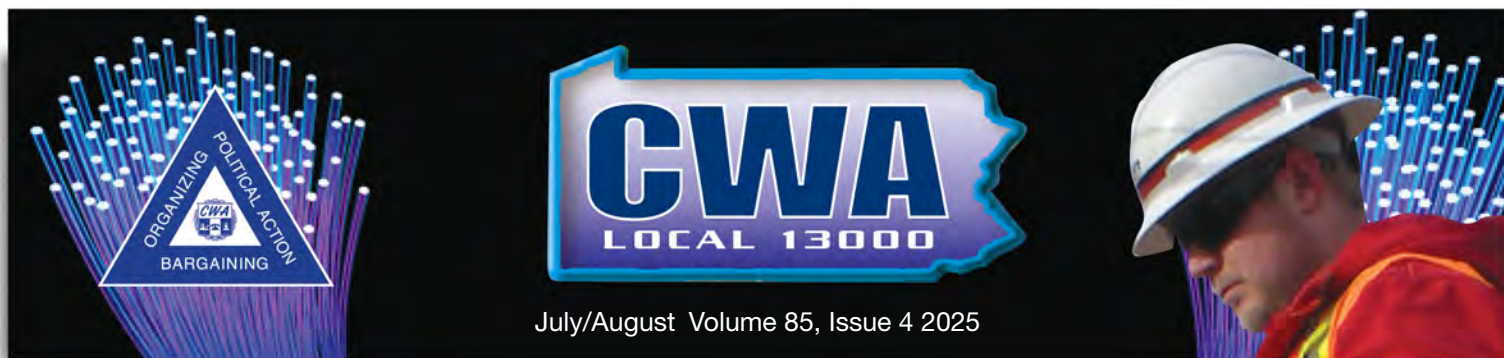




• COMMUNICATIONS WORKERS OF AMERICA AFL-CIO •
LOCAL 13000 NEWS
 • THE UNION FOR THE INFORMATION AGE •

**Journal of
Local 13000
IN THIS ISSUE**

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Message from the President

On August 11th, 2025, delegates from across the country, Puerto Rico, and Canada from CWA traveled to our home state in the city of Pittsburgh to attend the 80th CWA Convention. Since this Convention was occurring in our backyard, the Local delegation was significantly larger than normal, with Unit President's joining the Executive Board and members of our District 2-13 Retiree Chapters. Since this was not an election year, the event was only scheduled for 2 days. During these 2 days, delegates had the opportunity to hear reports from all the National Committees as well as from the members of the CWA Executive Board.

A report from the Resolutions Committee requested the delegates approve a \$75 million cushion in the Members Relief fund to allow the Districts, Sectors, and the Executive Board to continue running programs. These Strategic Industry and Growth Fund programs support activities that our members and staff participate in, from mobilization, organizing, and bargaining, to name a few. The other key highlight of this resolution is the increase in strike payments to members. On the fifteenth day of a strike, weekly benefits



for strikers commence at \$400 per week and shall rise to \$500 per week beginning on the twenty-ninth day of the strike. Current policies on health care coverage shall not be changed. This increase will assist those members that are on strike for a prolonged period and need to make ends

meet. The recent strike at Verizon, AT&T, and the current strike at the Pittsburgh Post Gazette all exceeded the 29-day threshold and would qualify for this benefit once it becomes effective on August 17th, 2025.

There was also an amendment to consolidate the National Executive Board by merging the redundant T&T office into existing Districts during the remainder of this term of office. Initially, this had support from the Executive Board and many of the District Vice-President's. When the time came to stand up and speak in support of this amendment, most of the Executive Board stayed silent on this issue to avoid dealing with the tough decisions that need to be made to improve this National Union and operate efficiently for the membership. The only 2 VPs, to my knowledge, to support and openly speak in support of

(continued on page 2)

Message from the President

(continued from page 1)

this amendment were our own District 2-13 VP Mike Davis and District 1 VP Dennis Trainor.

They both realize the need for this change by way of the fact that these 2 Districts perform all the work that this office is supposed to support. As a result of this weak support or flip-flopping of the Executive Board in support of this necessary change, this amendment did not pass the vote of the convention delegates. It is unfortunate, and many people say that this is not the time, and maybe we can do this another time. So here we go again kicking the can down the road. Many delegates in our two Districts were not happy about this outcome. The delegates of the Union are the highest governing body of the CWA, and this was the decision that was made at this 80th Convention.

Fortunately for the members of Local 13000, this failed amendment should not affect any of the operations that we perform for our members in Pennsylvania. We will continue to negotiate and administer the contracts, which is what you, the members, have told us is your preference. We will continue to work with Mike Davis and our District office to provide you with the best representation, because that is what you expect and deserve.

Finally, I want to update everyone on where things stand with Broadband build-out and the current state of bids for infrastructure build-out in Pennsylvania. Since the requirements for awarding federal funds to build broadband to unserved/underserved areas were loosened to provide lower-cost, lower-quality broadband service, the state had to delay the announcement of recipients until sometime in September. This delay will most likely prevent any shovels in the ground for this project until 2026. We are hopeful that our employers' bids and the superior services that our members provide will put all of them at the top of the list of recipients for these awards. Throughout the state we are busy with current projects, and the outlook for 2026 looks even busier. Once we receive updates on the Infrastructure Bill awards, we will share what we can and look forward to this increased work for years to come. ■

In unity,



James J. Gardler

President CWA Local 13000

IN MEMORIAM

R. Donald "Don" Coleman

Unit 44 Branch 10
Deceased June 8, 2025

Juliana "Judy" Strisofsky

Unit 33 Branch 06
Deceased June 25, 2025

Kerry A. Miller

Unit 33 Branch 01
Deceased July 10, 2025

Joseph Clinton

Former CWA Local 13000 President
Deceased July 20, 2025



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CWA Local 13000 Executive Office
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EXECUTIVE BOARD

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James J. Gardler, Editor **Kalyn Hughes, Assistant Editor**



In Memoriam

CWA Local 13000 Mourns the Loss of our Brother and Former CWA Local 13000 President, Joseph Clinton

Joseph Clinton, 92, of Easton, PA, a devoted husband, father, grandfather, and great-grandfather, passed away peacefully at his home on July 20, 2025, surrounded by his loving family.

Joe dedicated over 40 years of his life to the Communication Workers of America (CWA), proudly serving as Past President of CWA Local 13000 in Pennsylvania. His journey began in 1957 when he started working for Ma Bell following his honorable discharge from the United States Air Force.



A true union man, Joe rose through the ranks with steadfast commitment—from Shop Steward to Local President—always representing the members of Local 13000 with loyalty, integrity, and tireless advocacy. He also served on numerous committees, including the CWA Constitution Committee and the Robert (Bob) Lilja Members Relief Fund, contributing meaningfully to the labor movement and his community. His legacy of leadership and service will be long remembered.

Joe is survived by his beloved wife, Kathy (Smith) Clinton, former President of CWA Local 1105, and his six children: Michael, Kathleen, Matthew (Debbie), Christiana, Joseph, and Margaret (Robert). He is also survived by two step-sons: Kevin Scrobola (Annmarie), Business Agent of CWA Local 1103, and Bobby Scrobola (Tiffany), Steward of Local 1103.

The Local Buzz The Local Buzz The Local Buzz



*Report of Executive
Vice President,
Jeff Reamer*

VERIZON

The anticipation of a positive outcome in the early contract extension talks with Verizon that began in May ended in disappointment in mid-July. The bargaining teams from CWA District 2-13, CWA District 1, IBEW Local 827, and IBEW T-6 from New England were in lockstep from the onset of negotiations until the end. Unfortunately, at no time was there a proposal presented by the Company that was adequate to bring to the membership to vote on for an extension. The wage proposals were modest at best but at no time reached a number that the bargaining committee would accept. The Union presented proposals to address the increased inflation since our last extension. The company was not interested in addressing this issue. The Company presented healthcare proposals that focused on the membership absorbing most of the percentage of healthcare increases over the length of any extension. The Bargaining team presented proposals to address both the pre-Medicare retiree's issues and the post-2008 retirees to address the ever-increasing healthcare costs. The Union presented proposals that would address the caps that have been exceeded by healthcare costs and keep pre-Medicare retirees' costs more in line with the active members. The Union also proposed increasing the company's annual contribution for post-2008 retirees to keep up with increased costs and provide a benefit that will be in line with future costs for healthcare. The Company was not willing to adequately address either issue in their proposals. The Union also presented proposals to increase CPS payments and retirement benefits for members, specifically those hired after 2012. The Company's response was a proposal that would provide

little to no increase. The Union Bargaining team also focused on presenting proposals that would focus on securing work with the supporting staff to adequately handle the work, as well as bring back contracted work that can be done by our members. The Company's response was a proposal that extended across all of our Districts and New Jersey that didn't even meet the potential number of retirees in Pennsylvania alone if our eligible members chose to retire. After informing the Company that we did not see a path to an extension agreement, a meeting was suggested by the Company and agreed to by the Union to be held with the CEO, Hans Vestberg, and District VPs Mike Davis and Dennis Trainer from the CWA and IBEW leadership, Local 827 Spears, and IBEW T-6 leadership. The expectation after that meeting was that the Company would improve its proposals to get to an agreement. After that meeting when our bargaining teams returned to the table, not much had changed. Discussions then ended with no extension agreement being reached. The importance and focus now fall on preparations for the negotiations of our contract set to expire in August of 2026. If we are to be successful in those bargaining priorities that we attempted to negotiate in these extension talks, it will take the engagement of every member across the board to bring about that success. Updates on future bargaining and potential mobilization actions needed will be relayed to the membership as events unfold. ■

COMCAST (Corliss)

Bargaining continues for our Unit 116 members at Comcast Corliss, whose contract expiration date has come and gone since May 20, 2025. As of the last bargaining sessions held with the Company, not all, but the majority of the non-economic issues have been resolved; our focus now is on those unresolved economic issues. The next bargaining sessions scheduled with the Company are September 3rd and 4th. Members are urged to continue to stay in close communication with elected Union officials for updates on bargaining and potential actions needed going forward. ■



The Local Buzz The Local Buzz The Local Buzz

EVERYACTION/BONTERRA

Preparations are in full swing for our Unit 41 members at EveryAction/Bonterra for the upcoming bargaining of a successor contract that encompasses 3 different CWA Locals. Bargaining surveys have been sent to the membership in early July, and those results are setting our bargaining team's agenda for upcoming bargaining for the contract set to expire on September 30, 2025. The process of scheduling bargaining dates has begun with the Company. Updates on the status and onset of bargaining will continue to be relayed to the membership in real time. ■

NEWTOWN TOWNSHIP (Municipal Workers)

In anticipation of the upcoming bargaining for our Unit 25 Branch 11 members in Newtown Township whose contract is set to expire on December 31, 2025, a membership meeting was held on July 8, 2025. The purpose of the meeting was to update our membership on the status of the upcoming bargaining and to distribute and collect bargaining surveys. On August 1, 2025, a bargaining council meeting was held to review those survey results and set our bargaining team's agenda. The opening day of bargaining began on August 6, 2025, at the Municipal building. The Union passed our initial set of proposals aimed at enhancing vacation time, personal days, sick time, and holidays, as well as various title upgrades. The Township's initial proposals were retrogressive in nature, as anticipated. While no tentative agreements on any issue were reached on the first day of bargaining, productive discussions were held on all issues. The Union provided the Township with an initial request for information on various issues related to both the economic status of the Township as well as data related to their proposals. The next bargaining session with the Township is scheduled for August 26, 2025. Updates on bargaining will be relayed to the membership as events unfold. ■

PA UNITED

Our newly organized members at PA United, after gaining Union recognition and a voice in the workplace, have begun bargaining for a first contract. Bargaining began on August 8, 2025, in Carnegie, Pa., and the Union placed our initial set of proposals across the table, all aimed at starting to build the foundation of a solid first contract for our membership. On day 2 of bargaining, which occurred on August 14, 2025, the Union presented additional proposals on Separability, Grievance Procedure, Arbitration as well as Seniority. The Company presented several counterproposals to the Union's proposals from day 1 of bargaining and also presented their own new proposals on Non-Discrimination, Job Security, Promotion Schedule and Weather Protocol. The Union is in the process of reviewing those proposals in anticipation of our next scheduled bargaining sessions with the Company on August 21st and 22nd. Updates on bargaining will be relayed to the membership in real time. ■

WELLS FARGO

Bargaining for a first contract continues for our newly organized members at the Havertown, PA, Wells Fargo branch. After 2 sessions of bargaining have been held with the Company so far, the last of which was held on July 9th and 10th, several tentative agreements were reached on various articles. While this is a major step forward toward a first contract and positive discussions have been held at the table on open issues, there is still a long way to go to reach a full tentative agreement on a full first contract. The next bargaining session scheduled with the Company is in early October. Members should report any issues occurring in the workplace to Union officials without delay to be addressed in real time. ■

In Unity,

Jeff Reamer

Executive Vice President

CWA Local 13000

Grey Matters



Well, I just returned from Pittsburgh from the 80th CWA National Convention. I also took part in the CWA RMC Convention. As an RMC board member, I not only get to participate in the convention but also help

with the planning. Both conventions certainly had some interesting moments.

Let me start with the RMC Convention. Obviously since ours is first up on Saturday, it is the more important of the two lol. Gwen Parker, the RMC President opened the convention. Gwen did an excellent job organizing and running the convention. All delegates agreed it was a smoother, more professional convention than our last one in St. Louis. Gwen has made a huge difference in the RMC since she took over 18 months ago.

Opening remarks at the RMC Convention were given by our own Mike Davis 2-13 President.

Mike spoke about the district's support for retirees. He informed us that the main reason early bargaining with Verizon broke down was retirees' health caps. This issue will be huge in bargaining, so we need to show up at membership meetings and educate our younger members on the importance of this issue. The next year will be the most important year ever for retirees, and we need to be seen and heard at all CWA events. We cannot expect to sit this contract out. We absolutely need to support CWA in every way for this contract. If I ask you to attend a rally, be there. If we need to make phone calls or send emails, do it. Ok, I will get down off my soapbox for now, but this will be a constant theme from me in the next year.

Since the RMC Convention was in Local 13000, four RMC Chapter presidents attended as delegates. Deb Sutherland 13059, Chuck Davidson 13056, Kathy Massi 13023, and Tom Miller 13033. It was great to all get together and meet each other but also to share ideas as well as experience the convention. ***Also, besides myself attending, Jenny Sylvester, 2-13 RMC President and board member, also attended, so we were well represented at the convention.***

Some highlights of the RMC Convention were the establishment of a \$4000 scholarship for RMC members, their children, grandchildren, etc. This scholarship is good for college and trade schools. We raised the \$4000 in 2 days by raffling off 2 gift baskets at the CWA National Convention. We also had every district president speak to us and show support. We covered topics such as health care, social security, pensions, COPE funds, etc. We only meet every two years, so there is a lot to cover. The board also met for 2 days prior to the convention to hash out plans for the next 2 years. The RMC covers hundreds of contracts and represents not only Telco retirees but also public sector, manufacturing, printing, newspaper, and media retirees, to name just a few. We have board members representing each of these industries. It can and does get overwhelming at times.

Well, that is it from Pittsburgh. Frankly, I am exhausted. I will let Jim Gardler (he also spoke at our board meeting) fill you in on the national convention. But let us start preparing for the next year now; it is our future at stake.

In Solidarity Mark Boehmer RMC 2-13 VP



WOMEN'S COMMITTEE

James Gardler (Moderator)

Jaytricia Tremel (Chair, Unit 111 President)

Dana Bialek (Secretary, Unit 54 President)

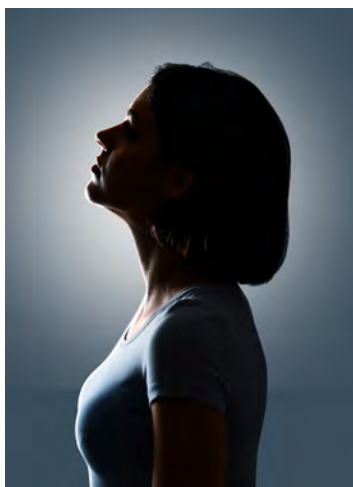
Megan Bach (Unit 211 President)

Lynn McCarthy (Unit 11 Vice President)

Women's View

Mental Health with Women

Mental Health continues to be on the rise for both men and women in the workforce. Roughly 1 in 5 adults will experience a mental illness during his or her lifetime, however men and women are prone to different disorders. Women suffer more with anxiety and depression than men do in the workforce. Women's biological, social, and cultural norm play a role in why women are more prone to anxiety and depression.



Women go through significant biological changes across their lifespan, more so than men, so these cyclic shifts can disrupt, malfunction, or create disease. Hormonal flux can wreak havoc on women's mental health. When men are in their prime moving up the ladder in the company, women are often set back due to ongoing health issues caused by hormonal imbalances. Some 10 to 15% of women will experience depression and anxiety at some point in their lives during the biological changes women endure. Women's hormones significantly impact their performance and well-being in the workforce.

Social issues also come into play, as we are raised to internalize our thoughts and feelings, compared to men, who are encouraged to "shake things off" and "tough it out." Women are taught to be mindful about our thoughts and feelings, not to mention our appearance. Men tend to externalize emotions while women tend to internalize them. Internalized styles of coping with distress are linked to greater mental illness.

The cultural factors women juggle is much more than men. Women being the primary caregiver to children and parents play on women health. 50% of women who live with a partner and children additionally bear the most responsibility for caregiving and nearly 60% of women bear the most responsibility for providing care to another adult (such as a parent or in-law). Women also tend to earn less than men, which can cause financial strain that can lead to feeling anxious, depressed or hopelessness.

On average, women live longer than men, so we have more opportunities to experience bereavement and loneliness, which are known contributors to depression.

We need to demand from our companies better help and educate our members regarding mental health. We as union brothers and sisters need to advocate better on how to help our members through mental health. Our members may not just be burnt out or are dealing with the stress of the job, they may be dealing with something bigger. Companies often brush off mental health due to the fact they do not understand it or would rather blame something else for the person's behaviors at work. The more communication and awareness that our union puts out regarding mental health will strengthen our brothers and sisters by getting the help they need. Let us be better at conquering the mental health that floods our workforce each day.



WESTERN REGION UNIT PRESIDENTS

Unit 31	Mike Bowman	Unit 57	Bob Gourdie
Unit 32	Mike Reeder	Unit 59	Andy Miller
Unit 35	Anthony D'Angelo	Unit 101	Joseph Kopeck
Unit 41	Justin Felt	Unit 103	Patrick Catalano
Unit 42	Vacant	Unit 111	Jaytricia Tremel
Unit 43	Troy Scott	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



Hopefully, everyone has been enjoying their summer and summer vacations. Things in the Western Region have been HOT! Bargaining is constantly going on.

Comcast (Corliss) Unit 116 bargaining is in full swing. We have some tentative agreements

on a few items, which include the summer overtime plan, Appendix P, Article 24 Overtime, and Article 9 Workload. Also, we have several items we are waiting for a company response on, which include training, meals, holidays, PTO, subcontracting, health and welfare, and a few others. In addition, we have begun discussions on economics. As we all know from experience, the company acts as if they have no money to give us. Larry Coyne, Unit 116 President, and Tony Pastella, Unit 116 Vice President, are fighting this company tirelessly to get every member of their Unit the best possible contract we can. Please look for updates from our next bargaining session, which will occur on September 3, 2025, and September 4, 2025.

CWA District Vice President Mike Davis and our Local 13000 President James Gardler entered into early bargaining with Verizon. I can tell you these are the **BEST** two people we can have fighting for us at the bargaining table. They worked tirelessly, day in and day out, for weeks trying to get the company to fix the major concerns that we collected from the bargaining survey. Mike Davis and District 1 Vice President Dennis Trainor met with Hans Vestberg to discuss how the company was not moving on our major issues. Following that meeting, when Mike and Jim went back to the table, all things were the same. The Bargaining team came to the decision that what the company was offering was not worth bringing back to the membership. The bargaining team and all of the membership will begin preparing for 2026 negotiations.

Our new Organizer, Justin Voelker, is everywhere trying to organize new companies for CWA Local 13000. One

company he organized is Pennsylvania United. These are the people who go door-to-door at election time passing information out about candidates running for office. The members all discussed who was going to represent them at the bargaining table. I would like to welcome Regina Hendley and Victoria Redmon to the bargaining table. So far, we have had 2 bargaining sessions to build a contract from scratch for these 19 members. We have four more sessions scheduled on August 21, 2025; August 22, 2025; September 11, 2025; and September 12, 2025. We will continue to send bargaining updates after every session.

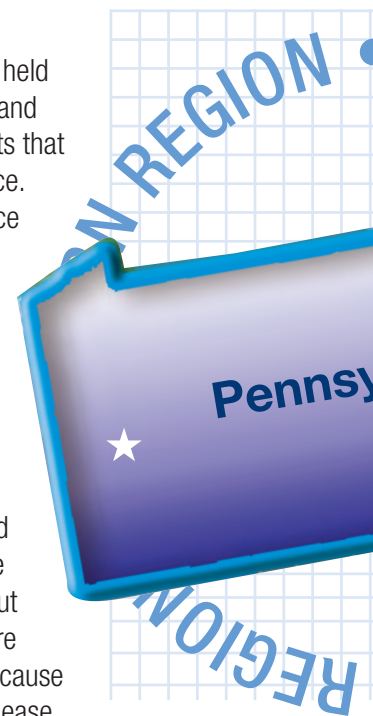
The CWA National Convention was held in Pittsburgh on August 11, 2025, and August 12, 2025. All Unit Presidents that wanted to attend were in attendance. This was a great learning experience for our newer officers to understand the foundation this great Union was built on.

Safety is of the utmost importance to me. I feel it is our job to make sure every member gets home safely every night. We have had some accidents lately and a few vehicle fires. Luckily, with the vehicle fires, no one was injured, but we need to make sure we are aware of our surroundings at all times, because in an instant, things can change. Please be safe out there.

Hopefully, everyone can continue to have a great summer, and hopefully I will see you all 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	Vacant	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

As some of you may already know, employees from Wells Fargo Bank voted to join a union in June 2024. There are now more than 20 unionized locations across the country, with more locations to come. I have been participating in mobilization calls on behalf of Local 13000 since November, where, on these calls, the working conditions at the organized locations are discussed. The Havertown location on West Chester Pike is the only one in Local 13000 as of right now, and we are currently bargaining for their first contract. We have had three bargaining sessions so far, and much like any first contract, it is slow, but we are making progress. More sessions are set in October, where we will continue to negotiate and bargain in the best interests of the bank employees.

At the risk of sounding redundant, I will comment briefly about the CWA's 80th National Convention that was held in Pittsburgh, Pennsylvania, on August 11 & 12, 2025. To summarize it, we were able to vote on a multitude of things, and the Union leaders that make up our Region, Local, and District are united and understand the ever-changing culture of our national union. Not all of our issues pertain to everyone else, nor do they pertain to all of ours. That is because the CWA serves many different industries, including Airlines, Broadcasting, Public Sector workers, Healthcare and Electronics, to name a few. For the most part, spirited debates provided alternative perspectives for others to consider.

We have talked about title jurisdiction many times in the past, and I will continue to do so because it is my opinion that the Company likes to "muddy the waters" whenever possible so that they can get the work done in any manner necessary. This Union has provided the company with ample opportunities to train its employees so that they can carry out more tasks. Workers who have a robust skillset, experience, and knowledge tend to make more money, and that seems to be the case in every industry. It is beneficial for the company to train its employees to perform all of the functions necessary within their job title so that they can get the work accomplished.

It is the Company's job to figure out when the workload is lopsided in an area or a certain job title is busier than normal. They can offer overtime, initiate loans from one area to another, hire more people, or adjust the workload to address the workforce. I ask you as a Union member to stay in your lane when it comes to your job functions and work assigned. It is not what you know or can do; it is what you are being paid to do. It is management's job to manage, so leave it to them to do it. Let us not forget that early bargaining concluded without any progress. The way I see it is our employer does not see the demands that we put across the table as something that they are interested in resolving as of right now. In my opinion, the "Employee Appreciation Day" and "Volunteer Days" are just fluff with no real intent except as a corporate marketing ploy so they can take pictures and post them on social media. I believe Cuba Gooding Jr. said it best in the movie Jerry Maguire. ■

In Unity,

Richard R. Dezzi
Eastern Region Vice President

CWA 80th National Convention





Joe Smolczynski
Secretary-Treasurer



Communication Workers of America-Local 13000

Statement of Financial Position

10/1/2024 to 7/31/2025

Total

ASSETS

Current Assets

Bank Accounts

FIRSTRUST - OPERATING	126,936.58
FIRSTRUST - PAYROLL ACCOUNT	0.00
FIRSTRUST - MEMBER DEFENSE FUND	454.30
FIRSTRUST - MEMBER RELIEF FUND	518.46
PETTY CASH - EXEC BOARD	525.05
PETTY CASH - WEST	500.00
CASH ON HAND	0.00
MISC	0.00

Total Bank Accounts \$ 128,934.39

Other Current Assets

HAVERFORD - MM ACCT	22,613.73
HAVERFORD - US GOVERNMENT	748,641.60
HAVERFORD CORP OBLIGATIONS	1,601,326.19
HAVERFORD - COMMON STOCK	3,621,280.63
MUTUAL FUNDS	1,514,779.52
HAVERFORD FED PRIME	383,772.88
INVESTMENT - HAVERFORD CD'S	0.00
EXCHANGE	35,000.00
INVENTORY - EAST	24,004.58
INVENTORY - WEST	23,549.45
INVENTORY ASSET	146.25
UNDEPOSITED FUNDS	25.70

Total Other Current Assets \$ 7,975,140.53

Total Current Assets \$ 8,104,074.92

Fixed Assets

FURNITURE & FIXTURES	162,293.47
COMPUTER EQUIPMENT	46,144.19
CARNEGIE BUILDING IMPROVEMENTS	311,408.84
PHILADELPHIA BUILDING IMPROVEMENTS	2,850,050.27
ACCUMULATED DEPRECIATION	(2,165,845.46)

Total Fixed Assets \$ 1,204,051.31

Other Assets

SECURITY DEPOSIT	(12,395.84)
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Total Other Assets \$ (12,395.84)

TOTAL ASSETS \$ 9,295,730.39

LIABILITIES AND EQUITY

Liabilities

Total Liabilities

Equity

OPENING BALANCE EQUITY	(24,773.08)
RETAINED EARNINGS	9,126,777.21
Net Revenue	193,726.26

Total Equity \$ 9,295,730.39

TOTAL LIABILITIES AND EQUITY \$ 9,295,730.39

Statement of Activity

10/1/2024 to 7/31/2025

Revenue

TO/FROM COMMUNITY SERVICE FUND	(433.31)
REVENUE - INVENTORY SALES - PHILADELPHIA	3,271.30
REVENUE - INVENTORY SALES - CARNEGIE	1,758.00
REIMBURSED POSTAGE & DELIVERY	5,240.41
REIMBURSED MAILING EXPENSES	90.80
REIMBURSED WAGES - ORGANIZING	60,938.50
REIMBURSED WAGES - MOBILIZING	127,018.46
REIMBURSED WAGES - BARGAINING	3,115.40
REIMBURSED EXPENSES - BARGAINING	123.20
REIMBURSED EXPENSES - MOBILIZING	1,605.68
REIMBURSED WAGES - WESTERN REGION	84.40
INSURANCE REFUND	286.50
REIMBURSED EXPENSES - EDUCATION	6,508.58
REIMBURSED EXPENSES - AMERICAN EXPRESS	425.19
REIMBURSED WAGES - EDUCATION	10,657.79
DUES FROM NATIONAL	2,165,275.38
DUES FROM OTHER EMPLOYEES	5,464.78
DUES - UNION STAFF TO UFCW	330.09
UTILITIES REFUND	325.08
PAYROLL - VOIDED CHECKS REFUND	1,623.18
GAINS & LOSSES	236,974.52
INTEREST INCOME	77,776.58
DIVIDEND INCOME	94,374.49
UNREALIZED GAINS/LOSSES	(139,778.17)
INVESTMENT FEES	(49,901.90)
ARCHETYPE RENTAL INCOME	58,825.00
DISCOUNTS GIVEN	(15,234.64)
UNAPPLIED CASH PAYMENT REVENUE	(138.03)

Total Revenue \$ 2,656,607.26

Gross Profit \$ 2,656,607.26

Expenditures

PAYROLL TAXES WITHHELD	(12.73)
STAFF PARKING WITHHELD	765.00
COMMUNITY SERVICE WITHHELD	(120.00)
EMPLOYEE 401K SAVINGS WITHHELD	0.00
PAC WITHHELD	(40.00)
PAC WITHHELD - UFCW	(130.00)
SALARY - EASTERN REGION	46,721.46
SALARY - WESTERN REGION	36,814.53
SALARY - EXECUTIVE BOARD	5,969.88
UNIT BUSINESS SALARY - EASTERN REGION	106,074.70
UNIT BUSINESS SALARY - WESTERN REGION	113,917.89
CONVENTION SALARY - EASTERN REGION	2,448.80
EDUCATION SALARY	33,419.32

(continued on page 12)



Communication Workers of America-Local 13000

Statement of Activity

(continued)

10/1/2024 to 7/31/2025

ORGANIZING SALARY	68,408.88
MOBILIZATION SALARY	105,173.80
BARGAINING SALARY	11,529.64
LABOR DAY SALARY - EASTERN REGION	569.52
STAFF SALARY - EASTERN REGION	113,974.69
STAFF SALARY - WESTERN REGION	122,706.22
STAFF SALARY - EXECUTIVE BOARD	171,930.78
SALARY - EXECUTIVE BOARD PRES, VP, SEC-TREAS	315,013.59
SALARY - EASTERN VICE PRESIDENT	104,989.98
SALARY - WESTERN VICE PRESIDENT	114,276.82
PAYROLL - TAX EXPENSE	123,199.65
EMPLOYEE BENEFITS	142,146.57
EMPLOYEE BENEFITS - REIM EXPENSE	3,400.00
401K EMPLOYER MATCH	51,890.67
ALLOWANCE - EASTERN REGION	888.00
ALLOWANCE - WESTERN REGION	2,451.50
ALLOWANCE - LOCAL BUSINESS	3,203.24
UNIT BUSINESS ALLOWANCE - EASTERN REGION	6,602.70
UNIT BUSINESS ALLOWANCE - WESTERN REGION	6,841.00
CONVENTION ALLOWANCE - EASTERN REGION	989.00
CONVENTION ALLOWANCE - WESTERN REGION	408.00
CONVENTION ALLOWANCE - EXECUTIVE BOARD	817.00
EDUCATION ALLOWANCE	6,284.00
ORGANIZING ALLOWANCE	680.00
MOBILIZATION ALLOWANCE	216.00
BARGAINING ALLOWANCE	708.66
EDUCATION SUPPLIES & EXPENSE	15,598.97
CWA NEWS	12,173.00
HALL RENTAL - EASTERN REGION	1,275.00
HALL RENTAL - WESTERN REGION	1,475.00
BARGAINING MISC EXPENSE	225.00
UNIT BUSINESS REIM - EASTERN REGION	16,439.29
UNIT BUSINESS REIM - WESTERN REGION	12,509.80
EASTERN REGION BUSINESS - REIM EXP	1,772.36
WESTERN REGION BUSINESS - REIM EXP	5,418.75
EXECUTIVE BOARD BUSINESS - REIM EXP	3,896.47
CONVENTION REIM EXPENSE - EASTERN REGION	322.98
CONVENTION REIM EXPENSE - WESTERN REGION	199.55
MOBILIZATION REIM EXPENSE	1,067.62
BARGAINING REIM EXPENSE	329.00
EDUCATION REIM EXPENSE	7,787.50
ORGANIZING REIM EXPENSE	6,123.45
LABOR DAY EXPENSE - EASTERN REGION	1,000.00
LABOR DAY EXPENSE - WESTERN REGION	232.39

Statement of Activity

(continued)

10/1/2024 to 7/31/2025

TRAVEL, HOTEL & RESTAURANT - EASTERN REGION	7,514.54
TRAVEL, HOTEL & RESTAURANT - WESTERN REGION	6,358.00
TRAVEL, HOTEL & RESTAURANT - EXECUTIVE BOARD	23,880.05
BARGAINING - TRAVEL, HOTEL & RESTAURANT	13,667.82
CONVENTION - TRAVEL, HOTEL & RESTAURANT	15,792.57
EDUCATION - TRAVEL, HOTEL & RESTAURANT	3,128.03
ORGANIZING - TRAVEL, HOTEL & RESTAURANT	4,966.01
REGISTRATION - EXECUTIVE BOARD	1,475.00
UTILITIES - PHILADELPHIA	22,378.97
UTILITIES - CARNEGIE	4,443.04
BUILDING MAINTENANCE - PHILADELPHIA	31,030.43
BUILDING MAINTENANCE - CARNEGIE	4,637.94
PROTECTION - EASTERN REGION	3,361.00
PROTECTION - WESTERN REGION	34,638.03
PROTECTION - EXECUTIVE BOARD	3,685.00
PAYROLL - PROCESSING FEES	19,355.42
SANITATION - CARNEGIE	1,298.74
WATER & SEWER - PHILADELPHIA	2,841.88
WATER & SEWER - CARNEGIE	901.24
REAL ESTATE TAXES - PHILADELPHIA	34,814.43
REAL ESTATE TAXES - CARNEGIE	7,390.08
LOCAL TAX	350.00
CONTRIBUTIONS - BOARD	8,150.00
PROFESSIONAL FEES - LEGAL	30,084.71
PROFESSIONAL FEES - ACCOUNTING	30,000.00
PROFESSIONAL FEES - MISCELLANEOUS	4,750.20
POSTAGE & DELIVERY - EASTERN REGION	856.15
POSTAGE & DELIVERY - WESTERN REGION	9,618.54
POSTAGE & DELIVERY - EXECUTIVE BOARD	3,218.99
OFFICE SUPPLIES - EASTERN REGION	6,865.91
OFFICE SUPPLIES - WESTERN REGION	3,032.17
OFFICE SUPPLIES - EXECUTIVE BOARD	4,636.13
BONDS & INSURANCE	31,825.56
PRINTING & TYPING - EASTERN REGION	2,850.78
PRINTING & TYPING - WESTERN REGION	1,152.38
PRINTING & TYPING - EXECUTIVE BOARD	2,364.10
TELEPHONE - EASTERN REGION	12,657.70
TELEPHONE - WESTERN REGION	11,885.80
TELEPHONE - EXECUTIVE BOARD	9,635.90
COMPUTER SYSTEM WORK - PHILADELPHIA	1,193.75
COMPUTER SYSTEM WORK - CARNEGIE	5,212.63
SYMPATHY	1,357.40
EQUIPMENT LEASING - EASTERN REGION	14,010.07
EQUIPMENT LEASING - WESTERN REGION	13,834.06

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Communication Workers of America-Local 13000

Statement of Activity

(continued)

	10/1/2024 to 7/31/2025
EQUIPMENT LEASING - EXECUTIVE BOARD	14,010.03
MAINT AGREEMENT - EASTERN REGION	2,835.00
MAINT AGREEMENT - WESTERN REGION	571.13
MAINT AGREEMENT - EXECUTIVE BOARD	2,835.00
SUBSCRIPTIONS - EASTERN REGION	304.89
SUBSCRIPTIONS - EXECUTIVE BOARD	10,458.42
MEMBERSHIP - CLC EASTERN REGION	7,913.70
MEMBERSHIP - CLC WESTERN REGION	5,167.60
OFFICE EXPENSE - EASTERN REGION	287.55
OFFICE EXPENSE - EXECUTIVE BOARD	367.55

Statement of Activity

(concluded)

	10/1/2024 to 7/31/2025
SERVICE CHARGES	3,078.14
PENSION FUNDING	50,000.00
UNAPPLIED CASH BILL PAYMENT EXPENDITURE	(3,446.05)
Total Expenditures	\$ 2,464,459.00
NET OPERATING REVENUE	\$ 192,148.26
Other Revenue	
AMEX REFUND INCOME	1,578.00
Total Other Revenue	\$ 1,578.00
NET OTHER REVENUE	\$ 1,578.00
NET REVENUE	\$ 193,726.26

Operating Account

Asset Composition	Ending Market Value	% of Account	Estimated Annual Income
Cash Equivalents	\$ 47,778.74	100%	\$ 2,029.74
Accrued Income	\$ 171.43		
Ending Mkt Value + Accrued Inc.	\$ 47,950.17		
Starting Value	\$ 47,613.73		\$ 46,607.05
Deposits	\$ 0.00		\$ 0.00
Withdrawals	\$ 0.00		\$ 0.00
Dividends and Interest	\$ 165.01		\$ 1171.69
Transfers	\$ 0.00		\$ 0.00
Change in Value of Investments	\$ 0.00		\$ 0.00
Ending Market Value On 7/31/25	\$ 47,778.74		\$ 47,778.74

	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	\$47,778.74	\$1.00	\$47,778.74	\$1.00	\$47,778.74
Asset Total	\$47,778.74		\$47,778.74		\$47,778.74
Accrual total					\$171.43
Grand total	\$47,778.74		\$47,778.74		\$47,950.17

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Communication Workers of America-Local 13000

Emergency Fund

	Shares	Unit Cost	Total Cost	Current Market Value
Cash Equivalents				
Money Market - Taxable - Standard				
Federated Hermes Govt Obligations				
PS Fund 117 (GOFXX) - Principal	183,838.510	1.00	183,838.51	183,838.51
Equity				
Domestic				
Air Prods & Chems Inc Com (APD)	277.000	156.63	43,386.29	79,742.76
Alphabet Inc (GOOGL)	668.000	177.73	118,722.48	128,189.20
Apple Inc Com (AAPL)	895.000	16.42	14,700.37	185,775.15
Blackrock Inc (BLK)	132.000	152.66	20,151.40	145,993.32
Chevron Corporation (CVX)	560.000	163.36	91,480.35	84,918.40
Coca Cola Co Com (KO)	1,270.000	28.89	36,692.06	86,220.30
Costco Whsl Corp New Com (COST)	155.000	302.27	46,852.58	145,644.20
Honeywell Intl Inc Com (HON)	680.000	178.36	121,287.37	151,198.00
JPMorgan Chase & Co Com (JPM)	550.000	40.55	22,304.59	162,932.00
Johnson & Johnson Com (JNJ)	632.000	61.99	39,179.07	104,115.68
Lilly Eli & Co Com (LLY)	64.000	725.16	46,410.07	47,364.48
Lowes Cos Inc Com (LOW)	515.000	69.51	35,795.48	115,138.55
Mastercard Inc Class A (MA)	289.000	70.40	20,346.01	163,709.83
McKesson Corp (MCK)	140.000	439.87	61,581.77	97,095.60
Meta Platforms Inc Class A (META)	35.000	720.79	25,227.80	27,070.40
Microsoft Corp Com (MSFT)	405.000	74.16	30,035.61	216,067.50
Nextera Energy Inc (NEE)	1,070.000	61.86	66,191.06	76,034.20
Nvidia Corp (NVDA)	517.000	110.62	57,188.55	91,958.79
Oracle Corp Com (ORCL)	1,072.000	50.14	53,745.46	272,041.44
Pepsico Inc Com (PEP)	794.000	68.90	54,704.00	109,508.48
RTX Corp (RTX)	1,604.000	78.08	125,245.26	252,742.28
S&P Global Inc (SPGI)	93.000	187.63	17,449.73	51,252.30
Stryker Corp (SYK)	213.000	306.98	65,387.72	83,651.49
TJX Cos Inc New Com (TJX)	1,098.000	27.74	30,462.59	136,733.94
Texas Instrs Inc Com (TXN)	585.000	185.06	108,257.98	105,920.10
Thermo Fisher Scientific Inc (TMO)	142.000	560.43	79,580.47	66,410.56
Waste Mgmt Inc Del (WM)	154.000	233.61	35,975.88	35,290.64
iShares Core S&P Mid-Cap ETF (IJH)	3,105.00	34.98	108,598.07	195,708.15
iShares Core S&P Small-Cap ETF (IJR)	1,636.00	68.58	112,204.39	180,418.08
Domestic Total:	19,350.00		1,689,144.46	3,598,845.82
Equity ETF				
SPDR S&P 500 ETF Trust (SPY)	719.000	416.33	299,339.9	\$454,465.52
Foreign				
Aon Plc CLASS A (AON)	148.000	382.23	56,570.32	\$52,645.08
Equity Total:	20,217.000		2,045,054.68	4,105,956.42
Fixed Income				
Corporate Bonds & Notes				
Bank Of America 5.015% 7/22/2033	60000.000	100.36	60,217.37	60,524.51
Bank Of America Corp 5.819% 9/15/29	85,000.000	100.19	85,158.85	88,313.82

(continued on page 15)



Communication Workers of America-Local 13000

Emergency Fund (concluded)

	Shares	Unit Cost	Total Cost	Current Market Value
Berkshire Hathaway Finance Corp 1.45% 10/15/2030	70,000.000	99.87	69,918.88	61,059.01
Blackrock Inc 4.75% 5/25/2033	110,000.000	98.12	108,030.36	110,329.53
Duke Energy Carolinas 4.85% 1/15/2034	130,000.000	95.29	124,142.88	129,197.71
FN FA1559 Mtge 5.50% 5/1/2055	160,481.680	98.78	158,521.32	159,478.94
JPMorgan Chase & Co 3.782% 2/1/28	125,000.000	93.87	117,331.25	123,745.80
Merk & Co., Inc. Mkcinc 6.5 12/01/2033 Var USD Corpoarte	130,000.000	111.44	144,873.46	146,740.65
Morgan Stanley 6.407% 11/1/2029	135,000.000	105.67	142,083.64	142,638.04
PNC Financial Services 5.492% 5/14/2030	100,000.000	101.14	101,075.95	103,601.90
Texas Instruments Inc 2.25% 9/4/2029	100,000.000	91.15	91,151.05	92,557.70
United Health Group Inc 5.00% 4/15/2034	100,000.000	103.73	103,566.69	99,185.13
Corporate Bonds & Notes Total:	1,305,481.680		1,306,071.70	1,317,372.73
Corporate Bonds & Notes - Mortgage-Backed				
FN CB7968 Mtge 5.00% 2/1/2054	166,589.643	99.03	164,975.81	162,121.13
Fixed Income Fixed Income ETF				
Janus Henderson AAA CLO ETF (JAAA)	4,930.000	50.78	250,345.40	250,394.70
Janus Henderson Mortgage-backed Securities ETF (JMBS)	11,472.00	45.75	524,870.41	512,568.96
iShares 0-5 Year TIPS Bond ETF (STIP)	2,138.00	101.50	217,012.77	219,850.54
iShares Floating Rate Bond ETF (FLOT)	3,065.00	50.74	155,518.10	156,437.60
Fixed Income ETF Total:	21,605.00		1,147,746.68	1,139,251.80
Municipal Bonds & Notes - Taxable				
California St 3.05% 4/1/29	100,000.00	102.20	102,198.52	96,457.00
Radnor PA 1.729% 11/1/28	50,000.00	100.00	50,000.00	45,340.50
Municipal Bonds & Notes - Taxable Total:	150,000.00		152,198.52	141,797.50
U.S. Government Agency Obligations - Mortgage-Backed Bonds				
FR SD8368 6.00% 10/1/2053	90,579.173	98.94	89,621.28	91,870.80
Federal Farm Credit Banks Funding 1.33% 11/3/2026	200,000.000	100.04	200,076.80	192,632.90
G2 MA9365 Mtge 7.00% 12/20/2053	49,688.374	102.08	50,720.96	51,468.92
U.S. Government Agency Obligations - Mortgage-Backed Bonds Total:	340,267.547		340,419.04	335,972.62
U.S. Treasury Bonds & Notes				
U.S Treasury 4.00% 2/15/34	125,000.000	97.07	121,337.83	122,388.68
US Treasury Notes 2.00% 11/15/2026	175,000.000	103.76	181,573.54	170,474.61
United States Treasury 4.00% 10/31/29	305,000.000	99.21	302,580.77	305,931.68
U.S. Treasury Bonds & Notes Total:	605,000.000		605,492.14	597,794.97
Asset Total	2,792,999.380		5,945,797.08	7,985,105.68
Accrual Total				26,463.71
Grand Total	2,792,999.380		5,945,797.08	8,011,569.39



LABOR DAY PARADE AND FAMILY FESTIVAL

— SEPTEMBER 1, 2025 —



SHEET METAL WORKERS LOCAL 19



9 AM GATHER

9:30AM PRE-PARADE KICK OFF RALLY

**10 AM PARADE STEPOFF
(NEW PARADE ROUTE THIS YEAR - ROUTE
DETAILS ON NEXT PAGE)**

**POST PARADE: FAMILY FESTIVAL WITH
FOOD, RIDES / GAMES, COMMUNITY
EXPO, AND MORE!**



CWA Brothers, Sisters, Retirees and Families:
**DOWNTOWN PITTSBURGH
LABOR DAY**

PARADE

September 1, 2025

➤ Shuttle bus service departs from Fairhaven Park • Andrews Shelter •
Kennedy Twp., PA 15136 @ 8:15 AM Sharp!

Gathering on Crawford Ave. (Above PPG Paints Arena) before 10:00 a.m.
Following the Parade:

CWA PICNIC @ FAIRHAVEN PARK

Andrews Shelter (Lower Level)
Fairhaven Road – Kennedy Twp., PA, 15136

- Parade shirts will be distributed downtown at the start of the parade.
- One shirt per person - **MUST** be present.
- No shirts will be distributed after the parade.
- Pets must always be leashed as they are prohibited to run at large in Fairhaven Park.

Please contact your Local or
CWA Local 13000 Western Region office
412-429-9292

Fraternally, CWA Labor Day Parade Committee - Pittsburgh