

March/April Volume 80, Issue 2 2020

• 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

As you are receiving this edition of the magazine, at no time could anyone have expected the current circumstances around the world. The novel corona virus is affecting communities worldwide and completely stopping the basic activities as we have known them just a few short weeks ago.



Our Local has been engaging employers to ensure that they are providing CWA members with comprehensive safety and prevention measures.

CWA's Health and Safety department has established a process for locals to report on what protections employers have put in place as well as for members to report any incidents of exposure or infection. If you have been exposed to COVID-19 or are experiencing symptoms consistent with infection, contact your healthcare provider immediately and follow reporting procedures established by your employer. Also notify your CWA Local Representatives as soon as possible.

The Local continues to communicate our concerns to employers throughout the state to ensure our members are protected, but as we know there have been struggles statewide. In locations across the state, employers are still struggling to acquire the personal protective equipment (PPE)

necessary including but not limited to gloves, masks and sanitizer. We have continually brought this to the employers' attention and will continue to do so where these problems exist and while many locations have received small amounts of these supplies, there are still some locations that have little or none.

As a result, Local 13000 has acquired some locally produced sanitizer and has been delivering it across to locations where we have been made aware when they are running low or are completely depleted of their current supplies. If any of your locations are experiencing these problems, please make sure that the Local is contacted so we can make arrangements to get available PPE to the membership.

By now most of our members are currently working from home, home garaging, remote garaging or on an excused LOA as a result of protocols and agreements negotiated with employers. We will continue to have discussions with our employers to address current protocols in order to improve the benefits and the protections for our members. As these discussions continue, we will notify the membership of any updates or changes as they occur.

In this edition you will also see 2 sections that are being communicated to CWA

(continued on page 2)

Message from the President

(continued from page 1)

members that provide an overview and some of the frequently asked questions associate with the corona virus/COVID-19:

[Coronavirus: COVID-19 Overview](#)

[Coronavirus: COVID-19 FAQ](#)

Please review these pages or access the links off of the CWA National website at www.cwa-union.org.

As this Pandemic continues, we ask that everyone continue to work **SMART AND SAFE** and always err on the side of caution to protect yourself and your families. We are here to address your concerns/problems and ask that you reach out when the need arises. ■

In Unity,



James J. Gardler
President CWA Local 13000

IN MEMORIAM

Michael A. Stinner-Retiree

Unit 33, Branch 06
Deceased February 18, 2020

Paul E. Fegan-Retiree

Unit 32, Branch 05
Deceased, November 2019

Gregory G. Merulli-Member

Unit 54, Branch 06
Deceased March 03, 2020

Ryan V. Muirhead-Member

Unit 31, Branch 08
Deceased March 07, 2020



**NO JOB IS SO IMPORTANT
AND NO SERVICE IS SO URGENT-
THAT WE CANNOT TAKE TIME
TO PERFORM OUR WORK SAFELY.
BELL SYSTEM**



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James J. Gardler, Editor Elaine Bell, Assistant Editor



Grey Matters RAY BUNTING



As retirees we have health problems that come with age and drugs that Doctors prescribe. Drugs cost more in America than most other places. A comparison was published in the Sunday newspaper that showed the drug Tecfidera (multiple sclerosis) cost \$663 in Switzerland, \$1,855 in the United Kingdom and \$5,089 in the United States; wow!

They compared health costs for other drugs as well as graphs and charts that showed we as Americans spend more for health care than anyone and do not necessarily get better health care.

There are some retirees out there that do not belong to an RMC or are not able to attend RMC meetings. Here is some additional for those who are on Medicare:

The first issue is: **“HOW TO FIGHT MEDICARE FRAUD AND PROTECT YOUR IDENTITY.”**

1. Guard your card. Identity theft can happen when someone uses your personal information without your consent to commit fraud or other crimes. Guard your Medicare Number and card and keep your Social Security Number safe.

2. Help fight Medicare fraud. Check your eMSNs in your Medicare account to stay on top of your claims. Not signed up to receive your MSN electronically. You can sign up today in your Medicare account. If you find errors or fraud in your MSN, report it to us. Don't have a Medicare account yet? Sign up for your free Medicare account today.

3. Know your rights. You have certain rights and protections designed to make sure you get the health care services the law says you can get.

Since we are covered by UHC/Medicare Advantage, there is no reason to carry your Medicare card... Keep it, but put it in a safe place.

The second issue is: **Am I an inpatient or outpatient?**

Staying overnight in a hospital does not always mean you are an inpatient. Just because you may be staying overnight in a hospital, does not always mean you are an inpatient. Your doctor **MUST** order your hospital admission and then the hospital must formally admit you for you to be an inpatient. Without the formal admission you will continue to be an outpatient, even if you are staying overnight and having testing done. Then

you will be admitted for **OBSERVATION**. If this happens, you should be given what is called a **MOON** document. (**Medicare Outpatient Observation Notice**). You will be recorded as an outpatient, not an Inpatient. You must be given this notice if you are getting observation services as an outpatient. It will also let you know how this may affect what you pay while you are in the hospital, and for care you get when leaving the hospital. There is something called a “slippery slope.” If you are on an observation status, seems Medicare does not pay for that service. At times, Medicare has been known to not pay for outpatient service. All this information, “the gotcha trap” can be found on page 28 of the **“Medicare and You 2020” handbook**, that Medicare sends out every year. The next part of this article is questions to a Healthcare advisor and the answers:

Question #1: Is this now the “Standard Operation Procedures?”

Answer: This is not the new standard, but each hospital follows their own protocol.

Questions #2: Is there a time limit as to how long a patient is in the hospital and moved onto a floor with a room number and bed before it becomes Admittance or Observation?

Answer: When it comes to Admittance vs. Observation depends on how long each retiree stays in the facility.

Question #3: Will this have an adverse effect on the members billing?

Answer: It can influence members billing when it comes to inpatient and outpatient because they are billed differently.

Question #4: Will this have an adverse effect on the members Medicare allowed hospital stay, benefit period?

Answer: Yes, if a retiree stays in the hospital or is admitted, then it will have an effect on the hospital stay benefits. If admitted to the hospital then it goes towards their benefit, each day covered and have the coinsurance. ■

Fraternally,

Raymond Bunting
President RMC13021



Working Families Need the PAID Leave Act!

Many CWA members and millions of workers across the country have little or no paid sick leave or paid family and medical leave. The COVID-19 crisis makes very clear why this is such a big problem--workers who are sick or have family members who are could put their entire workplaces at risk if they come to work, yet they may have no choice but to do so if they don't have paid leave.

All workers deserve to have paid leave! Adopting universal paid leave would help workers and their families and help combat the COVID-19 crisis.

Congress recently passed the *Families First Coronavirus Response Act* to begin addressing this problem. The bill, as introduced by Rep. Nita Lowey and House Democrats, would have provided emergency paid leave for all workers, but unfortunately the bill was weakened due to demands from Senate Republicans and the White House. The final bill provides workers for both private and public sector employers with 10 days of emergency sick leave and 12 weeks of emergency care for children whose schools or care centers are closed--but only applies to companies with less than 500 employees, and creates an exemption process for companies with less than 50 employees.

To fix this problem, it's time for Congress to pass **S. 3513, the Providing Americans Insured Days of Leave Act (PAID Leave Act)**! The PAID Leave Act closes loopholes in the Families First Coronavirus bill that left out millions of workers. The bill would guarantee emergency paid sick leave to all American workers and independent contractors during the coronavirus pandemic as well as ensuring that Americans can accrue up to seven paid sick days after the crisis is over. Specifically, for all employees and contractors, the PAID Leave Act:

- Provides 14 emergency fully-paid sick days in the event of a public health emergency, including the current coronavirus crisis, reimbursed in full by the federal government;
- Provides workers with 12 weeks emergency paid family and medical leave, fully reimbursed by the federal government, at $\frac{2}{3}$ wage replacement;
- Permanently ensures workers can accrue 7 paid sick days;
- Enacts a permanent paid family and medical leave program.

It's time for Congress to support workers and pass the PAID Leave Act!

CWA

WOMEN'S COMMITTEE

Marisa MacCrory, Moderator

Wynnetta Ward (Unit 211 President)

Jaytricia Tremel (Unit 111 President)

Dana Bialek (Unit 54 VP)

Jen Thomas (Unit 11 VP)



Rosalind P. Walter (Rosie the Riveter)

With all that has been going on in the world today, some may have missed that a labor legend for women has passed away. Rosalind P. Walter passed on March 2, 2020 at the age of 95.

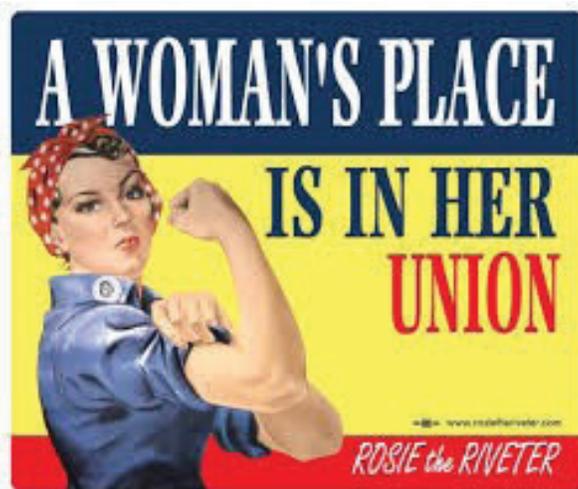
If you have never heard this name before and wondered why we would be writing about her in our monthly article, we need to look no further than the award that our Union CWA 13000 has named in her honor Rosie The Riveter Award. Rosalind P. Walter is Rosie The Riveter.

She is the one who inspired many women during World War II to join the labor force. Rosalind volunteered at the age of 19 to work the assembly line as a riveter and worked the night shift 6:30 pm to 5:30 am on a Connecticut assembly line on the Corsair fighter planes. In 1942, Rosalind was profiled in a local newspaper article, which then inspired a song (Rosie the Riveter by Redd Evans) to be made about women working during the war.

After the war, Rosalind continued to stay active, becoming a huge contributor to PBS. She truly understood the importance of education and was an avid supporter of educational projects and several programs on PBS, including American Masters, Great Performances, Treasures of New York, and many other informational viewings.

She understood the importance of reaching the broadest audience possible and inspiring those wishes to work hard. Her continued generosity and grit are true examples of why the image of Rosie the Riveter has and will live on.

Wynnetta Ward



The Local Buzz The Local Buzz The Local Buzz



*Report of Executive
Vice President,
Jeff Reamer*

VERIZON

On February 25, 2020 the Union and Company signed a one- time “Repurposing Agreement” aimed at setting those parameters and procedures that allowed the Company to rightsize its workforce in the specific locations they identified, as well as, caring for the Union’s concerns in all cases surrounding the fairness to our membership. The agreement in a nutshell allowed the Company to move its identified overage of Service Technicians into both the Splicing Technician and OPT titles across the State where the Company deemed they had a shortfall. The provisions of the agreement cared for the Union’s concerns regarding the utilization of the Liberty Region Lateral Transfer Plan, volunteers polled and accepted by seniority, fairness to those employees already in title, while still retaining our existing contractual protections. In addition, an agreement was also reached in the same timeframe to allow our existing Frame Attendants to voluntarily test qualify for the Switching Equipment Technician title. Later in March, in the midst of the existing Pandemic, an agreement was also reached to covert all of our term OPT’s to regular full time employees. Also in March, all of our term Assitant technicians whose primary duties were to deliver Fios set-top boxes have also been made regular full time employees.

On the COVID-19 Pandemic, various agreements were secured to address the safety of our membership including work from home, home garaging, various leaves of absence protections, hazard pay provisions, among various others have been secured. Social distancing measures have also been put in place to ensure employees would be in separate trucks regardless of title. Conversations with the Company over limits on certain types of dispatches and contractors in central offices are ongoing. Ensuring the proper safety PPE is available and being provided across the State is also on the constant forefront of conversations with the Company. Ensuring your own personal safety is the most important task you perform everyday. When in doubt..Dont do it!! Continue to report issues to your Local Union officials to be addressed in real time. BE SAFE! ■

AT&T MOBILITY

The fight that began in the beginning of this Pandemic over the Union insisting that our members have ability to wear protective surgical gloves amidst the Company’s refusal has since been resolved and has escalated tenfold. As a result of the continued conversations Union has had with the Company around what protocols the Company has in place to ensure the safety of our members, we have seen a grand scale overhaul of safety measures that have now been put in place. Initially, 40% and now present day 70% of the stores have been closed. Members from those closed stores have gone on a schedule rotation to staff those that are open within a certain proximity. Those not scheduled are home and receiving full pay. Leaves of absence of 160 hours for those affected by COVID-19 have been initially secured. Social distancing measures are put in place limiting both the staffing of each open store and the customers in the store are limited to a 1 to 1 ratio, gloves are now being provided, wipe down and disinfecting procedures are now in place after each customer interaction. A 20% “hazard pay” type bonus has been announced by the Company and is now in effect for all members on the job, members are also paid out their full commissions regardless of goals attained and points are waived for the attendance plan going forward. In addition, any store with a person who is confirmed with a positive test is immediately closed those potentially exposed are quarantined and a level 3 clean is required prior to re-opening. Despite these safety measures that have been put in place the #1 priority is the safety and well being of our members and their families. If a circumstance arises that puts you in harms way that is not already outlined in anything already negotiated. STOP.... and notify your Union officials to have addressed immediately. ■

COMCAST (Corliss)

Despite the COVID-19 Pandemic, our members are not only dealing with the issues surrounding the need protect themselves from this virus, we are also still in bargaining for a contract that is coming up on a year since the original slotted expiration date has come and gone. On April 2, 2020 a bargaining session was held via conference call with your Union Bargaining team and the Company and the Union once again placed our economic proposal across the table. The Company is now reviewing that proposal and we are awaiting their response. On another note despite Comcast announcing in a press conference that they had millions set aside to



The Local Buzz The Local Buzz The Local Buzz

care for employees during the COVID -19 pandemic, they informed the Union that only a select few in certain titles will be eligible for ‘hazard pay’. It’s funny how that piece wasn’t included in their announcement to the media. The Union has expressed our absolute disagreement with their stance and the conversations over the issue continue with the Company. The Union’s position on this matter continues to be an essential employee is an essential employee, regardless. Updates on bargaining and the ongoing talks surrounding the hazard pay will be relayed to the membership as events unfold. Members should continue to bring issues occurring in the workplace to your Union officials in real time to be addressed. Stay Safe, Work Safe and DO NOT put yourself in Jeopardy! ■

ATLANTIC BROADBAND

Bargaining continued through the month of February for our Unit 31 members whose contract was set to expire on February 29, 2020. On February 19, 2020 a tentative agreement was reached at the table with the Company. Details of this three year tentative agreement include wage increases of 3% each year, increases to standby pay, increased flexibility of floating holidays, increased tool and uniform allowances, increased layoff allowance and the introduction of training language. Additional improvements were made to bereavement time, inclement weather language and a letter of agreement surrounding work scheduling and overtime distribution. This tentative agreement was overwhelmingly ratified by the membership on February 27, 2020 and is a direct result of the solidarity of our membership standing behind our bargaining team. Now comes the time to enforce those provisions gained in bargaining. ■

CONSOLIDATED COMMUNICATIONS

Despite numerous calls and conversations between the Union and the Company over the almost non-existing safety protocols in place for our membership in Unit 104, the Company continues its business as usual stance. While initially safety PPE was an issue and for the most part our membership now has been provided with those items needed, the Union is continuing to demand that the Company implement more stringent measures to ensure our members are not at an elevated and unnecessary risk during this

pandemic. Members need to continue to bring issues to the Union in real time to be addressed and put their safety first above any Company directive. Discussions are slotted to continue between the Union and Company over this issue. ■

NEWTOWN TOWNSHIP

Several letters of agreement have been signed in connection with the temporary COVID- 19 safety protocols now put in place for both our firefighters and municipal workers. Our firefighters will be staffing both firehouses 24x7 at a reduced staffing level with others on call in the event of a fire. Volunteers will be banned from both firehouses to ensure social distancing measures are in place. Our municipal workers are on a reduced staffing level with no public traffic in any municipal building. All members while not on schedule will be paid to stay home and will not see a reduction in pay, benefits or any other reduction. Conversations with the Township will continue as future assessments are continuously being made over any more stringent measures that may be deemed necessary as we go through this pandemic. ■

Personal Message

My heartfelt thoughts and prayers go out to those members and their families in our Local who have already been diagnosed and tested positive for this virus. Our prayers are ongoing for their speedy recovery and a quick return to their families. As we navigate this pandemic regardless of what employer you work for, please ensure that your safety and that of your family is the #1 priority above all else, regardless of any Company policy or the job functions you normally perform.

Be Safe! God Bless!



WESTERN REGION UNIT PRESIDENTS

Unit 31	Dan Long	Unit 57	Bob Gourdie
Unit 32	Mike Reeder	Unit 59	Andy Miller
Unit 35	Tony D'Angelo	Unit 101	Joe Kopac
Unit 41	Justin Felt	Unit 103	Pat Catalano
Unit 42	James Stiffey	Unit 104	Vic Shaffer
Unit 43	Troy Scott	Unit 111	Jaytricia Tremel
Unit 44	Dave Hoskowitz	Unit 115	Mark Onofrey
Unit 54	Scott Efferin	Unit 116	Jack Follmer
Unit 56	Mike Corignani	Unit 119	Jamie Fetterman

Western Region



The start of 2020 has really been interesting for all of us. We are wading through uncharted waters that none of us have experienced in our careers. I would like to thank every member for their patience during this time along with all my unit councils for keeping all members informed as

information seems to be changing daily. I appreciate all the effort put in by our members, whether you are working from home or out in the field keeping people up and working. Hopefully every customer has shown appreciation to you for keeping them in touch with their loved ones and allowing them to work from home to keep getting paid to support their families. I would also like to recognize the members of the American Red Cross for continuing to save lives every day with their blood collections, the R-S Belco members that kept their branch open to help with loans to keep people afloat, the AT&T Mobility members selling mobile phones and accessories to keep everyone in touch, and all of our other sisters and brothers out there every day doing their job.

Even though life has thrown us a curveball with the COVID-19 pandemic, we are still in bargaining with Comcast for Corliss, Unit 116. We had discussions with the company mid-March and gave the company our next wage proposal. After they reviewed it almost all day, they made a counter proposal. This was the first real proposal I feel the company has given us throughout this bargaining. The offer from the company is still not 100% of what we are looking for, so we are making some adjustments and hopefully that will get us there. Stay mobilized, continue wearing RED--it is making a difference.

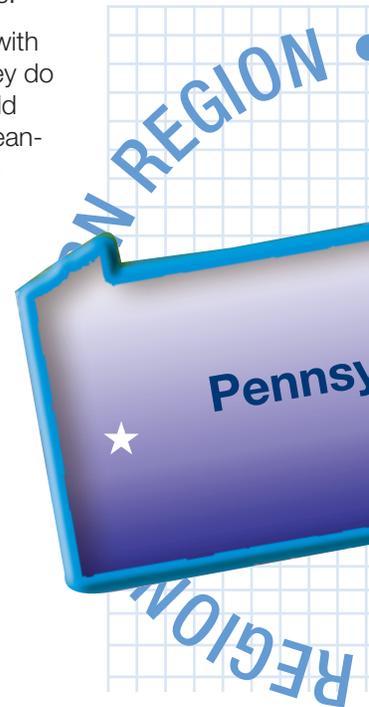
Another Comcast contract for Unit 119 Alle-Kiski is coming up fast. Having discussions with most of you at the last membership meeting was great and gave us some new ideas on where you want your contract to head. Unit 119 President Jamie Fetterman and I are working with District 2-13 to get proposals written up and ready to present to the Comcast bargaining team.

At Verizon, we had a repurposing agreement happen which moved Service Technicians to either Splicing Technicians or Outside Plant Technicians. This afforded some technicians to get slotted into positions that they had been previously unable to obtain and, in some cases, closer to their homes.

Unit 41 has been doing a great job with community service. Every month they do a 50/50 raffle. Along with that, my old unit volunteered to do a roadside clean-up. Representative James Ferguson reached out to PennDOT and they supplied vests and road signs. The best part is they put the local's name (it was character limited so it's missing a "S") on a sign on Interstate 376 at the Carnegie exit where the CWA Western Region office is located. I would like to personally thank all of the Representatives in Unit 41 for doing a great job cleaning up. This will be happening again later this year. ■

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	Tom Schank, Jr
Unit 15	Chris Wackerman	Unit 37	Dave Baker
Unit 21	Joe Kincade, Jr.	Unit 211	Wynnetta Ward
Unit 22	Joe Peruggia		

CWALOCAL13000NEWS



Eastern Region



Over the past few years, the AT&T Mobility managers in the northeast corridor have focused more on the trivial aspects of sales rather than the overall sale itself. The company can accomplish their sales objectives without the constant threats of discipline to the employees. This is evident because in other parts

of the region they have equal if not better sales results just without the scrutiny. I do not know of anyone that can perform better at sales while constantly being afraid of making a mistake. My office along with the elected union officials up in that area will continue to provide support to the members when necessary.

Earlier this year, Verizon management recognized that they were dealing with a lopsided workforce.

According to them they had too many technicians in certain job titles and not enough in others thus causing a need to address it by repurposing the employees. Their solution was to move employees into certain job titles to better serve the company's needs without utilizing RAMP

guidelines. This would enable them to use current employees in locations without the need to go into different organizations or different states. As this opportunity arose, the Eastern Region Office pushed for the company to utilize the Liberty Region Transfer Plan to fill a portion

of those jobs. The voluntary movement of employees occurred in several locations in Chester, Coatesville, Malvern, Norristown, Springfield, Scranton, Wilkes Barre, Honesdale work centers and several locations in Philadelphia. Even though there were many locations not included, it is important to know that the company identified the locations and titles.

Over the past several years, OPTS and Services Technicians have had opportunities to return to their former suburban locations. Even though some Splicing Technicians had a chance to return as well, many were buried in a location against their will. This most recent circumstance or repurpose that occurred, provided nine Splicers with the opportunity to get transfers to locations via the use of the Liberty Region Transfer Plan. The number may seem small, but the lateral lists for those locations were pretty much exhausted, and now the lists can be updated to reflect the changes.

Even though for the most part, the company has changed its culture towards the treatment of their employees, yet there are still disciplinary issues that exist. I am proud to say that two terminations that occurred last year have been rectified. One case was decided by an arbitrator and he was made whole, meaning that he will receive no loss in pay, benefits or compensation during the time that he was terminated. The other case was settled on the day of the arbitration where both sides agreed to a settlement that included returning the employee back to the payroll. Happily, the area manager that was responsible for both discharges is no longer working for Verizon and his replacement has been much easier to deal with, according to the local union officials.

Finally, there are many times that we are placed in difficult situations where we must make decisions regarding our welfare and future. One of the most reassuring aspects of being a union member is the fact that we have protections and provisions that safeguard those very same situations. Simply stated, do not put yourself into a dangerous situation nor should you feel threatened by your supervisor to perform an unsafe act ever. ■

In Unity,

Richard R. Dezzi
Eastern Region Vice President



Marisa MacCroy
Secretary-Treasurer

2019 Fiscal Year Independent Auditor's Report

**Local 13000 Communication Workers of America, AFL-CIO
Consolidated Statement of Assets, Liabilities and Net Assets
(Modified Cash Basis) September 30, 2019**

	Without Donor Restrictions Operating Fund	Member Defense and Relief Fund	Emergency Fund	Total 2019
Assets				
Cash and cash equivalents	\$ 326,652	\$ 1,973	\$ —	\$ 328,625
Investments				
Short-term investments	5,146	—	115,148	120,294
U.S. government and agency securities	—	—	726,766	726,766
Corporate bonds	—	—	1,725,744	1,725,744
Mutual funds	—	—	166,486	166,486
Common stock	—	—	2,289,226	2,289,226
Total investments - fair value	5,146	—	5,023,370	5,028,516
Investments - other				
Certificates of deposit	170,000	—	—	170,000
Total investments	175,146	—	5,023,370	5,198,516
Property and equipment				
Buildings and improvements	2,979,754	—	—	2,979,754
Furniture and equipment	189,353	—	—	189,353
Accumulated depreciation	(2,020,994)	—	—	(2,020,994)
Net property and equipment	1,148,113	—	—	1,148,113
Inventory				
Inventory	58,061	—	—	58,061
Total assets	\$ 1,707,972	\$ 1,973	\$ 5,023,370	\$ 6,733,315
Liabilities and Net Assets				
Liabilities				
Deposits and other liabilities	12,396	—	—	12,396
Payroll withholdings	3,471	—	—	3,471
Total liabilities	15,867	—	—	15,867
Net assets without donor restrictions	1,692,105	1,973	5,023,370	6,717,448
Total liabilities and net assets	\$ 1,707,972	\$ 1,973	\$ 5,023,370	\$ 6,733,315



2019 Fiscal Year Independent Auditor's Report

Local 13000 Communication Workers of America, AFL-CIO
 Consolidated Statement of Revenues, Expenses and Changes in Net Assets
 (Modified Cash Basis) Years Ended September 30, 2019

	Without Donor Restrictions Operating Fund	Member Defense and Relief Fund	Emergency Fund	Total 2019
Revenue				
Dues	\$ 2,884,311	\$ —	\$ —	\$ 2,884,311
Fees and fines	244	—	—	244
Rental income	85,889	—	—	85,889
Investment income				
Net appreciation	—	—	199,623	199,623
Interest and dividends	3,751	—	112,422	116,173
Other income	5,515	—	—	5,515
Promotional materials sales	7,001	—	—	7,001
Total revenues	2,986,711	—	312,045	3,298,756
Expenses				
Salaries				
General	1,490,292	—	—	1,490,292
Bargaining	11,849	—	—	11,849
Convention	58,772	—	—	58,772
Education	56,686	—	—	56,686
Mobilization	63,495	—	—	63,495
Organizing	111,526	—	—	111,526
(Reimbursed salaries)	(202,731)	—	—	(202,731)
Payroll taxes	157,449	—	—	157,449
Payroll fees	27,729	—	—	27,729
Pension funding	166,075	—	—	166,075
Payroll 401k match	43,222	—	—	43,222
Other employee benefits	88,958	—	—	88,958
Loss on disposal of fixed asset	389	—	—	389
Member relief assistance	—	—	—	—
Allowances and reimbursed expenses:				
General	104,618	—	—	104,618
Bargaining	8,631	—	—	8,631
Convention	19,496	—	—	19,496
Education	18,163	—	—	18,163
Mobilization	18,288	—	—	18,288
Organizing	12,509	—	—	12,509
Travel, hotels, and restaurants:				
General	40,689	—	—	40,689
Bargaining	16,282	—	—	16,282
Convention	48,145	—	—	48,145
Education	21,228	—	—	21,228
Organizing	(10,446)	—	—	(10,446)

2019 Fiscal Year Independent Auditor's Report

Local 13000 Communication Workers of America, AFL-CIO Consolidated Statement of Revenues, Expenses and Changes in Net Assets (Modified Cash Basis) Years Ended September 30, 2019

	Without Donor Restrictions Operating Fund	Member Defense and Relief Fund	Emergency Fund	Total 2019
Expenses (continued)				
Registration	\$ 4,775	\$ —	\$ —	\$ 4,775
Dues and subscriptions	56,632	—	—	56,632
Rent	5,542	—	—	5,542
Office supplies and expense				
General	25,874	—	—	25,874
Convention	2,075	—	—	2,075
Education	10,785	—	—	10,785
Mobilization	436	—	—	436
Postage and printing	59,345	—	—	59,345
Insurance	49,701	—	—	49,701
Bank charges and investment fees	4,414	—	57,612	62,026
Utilities	36,399	—	—	36,399
Telephone	41,356	—	—	41,356
Equipment leasing and maintenance				
Equipment leasing	53,662	—	—	53,662
Building maintenance	26,809	—	—	26,809
Real estate tax	45,513	—	—	45,513
Professional fees				
Accounting	34,390	—	—	34,390
Actuary	9,600	—	—	9,600
Legal	38,662	—	—	38,662
Other	781	—	—	781
Donations and contributions	7,805	—	—	7,805
Labor Day	7,418	—	—	7,418
Cost of promotional materials sold	7,373	—	—	7,373
Security	5,744	—	—	5,744
Depreciation	88,914	—	—	88,914
Information technology	34,085	—	—	34,085
Total expenses	<u>3,029,404</u>	<u>—</u>	<u>57,612</u>	<u>3,087,016</u>
Change in net assets	(42,693)	—	254,433	211,740
Intrafund transfers	(185,758)	(14,242)	200,000	—
Net assets				
Beginning of period	1,920,556	16,215	4,568,937	6,505,708
End of period	<u>\$ 1,692,105</u>	<u>\$ 1,973</u>	<u>\$ 5,023,370</u>	<u>\$ 6,717,448</u>



Coronavirus/COVID-19 CWA Overview

BE VIGILANT. BE PREPARED. DON'T PANIC.

The COVID-19 outbreak is caused by the novel coronavirus SARS-CoV-2. It has spread rapidly around the globe and now throughout the United States. The World Health Organization (WHO) has classified the outbreak as a pandemic. Federal health officials have said we should prepare for severe disruptions to group gatherings and public settings, such as schools and other workplaces, and everyday life, raising a number of concerns for CWA members and all working people.

WHAT DO WE KNOW ABOUT THE VIRUS?

The COVID-19 virus is spreading from person to person, and there has been community transmission in the United States. Workplace exposure is a serious concern. The virus can spread through the air and survive on surfaces. It can be transmitted even when people do not have symptoms; and symptoms may be mild and may not present for up to two weeks. Symptoms of COVID-19 include fever, dry cough, shortness of breath, muscle ache and fatigue, whereas a runny or stuffy nose and a sore throat are more common with the seasonal flu and common cold. The disease is more deadly than the seasonal flu, with a higher risk of severe disease or death among older people, individuals with underlying illness, and current and former smokers. Those left unprotected at work are at a greater risk of becoming infected and spreading the virus.

Information on the outbreak and virus is constantly evolving. See the links at the end for the most up-to-date information.

CWA MEMBERS AT INCREASED RISK

CWA members are on the front lines and have an increased risk of exposure as they frequently interact with potentially infected individuals. CWA members and workers, listed below, are on the frontlines of this crisis; however, as the outbreak evolves, all workers may be affected in some way:

- Health care workers taking care of us
- Emergency first responders (e.g. EMTs, law enforcement, firefighters)
- Telecom workers helping us all stay connected
- Public service workers who keep our communities running
- Retail workers working tirelessly to meet the needs of our communities
- Journalists and broadcast technicians who keep us all informed
- Manufacturing workers who are keeping supply chains running
- Airline workers

PRIORITIES FOR WORKERS AND UNIONS

- Comprehensive workplace plans to identify potential exposure routes, controls to mitigate risk, such as isolation, social distancing and personal protective equipment, and training procedures.

- Emphasis on personal hygiene practices, hand-washing and respiratory etiquette.
- Protocols to clean and disinfect frequently touched objects and surfaces.
- Adherence to Centers for Disease Control and Prevention (CDC) recommendations when hosting and attending events or large gatherings. These recommendations may change as the situation evolves.
- Strong standards and guidance from agencies in charge of protecting different groups of workers that recognize the necessity of airborne protections for front-line workers.
- Adequate supplies of personal protective equipment, especially N95 respirators and those offering a greater level of protection, and respirator fit testing/
- Plans for supply shortages.
- Protocols in case of a workplace or community outbreak, including possible self-quarantine or workplace quarantine.
- Resources and preparation for a surge in demand for health services, including hospital beds and caregivers
- Much greater capacity for coronavirus testing, with a priority for testing workers on the frontlines of this crisis.
- Policies to make it possible for sick workers, quarantined workers, parents of children whose schools have closed and workers caring for loved ones in these situations to stay at home without the loss of pay, seniority or benefits.
- Policies to ensure that workers are not discouraged by cost considerations from seeking preventative treatment, testing, ongoing treatment or, eventually, voluntary vaccination.
- Policies to address the pandemic's impact on the U.S. economy and on specific sectors, with a guarantee that any assistance to corporations also benefits workers.

MORE INFORMATION

- AFL-CIO: www.aflcio.org/covid-19
- OSHA: <https://www.osha.gov/>
- CDC: <https://www.cdc.gov/>
- WHO: <https://www.who.int/emergencies/diseases/novel-coronavirus-2019>
- National Institute of Environmental Health Sciences (NIEHS): <https://www.niehs.nih.gov/>
- National Institute for Occupational Safety and Health (NIOSH): <https://www.cdc.gov/niosh/index.htm>
- NEW NIOSH PPE Burn Rate Calculator: <https://www.cdc.gov/coronavirus/2019-ncov/hcp/ppe-strategy/burn-calculator.html>
- Center for Infectious Disease Research and Policy: <http://www.cidrap.umn.edu/infectious-disease-topics/covid-19>
- Johns Hopkins University Coronavirus Resource Center: <https://coronavirus.jhu.edu/>
- University of Nebraska Medical Center: <https://www.nebraskamed.com/for-providers/covid19>



Coronavirus/COVID-19 CWA Frequently Asked Questions

How can I get tested for the coronavirus?

If you are a close contact of someone with COVID-19 or you are a resident in a community where there is ongoing spread of COVID-19 and develop symptoms of COVID-19, call your healthcare provider and tell them about your symptoms and your exposure. They will decide whether you need to be tested. Testing availability varies greatly by state and local area. There is currently not enough testing available in the U.S. for everyone who wants to be tested. Keep in mind that there is no treatment for COVID-19. People who are mildly ill will be asked to isolate and care for themselves at home so as not to over burden the healthcare system. Speak to your healthcare provider if your symptoms get worse or if you have difficulty breathing which will likely require hospitalization.

1. What are the symptoms of coronavirus?

COVID-19 symptoms typically occur between two and 14 days of infection and include fever, cough and shortness of breath. Some individuals may experience gastrointestinal symptoms and diarrhea. Loss of smell has been reported as an early warning sign. The severity of symptoms ranges widely, from mild – milder than the flu – to severe illness, and even death. Some infected individuals exhibit no symptoms.

2. Who is at greater risk of severe illness from COVID-19?

As per the CDC (March 22, 2020) based upon available information to date, those at high-risk for severe illness from COVID-19 include:

- People aged 65 years and older
- People who live in a nursing home or long-term care facility
- Other high-risk conditions could include:
 - People with chronic lung disease or moderate to severe asthma
 - People who have serious heart conditions
 - People who are immunocompromised including cancer treatment
 - People of any age with severe obesity (body mass index [BMI] >40) or certain underlying medical conditions, particularly if not well controlled, such as those with diabetes, renal failure, hypertension or liver disease might also be at risk
- People who are pregnant should be monitored since they are known to be at risk with severe viral illness, however, to date data on COVID-19 has not shown increased risk

Many conditions can cause a person to be immunocompromised, including cancer treatment, bone marrow or organ transplantation, immune deficiencies, poorly controlled HIV or AIDS, and prolonged use of corticosteroids and other immune weakening medications.

3. How can I avoid getting the coronavirus?

COVID-19 is believed to spread mainly between people who are close (within 6 feet) contact with one another, by respiratory transmission – via droplets produced when an infected person coughs or sneezes. Airborne transmission of small aerosols can also occur, although the degree of risk is unknown. There is also risk that spread can occur through indirect contact from surfaces infected with the virus, but this is not believed to be the main way the virus spreads. People are thought to be most contagious when they show the greatest symptoms, although some spread might be possible before people show symptoms.

There is currently no vaccine to prevent COVID-19. The best way to prevent illness is to avoid as much contact with people to avoid being exposed to the virus, and by taking every day preventative precautions as with the flu and other respiratory illness:

- Avoid crowded places. This includes non-essential travel such as long plane trips. Especially avoid cruise ships. If you must go to a grocery store, bank, or other essential location, avoid going during crowded hours.
- Avoid close contact with people who are sick.
- Avoid touching your eyes, nose and mouth.
- Stay home when you are sick.
- Cover your cough or sneeze with a tissue, then throw the tissue in the trash.
- Clean and disinfect frequently touched objects and surfaces using a regular household cleaning spray or wipe.
- Wash your hands often with soap and water for at least 20 seconds, especially after going to the bathroom, before eating, and after blowing your nose, coughing or sneezing. If soap and water are not readily available, use an alcohol-based hand sanitizer with at least 60% alcohol.
- Get a flu vaccine.

Face masks should be used by people who show symptoms of COVID-19 to help prevent the spread of the disease.

4. Should I go to the doctor if I think I might have coronavirus?

People who think they may have been exposed to COVID-19 or who have symptoms of COVID-19 should contact their healthcare provider immediately, but should avoid going into the office or facility unless directed to do so. For more mild cases, doctors will encourage you to stay home and consult with them by phone to avoid further spread of the virus. There is no specific antiviral treatment currently recommended for COVID-19. People with the disease should receive supportive care, such as rest and drink fluids, to help relieve their symptoms. For severe cases, treatment will include care to support vital organ functions.



Coronavirus/COVID-19 CWA Frequently Asked Questions

If you have a medical appointment, call your doctor's office or emergency department beforehand to tell them you may have COVID-19. This will help the office protect themselves and other patients.

5. What should I do if I have the coronavirus?

- Stay home. People who are mildly ill with COVID-19 are able to recover at home. Do not leave, except to get medical care. Do not visit public areas.

Here is a link for information about preparing your home: <https://www.cdc.gov/coronavirus/2019-ncov/prepare/index.html>

Here is a link for information if you are sick or caring for someone who is sick: <https://www.cdc.gov/coronavirus/2019-ncov/if-you-are-sick/index.html>

- Stay in touch with your doctor. Call before you get medical care. Be sure to get care if you feel worse or you think it is an emergency.
- Avoid public transportation.
- Separate yourself from other people in your home. You should also restrict contact with pets or other animals, as you would around other people.
- Wear a facemask if you are sick to avoid spreading infectious droplets when you sneeze or cough.
- Cover your coughs and sneezes.
- Clean your hands often.
- Avoid sharing personal household items.
- Clean all "high-touch" surfaces every day.
- Contact your Local union and employer to let them know.
- Monitor your symptoms. Seek medical attention, but call first. Follow care instructions from your healthcare provider and local health department. Your local health authorities will give instructions on checking your symptoms and reporting information. Call 911 if you have a medical emergency.

6. If I had or suspected I had the coronavirus, when can I stop home isolation?

If you do not have a test to determine if you are still contagious, you can leave home after these three things have happened:

- You have had no fever for at least 72 hours (that is three full days of no fever without the use of medicine that reduces fevers)
- Other symptoms have improved (for example, when your cough and shortness of breath have improved)
- At least 7 days have passed since your symptoms first appeared

7. OSHA gives me the right to refuse work that feels unsafe. Does this apply to going to work if I am afraid of being exposed to coronavirus?

There is no specific Occupational Safety and Health Act standard covering COVID-19. Generally, employees should not refuse work that seems unsafe without taking the following steps:

1. Contact your Local Union.
2. Always document unsafe working conditions.
3. Voice your concerns to your supervisor. Keep a record of the conversation.
4. Ask for alternative work that removes you from the immediate danger of the unsafe working conditions.

Taking these steps will not guarantee that you don't receive discipline for not reporting to work. They will, however, strengthen your ability to win an unfair discipline case.

For workers who are covered by OSHA, other standards and directives may apply to COVID-19 risks. The Personal Protective Equipment standard (1910.132) requires that the employer assess and document the need for use of gloves, eye, face, and head protection based on the hazards. The OSHA Respiratory Protection Standard (1910.134) may also be applicable and if so, requires employers to implement a comprehensive program that meets the standard. The General Duty Clause does require employers to furnish a place of employment "free from recognized hazards that are causing or likely to cause death or serious physical harm."

OSHA prohibits employers from retaliating against workers for raising concerns about safety and health conditions. If you believe you have been retaliated against for using your health and safety rights including raising a health and safety concern, contact your local union immediately. Information about filing an OSHA Whistleblower complaint can be found at:

<https://www.whistleblowers.gov/>

8. Where can I learn more about the coronavirus?

The Centers for Disease Control and Prevention (CDC.gov) and the World Health Organization (www.who.int) have the most robust information available about the coronavirus.



**ALL WORKERS NEED PAID SICK
AND FAMILY LEAVE NOW!**



**Call on Congress to extend paid sick
leave to all workers!**

CWA