



May/June Volume 83, Issue 3 2023

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

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Message from the President

On July 10, 2023, delegates from our International Union will be voting for our next President of the CWA in St. Louis. Delegates will be gathering from all Districts and sectors to cast their votes. Our Local will be sending a significant number of delegates and alternates to make sure that our members voice is heard loud and clear and that we have a President that will work for all the membership.

A President who will fight for good contracts,

A President who will focus on growing our membership across CWA,

A President who will stand up for the membership,

Over the last 15 years we have had a District Vice-President Ed Mooney who continual fights for the membership on all these fronts. Currently he continues to walk the picket line and bargain for our striking workers at the Pittsburgh Post Gazette, who have been on strike now for over 8 months. They are facing a very difficult fight in some of the most trying times, facing horrible ownership who would like nothing more than to destroy the company. Our local has walked with these strikers as well and we have



made significant financial contributions to the families to help them out during this difficult time. Ed has stood by this membership and we all will continue to do so until our members get a fair contract.

Currently, Ed has announced his intention to run for the soon to be vacant

International President title at the upcoming Convention and we couldn't be prouder of him. He has committed most of his adult life to this union and its members, and he never forgets where he came from as his career has progressed. Many of you have worked different jobs in the union and in various industries but I think Ed sums it up best when he says that the most important title this union ever gave him was **"MEMBER."** Being a member of this union has given Ed and all our other members the ability to raise families, receive and provide an education for themselves and their families, and retire with dignity. Through his leadership we have prevailed in strikes with companies like Verizon to not only protect our contract but to provide improvements that many of our active and retired members enjoy today.

Ed has held many titles in the CWA and has been mentored by many

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Message from the President

(continued from page 1)

people throughout his career but one of the most unique principles he uses while leading this union is a question, he reflects on from one of his most influential union mentors, Mike Sowicz. Mike said to him, ***“Whenever you’re at a crossroads, ask yourself this question: ‘Is what I am about to do the best thing for the members of the union?’ Not the best thing for you, but for the members of the Union. If you can honestly answer ‘Yes,’ then that’s what you do.”***

Believe me when I say that when he asked himself this question the answer was a resounding yes. Throughout this Local I believe many of you would have answered this question on his behalf the same way based on your experiences and interactions with Ed. In fact, many people around the country right now are answering this question the same way because the future of this Union depends on it. Many things are rapidly changing in our Industries within the CWA and we must be prepared

with a leader that understands this and is prepared to stand up for all members of the Communications Workers of America.

In our next edition of this magazine, I am optimistic that I will be reporting good news to all of you on the future of the Union and the excitement for the things to come under our new leadership.

In Unity,



James J. Gardler
President CWA Local 13000

IN MEMORIAM

Thomas J. Cole, Jr.-Member

Unit 11, Branch 08

Deceased May 10, 2023

Patricia A. Palmer-Retiree

Unit 44, Branch 05

Deceased May 11, 2023

Nevin H. Monk-Retiree

Unit 33, Branch

Deceased May 21, 2023

Robert L. Weldon-Retiree

Former VP Western Region

Deceased May 30, 2023

Joseph D. Bassetti-Retired

Unit 22, Branch 07

Deceased April 19, 2021

Francis “Bud” Peitz-Retiree

Unit 42, Branch 02

Deceased June 14, 2023



(ISSN:1050-0154)

CWA Local 13000 Executive Office
2124 Race Street, 3rd Floor
Philadelphia, PA 19103
215-564-6169
Volume 83, Issue 3



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.

Subscription Rates: Of the amount paid as annual dues to CWA Local 13000, \$5.00 is paid as a year’s subscription to CWA 13000 NEWS. To other than active members, \$10.00 per year in advance. Members have the privilege of expressing their views, but all articles must be signed. Articles detrimental to the Union will be subject to review by the Executive Board. Second-class postage paid at Philadelphia, Pennsylvania. Postmaster: Send address changes to: CWA 13000 NEWS, CWA Local 13000, AFL-CIO, 2124 Race Street, Third Floor, Philadelphia, PA 19103.

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





Grey Matters

RETIRED MEMBERS COUNCIL IN PENNSYLVANIA



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13000 JACK CALDWELL	jackbarb992@verizon.net
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13020 VACANT	
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13057 STEPHEN YOKOPENIC	stevey2@comcast.net
13059 DAVID P HUGHES	dave194765@msn.com

IF YOU ARE A RECENTLY RETIRED MEMBER AND ARE INTERESTED IN JOINING YOUR LOCAL CHAPTER, PLEASE REACH OUT TO THE CHAPTER PRESIDENT OR THE LOCAL OFFICES IN PHILADELPHIA AND CARNEGIE.

Mark Boehmer-District 2-13 Retiree Vice President



Communications Workers of America Executive Board Resolution: The Re-Election of President Joe Biden

In the last few years, workers across the country from a variety of backgrounds, locations, and industries have formed a powerful movement to reinvigorate the labor movement and build power for the working class.

CWA is dedicated to growing our power in the workplace, building a labor movement stronger than ever before, and protecting and revitalizing our democracy. To realize this vision, we need partners in public office who will join with us to grow power for working people. Because of his unquestionable commitment to empowering working people, CWA wholeheartedly endorses Joe Biden for re-election as President of the United States.

When President Biden took office in January 2021, our nation and workers were struggling. Just weeks before, a treasonous group of rioters inspired by Donald Trump attempted to overturn the results of a democratic election with violence. The nation was consumed by an out-of-control pandemic wreaking havoc on our communities. And unemployment and supply chain shortages wreaked havoc on families.

Since the day he took office, President Biden has fought to make progress for the working class, no matter the obstacles in his way. He stood steadfast in protecting our democracy, successfully guided our nation out of the pandemic, and oversaw the creation of millions of jobs.

President Biden has fought alongside CWA every step of the way to grow power for working people. He invested over \$40 billion in job-creating broadband infrastructure projects and included the first ever labor standards on any federal broadband funding to ensure that the money supports good jobs. He provided badly needed support at the height of the pandemic to prevent layoffs of public sector workers, flight attendants and passenger service agents. Biden has also acted to create good jobs for decades to come by strengthening Buy American laws and investing in American-made computer chips and renewable energy.

Biden has been the most pro-labor president in any of our lifetimes. He has appointed friends of the working class to the National Labor Relations Board and the National Mediation Board, who are working to make sure that our rights to organize, bargain and strike are respected. His Secretary of Labor Marty Walsh was the strongest ally workers have ever had at the Department of Labor. He has set up a task force to identify any possible ways to strengthen the right to organize by executive action. Through that task force CWA rank and file members have met with Secretary Walsh, Vice President Harris, and President Biden himself to share their

(continued on page 5)



Communications Workers of America Executive Board Resolution: The Re-Election of President Joe Biden *(continued)*

stories. He has been a constant champion of the PRO Act in the face of ruthless corporate opposition.

President Biden has also enacted policies to lower prescription drug prices and energy costs, to strengthen pension plans, to improve workplace safety standards, to bring real transparency and accountability to the Wall Street funds that routinely attack CWA employers, and more. He is a true partner for the CWA and the labor movement in the White House.

In contrast, President Biden's opponents have shown that they are no friends of the working class and no friends of our democracy.

Donald Trump loudly broadcast conspiracy theories across the country by any means he could to undermine faith in our democracy. He himself deliberately inspired the violence that was designed to overturn a democratic election. He fomented hatred at every opportunity to divide us based on our backgrounds. His main policy achievement was a giant tax cut for billionaires and for companies that ship money and jobs out of the country. Trump is simply unfit for public office.

Ron DeSantis has also adopted an approach designed to empower the wealthy while dividing the rest of us. As Governor of Florida, he prioritized passing legislation which will make it much more difficult for essential public service workers across the state to have a union voice, including thousands of CWA members. He has championed extreme measures to limit access to information and silence opposition, including banning protests outside of the state capitol building, prohibiting picketing in residential areas, and enacting a blanket book ban. He has constantly scapegoated the least powerful to try and avoid accountability for the problems that he and his corporate allies created. His policy priorities are wrong for working people and especially CWA members..

RESOLVED: The Communications Workers of America enthusiastically supports the re-election of President Joe Biden.

RESOLVED: CWA will organize, educate and mobilize our members to support President Biden's re-election, to elect members of Congress who support our work to rebuild power for working people, and to ensure that everyone understands what is at stake in this election.

The Local Buzz The Local Buzz The Local Buzz



*Report of Executive
Vice President,
Jeff Reamer*

VERIZON

The Company's new efforts to secure additional State and Federal funding available in connection with broadband buildout are a welcomed change. The Company has continued to submit bids across various areas in the Commonwealth to expand the Broadband network. In early June, an announcement was received that the Company secured a new FTTP broadband subsidy award in Westmoreland County, PA. The more work that is able to be brought into our bargaining unit, the stronger and more secure our members are in terms of job security. On a contractual note, the negotiated General Wage Increase (GWI) of 4% goes into effect on June 18, 2023. Members will see the raise reflected in their June 30, 2023, paychecks.

AT&T MOBILITY

In mid-June a notice was received from the Company announcing store closures across the Orange contract. The effect of that notice here in Local 13000 consists of 2 store closures in Western Pennsylvania. One store in New Castle, slated to close on July 24, 2023, and another in Greensburg with a closing date of July 26, 2023.

Unlike several of the announced closings across the contract that include surplus declarations, there is no surplus connected with our closures here in Pa. Affected members will be reassigned to another location by seniority as outlined in Article 14 of our collective bargaining agreement. Any issues that arise surrounding these closures or the process of reassignments by seniority should be brought to the attention of Union Officials in real time to be addressed.

COMCAST (Alle-Kiski)

Bargaining continues past the May 21, 2023, contract expiration date for our Unit 119 members in Alle-Kiski. The majority of the unresolved issues at the table are economic in nature. Future bargaining dates have been requested by the Union and we are still awaiting a response from the Company. Despite the Company delay tactics, your bargaining team remains solidified in our goal to settle for nothing less than a fair agreement for our membership.

AVAYA

After the Company has successfully emerged from the bankruptcy that was declared back in February of this year, we now look ahead toward our upcoming contract bargaining. In late May, an agreement was reached to extend all provisions of our existing collective bargaining agreement for 90



The Local Buzz The Local Buzz The Local Buzz

days past the scheduled expiration date of June 24, 2023. The purpose of the extension is to give ample time for the collective bargaining process to occur since bargaining was not possible during the bankruptcy proceedings. This extension agreement expires on September 24, 2023. Updates on bargaining will be relayed to the membership as events occur.

EVERYACTION/ BONTERRA

In the last edition of the newsletter, I reported a meeting between the Union and the new CEO, Mark Layden and his Chief People Team Officer was being scheduled. That meeting occurred on May 3, 2023. In the meeting, the Union outlined various contractual issues that were unresolved or needed to be corrected. Surprisingly, the meeting was positive. We were met with commitments to not only fix and address our issues but to also a commitment to have future discussions going forward to strengthen the Union/ Company relationship. Only a month later an announcement was received that Scott Brighton, a new CEO was named. Time will tell if those same commitments will be honored by the new replacement. On another note, a bargaining meeting was held with the Company on May 23rd to bargain over 4 new bargaining unit positions. Discussions were then pended as it was discovered that the Company

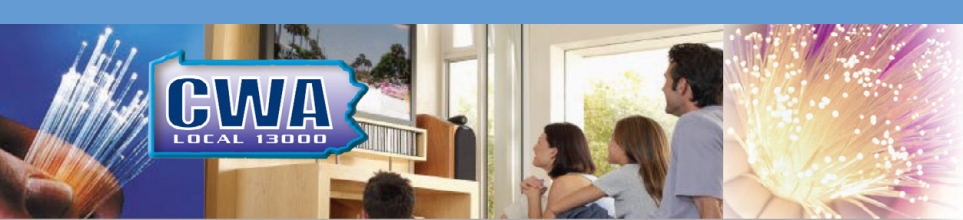
gave conflicting information and wage rates and would need to go back and review their own initial offer. Updates on future bargaining connected with these titles will be relayed to the membership as events unfold.

CONSOLIDATED COMMUNICATIONS (ILEC)

Preparations have begun for our Unit 54 members at Consolidated Communications (ILEC) whose contract is set to expire on September 30, 2023. Bargaining surveys have been sent to the membership. Those surveys will be used by your bargaining team to set our agenda for upcoming bargaining. Updates will be relayed to the membership once bargaining dates are secured as well as any potential mobilization efforts.

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



Hopefully, everyone enjoyed their Memorial Day holiday and the start of summer. As usual, things have been busy out here in the Western Region, membership meetings have been in full swing, and it has been good to see many

familiar faces at the meetings.

Bargaining for the Comcast Alle-Kiski (East Hills, Penn Hills, and Westmorland) contract is still on going. We are getting into the economic portion of bargaining; this is where the most time is taken to be able to get our members the most we can out of a contract.

As I stated in the last article, Consolidated Communications ILEC contract is set to expire on September 30th, 2023. At the time this article was written, the surveys are in the mail; so please make sure to fill them out so that YOUR bargaining team knows what to build proposals on to give to the company.

For Verizon, we had our meeting with the Director of Network Operations, Rori Broggi, to discuss numerous issues that all of you have brought to your Unit Presidents here in the Pittsburgh area. A few of those issues were dispatching during storms, the overtime tool, the companies PRS (pole record system), contractors not doing work properly, FIOS builds and the new builds with grant monies. The overtime tool is not being used properly for out of hours and weekends, the company is now aware of the issue. Please make sure to look out for overtime bypasses and notify your representative as soon as you are aware. These were all good discussions on topics that affect us every day. We are waiting for a follow-up meeting on a few of the topics, but we will get you the information as we get it from the company.

All grievances are up to date, and I have sent letters to all those that have filed a grievance to give status

of where everything is through the process. We started this 5 years ago when I came into the office and will continue this process to keep every member informed of what is going on with your grievance. If you ever have questions, please feel free to call me, my cell phone number is 412-977-0706.

At ALL companies SAFETY is our utmost concern. Our job as union officials is to make sure every member goes home safe at night to their families.

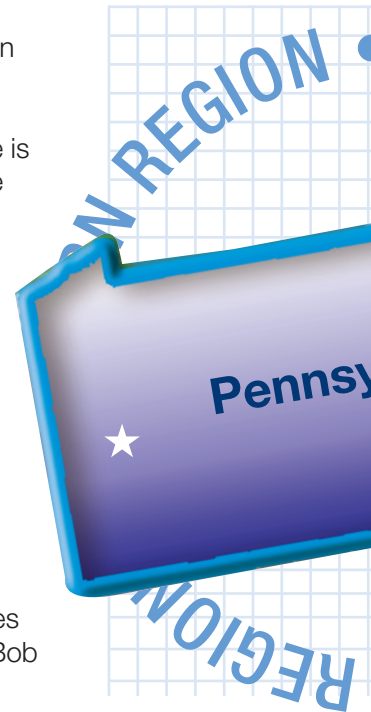
We have had a few accidents lately and a few members have unfortunately been hurt. Please make sure that we are all working safely. Taking short cuts is NOT what any of us should be doing. An old safety saying from one of the companies we represent was "no job is so important, and no service is so urgent, that we cannot take the time to perform our work safely."

This should be all our mottos. Our safety coordinator for the Western Region is Unit 57 President Robert Gourdie. He has just completed OSHA training from the Department of Environmental Health by the University of Cincinnati, along with attending the United Steel Workers 2023 health, safety, and environment conference here in Pittsburgh. If you have safety issues or concerns, please reach out to Bob at 724-493-4874.

The Western Region office wishes everyone a Happy and SAFE summer. ■

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

Over the past year, employees in both the Operations Control Center (OCC) and the Fiber Solutions Center (FSC) have witnessed changes in management as well as the decisions those

managers have made. The Dispatch Resource Center (DRC) which is part of the OCC has had work arbitrarily moved from the Philadelphia Administrative group to the state of Delaware prompting the filing and processing of several grievances. The complexity of work leaving the state while work from Delaware is coming into the state has caused us to review the issue because it potentially lacks merit to be considered for Arbitration. In other words, the DRC may have gained more work than it has lost, therefore it is best to evaluate and if these changes become problematic, we have the right to grieve again if necessary.

In the FSC, the workload has increased considerably yet they try to accomplish their staffing shortages by getting loans from other centers rather than hire more people. Loans can only solve short-term staffing problems not long-term ones.

The work in that center has exponentially increased because of the Tech-See process, and there is no sign of the work slowing down, so the only viable solution is to hire more employees in the Philadelphia center. Every time the Union meets with the Company to discuss call volumes there is a completely different group of managers, blaming the prior administration. It is understandable for an employer to want to maximize the work of their

employees, but I learned long ago that it is "it's 8 for 8" and that means eight hours of work for eight hours of pay. They need to hire more people!

I have noticed that the past few arbitrations that I have attended have the same thing in common and that is that the Company will stop at nothing to get their way, even when the implications of them losing are insignificant. Years ago, if the company did something unethical and was made aware of it, they would concede and rectify the situation. It is my perception that nowadays they will do whatever means necessary to win their case at arbitration, whether it be a contractual case or a disciplinary case. Unfortunately, it is very discouraging because they "hold the hammer" with practically an unlimited flow of money and we are relegated to make the most practical decisions using the members' money. It is a difficult task in any case to convince the company to rescind or modify the decisions that they have already made at earlier levels of the grievance process. However, it will not stop the Eastern Region Office and Reps from attempting anyway. Persistence will prevail whether it is the in early steps or even the last step, which is arbitration. When the Union wins an arbitration award for a discipline case, it infuriates the company, but more importantly, it shows them that they have a failed disciplinary process which was corroborated by a 3rd party.

To conclude, every grievance filed in the Eastern Region is reviewed based on the merits of the case; the decisions that occur from that are evaluated in the best interest of the Union. ■

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



Juneteenth and the Labor Movement

Effective 1, 1863, President Abraham Lincoln's Emancipation Proclamation declared that the enslaved in Confederate controlled areas were freed. But not everyone in Confederate territory would immediately be free. Even though the Emancipation Proclamation was made effective in 1863, it could not be implemented in places still under Confederate control. As a result, in the westernmost Confederate state of Texas, enslaved people would not be free until much later. Freedom finally came on June 19, 1865, when some 2,000 Union troops arrived in Galveston Bay, Texas. The army announced that more than 250,000 enslaved African American people in the state were free by executive decree. This day came to be known as "Juneteenth" by the newly freed people in Texas. This day was first recognized as a federal holiday in 2021, when President Joe Biden signed the Juneteenth National Independence Day Act into law; making Juneteenth the 11th holiday recognized by the federal government.

Unlike many holidays, Juneteenth was created by working people, specifically, by formerly enslaved African American people following the Civil War. It celebrates emancipation from forced labor, a victory won in no small measure by a "general strike" of the enslaved.

Juneteenth is an opportunity to reflect on the ways that the history of slavery still shapes our country's politics and economy. It is also a reminder of how our history, including the history of all labor struggles, is shaped by the conflict between our human desire for freedom and our bosses' demand to control our labor.

Many working people, especially trade unionists, also understood the war to be about slavery. As Richard O. Boyer and Herbert M. Morais wrote in *Labor's Untold Story*, "When President Lincoln called for volunteers, the entire membership of train union locals enlisted in single groups, knowing well that there would be no free trade union movement if the slaveholders triumphed. Entire companies of Illinois volunteers were composed almost exclusively of members of the Miners' Union and in Brooklyn the Painters' Union resolved to fight as a unit against the slaveholders' conspiracy." With this pressure, it forced President Lincoln's hand to declare all slaves to be freed.

Juneteenth is a holiday that all union members should celebrate. It commemorates the liberation of millions of our fellow workers from slavery, a system that was, above all, about controlling workers and extracting as much labor from them as possible to enrich a few wealthy slave owners. The historical legacy of Juneteenth shows the value of never giving up hope in uncertain times. On June 19, 2023, please find a Juneteenth celebration in your community to commemorate such an amazing victory.



Marisa MacCrory
Secretary-Treasurer



Communication Workers of America-Local 13000

Statement of Financial Position

as of March 31, 2023

Total

ASSETS

Current Assets

Bank Accounts

1008-000 FIRSTTRUST OPERATING	175,036.11
1015-000 FIRSTTRUST-PAYROLL ACCOUNT	67,607.40
1570-000 FIRSTTRUST-MEMBER DEFENSE FUND	454.30
1580-000 FIRSTTRUST-MEMBER RELIEF FUND	518.46

Total Bank Accounts **\$ 243,616.27**

Other Current Assets

1008-001 HAVERFORD- MM ACCT	10,703.28
1400-000 HAVERFORD-US GOV'T	602,335.24
1405-000 HAVERFORD CORP OBLIGATIONS	1,763,666.77
1410-000 HAVERFORD-COMMON STOCK	3,125,629.26
1411-000 MUTUAL FUNDS-	883,345.50
1412-000 HAVERFORD FED PRIME	242,761.80
1520-000 INVESTMENT-HAVERFORD CD'S	120,000.00
1705-000 EXCHANGE	25,000.00
1900-000 Inventory-East	16,567.60
1901-000 Inventory West	15,129.92
Undeposited Funds	16,961.22

Total Other Current Assets **\$ 6,822,100.59**

Total Current Assets **\$ 7,065,716.86**

Fixed Assets

1800-000 FURNITURE & FIXTURES	162,293.47
1801-000 COMPUTER EQUIPMENT	41,922.06
1809-000 WEST BLDG IMPROVEMENTS	292,658.84
1810-000 PHILA BLDG IMPROVEMENTS	2,814,662.27
1811-000 ACCUMULATED DEPRECIATION	(2,165,845.46)

Total Fixed Assets **\$ 1,145,691.18**

Other Assets

2100-000 SECURITY DEPOSIT	(12,395.84)
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Total Other Assets **\$ (12,395.84)**

TOTAL ASSETS **\$ 8,199,012.20**

LIABILITIES AND EQUITY

Liabilities

Total Liabilities

Equity

Opening Balance Equity	(28,957.78)
Retained Earnings	7,911,838.97
Net Revenue	316,131.01

Total Equity **\$ 8,199,012.20**

TOTAL LIABILITIES AND EQUITY **\$ 8,199,012.20**

Statement of Revenue, Expenses & Changes in Net Assets

as of March 31, 2023

Revenues:

Dues	\$ 1,267,019.35
Dues- other employees	\$ 4,601.48
Sale of Promotional Inventory	\$ 753.70
Reimburse wages- Organizing	\$ 53,219.17
Reimburse wages- Bargaining	\$ 5,371.04
Reimbursed Expenses - Bargaining	\$ 402.63
Reimburse wages- Mobilizing	\$ 54,325.69
Reimburse expenses-Mobilization	\$ 1,940.39
Reimburse Postage & Delivery	\$ 322.70
Reimburse Mailing Expense	\$ 216.70
Reimburse American Express Charge	\$ 1,791.64
1st Floor Rental Income	\$ 25,150.80
Payroll voided check income	\$ 1,810.19
Haverford Money Market Transfer	\$ 25,000.00
TOTAL REVENUES	\$ 1,441,925.48

Expenses Paid

Salaries:

Executive President, Vice President & Treasurer	\$ 194,688.10
Eastern Region Vice President Salary	\$ 35,692.47
Western Region Vice President Salary	\$ 54,668.26
Eastern Region Salary	\$ 35,692.47
Western Region Salary	\$ 54,668.26
Executive Board Committees Salary	\$ 8,708.92
Unit Business Salary Eastern Region	\$ 48,320.27
Unit Business Salary Western Region	\$ 31,903.11
Eastern Region Staff Salary	\$ 63,958.62
Western Region Staff Salary	\$ 47,834.33
Executive Board Staff Salary	\$ 102,824.91
Organizing Salary	\$ 46,603.28
Mobilization Salary	\$ 54,298.74
Bargaining Salary	\$ 10,580.12
Eastern Region Convention Salary	\$ —
Western Region Convention Salary	\$ —
Education Salary	\$ 47,626.91

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Communication Workers of America-Local 13000

Statement of Revenue, Expenses & Changes in Net Assets

(continued)

as of March 31, 2023

Regional Allowances & Reimbursements

Eastern Region Allowance	\$	1,465.30
Western Region Allowance	\$	2,458.42
Local Business Allowance	\$	1,068.25
Unit Business Allowance-Eastern	\$	2,478.00
Unit Business Allowance-Western	\$	3,513.65
Eastern Region Reimburse Expense	\$	3,684.00
Western Region Reimburse Expense	\$	8,426.94
Local Business Reimburse Expense	\$	1,854.96
Unit Business Reimburse-Eastern	\$	5,584.31
Unit Business Reimburse-Western	\$	2,014.09

Mobilization Allowances & Reimbursements

Mobilization Allowances	\$	242.00
Mobilization Reimburse Expense	\$	2,621.97

Bargaining Allowances & Reimbursements

Bargaining Allowance	\$	927.00
Bargaining Reimburse Expense	\$	1,895.33

Subscription & Membership

Subscription Eastern Region	\$	2,142.38
Subscription Executive Board	\$	4,517.17
Membership Eastern Region	\$	2,161.80
Membership Western Region	\$	1,862.20
Membership Executive Board	\$	—

Meeting Hall Rental

Eastern Region	\$	575.00
Western Region	\$	866.35
Executive Board	\$	—

Travel, Hotels & Restaurant

Eastern Region	\$	3,703.66
Western Region	\$	7,756.80
Executive Board	\$	11,040.34
Bargaining	\$	1,271.11

Statement of Revenue, Expenses & Changes in Net Assets

(continued)

as of March 31, 2023

Organizing	\$	1,600.67
Education	\$	7,278.52

Telephone:

Eastern Region	\$	6,550.36
Western Region	\$	6,853.72
Executive Board	\$	5,761.71

Utilities:

Philadelphia-Utilities	\$	13,519.87
Western Region-Utilities	\$	3,433.07
Water & Sewer-Philadelphia	\$	2,052.99
Water & Sewer- West	\$	1,018.28

Building Maintenance:

Philadelphia Building Maintenance	\$	25,399.04
Western Region Building Maintenance	\$	2,852.80
Protection-3rd floor	\$	3,120.00
Protection-Eastern Region	\$	3,170.00
Protection-Western Region	\$	—
Sanitation-Western Region	\$	565.13

Printing & Typing

Board	\$	3,066.26
CWA 13000News	\$	7,245.00

Office Supplies

Board	\$	3,607.82
Eastern Region	\$	3,871.68
Western Region	\$	3,854.01

Office Expense

Board	\$	1,736.82
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Postage & Delivery

Board	\$	4,782.22
Eastern Region	\$	2,530.01
Western Region	\$	6,100.00

(continued on page 13)



Communication Workers of America-Local 13000

Statement of Revenue, Expenses & Changes in Net Assets

(continued)

as of March 31, 2023

Equip Leasing & Services	
Equipment Leasing- Board	\$ 8,129.66
Equipment Leasing-Eastern Region	\$ 7,919.61
Equipment Leasing-Western Region	\$ 8,498.48
Real Estate Tax	
Philadelphia	\$ 40,067.88
Western Region	\$ 984.10
Professional Fees	
Legal	\$ 18,854.44
Accounting	\$ 29,000.00
Contribution	
Board	\$ 43,094.56
Other	
Sympathy-Board	\$ 505.66
Service Charge	\$ 1,669.73

Statement of Revenue, Expenses & Changes in Net Assets

(continued)

as of March 31, 2023

Bonds & Insurance	\$ 22,739.90
Unemployment & SS Taxes	\$ 69,554.74
Employee Benefits	\$ 54,297.44
Payroll Savings-Employer	\$ 31,121.65
Payroll processing fees	\$ 29,200.76
Misc. Expense	\$ 403.85
Pension Funding	\$ 100,000.00
Computer Work-Western Region	\$ 4,648.59
Computer system	\$ 3,684.85
Total Expenses Paid	\$ 686,433.12
Change in Net Assets	\$ 25,831.35
Net Assets-Unrestricted at beginning of period	\$ 1,708,238.00
Net Assets Unrestricted at end of period	\$ 1,734,069.35

Operating Account

as of 3/31/2023

	Shares	Unit Cost	Total Cost	Current Mkt Value
Certificates of Deposit				
Haverford Trust CD 3.0% 02/01/23	60,000.00	1	\$ 60,000.00	\$ 60,000.00
Haverford Trust CD 4.0% 02/9/23	60,000.00	1	\$ 60,000.00	\$ 60,000.00
Certificates of Deposit Total	120,000.00		\$ 120,000.00	\$ 120,000.00
Money Market				
Federated Govt Obligations (PS Fund 117)	35,703.28	1	\$ 35,703.28	\$ 35,703.28
Cash Equivalents Total	155,703.28		\$ 155,703.28	\$ 155,703.28
Asset Total	155,703.28		\$ 155,703.28	\$ 155,703.28

Communication Workers of America-Local 13000

Emergency Fund

as of 3/31/2023

	Shares	Unit Cost	Total Cost	Current Mkt Value
Equity Domestic				
Air Prods & Chems Inc Com (APD)	277.00	156.63	43,386.29	79,557.17
Apple Inc Com (AAPL)	1,214.00	16.42	19,939.94	200,188.60
Blackrock Inc (BLK)	163.00	152.66	24,883.92	109,066.56
CVS Health Corporation (CVS)	1,692.00	54.87	92,843.62	125,732.52
Chevron Corporation (CVX)	370.00	161.75	59,846.58	60,369.20
Coca Cola Co Com (KO)	1,270.00	28.89	36,692.06	78,778.10
Costco Whsl Corp New Com (COST)	280.00	374.06	104,736.74	139,123.60
Dollar General Corp (DG)	35,703.28	140.46	35,703.28	35,703.28
Dupont De Nemours INC (DD)	836.00	48.11	40,220.50	59,999.72
Honeywell Intl Inc Com (HON)	680.00	178.36	121,287.37	129,961.60
JPMorgan Chase & Co Com (JPM)	155,703.28	62.24	155,703.28	155,703.28
Johnson & Johnson Com (JNJ)	752.00	68.33	51,382.62	116,560.00
Lowes Cos Inc Com (LOW)	580.00	69.51	40,313.36	115,982.60
Mastercard Inc Class A (MA)	418.00	70.40	29,427.79	151,905.38
Microsoft Corp Com (MSFT)	405.00	74.16	30,035.61	116,761.50
Nike Inc (NKE)	810.00	141.06	114,256.69	99,338.40
Oracle Corp Com (ORCL)	887.00	37.76	33,489.75	82,420.04
Pepsico Inc Com (PEP)	794.00	68.90	54,704.00	144,746.20
Raytheon Technologies Corp (RTX)	1,604.00	78.08	125,245.26	157,079.72
S&P Global Inc (SPGI)	194.00	187.63	36,400.51	66,885.38
Starbucks Corp (SBUX)	830.00	58.12	48,238.18	86,427.90
TJX Cos Inc New Com (TJX)	1,028.00	23.58	24,238.18	80,554.08
Texas Instrs Inc Com (TXN)	585.00	185.06	108,257.98	108,815.85
Thermo Fisher Scientific Inc (TMO)	142.00	560.43	79,580.47	81,844.54
United Parcel Service Inc Cl B (UPS)	360.00	179.47	64,608.48	69,836.40
Unitedhealth Group Inc Com (UNH)	302.00	57.19	17,271.34	142,722.18
iShares S&P Midcap 400 Index (IJH)	621.00	174.88	108,598.07	155,349.36
iShares S&P Smallcap 600 Fnd (IJR)	1,636.00	68.58	112,204.39	158,201.20
Domestic Total	20,475.00		1,779,977.41	3,196,093.25

Equity ETF

SPDR S&P 500 ETF Trust (SPY)	213.00	204.44	43,546.78	87,200.07
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Foreign

Aon Plc CLASS A (AON)	240.00	260.79	62,589.10	75,669.60
Medtronic PLC ADR (MDT)	995.00	79.75	79,348.36	80,216.90
Foreign Total	1,235.00		141,937.46	155,886.50
Equity Total	21,923.00		1,965,461.65	3,439,179.82

Fixed Income

Corporate Bonds & Notes

3M Company 3.0% 8/7/25	100,000.00	99.12	99,117.00	96,276.60
Amazon.Com Inc 3.8% 12/5/24	85,000.00	100.64	85,543.57	84,295.10

(continued on page 15)



Communication Workers of America-Local 13000

Emergency Fund *(concluded)*

as of 3/31/2023

	Shares	Unit Cost	Total Cost	Current Mkt Value
American Express Co. 2.25% 3/4/2025	10,000.00	97.56	9,755.59	9,491.64
Apple Inc 2.40% 5/3/23	75,000.00	98.69	74,013.97	74,742.00
Atlantic City Electric 3.375% 9/1/24	150,000.00	99.97	149,962.09	146,086.80
BB&T Corp 2.50% 8/1/24	100,000.00	102.77	102,771.95	95,499.10
Bank of America Corp 4.125% 01/22/24	85,000.00	100.93	85,790.95	84,094.75
Berkshire Hathaway 3.50% 2/1/25	50,000.00	101.15	50,575.03	48,534.25
Berkshire Hathaway Finance Corp 1.45% 10/15/2030	70,000.00	99.83	69,884.11	57,573.25
Comcast Corp 3.375% 8/15/25	85,000.00	100.39	85,334.23	82,863.19
Federal Farm Credit Banks Funding 1.33% 11/3/2026	200,000.00	100.10	200,201.51	181,340.00
Genuine Parts Co. 1.75% 2/1/2025	100,000.00	95.63	95,625.10	94,692.50
Gilead Sciences Inc 3.5% 2/1/25	60,000.00	101.37	60,822.12	58,830.30
Goldman Sachs Group Inc 3.50% 4/1/2025	100,000.00	94.97	94,970.00	96,914.30
HP Inc. 3.00% 6/17/2027	100,000.00	93.57	93,572.95	93,033.40
PNC Financial Services 3.45% 4/23/29	100,000.00	103.32	103,317.06	92,838.00
Pepsico Inc 2.75% 4/30/25	85,000.00	98.79	83,974.47	82,266.57
Wells Fargo & Co 3.30% 9/9/24	65,000.00	100.38	65,244.52	63,422.52
Corporate Bonds & Notes Total	1,620,000.00		1,610,476.22	1,542,794.27
Fixed Income ETF				
iShares 0-5 Year Tips Bond Etf (STIP)	2,138.00	101.50	217,012.77	212,153.74
iShares Barclays MBS Bd (MBB)	2,145.00	109.57	235,030.20	203,195.85
iShares Floating Rate (FLOT)	3,065.00	50.74	155,518.10	154,445.35
Fixed Income ETF Total	7,348.00		607,561.07	569,794.94
Municipal Bonds & Notes - Taxable				
California St 3.05% 4/1/29	100,000.00	103.47	103,467.18	92,180.00
Radnor PA 1.729% 11/1/28	50,000.00	100.00	50,000.00	43,394.50
Virginia College 1.635% 2/1/2029	100,000.00	101.26	101,260.58	85,298.00
Municipal Bonds & Notes - Taxable Total	250,000.00		254,727.76	220,872.50
U.S. Government Agency Obligations - Mortgage-Backed Bonds				
FFCB 0.74% 6/30/2025	140,000.00	100.00	140,000.00	129,523.52
U.S. Treasury Bonds & Notes				
US Treasury N/B 1.625% 2/15/26	160,000.00	99.69	159,496.10	150,450.00
US Treasury Note 2.25% 3/31/2026	165,000.00	99.88	164,798.06	157,807.03
US Treasury Notes 2.00% 11/15/2026	175,000.00	103.76	181,573.54	164,554.69
U.S. Treasury Bonds & Notes Total	500,000.00		505,867.70	472,811.72
Fixed Income Total	2,517,348.00		3,118,632.75	2,935,796.95
Asset Total	2,782,032.81		5,326,856.21	6,617,738.58
Accrual Total				18,692.10
Grand Total	2,782,032.81		5,326,856.21	6,636,430.68

