

May/June Volume 80, Issue 3 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

**T**he worldwide pandemic because of COVID-19 continues to have an impact on people showing no boundaries to who can become infected by this deadly virus. The entire United States has experienced some form of lock down, millions of people are filing for unemployment benefits and the virus continues to take the lives of those we love. Currently while there is no clear path on ending this deadly virus, we will continue to look for ways to protect our members and their families.



In our previous edition we updated you on some of the problems we were experiencing with PPE and since then we have been successful in either providing or ensuring employers are providing the necessary PPE for our women and men out there working to provide the essential services that customers are demanding of our employers. Our members have been working daily throughout this process to ensure that customers have the ability to continue working remotely for their employers, continue their education for themselves and their children, order the necessary goods and services that are not so readily available as they may have been in the past and provide the support and services in communities that so many of us take for granted.

At the Local and Regional levels, we continue to operate as best we can working in ways that in the past would never have been

considered. Fortunately for us we have been successful in accomplishing work that the Local and the members require. While this virus may have changed the way we are currently operating, it in no way has diminished our accessibility or prevented us from conducting the business of the Local. Conference calls

are occurring almost daily, meetings are being conducting on several platforms, negotiations and the preparation associated with those negotiations continue to move forward. Discussion with our elected officials on representing our interests continue and, in a few weeks, primary elections here in Pennsylvania will be occurring. **(Enclosed in this edition will be a list of CWA Endorsed Candidates for those upcoming 2020 primary elections.)**

We have engaged politicians at all levels of government to discuss expanding necessary stimulus money that will support the work that our members are performing as well as assisting our union sisters and brother that are currently furloughed or unemployed. We are looking for continued political support in securing the necessary PPE and adequate testing for people across the Commonwealth. We will be pushing them to ensure that any money allocated throughout the state is utilized properly and in the best interest of protecting lives and providing for our citizens.

*(continued on page 2)*

## Message from the President

(continued from page 1)

As we navigate these uncharted waters for our members we continually look to extend and improve the benefits and safety provisions that our members so desperately need. For example, the "Work from Home" and "Home Garaging" agreements to name a few. We have agreed to extensions of most all agreements in place with our employers because of the COVID-19 pandemic and will continue to evaluate the need for even further extensions as we move forward.

No one knows for sure when this will come to an end and hopefully by the time we publish our July/August edition some progress will be made on better treatment, better testing and potential vaccines all around the world.

And finally, it is with a heavy heart that I end this edition of the magazine by notifying the membership of the loss of 2 members of our Local 13000 family due to this Pandemic, one a retiree and one an active member. Michael F. Egan, a retired Services Technician, formerly from the Oregon Avenue work center at 17 East Oregon Ave. in Philadelphia and Fred Salvatore, an active Services Technician, from the Chester, PA work center at 55 Concord Rd. Enclosed in this edition is an In Memoriam for both Mike and Fred and the type of person, husband, father and friend that they were to those they have touched in their lives. Please keep their loved ones in your thoughts and prayers.

Please be sure to take the time to work smart and work safely for you and you family. ■

### In Unity,



**James J. Gardler**  
**President CWA Local 13000**

## Community Service Fund at Work



Because of donations from the membership and the affiliates of Local 13000 to our Community Services Fund 400 struggling families in Philadelphia and South Jersey will be able to put food on the table and eat better this week. This picture represents just a fraction

of the food (not pictured are the produce and meats) that was distributed to families in need during these difficult times. Thank you to everyone who contributes to this amazing fund that allows us to pay it forward and thank you to our friends at Workers United for staging this event.

## IN MEMORIAM

**Diane M. Moyer – Retiree**  
Unit 33, Branch 06  
Deceased April 27, 2020



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CWA Local 13000 Executive Office  
2124 Race Street, 3rd Floor  
Philadelphia, PA 19103  
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### EXECUTIVE BOARD

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



**IN MEMORIAM**



**Michael F. Egan – Retiree**

December 13, 1943 – April 30, 2020

Sadly, Mike lost his battle with Covid-19 on April 30th. He was married to his wife Barbara, who he loved dearly, for 53 years. He had two children, Michael (Lucia) and Christopher (Nicole) and one grandchild, CJ. He was a loving husband, father and grandfather. He was also one of seven children. Brothers Tommy, Johnny, Joey, Billy and sisters Dolores and Helen.

Mike was a beach bum at heart and could spend hours on the beach just soaking up the sunshine. He loved watching the Phillies and Eagles and was proud to be a Philadelphia native. He worked for Bell of PA, Bell Atlantic, and Verizon for a total of 35 years. He also served his country for six years in the National Guard.

Mike was a great man and will be deeply missed by all who knew him.



**Fred Salvatore**

June 3, 1972 – April 24, 2020

Fred was a Verizon employee for over 20 years working as a Services Technician out of the 55 Concord Rd location in Chester PA. Everyone that knew Fred understood that he was passionate about everything that he did. He was a loving and dedicated husband of 18 years to Natalie and he worked hard to give his family the things that he did not have growing up. Fred is the father of two daughters Samantha and Gabriella. The bond he had with his daughters was unbreakable! One of Fred's closet friends put it perfectly, Fred was the original "girl dad". He will be missed, and Natalie said it best "I will love him forever, but now it is heaven's turn to experience the awesomeness that is Fred Sal."



## *Grey Matters* RAY BUNTING

### Eyes on the ball



**A** good time to really think about where we are and what is happening! In baseball when you are “at bat” you keep your eyes on the ball and not let any distractions prevent you from getting a hit and running for home plate. Now is the time to apply this game reference to real life.

All the news reports that cover what they should do, what they have not done and what other countries have done better about COVID-19 do not do anything to make the situation better. What we can do is everything we can to be safe. I am going to vote by mail and avoid that gathering. It is important to vote and deciding whom to vote for. By paying careful attention to what is important to retired people like us is to have our eyes on the ball. I have heard constantly about repealing Obamacare and reducing Social Security. Some politicians talk about improving health care and improving Social Security, we want them! The ones that talk about repeal do not have any plan presenting a new better plan. Instead we have constant distractions; blame fixing, finger pointing and downright lies.

Example of blame fixing is the Chinese; it is their fault. That does nothing to fix the problem, but it is a good distraction. Finger pointing; one day saying it is the Federal Government's responsibility to fix the problem and the next day it is the State Government's responsibility. Meanwhile the problem continues, and the different States do what they think is best.

Some progress is moving forward by different laboratories, but it could be better if they each cooperated and shared with each other. Instead they all want to come up with a product that they can make a huge profit from. Finding a vaccine to cure the COVID-19 is good but at the same time testing and tracking the virus should be high on the list. Instead we hear lies about numbers of people affected and the testing causing the numbers go up. This is insanity to think the testing is to blame for the numbers going up, but this kind of thinking is what we must live with for now!

We must move forward and chose a leader that has our common interest's and the interest's of America at heart. We have had some good leaders. Franklin D Roosevelt started Social Security to help senior citizens and keep them from living in abject poverty. Dwight D Eisenhower started the Federal Highway system which helped move goods between States and improved our military. Retired Veterans should be treated better and compensated well. Essential workers are mentioned in the news a lot but never is it mentioned that they deserve better wages and benefits. This is the Target we should be looking at, the ball we should be trying to hit but instead we get distractions!

Lyndon B Johnson started Medicare that was good for everyone including workers. Barack Obama improved the plan with “The Affordable Health Care Act” which has been maligned since its inception. This is a technique, a form of lying to convince voters to vote against their best interests! Saying something is “wonderful” does not make anything better although it may sound better. All of us must be aware of the lies and distractions and vote for what is best for us!

Our pensions and Social Security are in danger! The high unemployment has caused less tax income and poverty. The Government will try to raise money and will go after our retirement and Social Security to compensate for the lack of tax income. We must vote and try to protect our money! ■

*Be safe,*

**Raymond Bunting**  
**President RMC13021**



*23rd Annual*  
**WESTERN REGION GOLF OUTING**

**\$85.00 PER PERSON**

- Includes 18 holes w/ cart
- Skill Prizes
- Charity Auction
- Hot Dog & Drink at turn
- Choice Steak or Chicken dinner



**BLACK HAWK**  
GOLF COURSE  
644 Blackhawk Road  
Beaver Falls, PA 15010

**No player will be REGISTERED until we receive your money.  
ALL ENTRIES MUST BE PAID IN FULL BY September 23, 2020**

**\*\*\* NO EXCEPTIONS \*\*\***

**SHOTGUN START**  
**Saturday October 3rd, 2020**  
**at 2pm**

**Contact Western Region office for  
registration form or more information.  
412-429-9292**

**PROCEEDS BENEFIT  
CWA LOCAL 13000 COMMUNITY SERVICES FUND**



# The Local Buzz The Local Buzz The Local Buzz



*Report of Executive  
Vice President,  
Jeff Reamer*

## VERIZON

**A**s our existing agreements surrounding the negotiated COVID-19 safety provisions had a expiration date fast approaching of April 30th, a week prior those agreements were then fully extended as a result of ongoing talks between the Union and Company and will now remain in place through the end of June. Despite those agreements aimed at ensuring the safety of our membership through this pandemic, unfortunately we continue to see positive tests occurring in both garages and centers. In those cases the Company has instituted procedures that conform to the Governor's and the PA Department of Health's new procedures surrounding a positive test. Specifically, disinfection of the affected building, self quarantine for those potentially exposed and temperature checks once the building can reopen. While those procedures mentioned are occurring and the membership affected receives both text alerts and emails, the Union has raised the issue to the Company that the notice to the Union of these events in real time has been sub-par at best. Members should advise Union officials immediately once a notification is received in any of the cases mentioned above. "NO SERVICE IS SO URGENT THAT WE CANNOT TAKE THE TIME TO PERFORM OUR WORK SAFELY", that phrase has been posted throughout every building in this Company for as long as I have been around, and in many ways it has been thrown by the wayside by this Company over the years to meet productivity. It is our responsibility to make sure it is the most important piece of our day, EVERDAY! Especially now in the midst of this pandemic. If you feel it isn't safe, stop and don't do it, if not for yourself, for your fellow workers and ultimately your family. Take your time and "Be Safe"!

And Finally, as we sadly mourn the loss of two of our own Union Brothers to this virus, our hearts and prayers go out to their families as does our support in any way they need it. We will be here in any capacity, that is what a Union Family is all about. Rest in Peace Freddy and Mike. ■

## AT&T MOBILITY

**A**s a result of store closures and an increased call center call volume the Company began soliciting volunteers to work from home and assist with these calls. Volunteering RSCs, who were selected from a national seniority list based on geographic availability were then trained online and provided with necessary equipment and began taking calls in late April and slotted to continue through the month of June. Throughout late April and into early May we have seen a scaled-up schedule of store re-openings. As a result, we received notice from the Company that effective May 10th, the Company is moving back to the normal pay treatment and will no longer pay the 20% wage bonus, the daily Retail bonus, or any other bonuses being paid out as part of the company's COVID-19 response. Those employees available to work, but unable due to store closures will still be paid their base 40 hour straight pay. Despite these re-openings, the Company must still follow those guidelines set by the Governor of Pennsylvania regarding social distancing, masks, disinfecting practices, as well as temperature checks in those locations where an employee has symptoms or has tested positive for COVID-19. While we do have Mobility members in various locations that have tested positive, to date, all those diagnosed have either recovered or are in the process of recovering at home. And our hopes and prayers are ongoing that in the future, no one else is diagnosed as testing positive for this virus. While we are still in uncharted territory and there is no pandemic playbook, members need to ensure their safety is put above any Company directives. Continue to keep Union Officials advised in real time regarding issues that arise as we go forward. ■

## COMCAST

**A**t Corliss, our Unit 116 members continue to fight for a fair contract. At the last bargaining session in early April the Union bargaining team placed our economic proposal on the table. On May 15th, the next virtual bargaining session is scheduled with the Company and we are anticipating their response. Updates on that upcoming bargaining session as well as potential future mobilization actions needed will be relayed to the membership via elected Union officials.

At Alle-Kiski in Unit 119, contract preparations have already been set for our contract set to expire on May 31, 2020. Surveys have already been sent out and received back from the membership to identify those issues the



## The Local Buzz The Local Buzz The Local Buzz

membership deem a priority. Your Bargaining council has met and reviewed these surveys and have set our bargaining agenda based on your issues. Discussions are continuing with the Company to finalize initial dates for the onset of bargaining. At the time this article was written no formal dates have been solidified. Updates will be relayed to the membership as events unfold.

On the COVID-19 front at Comcast, in early May we received notice from the Company that they were enhancing their safety protocols and that effective May 5th, all residential and commercial technicians must wear masks while in customer homes and businesses and maintain social distancing of at least 10 feet. Customers are also being asked prior to dispatch, but not required, to do the same during tech visits. Members must continue to put their safety first and bring issues contrary to that to the immediate attention of Union Officials to get addressed. ■

### NEWTOWN TOWNSHIP

Our Unit 25 firefighters and municipal workers, to date, are still following the signed COVID-19 agreements negotiated with the Township related to the staggered shifts, social distancing or stay at home provisions as well as the on-call rotations put in place. Ongoing discussions have been held with the Township over the loss of Earned Income Tax (EIT) revenue resulting from high unemployment rates in the Township. EIT is the primary revenue stream for the Township and funds the major portion of employee payroll among other things. As a result, the Union has had ongoing dialogue with the township and our elected officials to ensure that Newtown township's issues are addressed to protect the working men and women in the township. Funds that have been allocated thru the CARES ACT in Pennsylvania need to address this shortfall and we have communicated that message the appropriate parties. We will continue to stay involved in this process both politically and contractually to ensure our members job security. At present time there is no plan for layoffs in Newtown Township. Discussions will continue with the Township and information will be relayed to the membership as events unfold. ■

### WINDSTREAM

Discussions with the Company have ensued over their desire to add a Business Technician title to the Brookville Contract that will also support the shortage present in the Network Technician group. While the Union is not opposed to the addition of the title, we are opposed to the idea that the Company's plan as proposed, is to fill a void in one group by creating a void in another without adding additional headcount. This shortage that exists is company self-imposed. Rather than hire, they just want to shift the misery to another group, more than likely the CST group. Our opposition to this has been communicated to the Company at the Labor Relations level and talks are scheduled to continue. The Union will continue to hold fast to our position that the only way we can agree is to ensure that we do not just simply shift the void, and regardless of where this necessary hiring occurs and it must include adding to headcount, it must not create an undue hardship on other employees. Updates on this issue will be conveyed to the membership as talks continue. ■

### CONSOLIDATED COMMUNICATIONS

Despite one of our Unit 104 members in Consolidated testing positive for COVID-19, the Company has continued its business as usual approach throughout this pandemic. While the lack of PPE issue has seemed to have been resolved for now, this Company is hands down first on the list across this Local as the Company with the least regard for our member's safety in terms of COVID-19 protocols. 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. ■

*Visit the Employers' Page at [cwalocal13000.org](http://cwalocal13000.org) for all bargaining updates.*



**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	Justin Voelker
Unit 56	Justin Mealy	Unit 119	Jamie Fetterman

## Western Region



Unfortunately, I do not think that anyone would have guessed that 2020 would have started out this way; Covid-19 is still here in Pennsylvania. Some companies are making changes that are not helping our members which include Comcast and AT&T removing the hazard pay for their employees. This happened even

before counties were moved into the yellow phase. It is amazing how many companies put profit before people.

Life at the Local still must go on despite this Pandemic. At Comcast Corliss our Unit 116 is still in bargaining. We are waiting for the company to reply to our last offer about wages. This is still the last sticking point we have for getting our members a fair contract. One thing I can say is how GREAT it has been to see the membership coming together in the last few months. Wearing red and sticking together for one another. This is what being in a union is all about. Keep strong my sisters and brothers, we will get this done!

Another unit getting ready to start bargaining is Comcast Alli-Kiski Unit 119 whose contract is set to expire this month. It was great talking to most of you at the last membership meeting and hearing what **YOU** want in this contract. Your bargaining team has put together numerous proposals from what you put on your surveys, discussed in meetings and from your representatives. We will be starting bargaining very soon, so stay in touch with your representatives and keep an eye out on your Facebook page and the locals Facebook page for updates.

We have had only one member in the Western region test positive for Covid-19 so far. This was out of Consolidated Communications. Luckily, the company followed CDC protocols and hopefully stopped the spread of this to other employees. Everyone on the board wishes this member a speedy recovery.

For the American Red Cross, this has been a trying time. They started off with a severe shortage of blood, and luckily the communities stepped up and donated. Then elective surgeries stopped and the need for blood

slowed down which in turn slowed down the work for our members. Now that some hospitals have opened for elective surgeries, the need for blood soon is going to be very high. Along with people getting through having Covid-19, plasma will be in high demand. When this happens, we will put out a notice that this is needed and ask that is you can please donate. This not only helps keep our members working, but it helps others in our communities.

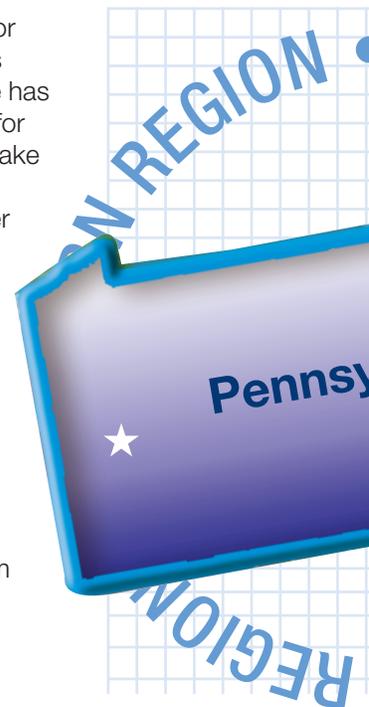
Verizon has some upcoming changes for its outside and central office forces. Yoli Stencil has moved on from being the VP for Verizon. Her replacement is Doug Sullivan, who has 24 years of service with the company. Also, for most of our region, Dennis Klein has been replaced with Rori Broggi. She has been the director in the EVRC/FSC for the last few years. This change will take place Mid-May. She is based out of Pittsburgh: this should make it easier for us to meet and discuss issues.

Please everyone STAY SAFE during this pandemic and I look forward to seeing you at membership meetings when this is all over.

I would also like to pass along my condolences to the family of Fred Salvatore from Unit 23 Chester PA, who unfortunately passed away from Covid-19. ■

*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



**E**astern Region AT&T and Verizon Locations have been popping up with Covid-19 infected employees since March. Regardless of how someone became infected, the information should become available in a sweeping fashion, so that everyone is informed. That has not been the case, in fact it is just the opposite, locations become closed for cleaning without the employees getting quarantined, and it is based on an interview from the infected employee. In other words, the HR Department interviews the employee and makes the decision to quarantine employees if necessary, based on that interview. That is ridiculous since the company is relying solely on an employee's recollection and nothing else. They should err to the side of caution by interviewing more people and utilizing more resources. The infected person has no idea who was at a location after them, and since hard surfaces such as faucets, handles, doors, counters, desks could have been touched by the infected then touched by someone else after is not taken into account when making these decisions. The employers say that they are following the Governor's and CDC guidelines, but they should be more diligent in my opinion.

Safety should always be of the utmost importance, and regardless of whatever PPE or safety parameters that are in place, it is absolutely up to the employee performing the work to deem a situation to be unsafe. That means that if an employee is in a compromising circumstance it is for them to make that determination since they are at the location. After all, the company trains the employee to perform work relative to their job title, therefore it is up to them. The idea of doing a job that is unsafe and then grieving it

afterward is not an option. If the job is unsafe then do not do it, notify your supervisor and then your union representative so that others are aware.

Every member should understand that even though work centers, retail stores, and offices have closed and reopened during this pandemic, the Eastern Region Office is still able to serve the membership. Whether it be grievances, contractual issues, or basic information that an active or retired member are in search of, we can help. So, even if the employee is working from home, home garaging or out on some sort of leave, your union is accessible. Remember that it is always best to contact your local union representative first.

Finally, on a personal note, it is with great sadness to mention that the Eastern Region had its first Covid-19 death from an active employee. Fred Salvatore was a Services Technician out of Chester who was known for his strong work ethic, impeccable organizational skills but most of all, for his honesty. If you asked him a question, he was going to tell you the truth, and in some cases, he was going to tell you the truth even if you did not ask. From the time that he started in 2000, and throughout his tenure in Chester, he had an impact on everyone that he met. He will be missed by all, Rest in Peace Fred!! ■

*In Unity,*

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



## CWA Local 13000 Endorsements for the 2020 Pennsylvania Primary

### UNITED STATES CONGRESS

DISTRICT	PRIMARY	CANDIDATE
1	REP	BRIAN FITZPATRICK
5	DEM	MARY GAY SCANLON
9	DEM	SUSAN LAURA QUICK
10	DEM	EUGENIO A DEPASQUALE
18	DEM	MICHAEL F DOYLE JR

### STATE SENATE

DISTRICT	PRIMARY	CANDIDATE
1	DEM	LAWRENCE M FARNESE JR
9	DEM	JOHN I KANE
13	DEM	CRAIG E LEHMAN
15	DEM	GEORGE B SCOTT
31	DEM	SHANNA DANIELSON
43	DEM	JAY COSTA JR

### STATE HOUSE

DISTRICT	PRIMARY	CANDIDATE	DISTRICT	PRIMARY	CANDIDATE
19	DEM	JAKE WHEATLEY	160	DEM	CATHERINE E SPAHR
20	DEM	ADAM RAVENSTAHL	167	DEM	KRISTINE C HOWARD
22	DEM	PETER SCHWEYER	168	DEM	DEBRA A CIAMACCA
30	DEM	MARCO SANTINO ATTISANO	175	DEM	MARY LOUISE ISAACSON
32	DEM	ANTHONY DELUCA	181	DEM	MALCOLM KENYATTA
36	DEM	JESSICA LYNN BENHAM	182	DEM	BRIAN K SIMS
103	DEM	PATTY H KIM	185	DEM	MARIA P DONATUCCI
106	REP	THOMAS L MEHAFFIE III	188	DEM	JAMES R ROEBUCK
127	DEM	MANUEL GUZMAN JR	190	DEM	GWENDOLYN VERONICA GREEN
154	DEM	JAY CONNERS	192	DEM	MORGAN B CEPHAS
159	DEM	BRIAN KIRKLAND	198	DEM	DARISHA K PARKER

### DELEGATE TO THE DEMOCRATIC NATIONAL CONVENTION

ATTENTION ALL MEMBERS AND FAMILIES VOTING IN CONGRESSMAN DWIGHT EVANS 3RD CONGRESSIONAL DISTRICT.

UNIT 211 PRESIDENT **WYNETTA WARD** IS RUNNING FOR DELEGATE TO THE DEMOCRATIC CONVENTION. PLEASE BE SURE TO VOTE FOR ONE OF OUR OWN WHEN YOU GO TO THE POLLS ON JUNE 2ND OR WHEN YOU SEND IN YOUR MAIL-IN BALLOT.



## Mental Health Awareness Month

**A**ccording to Wikipedia, the month of May is observed as Mental Health Awareness Month and has been observed as such since 1949. The purpose of this awareness month is to fight stigma, provide support, educate the public, draw attention to suicide, and advocate for policies that support individuals and their families. During these current times, having a better understanding of mental health for ourselves and others around us is more important than ever. Many Americans are experiencing major shifts in their lives, in some cases, people are having a tough time navigating through these changes.

During this global pandemic, for many Americans, there have been drastic changes in both their personal and professional lives. Some are unemployed, had their businesses closed for good, working from home or working from home while homeschooling children, others are working with the public putting the health of themselves and their families at risk to provide essential products and services. All of this is happening during a time of extreme caution and isolation. Family and social gatherings are almost non-existent, parties and ceremonies have been postponed, vacations canceled, even going out for essential supplies can be an anxiety driven adventure. Life as we all knew it has completely changed. For someone dealing with mental illness the slightest change could result in a mental crisis.

Here are some numbers to illustrate how common mental illness really is: 1 in 5 Americans will experience a mental illness in a given year; 1 in 5 children either currently or at some point during their life, have had a seriously debilitating mental illness; 1 in 25 Americans lives with a serious mental illness, such as schizophrenia, bipolar disorder, or major depression ([www.cdc.gov](http://www.cdc.gov)). There are more than 200 classified types of mental illness which can occur over a short period of time or can be lifelong. Nearly 450 million people worldwide are currently living with a mental illness, yet nearly two thirds of people with known mental illness never seek treatment. Mental illnesses manifest differently in each person. Your family and friends may notice your behavior changing long before you become aware. Some warning signs of mental illness: Anxiety, Chronic irritability, difficulty sleeping, severe mood swings, feeling hopeless, thoughts of suicide, withdrawal from family and friends. The most important thing is to educate yourself about mental illness and where to obtain assistance in the event help is required.

If you or someone you know is experiencing a mental health crisis, please remember you are not alone. One of the many great reasons to be a part of a union is the solidarity between all of us. Here are just a few resources available to obtain help:

- Call a Union officer or your Regional office
- Call your employer's EAP (Employee Assistance Program)
- Call your Healthcare Provider
- Crisis Text Line: Text 'PA' to 741741
- National Suicide Prevention Lifeline: 1-800-273-TALK (8255)
- Substance use help: 800-662-4357
- Veterans in crisis: [veteranscrisisline.net](http://veteranscrisisline.net)

The Women's Committee is committed to helping each member of CWA Local 13000 and we hope this information helps to remove the stigma around mental illness and provides resources available, if the need were to arise. Please continue to stay safe and stay healthy both physically and mentally.



**Marisa MacCroy**  
Secretary-Treasurer

## LOCAL 13000 COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO

### Statement of Assets, Liabilities and Net Assets

For the Six Months  
Ending March 31, 2020

#### ASSETS

##### General Fund

Cash – payroll	\$ —
Cash – operating sweep accounts	\$ 358,117
Cash – Member Relief & Defense	973
<b>Total Cash</b>	<b>\$ 359,090</b>

##### Investments

U.S. Government and Securities	\$ 649,360
Common Stock	1,966,974
Haverford Corp Obligations	1,719,416
Mutual Funds	121,875
Haverford CD	170,000
Haverford – Money Market	6,792
Haverford Fed Prime MM	275,558
<b>Total Investments</b>	<b>\$ 4,909,975</b>

##### Property & Equipment

Western Region Building, Land & Improvements	\$ 289,059
Philadelphia Building, Land & Improvements	2,690,695
Furniture and Equipment	158,311
Computer Equipment	37,018
Less Accumulated Depreciation	\$(2,020,994)
<b>Total Property &amp; Equipment</b>	<b>\$ 1,154,089</b>

##### Other Assets

Pittsburgh Inventory	\$ 26,535
Philadelphia Inventory	25,538
<b>Total Assets</b>	<b>\$ 52,073</b>

**Total Assets** **\$ 6,475,227**

#### LIABILITIES AND NET ASSETS

Payroll Withholding	\$ 21,555
Net Assets – at the end of quarter	6,453,672

**Total Liabilities, Net Assets & Income-Expenses net** **\$ 6,475,227**

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

As of March 31, 2020

#### Revenues

Dues	\$ 1,257,115
Dues – other employees	3,342
Interest Income	34,693
Dividend Income	25,688
Gain & Loss on sales of securities	73,610
Unrealized Gains & Losses	(371,145)
Sale of Prom. Inventory	5,610
Reimburse Officer Expense	1,247
Reimburse wages – Arbitration	731
Reimburse Expenses – Arbitration	235
Reimburse wages – Organizing	41,220
Reimburse wages – Bargaining	5,687
Reimburse wages – Mobilizing	25,329
Reimburse wages – Education	2,147
Reimburse Expenses – Bargaining	827
Reimburse Expenses – Organizing	1,889
Reimburse Expenses – Mobilization	6,841
Reimburse Expense – Education	1,011
Reimburse Travel Hotel & Rest	852
Reimburse Office Exp & Supplies	132
Reimburse Postage & Delivery	1,091
Reimburse Wages – Western Region	33
Reimburse American Express Bill	1,531
Reimburse Utilities	158
1st Floor Rental Income	40,241
Investment Fees	(31,386)
Payroll voided check income	(10)
Payroll tax refunds	84
Refund Payroll Fees	10
Miscellaneous Income	7,812
Discounts	(31)
<b>TOTAL REVENUES</b>	<b>\$ 1,136,594</b>



**LOCAL 13000 COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO**

**Statement of Revenue, Expenses and Change in Net Assets**

(continued from page 12)

As of March 31, 2020

**Expenses Paid**

**Salaries**

Executive President, Vice President & Treasurer	\$ 182,756
Eastern Region Vice President Salary	53,599
Western Region Vice President Salary	48,836
Eastern Region Salary	75,751
Western Region Salary	78,086
Executive Board Committees Salary	8,290
Unit Business Salary Eastern Region	44,712
Unit Business Salary Western Region	44,679
Eastern Region Staff Salary	61,779
Western Region Staff Salary	65,145
Executive Board Staff Salary	94,567
Education Salary	1,270
Organizing Salary	53,240
Mobilization Salary	25,592
Bargaining Salary	8,107

**Regional Allowances & Reimbursements**

Eastern Region Allowance	4,665
Western Region Allowance	5,705
Local Business Allowance	2,701
Unit Business Allowance-Eastern	2,083
Unit Business Allowance-Western	5,320
Eastern Region Reimburse Expense	6,500
Western Region Reimburse Expense	8,764
Local Business Reimburse Expense	3,292
Unit Business Reimburse-Eastern	7,289
Unit Business Reimburse-Western	6,566

**Education Allowances & Reimbursements**

Education Allowance	998
Education Reimburse Expense	983
Education Miscellaneous Expense	8,350

**Organizing Allowances & Reimbursements**

Organizing Allowance	307
Organizing Reimburse Expense	3,052

**Mobilization Allowances & Reimbursements**

Mobilization Allowances	63
Mobilization Reimburse Expense	7,578
Mobilization Misc Expense	305

**Bargaining Allowances & Reimbursements**

Bargaining Allowance	1,598
Bargaining Reimburse Expense	1,789

**Subscription & Membership**

Subscription Eastern Region	\$ 418
Subscription Western Region	7
Subscription Executive Board	4,043
Membership Eastern Region	9,606
Membership Western Region	3,078

**Registration**

Executive Board	1,200
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**Meeting Hall Rental**

Eastern Region	1,145
Western Region	1,365

**Travel, Hotels & Restaurant**

Eastern Region	2,417
Western Region	4,800
Executive Board	29,289
Bargaining	4,218
Education	2,639
Organizing	1,357

**Telephone**

Eastern Region	7,324
Western Region	7,230
Executive Board	7,347

**Utilities**

Philadelphia-Utilities	11,233
Western Region-Utilities	2,315
Water & Sewer-Philadelphia	1,946
Water & Sewer-West	1,027

**Building Maintenance**

Philadelphia Building Maintenance	14,326
Western Region Building Maintenance	2,914
Protection-3rd floor	2,967
Protection-Eastern Region	2,967
Sanitation-Western Region	4,752

**Printing & Typing**

Board	4,792
CWA 13000News	7,062

**Office Supplies**

Board	4,399
Eastern Region	4,086
Western Region	4,969

**Office Expense**

Board	5,117
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**Postage & Delivery**

Board	6,229
Eastern Region	2,552
Western Region	3,621

(continued on page 14)



## LOCAL 13000 COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO

### Statement of Revenue, Expenses and Change in Net Assets

(continued from page 13)

As of March 31, 2020

#### Equip Leasing & Services

Equipment Leasing-Board	\$ 9,009
Equipment Leasing-Eastern Region	9,279
Equipment Leasing-Western Region	7,580

#### Real Estate Tax

Philadelphia	38,737
Western Region	1,334

#### Professional Fees

Legal	21,160
Accounting	29,000

#### Contribution

Board	4,535
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#### Other

Sympathy-Board	\$ 960
Service Charge	1,573
Bonds & Insurance	13,058
Cost of Goods Sold	5,659
Unemployment & SS Taxes	72,895
Employee Benefits	40,333
Payroll Savings-Employer	18,686
Payroll processing fees	20,268
Computer Work-Western Region	1,244
Computer system	5,980

Depreciation of furniture & equipment

**Total Expenses Paid** **\$ 1,400,364**

Change in Net Assets \$ (263,770)

Net Assets-Unrestricted at beginning of period \$ (6,717,447)

**Net Assets Unrestricted at end of period** **\$ 6,453,672**

### CWA Local 13000 Emergency Fund

As of March 31, 2020

	Shares	Unit Cost	Total Cost	Current Mkt Value
<b>Money Market</b>				
Federated Govt Obligation SS Fund 395	\$ 275,558.05	1	\$ 275,558.05	\$ 275,558.05
<b>Equity Domestic</b>				
Air Prods & Chems Inc Com (APD)	277	\$ 156.63	\$ 43,386.29	\$ 55,291.97
Apple Inc Com (AAPL)	390	65.70	25,622.99	99,173.10
Baxter Intl Inc Com (BAX)	652	36.58	23,852.37	52,935.88
Becton Dickinson & Co Com (BDX)	407	137.42	55,930.86	93,516.39
Blackrock Inc (BLK)	163	152.66	24,883.92	71,715.11
CVS Health Corporation (CVS)	1,692	54.87	92,843.62	100,386.36
Coca Cola Co Com (KO)	916	21.41	19,611.56	40,533.00
Comcast Corp New - Cl. A (CMCSA)	2,260	27.75	62,716.42	77,698.80
Disney Walt Co Com Disney (DIS)	785	19.40	15,227.75	75,831.00
Dollar General Corp (DG)	630	140.46	88,487.20	95,136.30
Dupont De Nemours INC (DD)	1,257	52.59	66,104.08	42,863.70
Emerson Elec Co Com (EMR)	510	72.54	36,995.50	24,301.50
Honeywell Intl Inc Com (HON)	150	139.29	20,894.01	20,068.50
JPMorgan Chase & Co Com (JPM)	883	40.62	35,863.89	79,496.49
Johnson & Johnson Com (JNJ)	707	62.28	44,032.32	92,708.91
Lowe's Cos Inc Com (LOW)	1,430	76.08	108,796.58	123,051.50
Mastercard Inc Class A (MA)	594	75.41	44,793.95	143,486.64
Microsoft Corp Com (MSFT)	894	74.16	66,300.83	140,992.74
Oracle Corp Com (ORCL)	887	37.76	33,489.75	42,868.71
Pepsico Inc Com (PEP)	650	53.92	35,048.00	78,065.00
Raytheon Co. Common New	445	168.88	75,152.00	58,361.75
S&P Global Inc (SPGI)	239	187.63	44,843.93	58,566.95
Starbucks Corp (SBUX)	830	58.12	48,238.18	54,564.20
TJX Cos Inc New Com (TJX)	2,278	24.02	54,721.58	108,911.18
Unitedhealth Group Inc Com (UNH)	327	57.19	18,701.09	81,547.26
Ishares S&P Midcap 400 Index (IJH)	408	144.24	58,851.92	58,694.88
Ishares S&P Smallcap 600 Fnd (IJR)	1,126	55.44	62,423.19	63,179.86
<b>Equity Domestic Total</b>	<b>21,787</b>		<b>\$ 1,307,813.78</b>	<b>\$ 2,033,947.68</b>

(continued on page 15)



## LOCAL 13000 COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO

### CWA Local 13000 Emergency Fund

(continued from page 14)

	As of March 31, 2020				
	Shares	Unit Cost	Total Cost	Current Mkt Value	
<b>Equity ETF</b>					
SPDR S&P 500 Trust	213	204.44	\$ 43,546.78	\$ 54,900.75	
<b>Equity Total</b>	<b>22,000</b>		<b>\$ 1,351,360.56</b>	<b>\$ 2,088,848.43</b>	
<b>Fixed Income</b>					
<b>Corporate Bonds &amp; Notes</b>					
3M Company 3.0% 8/7/25	100,000	\$ 99.12	\$ 99,117.00	\$ 103,940.00	
AT&T Inc 3.00% 2/15/22	35,000	98.92	34,622.70	35,285.81	
Amazon.Com Inc 3.8% 12/5/24	85,000	101.52	86,291.98	94,162.41	
American Express Co 2.65%B 12/2/22	75,000	101.15	75,862.62	75,802.88	
Apple Inc 2.40% 5/3/23	75,000	91.46	68,591.54	77,869.05	
Bank of America Corp 4.125% 01/22/24	85,000	103.55	88,019.75	90,707.75	
Berkshire Hathaway 3.50% 2/1/25	50,000	102.76	51,377.71	52,244.80	
Blackrock Inc 3.375% 6/1/22	85,000	101.66	86,410.28	87,709.04	
CVS Health Corp 3.35% 3/9/21	90,000	99.67	89,706.28	90,604.44	
Caterpillar Finl SE 2.85% 6/1/22	75,000	101.15	75,865.12	75,061.58	
Chevron Corp 2.566% 5/16/23	95,000	99.67	94,686.36	97,214.93	
Comcast Corp 3.375% 8/15/25	85,000	100.83	85,702.15	90,238.21	
General Electric Cap Corp 3.10% 1/9/23	50,000	100.26	50,128.61	49,629.20	
Gilead Sciences Inc 3.5% 2/1/25	60,000	103.29	61,972.93	64,160.94	
Home Depot Inc 4.40% 4/1/21	100,000	101.67	101,668.18	101,745.00	
JPMorgan Chase & Co 2.55% 10/29/20	70,000	100.48	70,333.73	70,087.50	
McDonalds Corp 3.625% 5/20/21	100,000	101.31	101,308.46	101,819.40	
PNC Financial Services 3.45% 4/23/29	100,000	104.65	104,651.84	102,009.20	
Pepsico Inc 2.75% 4/30/25	85,000	97.48	82,856.31	88,432.81	
Wells Fargo & Co 3.30% 9/9/24	65,000	101.08	65,701.56	67,670.01	
<b>Corporate Bonds &amp; Notes Total</b>	<b>1,565,000</b>		<b>\$ 1,574,875.11</b>	<b>\$ 1,616,394.96</b>	
<b>Fixed Income</b>					
<b>Municipal Bonds &amp; Notes</b>					
California St 3.05% 4/1/29	100,000	\$ 104.80	\$ 104,799.00	\$ 103,021.00	
<b>U.S. Government Agency Obligations</b>					
<b>Mortgage Backed Bonds</b>					
FFCB 1.33% 3/09/2023	150,000	\$ 100.05	\$ 150,082.03	\$ 150,207.75	
<b>U.S. Treasury Bonds &amp; Notes</b>					
US Treasury N/B 1.625% 2/15/26	300,000	\$ 99.50	\$ 298,511.16	\$ 319,312.50	
US Treasury Note 2.00% 11/15/21	175,000	99.31	173,797.62	179,839.80	
U.S. Treasury Bonds & Notes Total	475,000		\$ 472,308.78	\$ 499,152.30	
<b>Fixed Income Total</b>	<b>2,290,000</b>		<b>\$ 2,302,064.92</b>	<b>\$ 2,368,776.01</b>	
<b>Asset Total</b>			<b>\$ 3,928,983.53</b>	<b>\$ 4,733,182.49</b>	
<b>CWA Local 13000-Operating Account</b>					
<b>Certificates of Deposit</b>					
Haverford Trust CD 1.55% 05/25/2020	60,000	1	\$ 60,000.00	\$ 60,000.00	
Haverford Trust CD 1.55% 05/14/2020	50,000	1	50,000.00	50,000.00	
Haverford Trust CD 1.55% 05/17/2020	60,000	1	60,000.00	60,000.00	
<b>Certificates of Deposit Total</b>	<b>170,000</b>		<b>\$ 170,000.00</b>	<b>\$ 170,000.00</b>	
<b>Money Market</b>					
Federated Govt Obligations (SS Fund 395)		\$ 6,792.05	1	\$ 6,792.05	\$ 6,792.05
<b>Cash Equivalents Total</b>		<b>176,792.05</b>		<b>176,792.05</b>	<b>176,792.05</b>
<b>Asset Total</b>		<b>\$ 176,792.05</b>		<b>\$ 176,792.05</b>	<b>\$ 176,792.05</b>

