



January/February Volume 86, Issue 1 2026

• 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 we enter 2026 mother nature wasted no time dumping snow from one end of the state to the other. Temperatures have plummeted since the beginning of the year, and all signs continue to point toward worse weather. All we can do is ask everyone to use caution and stay safe while driving and working in these hazardous conditions. Despite all this we continue to conduct the business of the Local. As you will read in this edition of the magazine, negotiations continue with multiple employers and ratification votes occur once tentative agreements are secured.

Discussions continue with Verizon once again in hopes of trying to secure an extension of the current contract prior to its expiration this August. Hopefully they come to the table with significant improvements from the proposals they presented last summer. Regardless, every one of our members at Verizon should begin preparing for this contract's expiration. There is no crystal ball to predict what will happen but the best mobilization strategy that we can have begins with all of us being prepared. Schedule necessary medical appointments, open an additional savings account in the event we need to call a strike to get the contract you all deserve. We will begin



ramping up mobilizations in the workplace, we will continue to hold membership meetings across the state and provide the necessary training, so the Units and branch representatives and the membership are informed prior to this August.

Also, at Verizon the acquisition of Frontier Communications closed earlier this month. We have kept in close contact with the Frontier Local President since this acquisition was announced as we both have different collective bargaining agreements and neither of us want to see our contracts manipulated during this transition. We will be looking to have lengthy conversations with Verizon to address our concerns and understand what the plan is now that we are one company.

Throughout this year and for several years to come we will be building out broadband across the state. Many of our employers have secured federal funding to help offset the costs to expand their networks. Employers continue to ramp up their staffing to handle this increased workload. Members have been assisting in the areas of greatest need to offset the pressure our members face to keep up with this build. We will continue to work with employers as our

(continued on page 2)

Message from the President

(continued from page 1)

newest members get trained and existing members need relief. We will continue to have discussions with employers to ensure they are staffed properly to handle this increased work and keep all this work in-house. Verizon’s new CEO has stated that he wants to reduce the level of contracted work and do it in-house. Well, we are all about that and want to see all work done in house and eliminate any contractors doing work in PA.

Finally, if you have not already done so please sign up for the Local 13000 app to the most up to date information and bargaining reports. If you do not have the QR code to download this app, see your branch representative to get signed up.

Stay safe, stay warm and stay informed. ■

In unity,



James J. Gardler
President CWA Local 13000

IN MEMORIAM

Eugene Rindy
Unit 54 Branch 04
Deceased February 07, 2025

Rose Thounhurst
Unit 57 Branch 2
Deceased January 23, 2025

Teddy McGeary
Unit 54 Branch 03
Deceased February 15, 2025

Deborah O'Donnell
Unit 211 Branch 01
Deceased January 13, 2026

William A. Chock
Unit 33 Branch 02
Deceased December 13, 2025

Ronald Healey
Unit 57 Branch 04
Deceased March 09, 2024

Richard McKissick
Unit 54 Branch 104
Deceased December 21, 2025

Steven Sims
Unit 34 Branch 05
Deceased January 17, 2026

Carol A. Bazzo
Unit 59 Branch 08
Deceased March 04, 2025

Margaret Sekelsky
Unit 57 Branch 03
Deceased April 03, 2024

LOCAL 13000 CONVENTION UPDATE

Please be aware that the cut-off date for Proposed Amendments to the By-Laws and Rules of Local 13000 is March 13, 2026.

CWA LOCAL 13000 APP HAS BEEN UPGRADED AND HAS A NEW LOOK

Please contact your branch rep or regional office for details on how to upgrade.



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CWA Local 13000 Executive Office
2124 Race Street, 3rd Floor
Philadelphia, PA 19103
215-564-6169
Volume 86, Issue 1



EXECUTIVE BOARD

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James J. Gardler, Editor Kalyn Hughes, Assistant Editor



Grey Matters

UPDATE FROM VERIZON HEALTH CARE BENEFITS COORDINATOR

■ Beginning on 1/1/26, Verizon will no longer be using the company Healthsmart to handle the Telephone Concession. So going forward if any retirees have questions or need assistance with the Telephone Concession, they will need to call the Verizon Benefits Center at 1-855-489-2367.

■ CVS will be sunsetting their Fill and Bill Program for active and retiree members effective 1/1/26. This program allowed members to fill their mail order scripts and subsequently get billed. CVS will send members with open balances a letter as notification of the change that mail orders will require payment to be completed before medication is shipped. They recommend that members update their payment information in their CVS profile. Members can do this by visiting Caremark.com or by contacting Customer Care at 1-833-870-0272 (actives/pre-Medicare retirees) or 1-833-870-0273 (Medicare retirees).

Our retirees also have access to the Medicare Prescription Payment Plan. The Medicare Prescription Payment Plan is a voluntary program that allows you to spread your out-of-pocket costs for covered Part D drugs across the remaining months of the plan year. The program does not affect your total prescription cost. Any applicable plan premiums are billed and should be paid separately from your Prescription Payment Plan billing statement. If this is an

option that any retirees show an interest in, the CVS Caremark/SilverScripts Customer Care Team can opt them into the program. Participation will start within 24 hrs, and they will receive an automated call and letter in the mail confirming active participation. Once participation is confirmed, they can obtain their medications at the pharmacy or mail order without an upfront cost but will receive an invoice on a monthly basis.

■ Lehigh Valley Health Network (LVHN) announced on 10/27/25 that if they didn't reach an agreement with United HealthCare (UHC) by 1/25/26, then as of 1/26/26 UHC Medicare Advantage plans would be out of network at LVHN. Well, they didn't reach an agreement. However, it doesn't affect our plan since our plan has out of network benefits. Our retirees can still use our UHC Medicare Advantage plan at LVHN and will pay the same copays, coinsurance, and out-of-pocket maximum at LVHN.

Stay Safe and Healthy,

Tom Ballek

**CWA Retiree Health Care
Benefits Coordinator**

thomas.l.ballek@verizon.com

(Toll Free) 1-866-248-4449

(Office) 610-432-2040

The Local Buzz The Local Buzz The Local Buzz



*Report of Executive
Vice President,
Jeff Reamer*

VERIZON

After receiving a request from the Company in late December, the Union has agreed to re-enter into early bargaining with the Company, for a limited time, to see if there is a path to a potential contract extension. Talks have been occurring with the Company throughout the month of January. At the time this article was written, no agreement has been reached with the Company. While the Union remains optimistic as these talks progress, the doubts surrounding the Company's unwillingness to address the Union's bargaining priorities that ended the last round of early bargaining talks remain. The Union's priorities have not waived and our bargaining team remains committed to settle for nothing short of an agreement that addresses those priorities. Members are urged to upgrade or sign up to the new version of the CWA Local 13000 APP for the most updated information surrounding bargaining. ■

COMCAST (Corliss)

On December 10, 2025, after countless months of bargaining beyond the May 2025 contract expiration date, a tentative agreement was reached in bargaining for our Unit 116 members at Comcast Corliss. Highlights of the 3-year tentative agreement include basic wage adjustments and then annual wage increases, enhancements on language covering Made to Stay, Forced Overtime, On Call pay, Summer Overtime, Training and many others. A contract explanation and ratification meeting was held with the membership on December 22, 2025, and the membership overwhelmingly ratified the tentative agreement into contract. ■

AT&T MOBILITY

Bargaining began on January 12, 2026, for our members at AT&T Mobility whose contract is set to expire on February 13, 2026. In typical GREEDY AT&T fashion, the first day of bargaining brought with it a retrogressive benefits proposal from the Company that includes more healthcare cost shifting to our membership. This bargaining will no doubt prove to be a marathon not a sprint. The Union has presented the Company with various requests for information (RFI's), not only related to the Company's healthcare proposal, but also related to the procedures surrounding the FirstNet dispatching and qualification process for Wireless Technicians, Call Center scheduling and compensation, Retail Scheduling, Retail Commissions, IHX Compensation and various other issues the membership have identified as priorities in their bargaining surveys. Your Union bargaining team remains solidified and we are un-waivered in our goal to bring nothing but a fair contract back to our membership. Updates on future bargaining will continue to be relayed to the membership as events unfold. ■

EVERYACTION/BONTERRA

Bargaining continues for our Unit 41 members at EveryAction/Bonterra who have now seen their 3rd contract extension date since October as bargaining progresses. The present contract extension is set to expire on January 30, 2026. While many issues have tentatively been agreed to at the table, the major outstanding issues that continue to remain unresolved at the table include wages, layoff protections from contractors, future Union recognition, job security, scope of work, AI protections, among many others. As a result, the 3 CWA Locals that jointly comprise the bargaining unit have now decided to take a Strike Authorization vote from the membership in each individual Local. In Local 13000, those Strike Authorization ballots were mailed out to every member on Friday January 24, 2026 and are due back to be tallied by 9am on February 13, 2026. Bargaining is set to continue with the Company and updates will continue to be relayed to the membership in real time as events unfold. A Multi-Local Membership meeting



The Local Buzz The Local Buzz The Local Buzz

is scheduled for Tuesday January 27, 2026 to update the membership on the Strike Authorization process and the status of bargaining to date. ■

NEWTOWN TOWNSHIP (Municipal Workers)

On December 19, 2026, a tentative agreement was reached in bargaining that began in early August for our Unit 25 Branch 11 membership at Newtown Township. Highlights of the 3-year tentative agreement include significant wage adjustments for the titles in salary scale #1 and #4, before the negotiated GWI wage percentages are applied. Wages include a \$500 increase in annual base for all titles and then a 3% wage increase being applied effective 1/1/26, 3% in 2027, and 3% in 2028. Two new titles were negotiated, Police Support Specialist and a Maintenance Mechanic II title. New Certification bonuses were also negotiated for the employees in the Public Works Department. Other enhancements include 2 additional paid holidays, an additional paid personal day, enhancements of an additional 1% to the 401a retirement plan, 3 additional sick days being added to member's sick day banks in years 2026 and 2027, all while preserving a ZERO premium cost share for the healthcare plan, preserving the annual reimbursement of 50% of an employee's deductible regardless of coverage level and up to \$750 in annual reimbursements for co-pays for the life of the agreement. On January 15, 2026, a contract explanation and ratification meeting was held with the membership, and the members overwhelmingly ratified this agreement into contract. Now comes the task of policing those provisions gained in bargaining. ■

PA UNITED

The tentative agreement that was reached in bargaining for a first contract on October 28, 2025, was ultimately ratified by the membership on December 10, 2025. We congratulate our newest members in Local 13000 on bargaining and achieving their milestone first contract, which is no easy task. Healthcare open enrollment will now begin as a result for the first time for all members

in January as a provision of this new contract. The Local is now running through the process of tediously proofing and verifying each article of the negotiated contract language with the Company to ensure everything is correct. Once complete we will proceed to the stage of printing this first contract to be distributed to the membership. ■

CONSOLIDATED COMMUNICATIONS INC. (CLEC)

Bargaining began for our Unit 54 members covered by the Consolidated Communications, Inc. (CLEC) contract on January 20, 2026. The contract itself was set to expire on February 28, 2026. After 3 days of bargaining and discussions that were held centered around the decreased customer base, job security, and the best path forward for the Network Technicians in the CLEC Unit, a tentative agreement was reached on January 22, 2026. The tentative agreement includes provisions that merge the Network Technicians into the ILEC contract, a general wage increase upon ratification, and a second general wage increase upon ratification of the ILEC contract that bargaining is set for later this year that has an expiration of September 30, 2026, training opportunities and a title change and merge into the CO Tech Group. A contract explanation and ratification meeting is in the process of being set up with the membership. Updates and meeting details will be relayed to the membership once details are finalized. ■

UPCOMING 2026 CONTRACT EXPIRATIONS

AT&T Mobility- 2/13/2026
Consolidated Communications (CLEC)- 2/28/2026
AT&T Legacy T- 4/11/2026
Comcast Alle-Kiski- 5/21/2026
Verizon Pennsylvania- 8/1/2026
Consolidated Communications (ILEC)- 9/30/2026
Comcast South Hills- 11/6/2026
R.S. Bellco Federal Credit Union- 12/31/2026

WOMEN'S COMMITTEE**James Gardler** (Moderator)**Jaytricia Tremel** (Chair, Unit 111 President)**Dana Bialek** (Secretary, Unit 54 President)**Megan Bach** (Unit 211 President)**Lynn McCarthy** (Unit 11 Vice President)

Women's View



New Year Fresh Start

It is a new year and time to focus on you. As women we tend to focus on everyone else and put what we need on the back burner. Now is the time to start focusing on our own health.

Preventative care can help us catch things early and allow us to be around for our loved ones for

a long time. First, make that appointment with your primary. They will do a checkup and order routine blood work to make sure everything is looking good. Secondly, make your appointment with your gynecologist. Not only will they do your annual pap, but they will also order your mammogram. Also, if you are over the age of 40 this will give you time to speak with your provider about any changes in your health. At this time, you start to go through changes both physically and mentally. Perimenopause may have you thinking you are crazy, but it is really just a shift in your hormones and your doctor can give you guidance.

Next, make sure you are scheduling your dental appointment. You do not realize how much a healthy mouth is connected to a healthy heart. Then there is your eye exam. Making sure your eyes are healthy is important for all lines of work. Working on computers or even your phone can cause eye strain. Make sure when working that you are taking a break and giving your eyes time to refocus.

Most importantly, taking care of your mental health. Seasonal depression can have us all doom scrolling on social media. Make sure you are getting out of the house and getting fresh air. Spend time with family, walking the mall, or even a quick walk around the block. Get that blood flowing.

Wishing you all a Happy and Healthy New Year!!



2025-26 ROSIE THE RIVETER NOMINATION

NOMINEE INFORMATION

NAME: _____ PHONE: _____

UNIT: _____ BRANCH: _____

MEMBER NOMINATING CANDIDATE

NAME: _____ PHONE: _____

UNIT: _____ BRANCH: _____

The Rosie the Riveter Award was created in 2005 to recognize an exceptional woman who exhibits a strong commitment to Unionism and who is actively involved in Local 13000

1. Why are you nominating this candidate for this award? Please be specific of how she is involved in her Union.
(example; Offices held, committees served on, other duties)

2. Please attach a separate sheet listing any compelling reasons as to why this person should receive this award.
(This brief essay is an important part of the selection process)

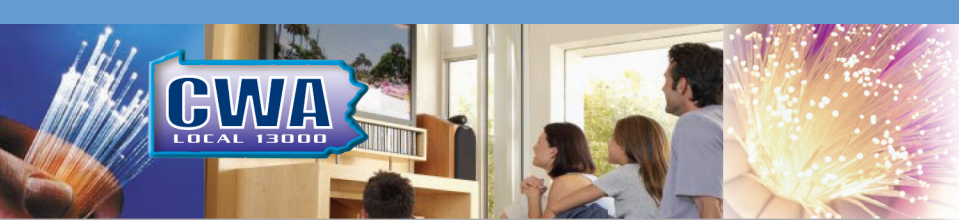
Please fill out all questions in their entirety. Return form by fax, mail, or email no later than April 01, 2026 to:



CWA Local 13000
ATTN: Women's Committee
2124 Race Street, 3rd FL
Philadelphia, PA 19103
215-564-2520 (Fax)

CWA Local 13000 Women's Committee
Lynn McCarthy Jaytricia Tremel
Dana Bialek Megan Bach
James Gardler

The recipient of the award will be announced at the CWA Local 13000 Convention in May 2026



WESTERN REGION UNIT PRESIDENTS

Unit 31	Mike Bowman	Unit 57	Bob Gourdie
Unit 32	Mike Reeder	Unit 59	Andy Miller
Unit 35	Anthony D'Angelo	Unit 101	Joseph Kopec
Unit 41	Justin Felt	Unit 103	Patrick Catalano
Unit 42	Vacant	Unit 111	Jaytricia Tremel
Unit 43	Vacant	Unit 115	Mark Onofrey
Unit 44	Shawn Langan	Unit 116	Larry Coyne
Unit 54	Dana Bialek	Unit 119	Jamie Fetterman
Unit 56	Dan Murphy		

Western Region



Winter weather has arrived in Pennsylvania. Please make sure that everyone stays safe in these bad weather conditions. Unlike the weather, the Western Region has been hot with activity.

PA United ratification vote has been completed and the members have voted 100% to join CWA LOCAL 13000. These members are now part of Unit 41; they have also appointed a representative for their group, Regina Hendley. Regina was one of the members on the PA United bargaining team. Justin Felt, Unit 41 President, had the pleasure of meeting all of the new members of PA United as he introduced them to the Union and signed all the new members up. Congratulations on your new contract and welcome to CWA Local 13000!

Another contract that was completed in the Western Region was Comcast Corliss Unit 116. This was a long battle fighting over 7 months to get this completed. The terms of this agreement were a 3-year contract, general wage increases along with individual wage adjustments, changes in workload, forced overtime hours, a better summer overtime plan and better training language are among some of the items members asked for in their contract. This contract was ratified right before the new year. Congratulations to all the members on their new contract!

Unit 54's Consolidated Communications CLEC contract is the first one we tackled in the new year. We met with the company who was looking (along with us) to try and consolidate the CLEC and ILEC contracts together. After a week of long days of bargaining, we were able to strike a deal with the company. The contract, if ratified, will include 2 raises in 2026, the combination of the CLEC Network Technician title with the ILEC CO

title, status quo on their vacation picks and bonus through this year and their standby time continued through ILEC bargaining. The members will be voting on this at the end of January.

Other contracts specific to the Western Region coming up are Comcast Alle-Kiski Unit 119, Consolidated Communications ILEC Unit 54, Comcast South Hills Unit 115 and RS Bellco Unit 54. As well as Verizon Communications coming for the entire state of Pennsylvania. It is going to be a busy year here, but we are up for the challenge.

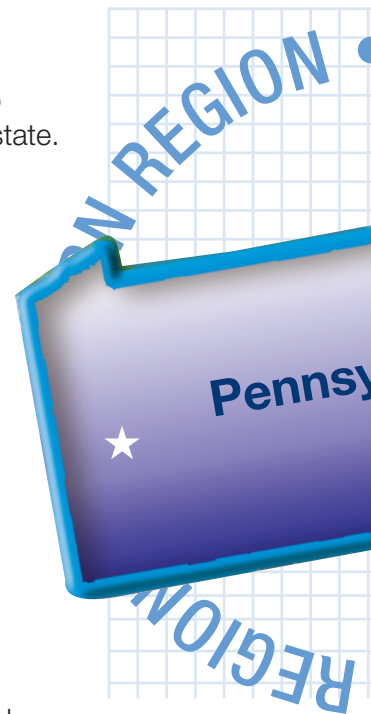
Local 13000 Vice President Jeff Reamer is working on two contracts that are across the state. The first one is AT&T mobility. These are our members that work in core AT&T Wireless stores. He is also splitting his time working on a contract for EveryAction/Bonterra; these members are located in Wexford, PA and Maryland. Updates are being posted on our Facebook page for BOTH contracts.

Please make sure to be safe this winter between all the snow and very cold windchill temperatures. Hope to see you soon at a membership meeting. ■

In Unity,

Gregg Bialek

Western Region Vice President



EASTERN REGION UNIT PRESIDENTS

Unit 1	George Balzer	Unit 23	Duke McShane
Unit 11	Jaime Schools	Unit 25	Dave Gain
Unit 13	Charlie Butz	Unit 33	Craig Brasten
Unit 14	Andrew Somvung	Unit 34	Daisy Ellerbee
Unit 15	Sean Beal	Unit 37	Dave Baker
Unit 21	Larry Windstein	Unit 211	Megan Bach
Unit 22	Joseph Peruggia		

CWALOCAL13000NEWS



Eastern Region



Around the Region

The January/February timeframe is when the Company sets its goals and expectations for the upcoming year. Forecasts, projections, and reports

navigate their direction, which is eventually communicated to the employees. Often there are times when the Union has the ability to negotiate certain conditions that are the result of those company decisions. The Eastern Region office has been busy establishing meetings with management to learn more about the pathway that they are taking, but it is hard to get it out of them when they don't even know.

We are well aware of the reduction in management as well as the reorganization that is currently taking place in Verizon. I say the words "currently" because no one knows if they are done yet. It seems to me that the company is "drawing plays in the dirt," indicating their next move.

Although we cannot do much about that, since it is the company's right to operate its company however it seems fit, even if it doesn't make any sense. However, what we can do is enforce the contract in every circumstance so that they are held accountable for their decisions. The Eastern Region Office and its Union Officials will continue to meet with management as many times as necessary so that the membership is aware of changes or decisions that directly or indirectly impact them.

When there are scheduling, overtime, wage, and work assignments issues that arise in the workplace, bear in mind that they should be dealt with in a certain way so that they are consistent with previous events. There are times when it seems as if a Union official is addressing an issue, and it may not seem like it is the best way for an individual member, but for the group instead. If it is not something that you agree with, then you have a right to question why, but understand that sometimes the issues are more complicated, and the purpose is to gain leverage for another issue that is occurring. Truth be told, the company does not respond to words; they respond to actions. If every member negotiated on their own behalf, then there would be no Union. The benefits of collective bargaining severely outweigh the individual sacrifices made by members.

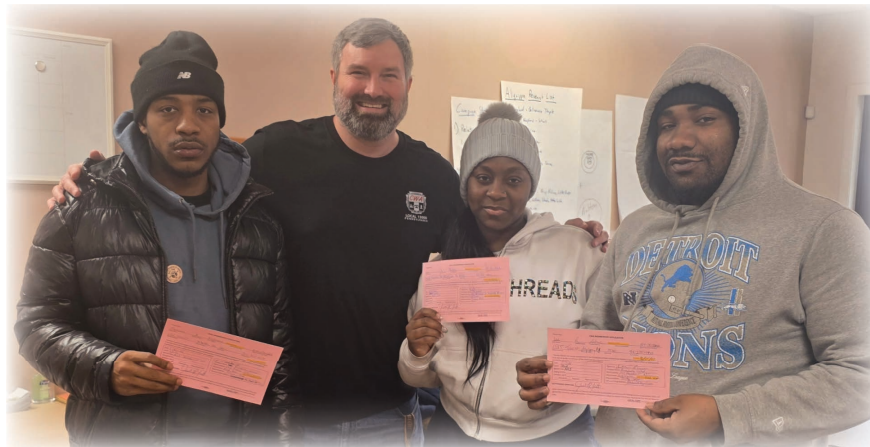
Bargaining for our two largest employers in the Eastern Region began in mid-January, and at the time of this article, there are no updates to provide. Do not be discouraged if you do not hear constant updates or any sort of play-by-play. Behind the scenes are constant discussions regarding starting points and resistance points where both sides start and bargain to an acceptable solution, if possible.

If there are any questions, do not hesitate to contact your Union Official or the Eastern Region Office at 215-561-1321. ■

In Unity,

Richard R. Dezzi
Eastern Region Vice President

*Local 13000
newest Members
from PA United*





Joe Smolczynski
Secretary-Treasurer



Communication Workers of America-Local 13000

Statement of Financial Position

as of December 31, 2025

Distribution account	Total
ASSETS	
Current Assets	
Bank Accounts	
1008-000 FIRSTRUST - OPERATING	105,145.20
1015-000 FIRSTRUST - PAYROLL ACCOUNT	0.00
1570-000 FIRSTRUST - MEMBER DEFENSE FUND	454.30
1580-000 FIRSTRUST - MEMBER RELIEF FUND	518.46
1700-000 PETTY CASH - EXEC BOARD	480.00
1701-000 PETTY CASH - WEST	300.00
CASH ON HAND	0.00
MISC	0.00
Total for Bank Accounts	\$106,897.96
Other Current Assets	
1008-001 HAVERFORD - MM ACCT	(135,116.45)
1400-000 HAVERFORD - US GOVERNMENT	728,226.33
1405-000 HAVERFORD CORP OBLIGATIONS	1,833,032.38
1410-000 HAVERFORD - COMMON STOCK	3,864,414.78
1411-000 MUTUAL FUNDS	1,516,474.14
1412-000 HAVERFORD FED PRIME	358,882.61
1520-000 INVESTMENT - HAVERFORD CD'S	0.00
1705-000 EXCHANGE	168,500.00
1900-000 INVENTORY - EAST	25,381.83
1901-000 INVENTORY - WEST	27,455.20
INVENTORY ASSET	705.75
UNDEPOSITED FUNDS	25.70
Total for Other Current Assets	\$8,387,982.27
Total for Current Assets	\$8,494,880.23
Fixed Assets	
1800-000 FURNITURE & FIXTURES	162,293.47
1801-000 COMPUTER EQUIPMENT	46,144.19
1809-000 CARNEGIE BUILDING IMPROVEMENTS	311,408.84
1810-000 PHILADELPHIA BUILDING IMPROVEMENTS	2,958,521.27
1811-000 ACCUMULATED DEPRECIATION	(2,165,845.46)
Total for Fixed Assets	\$1,312,522.31
Other Assets	
1910-200 PITTS INVENTORY (deleted)	0.00
2100-000 SECURITY DEPOSIT	(12,395.84)
Total for Other Assets	\$(12,395.84)
TOTAL FOR ASSETS	\$9,795,006.70

Statement of Financial Position

as of December 31, 2025 (concluded)

Distribution account	Total
LIABILITIES AND EQUITY	
Liabilities	
Total for Liabilities	—
Equity	
OPENING BALANCE EQUITY	(18,930.58)
RETAINED EARNINGS	9,698,315.64
Net Income	115,621.64
Total for Equity	\$9,795,006.70
TOTAL FOR LIABILITIES AND EQUITY	\$9,795,006.70

Statement of Activity

October-December, 2025

Distribution account	Total
Income	
4000-000 REVENUE - INVENTORY SALES - PHILADELPHIA	1,055.50
4001-000 REVENUE - INVENTORY SALES - CARNEGIE	704.00
4006-000 REIMBURSED POSTAGE & DELIVERY	13,053.48
4006-004 REIMBURSED MAILING EXPENSES	79.47
4007-000 REIMBURSED OFFICE EXPENSES & SUPPLIES	206.30
4009-001 REIMBURSED WAGES - ORGANIZING	18,911.94
4009-002 REIMBURSED WAGES - MOBILIZING	2,058.87
4009-004 REIMBURSED WAGES - BARGAINING	3,891.94
4009-007 REIMBURSED EXPENSES - BARGAINING	184.80
4009-008 REIMBURSED EXPENSES - MOBILIZING	1,031.11
4009-010 REIMBURSED WAGES - WESTERN REGION	56.82
4009-015 REIMBURSED WAGES - BOARD	1,022.10
4009-022 REIMBURSED EXPENSES - AMERICAN EXPRESS	304.60
4017-000 EQUIPMENT REFUND	1,312.50
4020-000 DUES FROM NATIONAL	635,839.15
4020-001 DUES FROM OTHER EMPLOYEES	3,492.24
4020-003 DUES - UNION STAFF TO UFCW	0.00
4026-000 UTILITIES REFUND	166.67
4045-000 GAINS & LOSSES	21,676.65
4050-000 INTEREST INCOME	34,313.36
4055-000 DIVIDEND INCOME	36,657.60
4057-000 UNREALIZED GAINS/LOSSES	74,150.60

(continued on page 12)

Communication Workers of America-Local 13000

Statement of Activity

October-December, 2025 (continued)

Distribution account	Total
4072-000 INVESTMENT FEES	(17,842.45)
4075-000 ARCHETYPE RENTAL INCOME	33,475.00
DISCOUNTS GIVEN	(4,727.99)
UNAPPLIED CASH PAYMENT REVENUE	0.00
Total for Income	\$861,074.26
Gross Profit	\$861,074.26
Expenses	
1925-000 PAYROLL TAXES WITHHELD	(170.72)
2012-000 STAFF PARKING WITHHELD	(180.00)
2013-000 COMMUNITY SERVICE WITHHELD	47.50
2016-000 EMPLOYEE 401K SAVINGS WITHHELD	2,354.81
2017-000 PAC WITHHELD	60.00
5000-100 SALARY - EASTERN REGION	14,999.39
5000-200 SALARY - WESTERN REGION	16,531.96
5000-500 SALARY - EXECUTIVE BOARD	1,939.12
5001-100 UNIT BUSINESS SALARY - EASTERN REGION	49,903.60
5001-200 UNIT BUSINESS SALARY - WESTERN REGION	41,232.69
5050-500 ORGANIZING SALARY	27,762.24
5060-500 MOBILIZATION SALARY	1,757.64
5070-500 BARGAINING SALARY	8,140.58
5100-100 STAFF SALARY - EASTERN REGION	38,122.40
5100-200 STAFF SALARY - WESTERN REGION	40,978.68
5100-500 STAFF SALARY - EXECUTIVE BOARD	54,998.57
5200-000 SALARY - EXECUTIVE BOARD PRES, VP, SEC-TREAS	105,672.05
5200-100 SALARY - EASTERN VICE PRESIDENT	32,556.54
5200-200 SALARY - WESTERN VICE PRESIDENT	29,471.23
5201-000 PAYROLL - TAX EXPENSE	37,735.35
5300-000 EMPLOYEE BENEFITS	45,971.71
5310-000 EMPLOYEE BENEFITS - REIM EXPENSE	674.00
5325-000 401K EMPLOYER MATCH	18,333.50
5500-100 ALLOWANCE - EASTERN REGION	192.00
5500-200 ALLOWANCE - WESTERN REGION	700.00
5500-500 ALLOWANCE - LOCAL BUSINESS	1,833.00
5501-100 UNIT BUSINESS ALLOWANCE - EASTERN REGION	2,720.00
5501-200 UNIT BUSINESS ALLOWANCE - WESTERN REGION	2,380.00
5530-500 ORGANIZING ALLOWANCE	109.00
5540-500 MOBILIZATION ALLOWANCE	369.00
5550-500 BARGAINING ALLOWANCE	672.00
6060-000 CWA NEWS	4,928.00
6070-100 HALL RENTAL - EASTERN REGION	600.00

Statement of Activity

October-December, 2025 (continued)

Distribution account	Total
6070-200 HALL RENTAL - WESTERN REGION	625.00
6118-100 UNIT BUSINESS REIM - EASTERN REGION	6,734.48
6118-200 UNIT BUSINESS REIM - WESTERN REGION	4,421.70
6119-100 EASTERN REGION BUSINESS - REIM EXP	772.90
6119-200 WESTERN REGION BUSINESS - REIM EXP	1,501.61
6119-500 EXECUTIVE BOARD BUSINESS - REIM EXP	4,005.32
6120-100 CONVENTION REIM EXPENSE - EASTERN REGION	161.60
6130-500 MOBILIZATION REIM EXPENSE	429.86
6150-500 BARGAINING REIM EXPENSE	477.65
6180-500 ORGANIZING REIM EXPENSE	2,083.90
6200-100 TRAVEL, HOTEL & RESTAURANT - EASTERN REGION	733.52
6200-200 TRAVEL, HOTEL & RESTAURANT - WESTERN REGION	1,306.88
6200-500 TRAVEL, HOTEL & RESTAURANT - EXECUTIVE BOARD	6,266.54
6210-500 BARGAINING - TRAVEL, HOTEL & RESTAURANT	1,143.40
6220-500 CONVENTION - TRAVEL, HOTEL & RESTAURANT	4,224.21
6240-500 ORGANIZING - TRAVEL, HOTEL & RESTAURANT	444.26
6250-100 REGISTRATION - EASTERN REGION	858.00
6250-500 REGISTRATION - EXECUTIVE BOARD	661.00
7010-000 UTILITIES - PHILADELPHIA	4,871.91
7015-000 UTILITIES - CARNEGIE	1,266.64
7020-000 BUILDING MAINTENANCE - PHILADELPHIA	5,599.17
7025-000 BUILDING MAINTENANCE - CARNEGIE	3,841.31
7030-100 PROTECTION - EASTERN REGION	3,336.00
7030-200 PROTECTION - WESTERN REGION	350.85
7030-500 PROTECTION - EXECUTIVE BOARD	3,336.00
7038-000 PAYROLL - PROCESSING FEES	4,716.69
7050-200 SANITATION - CARNEGIE	892.07
7060-000 WATER & SEWER - PHILADELPHIA	1,343.94
7065-000 WATER & SEWER - CARNEGIE	289.52
7085-000 REAL ESTATE TAXES - CARNEGIE	6,055.79
8000-000 CONTRIBUTIONS - BOARD	300.00
8005-001 PROFESSIONAL FEES - LEGAL	9,000.00
8005-002 PROFESSIONAL FEES - ACCOUNTING	16,000.00
8040-100 POSTAGE & DELIVERY - EASTERN REGION	2,584.90
8040-200 POSTAGE & DELIVERY - WESTERN REGION	1,529.70
8040-500 POSTAGE & DELIVERY - EXECUTIVE BOARD	12,500.00
8050-100 OFFICE SUPPLIES - EASTERN REGION	2,591.05
8050-200 OFFICE SUPPLIES - WESTERN REGION	3,438.23

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Communication Workers of America-Local 13000

Statement of Activity

October-December, 2025 (continued)

Distribution account	Total
8050-500 OFFICE SUPPLIES - EXECUTIVE BOARD	778.42
8060-000 BONDS & INSURANCE	1,601.54
8070-100 PRINTING & TYPING - EASTERN REGION	1,258.11
8070-200 PRINTING & TYPING - WESTERN REGION	4,167.44
8070-500 PRINTING & TYPING - EXECUTIVE BOARD	223.13
8080-100 TELEPHONE - EASTERN REGION	4,226.39
8080-200 TELEPHONE - WESTERN REGION	3,890.72
8080-500 TELEPHONE - EXECUTIVE BOARD	3,238.89
8093-000 MISC EXPENSE	2,862.04
8094-000 COMPUTER SYSTEM WORK - PHILADELPHIA	105.00
8095-000 COMPUTER SYSTEM WORK - CARNEGIE	1,643.38
8100-000 SYMPATHY	142.20
8110-100 EQUIPMENT LEASING - EASTERN REGION	3,068.00
8110-200 EQUIPMENT LEASING - WESTERN REGION	3,400.16
8110-500 EQUIPMENT LEASING - EXECUTIVE BOARD	3,068.00

Statement of Activity

October-December, 2025 (concluded)

Distribution account	Total
8147-200 SUBSCRIPTIONS - WESTERN REGION	87.97
8147-500 SUBSCRIPTIONS - EXECUTIVE BOARD	4,720.40
8150-100 MEMBERSHIP - CLC EASTERN REGION	1,205.90
8150-200 MEMBERSHIP - CLC WESTERN REGION	1,060.00
8155-200 CLC DINNERS - WESTERN REGION	167.00
8160-100 OFFICE EXPENSE - EASTERN REGION	119.62
8160-500 OFFICE EXPENSE - EXECUTIVE BOARD	214.31
8165-000 SERVICE CHARGES	1,054.20
UNAPPLIED CASH BILL PAYMENT EXPENDITURE	0.00
Total for Expenses	\$746,394.26
Net Operating Income	\$114,680.00
Other Income	
4015-000 AMEX REFUND INCOME	941.64
Total for Other Income	\$941.64
Net Other Income	\$941.64
Net Income	\$115,621.64

CWA Local 13000 Operating Account

Asset Composition	Ending Market Value	% of Account	Estimated Annual Income
Cash Equivalents	\$23,383.55	100%	\$869.09
Accrued Income	\$73.88		
Ending Mkt Value + Accrued Inc.	\$23,457.43		
Starting Value	\$23,309.22		\$46,607.05
Deposits	\$0.00		\$0.00
Withdrawals	\$0.00		\$(25,000.00)
Dividends and Interest	\$74.33		\$1776.50
Transfers	\$0.00		\$0.00
Change in Value of Investments	\$0.00		\$0.00
Ending Market Value on 9/30/25	\$23,383.55		\$23,383.55

	Shares	Unit Cost	Total Cost	Current Share Price	Current Market Value
Cash			0		0
Cash Equivalents					
Money Market - Taxable - Standard					
Federated Hermes Govt Obligations					
PS Fund 117 (GOFXX) - Principal	\$23,121.840	\$1.00	\$23,383.55	\$1.00	\$23,121.84
Asset Total	\$23,121.840		\$23,383.55		\$23,121.84
Accrual total					\$869.09
Grand total	\$23,121.840		\$23,383.55		\$23,457.43

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CWA Local 13000 Emergency Fund

Investments

	Shares	Unit Cost	Total Cost	Current Market Value
Cash				
Cash			0.00	0.00
Cash Equivalents				
Money Market - Taxable - Standard				
Federated Hermes Govt Obligations				
PS Fund 117 (GOFXX) - Principal	358,882.620	1.00	358,882.62	358,882.62
Equity				
Domestic				
Air Prods & Chems Inc Com (APD)	171.000	156.63	26,783.59	42,240.42
Alphabet Inc (GOOGL)	668.000	177.73	118,722.48	209,084.00
Apple Inc Com (AAPL)	713.000	16.42	11,711.02	193,836.18
Blackrock Inc (BLK)	117.000	152.66	17,861.47	125,229.78
Broadcom Inc NPV (AVGO)	79.000	335.27	26,486.70	27,341.90
Chevron Corporation (CVX)	560.000	163.36	91,480.35	85,349.60
Coca Cola Co Com (KO)	853.000	21.41	18,262.73	59,633.23
Costco Whsl Corp New Com (COST)	155.000	302.27	46,852.58	133,662.70
Honeywell Intl Inc Com (HON)	680.000	167.86	114,143.18	132,661.20
JPMorgan Chase & Co Com (JPM)	550.000	40.55	22,304.59	177,221.00
Johnson & Johnson Com (JNJ)	632.000	61.99	39,179.07	130,792.40
Lilly Eli & Co Com (LLY)	98.000	695.07	68,117.06	105,318.64
Lowes Cos Inc Com (LOW)	515.000	69.51	35,795.48	124,197.40
Mastercard Inc Class A (MA)	289.000	70.40	20,346.01	164,984.32
McKesson Corp (MCK)	107.000	439.87	47,066.07	87,771.03
Meta Platforms Inc Class A (META)	87.000	747.17	65,003.49	57,427.83
Microsoft Corp Com (MSFT)	357.000	74.16	26,475.83	172,652.34
Nextera Energy Inc (NEE)	1,070.000	61.86	66,191.06	85,899.60
Nvidia Corp (NVDA)	612.000	120.64	73,833.50	114,138.00
Oracle Corp Com (ORCL)	421.000	37.76	15,895.36	82,057.11
Pepsico Inc Com (PEP)	794.000	68.90	54,704.00	113,954.88
RTX Corp (RTX)	1,459.000	77.03	112,393.91	267,580.60
S&P Global Inc (SPGI)	93.000	187.63	17,449.73	48,600.87
Solstice Advanced Materials Inc (SOLS)	170.000	42.02	7,144.19	8,258.60
Stryker Corp (SYK)	213.000	306.98	65,387.72	74,863.11
TJX Cos Inc New Com (TJX)	1,098.000	27.74	30,462.59	168,663.78
Texas Instrs Inc Com (TXN)	546.000	184.41	100,685.39	94,725.54
Thermo Fisher Scientific Inc (TMO)	142.000	560.43	79,580.47	82,281.90
Waste Mgmt Inc Del (WM)	154.000	233.61	35,975.88	33,835.34
iShares Core S&P Mid-Cap ETF (IJH)	3,105.000	34.98	108,598.07	204,930.00
iShares Core S&P Small-Cap ETF (IJR)	1,636.000	68.58	112,204.39	196,614.48
Domestic Total	18,144.000		1,677,097.96	3,605,807.78
Equity ETF				
SPDR S&P 500 ETF Trust (SPY)	719.000	416.33	299,339.90	490,300.48
Foreign				
Accenture PLC ADR (ACN)	351.000	243.10	85,328.63	94,173.30
Aon Plc CLASS A (AON)	148.000	382.23	56,570.32	52,226.24
Linde Plc (LIN)	55.000	474.77	26,112.28	23,451.45
Foreign Total	554.000		168,011.23	169,850.99
Equity Total	19,417.000		2,144,449.09	4,265,959.25



CWA Local 13000 Emergency Fund

Investments (concluded)

	Shares	Unit Cost	Total Cost	Current Market Value
Fixed Income				
Corporate Bonds & Notes				
Bank Of America 5.015% 7/22/2033	60,000.000	100.36	60,217.37	61,233.63
Bank Of America Corp 5.819% 9/15/29	85,000.000	100.17	85,143.14	88,670.05
Berkshire Hathaway Finance Corp 1.45% 10/15/2030	70,000.000	99.89	69,925.99	62,413.44
Blackrock Inc 4.75% 5/25/2033	110,000.000	98.30	108,131.25	112,499.75
Duke Energy Carolinas 4.85% 1/15/2034	130,000.000	95.49	124,142.88	131,617.75
FN FA1559 Mtge 5.50% 5/1/2055	156,939.317	98.78	155,029.36	159,274.31
JPMorgan Chase & Co 3.782% 2/1/28	125,000.000	93.87	117,331.25	124,721.24
Merck & Co., Inc. Mkcinc 6.5 12/01/2033 Var USD Corporate	130,000.000	110.89	144,155.77	147,042.77
Morgan Stanley 6.407% 11/1/2029	135,000.000	104.72	141,373.14	143,044.31
PNC Financial Services 5.492% 5/14/2030	100,000.000	100.98	100,980.42	104,030.05
Texas Instruments Inc 2.25% 9/4/2029	100,000.000	92.05	92,050.42	94,228.75
United Health Group Inc 5.00% 4/15/2034	100,000.000	103.40	103,403.85	101,644.67
Corporate Bonds & Notes Total	1,301,939.317		1,301,884.84	1,330,420.72
Corporate Bonds & Notes - Mortgage-Backed				
FN CB7968 Mtge 5.00% 2/1/2054	162,416.462	99.03	160,843.05	162,452.52
Fixed Income ETF				
Janus Henderson AAA CLO ETF (JAAA)	7,352.000	50.79	373,383.00	371,864.16
Janus Henderson Mortgage-backed Securities ETF (JMBS)	11,472.000	45.75	524,870.41	524,155.68
iShares 0-5 Year TIPS Bond ETF (STIP)	2,138.000	101.50	217,012.77	218,909.82
Fixed Income ETF Total	20,962.000		1,115,266.18	1,114,929.66
Municipal Bonds & Notes - Taxable				
California St 3.05% 4/1/29	100,000.000	101.94	101,935.31	97,946.00
Radnor PA 1.729% 11/1/28	50,000.000	100.00	50,000.00	46,311.00
Municipal Bonds & Notes - Taxable Total	150,000.000		151,935.31	144,257.00
U.S. Government Agency Obligations - Mortgage-Backed Bonds				
FR SD8368 6.00% 10/1/2053	79,086.972	98.94	78,250.62	81,398.23
Federal Farm Credit Banks Funding 1.33% 11/3/2026	200,000.000	100.03	200,051.37	195,902.14
G2 MA9365 Mtge 7.00% 12/20/2053	39,267.713	102.08	40,083.74	40,436.53
U.S. Government Agency Obligations - Mortgage-Backed Bonds Total	318,354.685		318,385.73	317,736.90
U.S. Treasury Bonds & Notes				
U.S Treasury 4.00% 2/15/34	125,000.000	97.20	121,504.94	124,686.32
US Treasury Notes 2.00% 11/15/2026	175,000.000	103.76	181,573.54	172,666.01
United States Treasury 4.00% 10/31/29	305,000.000	99.29	302,827.54	309,039.24
U.S. Treasury Bonds & Notes Total	605,000.000		605,906.02	606,391.57
Fixed Income Total	2,558,672.464		3,654,221.13	3,676,188.37
Asset Total	2,936,972.084		6,157,552.84	8,301,030.24
Accrual Total				24,851.64
Grand Total	2,936,972.084		6,157,552.84	8,325,881.88

