.80
iShares Barclays MBS Bd (MBB)	2,145.00	109.57	235,030.20	200,053.43
iShares Floating Rate (FLOT)	3,065.00	50.74	155,518.10	155,763.30
Fixed Income ETF Total	7,348.00		607,561.07	564,485.53

Municipal Bonds & Notes - Taxable

California St 3.05% 4/1/29	100,000.00	103.22	103,219.64	91,837.00
Radnor PA 1.729% 11/1/28	50,000.00	100	50,000.00	43,454.00
Municipal Bonds & Notes - Taxable Total	150,000.00		153,219.64	135,291.00


U.S. Government Agency Obligations - Mortgage-Backed Bonds

FFCB 0.74% 6/30/2025	140,000.00	100	140,000.00	128,297.26
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U.S. Treasury Bonds & Notes

US Treasury N/B 1.625% 2/15/26	160,000.00	99.69	159,496.10	148,250.00
US Treasury Note 2.25% 3/31/2026	165,000.00	99.88	164,798.06	155,254.69
US Treasury Notes 2.00% 11/15/2026	175,000.00	103.76	181,573.54	161,875.00
U.S. Treasury Bonds & Notes Total	500,000.00		505,867.70	465,379.69
Fixed Income Total	2,442,348.00		3,033,421.32	2,839,869.51
Asset Total	2,789,907.35		5,340,987.56	6,757,612.20
Accrual Total				19,166.37
Grand Total	2,789,907.35		5,340,987.56	6,776,778.57

Labor Day Events



LABOR DAY A DAY FOR THE WORKING CLASS!

36TH ANNUAL TRI-STATE LABOR DAY PARADE AND FAMILY CELEBRATION

MONDAY, SEPTEMBER 4, 2023
SHEET METAL WORKERS' LOCAL 19 UNION
HALL AND PENN'S LANDING GREAT PLAZA

8:30am: Parade Gathering at Sheet Metal Workers' Local 19
9:15am: Pre-Parade Kickoff Rally
10:00am: Parade to Penn's Landing Great Plaza
11:00am: Philadelphia Council AFL-CIO Family Celebration

Hosted by the Philadelphia Council AFL-CIO
and the Tri-State Labor Day Parade Committee

215-665-9800



Happy Labor Day

CWA LOCAL 13000

LABOR DAY PARADE ~ PITTSBURGH, PA

ATTENTION: CWA Brothers, Sisters, Retirees and Families:

On Monday, September 4 marks the 38th Anniversary of the Labor Day Parade in Pittsburgh. Perfect day for us to walk side by side supporting the Labor Movement; uniting us for the largest participant parade in the country. You are what makes this Parade a success. Please gather at Crawford Avenue, the old Mellon Arena location before 10:00 AM. Using the same route as previous. (Look for the "CWA SEA OF RED")

CWA PICNIC - HELD AT FAIRHAVEN PARK

Andrews Shelter (Lower Level) Fairhaven Road Kennedy Township PA

SHUTTLE BUS SERVICE AVAILABLE

DEPARTURE FROM FAIRHAVEN PARK PROMPTLY @ 8:15 AM

Free shuttle bus service from Fairhaven Picnic area to parade location. After CWA group march ends - IMMEDIATELY go to designated pick-up area to return to Fairhaven Park.

- Parade shirts will be distributed downtown at the start of the parade.
One shirt per person - MUST be present. No shirts will be distributed after parade.
- Pets are prohibited to run at large in Fairhaven Park. Pets must be leashed at all times.

Please contact your Local or CWA Local 13000 Western Region office at 412-429-9292 for additional information.

Fraternally,
CWA Labor Day Parade Committee - PITTSBURGH