



May/June Volume 81, Issue 3 2021

• 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**

**I**t has been over a year since the world and our members have been dealing with the effects of the coronavirus. Since the onset of this once in a lifetime situation we have continually worked with our employers to ensure the safety of our members. Whether there was a need to work from home or home garage to reduce exposure or also to provide time off for the members due to potential exposure or positive test results, we have worked constantly to ensure you and your families safety.



As restrictions in and around Pennsylvania begin to be lifted, we continue to encourage our members and their families to get the vaccine to protect yourselves. While it appears that vaccines are readily available around our areas, we want to remind everyone that if you need assistance securing access to the vaccine or an appointment to get the shot(s), please do not hesitate to reach out and let us know so that we can assist in this process.

With the lifting of these restrictions, we also ask everyone to take the precautions that they feel are appropriate and respect the opinions of those who continue or discontinue these safety protocols as local mandates continue to change.

We continue to discuss the need for the existing safety agreements that we have entered with the employers and will continue to extend these agreements until work locations are safe for our members to return. Many of the employers agree and have stated, "we have entered into these agreements together to allow

members to work safely, and we will agree to return the members to the work centers together when it is safe".

As updates become available for your particular employer, we will get that information out to you immediately. Should you encounter any issues with management please contact your local union official or the regional/local offices.

On the political front here in PA we continue to fight legislation on the small cell site bill that legislators continue to introduce. Recently District 2-13 Vice-President, Ed Mooney testified in opposition to the bill in its current form. Vice-President Mooney stated that the current bill is a huge giveaway to large wireless companies on the shoulders of taxpayers.

If lawmakers were to pass this bill it would lock Pennsylvanians into regressive

*(continued on page 2)*



## Message from the President

(continued from page 1)

restrictions while the Federal landscape is changing. More importantly, in the midst of the current pandemic, it does nothing to address the digital divide crisis facing average Pennsylvanians.

The bill also makes it harder for our local governments to ensure safety in the right-of-way, for workers and the general public.

CWA strongly supports policies that will encourage job-creating investment in high-speed next-generation communication networks. Unfortunately, as currently written, the bill is none of those things. The bill serves only as a giveaway to big wireless companies on the backs of regular Pennsylvanians, putting municipalities in a financial bind and doing nothing to bridge the digital divide.

We will continue to update you on the status of this bill as events unfold and as always should we need your assistance in fighting this bill we will be in touch.

Stay safe and as we continue to return back to normal, I look forward to seeing and speaking with you face to face at an upcoming membership meeting. ■

**In Unity,**



**James J. Gardler**

**President CWA Local 13000**

## IN MEMORIAM

**Kathleen A. Murgitroyde-Retiree**

Unit 25, Branch 04  
Deceased April 06, 2021

**Eward P. Robertson-Retiree**

Unit 57, Branch 04  
Deceased March 19, 2021

**Edward C. Bleiler-Retiree**

Unit 33, Branch 6  
Deceased May 04, 2021



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



## COVID-19 Safety and Vaccination

Since the start of the pandemic, CWA activists and leaders have been pushing employers to implement protections and precautions against the spread of COVID-19 and advocating for workplace infectious disease standards at the state and federal level.

Now that several COVID-19 vaccinations are approved and vaccination programs are underway, we are making real progress toward reducing infections, illness, and death from the virus. But the danger is not over.

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***CWA strongly recommends that CWA members be vaccinated with an FDA-approved vaccine to protect themselves, their families, their co-workers, and their communities.***

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“New data suggests that a third of people who contract COVID-19 have lingering symptoms at least 6-9 months after recovery including headache, blood pressure issues, fatigue, brain fog, etc.,” said Paul Paratore, a pharmacist at Denver Health and a member of CWA Local 7799. “Up to 80% of these patients had only mild COVID-19 cases. Getting vaccinated can protect you and those around you from COVID-19 and those potential long-term effects.”

In order to be effective, widespread COVID-19 vaccination in as short a timeframe as possible is crucial, but vaccines alone are not enough. Vaccinations must be implemented in conjunction with comprehensive workplace and community protections and precautions to slow the spread of COVID-19 and bring an end to the pandemic.

Employees should be able to get vaccinated without fear of lost wages, PTO, or other bargained leave. CWA encourages employers to allow employees to be vaccinated on paid work time and to provide an additional vaccination-related sick time benefit for those people who may have vaccine-related side effects, like fever, and may need to miss work temporarily. We also encourage employers not to discipline or apply points to employees for absences caused by vaccine-related side effects.

We must also continue to ensure that employers are providing appropriate personal protective equipment to employees and implementing comprehensive workplace protections and mitigation strategies, such as improvements in ventilation, social distancing, use of personal protective equipment, cleaning/ disinfection, keeping sick employees away from the workplace, quarantining exposed employees, and viral testing.

Stay informed, be safe, get vaccinated, and together we can end this pandemic.

For the latest information about COVID-19 safety and vaccination, including links to your state’s current vaccine eligibility rules and sign-up process, visit [cwa-union.org/covid](http://cwa-union.org/covid).

## **Grey Matters** RAY BUNTING

### *What's new in the aftermath.*



**A** lot of changes happened since the coronavirus started. We wore masks in public, shopped by phone and did not have holiday celebrations with groups! Now we are on our way back to normal. Our retired group will have its first meeting this year June 14. It will be good to see my fellow members again! It is important to get together and discuss events that influence retiree's pensions or medical benefits.

A lot of things that can affect us directly has been happening with the economy and the billionaires. Taxes on corporations and the wealthy have been reduced making it harder to finance Social Security benefits. U. S. Federal Tax Revenue (Income) is approximately \$3.5 trillion and federal spending is \$6.75 trillion. With Social Security currently operating on a deficit, full benefits can only be supported until 2034 according to the commissioner of Social Security. At that point the program either needs additional income sources or benefits reduced.

Relative to the size of the economy, corporate tax revenue is now less than one-quarter what it was in 1967, according to the Congressional Budget Office. One of the "loopholes" corporations use to avoid taxes are "inversions. This consists of buying a foreign company and changing its tax residence to that country. This may be costing our country \$100 billion annually in lost revenue!

Another factor affecting tax revenue, the nature of economic activity also has changed over time, from tangible hard goods in a factory to writing software code in Silicon Valley that produces an application sold around the world. That evolution from tangible goods to intangible products such as intellectual property, patents, brand names, goodwill and trademarks are challenging!

Tax shelter nations by having a low tax rate attract American corporations to locate their headquarters in a foreign country. Ireland has a 12.5% corporate tax rate the same as the Cayman Islands: Bermuda: and the Netherlands. U. S Corporations have reported \$217.4 billion in profits in Ireland and just \$31.2 billion in China – even though there are almost 300 Chinese people for every Irish citizen.

Tax avoidance efforts are entirely legal under U. S. law and resulted in 55 of the nations largest corporations paying NO federal income tax last year. I pay my taxes as do most workers. We have to get the corporations to pay their fair share, or we will not have a Social Security in the future.

We need to attract the attention of our lawmakers that this is today's problem! The covid virus changed the attitude about the \$15 dollar wage. Because of the shortage of people going to work employers are offering wages over \$15 dollars and even offering signing bonuses of \$500 dollars. Being active in your Union even if you are retired is now more important than ever. Being up to date on what your lawmakers are up to and voting in every election in is the other card to play. Be alert, be active and save Social Security!

***Yours fraternally,  
Ray Bunting  
President RMC 13021***

## WOMEN'S COMMITTEE

**Marisa MacCroy**, Moderator  
**Jaime Schools** (Unit 11 President)  
**Jaytricia Tremel** (Unit 111 President)  
**Dana Bialek** (Unit 54 VP)  
**Orland Jones** (Unit 14 President)



## Women's View



### *Retaining Women in the Workforce*

**T**he Covid-19 crisis has affected all of us, but not equally. People who have been hit the hardest are those already likely to face disproportionate challenges in the workplace due to their race or gender. We need to focus on diversity, equity, and inclusion to help retain Women in the Workforce.

Women are shouldering a much heavier burden of household labor and caregiving during Covid-19, and it is taking a toll — they are experiencing physical symptoms of stress and burnout at up to twice the rate of men. Today 1 in 4 women are considering downshifting their careers or leaving the workforce entirely, however the statistics are even worse for women of color. Among women and men who have full-time jobs, partners, and children, women are spending an average of 7.4 more hours per week than men on childcare, 5.3 more hours caring for elderly or sick relatives. Most women are also spending at least 7 more hours than men on housework. On average, that adds up to a difference of almost 20 hours per week — the equivalent of a part-time job

However, only 41% of employees say that their employer has changed policies to allow more flexibility during the pandemic, and just 18% say their company has reduced their scope or adjusted their priorities. Less than a third (31%) say a manager or HR staff member is checking in on their well-being. These numbers are only slightly better for employees who are able to work from home (52%, 18%, and 41%). Among people working outside the home as essential workers, 36% say their employer is allowing more flexibility, 16% say their scope or priorities have been adjusted, and only 24% say that a manager or an HR staff member is checking in on their well-being.

Covid-19 restrictions are beginning to lighten, healthcare workers are left feeling mentally and physically exhausted. Women have got more burnout from the demands put on them by work, childcare, caregiver to parents or the sick that has been uprooted during this pandemic. Companies have a responsibility to not exacerbate the burnout felt by working women, but rather to support their ability to perform effectively. The health, safety, or well-being of workers are imperative within a workforce. Women play a vital role within the workforce, putting women's issues at the frontline will allow us to retain the balance within the workforce.

Now is not the time to lose sight of diversity, equity, and inclusion. It is imperative to the success and survival of women within our workforce to focus on what will retain women in the workforce. It is time to draw upon our deeply held values and strengthen our culture. If we do not, we will lose the hard-won progress we have made and feel the loss of women and people of color leaving the workforce for decades to come.

# The Local Buzz The Local Buzz The Local Buzz



*Report of Executive Vice President, Jeff Reamer*

## VERIZON

Talks surrounding the existing “Work from Home” and “Home Garaging” agreements have been ongoing with the Company throughout the month of May. With expiration dates fast approaching, a resolution was finally reached with the Company on May 27, 2021 for extensions on both agreements. These agreements are now both fully extended for another 30 days and will run through June 30, 2021. In the same timeframe that these negotiations were being held between the Union and the Company, the Company released a video to employees that outlines their plans for three specific groups. The video described certain Work Based, Home Based and Hybrid Workforce groups and the Company’s plans for these groups over the next several months. This Company announced plan does not include its unionized workforce. There have been zero discussions over this issue with the Union. As per the statement released by District 2-13 VP Ed Mooney over this issue, the Union plans on meeting with the Company regarding this announced plan over the next few weeks to determine the potential impact to our membership. Updates will be relayed through Union officials as events unfold. ■

## AT&T MOBILITY

Fortunately, after all the contractually negotiated processes were followed in connection with the Company’s beginning

of the year announcement of massive store closures across the Orange Contract, the impact of actual job loss to our members here in Local 13000 was very minimal. The majority of our RSCs affected were placed in available positions in surrounding retail stores as part of the rightsizing phase. Those not placed in the rightsizing phase were given a guaranteed job offer of a work from home position to retain employment. That guaranteed job offer is a result of the recently negotiated Employment Security Agreement attained in 2017 bargaining. Others were able to be placed into open positions they applied for due to their priority placement status due to being declared surplus. The only job losses seen were those who refused placement into a same title open position in another store within 35 miles or those who refused the guaranteed job offer and opted to leave the service of the Company with a severance payment. While at first glance, seeing the recently negotiated employment security provisions benefiting our membership is a definite positive. However, the deep-rooted negative issue creating the need for these hard-fought negotiated protections is the Company’s willingness to just close our Unionized Retail Stores and convert them to non-union Authorized Retailers the next day. That issue must be a major priority to be addressed in our next round of bargaining in 2022. Any members who have outstanding issues surrounding these latest moves and store closures should reach out to Union Officials in real time to be addressed. ■

## COMCAST

Bargaining continues with Comcast for both our Unit 119 Alle-Kiski and Unit 115 South Hills members. At the last bargaining session on May 26, 2021, considerable progress was made at the Alle-Kiski table. We have reached agreements in principle on many of the items that have been outstanding and are currently in the process of cleaning up some



## ***The Local Buzz The Local Buzz The Local Buzz***

of the contractual language changes that are agreeable to both the Union and the Company. Our bargaining team is very optimistic that a full tentative agreement can be reached in the very near future for our Unit 119 members to vote on. At the South Hills table, progress has not been so forthcoming. There are currently a multitude of open issues that still need to be worked through. Many of the priorities that our members have identified as important in this round of bargaining remain unresolved. Economics, working condition enhancements, and various other contractual language proposals are still wide open on the table. Despite the Company's unwillingness to address these key issues to this point, your bargaining team remains committed to continue our agenda and to settle for nothing less than a fair contract for the membership. Bargaining is slotted to resume with the Company on June 2nd and 4th and updates will be relayed to the membership as events unfold. Members are urged to send a clear message to the Company that you stand in solidarity with your bargaining team and stay involved in any upcoming mobilization activities. ■

### ***WINDSTREAM***

In May, the Company posted six requisitions for the two new Construction Technician titles in connection with the recently negotiated agreement in February of this year that brings construction work back into the Bargaining Unit. Members will have the opportunity to apply for these positions prior to the Company hiring off the street. Additionally, the Company and Union have been in recent discussions surrounding a third title of Materials Coordinator the Company wants to create that will be utilized to support this new construction workforce. Talks are still ongoing over the locations, details, wages, and duties associated with this new title that is anticipated to be created in the bargaining unit in the very near future.

New negotiations have also begun after the Company announced its intent to open a retail location in the Ridgway service area. The negotiations, centered on the creation of a bargaining unit Retail Sales Consultant position, are now in its early stages. The Company has announced that their plan would be to open the retail location as early as this upcoming August. Updates on these new negotiations will be relayed to the membership through elected Union Officials.

On another bargaining note, preparations are now in full swing as we prepare for the expiration of all four of our Windstream contracts in Unit 103 on September 30, 2021. Bargaining surveys have been developed and will be mailed to the membership in the near future to identify our members priorities. A bargaining council meeting will then be set to review the results of those surveys and set our bargaining teams agenda based on those results. Members should stay in contact with Union Officials for updates and to get involved in any mobilization activities needed as contract expiration approaches. ■

*In Unity,*

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



## WESTERN REGION UNIT PRESIDENTS

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

## Western Region



**T**he second quarter of this year has been very busy, between bargaining and Covid-19 issues, the Local has been dealing heavily with these and other issues.

Comcast Alle-Kiski bargaining is getting closer to completion, hopefully by the time of this publication we will have a tentative agreement, and have it ratified. This was a long fight against a VERY greedy company. Comcast did not want to give anything up to the membership and only wanted givebacks. Your bargaining team fought long and hard to get us to where we are with this contract, so a shout out to Jamie Fetterman, Bill Maher, and Steve Noonan for all the assistance with the contract so far.

Comcast South hills bargaining is also ongoing. There are still some major issues out here that we have not been able to get the company to move on. Wages and differential are the top two issues that we have been explaining to the company that our members need. For a major corporation, they act like they have nothing left to give every time we meet with them, but we all know better. For updates, please reach out to your representative to see what is going on.

Windstream has had a lot going on in the past few months. The construction job postings have now been posted so anyone interested in the positions please check the requirements and if you have them, please apply. The Local along with the District have started talks with the company on another construction title position and a retail sales position. When we get these titles negotiated, we will put the information out to the membership.

Upcoming bargaining that we have are our four different Windstream contracts and American Red Cross.

For the Windstream bargaining, we will be mailing out the bargaining surveys as soon as possible. Please make sure that you fill out your surveys. Everyone that is turned in I read. Everything is tabulated and put on a spread sheet, so we know what proposals to prepare to present to the company that YOU, the members, want.

At the American Red Cross, there are two types of bargaining--National and Local. The national bargaining is done by the coalition (numerous unions are involved with this for all the unions at American Red Cross). Your local Unit President Jaytricia Tremel will be involved in both sets of bargaining. We have already had a few discussions with the District about some ongoing issues we are looking to fix.

At Verizon we are up to date with all grievances and just have a few pending that will be heard with the company in early June. We are keeping up to date with all grievances, so our members know what is happening with their issues in a timely manner.

Verizon's work from home and home garaging issues have been extended until the end of June for right now. We will keep everyone informed with the ongoings of this as the Pennsylvania CDC changes their policies, so everyone knows the direction the company is heading on these issues.

*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	Wynnetta Ward
Unit 22	Joseph Peruggia		

# CWALOCAL13000NEWS



## Eastern Region



### Around the Region

There have been rumors that Verizon has intentions of increasing the headcount of certain outside plant job titles throughout the region. That is exactly what they are rumors. As I stated

two years ago in an article, the company has the ability to fill jobs by Regional Associate Mobility Plan (RAMP) or the Liberty Region Transfer Plan when job requisitions are posted.

The company can also utilize Article 18 of the Collective Bargaining Agreement to initiate job opportunities from one payroll location to another (same or equivalent title) or one title to an equivalent title when they do not use job requisitions.

In order for the company to provide job opportunities to employees for upgrade or downgrade in title it must be done through RAMP unless a Local Agreement is made between the CWA Local 13000

Executive Board and the Company. At the time of this article, there is no information to convey except that they intend on filling these positions with their current workforce much like what occurred in March 2020 with the Repurposing agreement. Since 2015,

most vacancies in outside plants were filled by out of state or other departmental applicants by way of the company's RAMP system, which increases the overall headcount of the organization whereas moves from within do not. If and when more information becomes available your Unit officers will be made aware so that they can convey the information to the membership.

Over the past year, the work of the Eastern Region Office has remained busy with the bulk of the duties shifting from processing a large volume of grievances to more HR related type issues due to Covid-19. Information regarding agreements, quarantines, exposures, notifications, as well as various sorts of communications have replaced traditional grievances regarding attendance, tardiness, and short-term disability claims. Employee discipline does still exist even though many employees are not in work centers and offices. For more than a year the workplace gatherings, garage visits, membership meetings have been replaced with emails, conference calls and Zoom meetings. Communication is the backbone of our success and I believe that throughout the many obstacles that we incurred, we were still able to provide the membership with adequate information.

In closing, most of you have heard of an incident where many employees were indefinitely suspended for reasons that I will not specify. I know that it is unfortunate that all the facts are not available to the membership to discuss freely and openly. Part of that is because it is best that the facts remain with as few people as possible so that the affected member's best interest is being considered. As employees and union members, it is not our job to render our opinion about another member's level of discipline in work locations where managers are present. That only desensitizes the situation and makes the company more prone to address it. You have the right to feel any way that you want about a fellow Union brother or sister. Union officials must address the discipline and make sure that the members are treated fairly.

*In Unity,*

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



# CWA Local 13000 Scholarship Recipients



## PENNSYLVANIA AFL-CIO

RICHARD W. BLOOMINGDALE  
*President*

FRANK SNYDER  
*Secretary-Treasurer*

May 4, 2021

Ms. Jessica Smith  
173 W. Evergreen Street  
West Grove, PA 19390

Dear Ms. Smith:

Congratulations on winning the Third Place Award for your essay entry in Category I of the Pennsylvania AFL-CIO 2021 Scholarship Essay Contest, addressing the question: COVID-19 and Unions: A Historical Perspective!

This year the scholarship has been renamed the Reverend Father Jack O'Malley Scholarship, in honor of Father Jack. He served as the Pennsylvania Labor Priest for over 20 years and as a pro work priest for over 50 years. Sadly, Father Jack passed away in September of 2020.

We have enclosed a check in the amount of \$500.

Once again, congratulations on your exceptionally well written essay! We encourage you to continue your interest in the Labor Movement, and we offer our very best wishes for success in your future endeavors.

In Unity,

RICHARD W. BLOOMINGDALE, President

FRANK SNYDER, Secretary-Treasurer

Enclosure

600 NORTH SECOND STREET, HARRISBURG, PA 17101 - (717) 238-9351 - (717) 238-8541  
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Email: [emooney@cwa-union.org](mailto:emooney@cwa-union.org)

Edward F. Mooney  
International Vice-President  
District 2-13



May 12, 2021

Amara Jones  
42 W. Glennis Drive  
Greensburg, PA, 15601

Dear Amara:

It is my extreme pleasure to announce that you are one of the recipients of the 2021 Vincent & Patricia Maisano Labor Scholarship Award.

A letter and the check for \$1,000.00 are being sent to your college or university and will be placed into your account to be used for books and/or tuition.

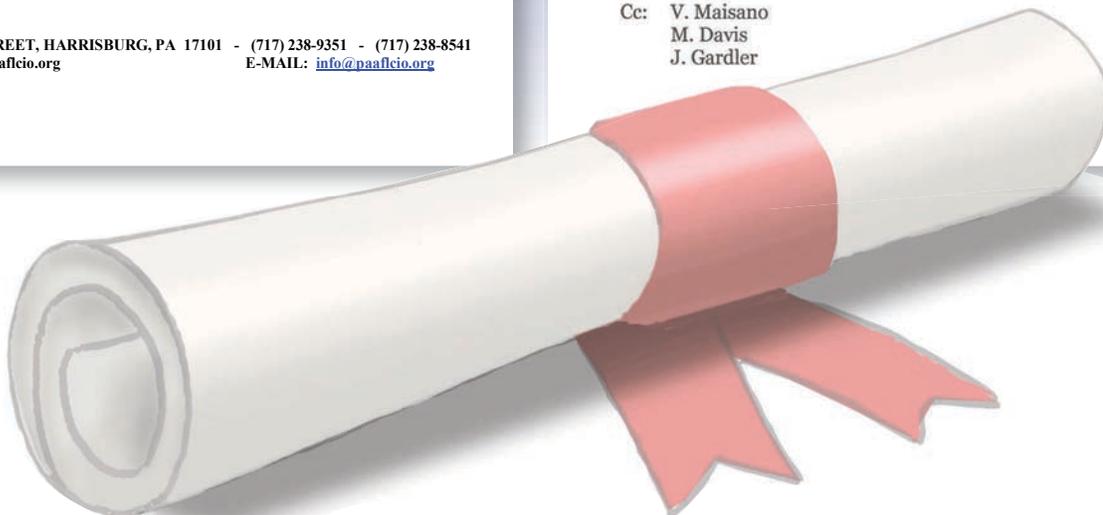
I want to wish you the very best success in your future studies.

Sincerely,

Edward F. Mooney, Chairman  
Board of Trustees  
Vincent & Patricia Maisano Labor Scholarship Fund

EFM:arm

Cc: V. Maisano  
M. Davis  
J. Gardler





**Marisa MacCrory**  
Secretary-Treasurer



**Communication Workers of America-Local 13000**

**Statement of Assets, Liabilities & Net Assets**

as of March 31, 2021

**ASSETS**

**General Fund**

*Cash- payroll*

Cash- operating sweep accounts	345,959
Cash-Member Relief & Defense	973
<b>Total Cash</b>	<b>346,932</b>

**Investments:**

U.S. Government and Securities	760,203
Common Stock	3,129,951
Haverford Corp Obligations	1,668,233
Mutual Funds	634,200
Haverford CD	170,000
Haverford-Money Market	7,760
Haverford Fed Prime MM	111,725
Investment Accrued Income	—
Investment- Uninvested cash	—
<b>Total Investments</b>	<b>6,482,072</b>

**Property & Equipment**

Western Region Building, Land & Improvements	289,059
Philadelphia Building, Land & Improvements	2,762,377
Furniture and Equipment	158,311
Computer Equipment	37,018
Less Accumulated Depreciation	(2,092,036)
<b>Total Property &amp; Equipment</b>	<b>1,154,729</b>

**Other Assets**

Pittsburgh Inventory	26,900
Philadelphia Inventory	27,177
<b>Total Assets</b>	<b>54,077</b>

**Total Assets** **8,037,810**

**LIABILITIES AND NET ASSETS**

Payroll Withholding	27,530
<b>Net Assets- at the end of quarter</b>	<b>8,010,280</b>

**Total Liabilities, Net Assets & Income-Expenses net** **8,037,810**

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

as of March 31, 2021

**Revenues:**

Dues	\$ 1,282,271
Dues- other employees	3,901
Dues refund Income	(3,767)
Interest Income	33,234
Dividend Income	25,330
Gain & Loss on sales of securities	121,320
Unrealized Gains & Losses	297,205
Sale of Prom. Inventory	1,021
Reimburse wages- Organizing	42,078
Reimburse wages- Bargaining	4,916
Reimburse wages- Mobilizing	1,876
Reimburse Expenses- Bargaining	359
Reimburse Office Exp & Supplies	73
Reimburse Postage & Delivery	2,726
Reimburse Mailing Expense	511
Reimburse Wages- Eastern Region	1,774
Reimburse Convention Expense	15,000
Reimburse American Express Bill	374
All Fines Income	185
1st Floor Rental Income	48,625
Investment Fees	(34,165)
Miscellaneous Income	1,507
Insurance Refunds	503
<b>TOTAL REVENUES</b>	<b>1,846,857</b>

**Expenses Paid**

*Salaries:*

Executive President, Vice President & Treasurer	184,117
Eastern Region Vice President Salary	55,717
Western Region Vice President Salary	54,809
Eastern Region Salary	36,895
Western Region Salary	40,971
Executive Board Committees Salary	7,278
Unit Business Salary Eastern Region	38,002
Unit Business Salary Western Region	26,001
Eastern Region Staff Salary	61,779
Western Region Staff Salary	65,451
Executive Board Staff Salary	94,104
Education Salary	11,109
Organizing Salary	46,725
Mobilization Salary	2,091
Bargaining Salary	9,663

(continued on page 12)

## Communication Workers of America-Local 13000

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

(continued)

as of March 31, 2021

Eastern Region Convention Salary	6,314
Western Region Convention Salary	7,747

#### Regional Allowances & Reimbursements

Eastern Region Allowance	1,316
Western Region Allowance	554
Local Business Allowance	621
Unit Business Allowance-Eastern	1,436
Unit Business Allowance-Western	4,666
Eastern Region Reimburse Expense	1,597
Western Region Reimburse Expense	114
Local Business Reimburse Expense	605
Unit Business Reimburse-Eastern	2,969
Unit Business Reimburse-Western	1,809

#### Convention Allowances & Reimbursements

Eastern Region Convention Allowances	50
Convention Miscellaneous Expense	(289)

#### Education Allowances & Reimbursements

Education Allowance	720
Education Miscellaneous Expense	572

#### Organizing Allowances & Reimbursements

Organizing Reimburse Expense	263
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#### Mobilization Allowances & Reimbursements

Mobilization Allowances	48
Mobilization Reimburse Expense	252
Mobilization Misc Expense	181

#### Bargaining Allowances & Reimbursements

Bargaining Allowance	408
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#### Subscription & Membership

Subscription Eastern Region	382
Subscription Executive Board	332
Membership Eastern Region	8,529
Membership Western Region	4,976

#### Registration:

Executive Board	50
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### Statement of Revenue, Expenses & Changes in Net Assets

(continued)

as of March 31, 2021

#### Meeting Hall Rental

Eastern Region	825
Executive Board	155

#### Travel, Hotels & Restaurant

Eastern Region	2,079
Western Region	246
Executive Board	4,372
Bargaining	454
Convention	140
Organizing	1,354

#### Telephone:

Eastern Region	6,263
Western Region	6,165
Executive Board	6,598

#### Utilities:

Philadelphia-Utilities	11,055
Western Region-Utilities	2,218
Water & Sewer-Philadelphia	1,188
Water & Sewer- West	870

#### Building Maintenance:

Philadelphia Building Maintenance	45,654
Western Region Building Maintenance	2,820
Protection-3rd floor	2,967
Protection-Eastern Region	2,967
Sanitation-Western Region	5,430

#### Printing & Typing

Board	3,858
Eastern Region	744
Western Region	696
CWA 13000News	7,062

#### Office Supplies

Board	3,863
Eastern Region	3,291
Western Region	2,215

(continued on page 13)



**Communication Workers of America-Local 13000**

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

(continued)

as of March 31, 2021

<i>Office Expense</i>	
Postage & Delivery Board	3,219
Eastern Region	3,043
Western Region	3,827
<i>Equip Leasing &amp; Services</i>	
Equipment Leasing- Board	8,140
Equipment Leasing-Eastern Region	8,143
Equipment Leasing-Western Region	6,885
<i>Real Estate Tax</i>	
Philadelphia	39,129
Western Region	1,334
<i>Professional Fees</i>	
Legal	18,032
Accounting	29,000
Miscellaneous	2,000
Money Management	7,300
<i>Contribution</i>	
Board	1,740

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

(concluded)

as of March 31, 2021

<i>Other</i>	
Sympathy-Board	553
Service Charge	1,447
Bonds & Insurance	10,904
Cost of Goods Sold	764
Unemployment & SS Taxes	63,251
Employee Benefits	48,129
Payroll Savings-Employer	27,066
Payroll processing fees	20,959
Misc. Expense	67
Pension Funding	89,981
Computer Work-Western Region	2,487
Computer system	13,734
<i>Depreciation of furniture &amp; equipment</i>	
<b>Total Expenses Paid</b>	<b>1,317,617</b>
Change in Net Assets	529,240
Net Assets-Unrestricted at beginning of period	(7,481,040)
<b>Net Assets Unrestricted at end of period</b>	<b>8,010,280</b>

**Operating Account**

as of 03/31/21

	Shares	Unit Cost	Total Cost	Current Mkt Value
<b>Certificates of Deposit</b>				
Haverford Trust CD .25% 05/12/2021		1	\$ 60,000.00	\$ 60,000.00
Haverford Trust CD .25% 05/20/2021		1	\$ 60,000.00	\$ 60,000.00
Haverford Trust CD .25% 05/09/2021		1	\$ 50,000.00	\$ 50,000.00
<b>Certificates of Deposit Total</b>			<b>\$ 170,000.00</b>	<b>\$ 170,000.00</b>
<b>Money Market</b>				
Federated Govt Obligations (SS Fund 395)		1	\$ 7,760.38	\$ 7,760.38
<b>Cash Equivalents Total</b>			<b>\$ 177,760.38</b>	<b>\$ 177,760.38</b>
<b>Asset Total</b>			<b>\$ 177,760.38</b>	<b>\$ 177,760.38</b>

## Communication Workers of America-Local 13000

### Emergency Fund

as of 03/31/2021

	Shares	Unit Cost	Total Cost	Current Mkt Value
<b>Money Market</b>				
Federated Govt Obligations	\$ 111,724.81		\$ 11,724.81	\$ 111,724.81
<b>Equity Domestic</b>				
Air Prods & Chems Inc Com (APD)	277	\$ 156.63	\$ 43,386.29	\$ 77,931.18
Apple Inc Com (AAPL)	1,560	\$ 16.42	\$ 25,622.99	\$ 190,554.00
Baxter Intl Inc Com (BAX)	1,532	\$ 62.46	\$ 95,692.67	\$ 129,208.88
Becton Dickinson & Co Com (BDX)	466	\$ 153.23	\$ 71,404.79	\$ 113,307.90
Blackrock Inc (BLK)	163	\$ 152.66	\$ 24,883.92	\$ 122,895.48
CVS Health Corporation (CVS)	1,692	\$ 54.87	\$ 92,843.62	\$ 127,289.16
Coca Cola Co Com (KO)	1,270	\$ 28.89	\$ 36,692.06	\$ 66,941.70
Comcast Corp New - Cl. A (CMCSA)	2,260	\$ 27.75	\$ 62,716.42	\$ 122,288.60
Costco Whsl Corp New Com (COST)	165	\$ 302.27	\$ 49,875.33	\$ 58,159.20
Dollar General Corp (DG)	630	\$ 140.46	\$ 88,487.20	\$ 127,650.60
Dupont De Nemours INC (DD)	1,257	\$ 52.59	\$ 66,104.08	\$ 97,140.96
Ecolab Inc (ECL)	357	\$ 193.44	\$ 69,058.92	\$ 76,422.99
Honeywell Intl Inc Com (HON)	330	\$ 134.95	\$ 44,534.04	\$ 71,633.10
Intercontinental Exchange Group	595	\$ 114.25	\$ 67,979.70	\$ 66,449.60
JPMorgan Chase & Co Com (JPM)	950	\$ 46.86	\$ 44,513.59	\$ 144,618.50
Johnson & Johnson Com (JNJ)	752	\$ 68.33	\$ 51,382.62	\$ 123,591.20
Lowes Cos Inc Com (LOW)	1,000	\$ 72.69	\$ 72,688.45	\$ 190,180.00
Mastercard Inc Class A (MA)	594	\$ 75.41	\$ 44,793.95	\$ 211,493.70
Microsoft Corp Com (MSFT)	894	\$ 74.16	\$ 66,300.83	\$ 210,778.38
Oracle Corp Com (ORCL)	887	\$ 37.76	\$ 33,489.75	\$ 62,240.79
Pepsico Inc Com (PEP)	899	\$ 76.79	\$ 69,036.50	\$ 127,163.55
Raytheon Technologies Corp (RTX)	1,038	\$ 72.33	\$ 75,080.68	\$ 80,206.26
S&P Global Inc (SPGI)	239	\$ 187.63	\$ 44,843.93	\$ 84,335.93
Starbucks Corp (SBUX)	830	\$ 58.12	\$ 48,238.18	\$ 90,694.10
TJX Cos Inc New Com (TJX)	2,278	\$ 24.02	\$ 54,721.58	\$ 150,689.70
Unitedhealth Group Inc Com (UNH)	327	\$ 57.19	\$ 18,701.09	\$ 121,666.89
iShares S&P Midcap 400 Index (IJH)	621	\$ 174.88	\$ 108,598.07	\$ 161,633.88
iShares S&P Smallcap 600 Fnd (IJR)	1,636	\$ 68.58	\$ 112,204.39	\$ 177,555.08
SPDR S&P 500 ETF Trust (SPY)	213	\$ 204.44	\$ 43,546.78	\$ 84,418.29
<b>Equity Domestic Total</b>	<b>25,712</b>		<b>\$ 1,727,422.42</b>	<b>\$ 3,469,139.60</b>

### Fixed Income

#### Corporate Bonds & Notes

3M Company 3.0% 8/7/25	100,000	\$ 99.12	\$ 99,117.00	\$ 107,874.30
Amazon.Com Inc 3.8% 12/5/24	85,000	\$ 101.24	\$ 86,051.03	\$ 94,104.35
American Express Co 2.65%B 12/2/22	75,000	\$ 100.78	\$ 75,581.50	\$ 77,790.53

(continued on page 15)



**Communication Workers of America-Local 13000**

**Emergency Fund** *(concluded)*

as of 03/31/2021

	Shares	Unit Cost	Total Cost	Current Mkt Value
Apple Inc 2.40% 5/3/23	75,000	\$ 93.75	\$ 70,308.85	\$ 78,346.20
Bank of America Corp 4.125% 01/22/24	85,000	\$ 102.71	\$ 87,300.07	\$ 92,949.46
Berkshire Hathaway 3.50% 2/1/25	50,000	\$ 102.24	\$ 51,117.83	\$ 53,792.40
Berkshire Hathaway Finance Corp 1.45% 10/15/2030	70,000	\$ 99.80	\$ 69,857.20	\$ 65,018.59
Blackrock Inc 3.375% 6/1/22	85,000	\$ 101.01	\$ 85,857.42	\$ 88,053.37
Caterpillar Finl SE 2.85% 6/1/22	75,000	\$ 100.70	\$ 75,525.18	\$ 77,127.15
Chevron Corp 2.566% 5/16/23	95,000	\$ 99.76	\$ 94,773.02	\$ 99,021.73
Comcast Corp 3.375% 8/15/25	85,000	\$ 100.69	\$ 85,583.39	\$ 92,354.71
General Electric Cap Corp 3.10% 1/9/23	50,000	\$ 100.17	\$ 50,086.98	\$ 52,146.50
Fgilead Sciences Inc. 3/50% 02/01/25	60,000	\$ 102.67	\$ 61,599.91	\$ 64,932.78
McDonalds Corp 3.625% 5/20/21	100,000	\$ 100.44	\$ 100,442.08	\$ 100,433.40
PNC Financial Services 3.45% 4/23/29	100,000	\$ 104.22	\$ 104,219.60	\$ 108,035.30
Pepsico Inc 2.75% 4/30/25	85,000	\$ 97.90	\$ 83,217.10	\$ 90,625.39
Wells Fargo & Co 3.30% 9/9/24	65,000	\$ 100.97	\$ 65,553.79	\$ 70,145.92
<b>Corporate Bonds &amp; Notes Total</b>	<b>1,340,000</b>		<b>\$ 1,346,191.95</b>	<b>\$ 1,412,752.08</b>
<b>Fixed Income ETF</b>				
Ishares Barclays MBS Bd	2,721	\$ 110.20	\$ 299,843.97	\$ 295,010.82
<b>Fixed Income</b>				
<i>Municipal Bonds &amp; Notes</i>				
Radnor PA 1.729% 11/01/28	\$ 50,000.00	\$ 100.00	\$ 50,000.00	\$ 49,242.50
Virginia College 1.635% 02/01/29	\$ 100,000.00	\$ 101.75	\$ 101,657.63	\$ 98,153.00
California St. 3.05% 04/01/29	\$ 100,000.00	\$ 104.43	\$ 104,427.53	\$ 108,085.00
<i>U.S. Treasury Bonds &amp; Notes</i>				
US Treasury N/B 1.625% 2/15/26	300,000	\$ 99.58	\$ 298,748.69	\$ 310,218.90
US Treasury Note .125% 10/31/22	100,000	\$ 100.03	\$ 100,026.92	\$ 99,984.40
US Treasury Note 1.50% 02/15/30	175,000	\$ 107.36	\$ 187,887.82	\$ 172,894.58
US Treasury Note 2.00% 11/15/21	175,000	\$ 99.65	\$ 174,391.66	\$ 177,105.43
<b>U.S. Treasury Bonds &amp; Notes Total</b>	<b>750,000</b>		<b>\$ 761,055.09</b>	<b>\$ 760,203.31</b>
<b>Fixed Income Total</b>	<b>2,342,721.00</b>		<b>2,663,176.17</b>	<b>2,723,446.71</b>



**CWA**  
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