



January/February Volume 81, Issue 1 2021

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

**Journal of
Local 13000
IN THIS ISSUE**

- Message from the President
- In Memoriam
- Grey Matters
- Retired Members Council in Pennsylvania
- The Local Buzz
- Western Region
- Eastern Region
- Protecting the Right to Organize Act
- 2021 Scholarship Essay Contest
- Women's View
- Financials



Message from the President

The inauguration of Joe Biden as the 46th president of the United States took place on January 20, 2021, marking the commencement of the four-year term of Joe Biden as president and Kamala Harris as vice president. Upon the completion of the inauguration President Biden wasted no time making changes that will benefit working men and women in this country. President Joe Biden fired Peter Robb, the Trump-appointed general counsel for the National Labor Relations Board. The White House notified Robb of his dismissal by letter sent minutes after Biden was sworn in Wednesday.

The Biden administration named Democratic NLRB member Lauren McFerran to head the board, taking over from member John Ring, the Republican chairman since 2018 who presided over major business-friendly decisions during the Trump administration.

For unions, Robb's removal offered reassurance that Biden would live up to his pledge to fully support labor. Union allies began calling for the general counsel's ouster only days after the November election, pointing to the attorney's record of siding with employers in key cases and his efforts to rein in the agency's regional offices.

Our own National President Chris Shelton was one of the original Labor Leaders calling for Robb's removal on day 1. He has seen 1st hand the problems we have had since Robb has



represented the NLRB and we all knew that he had to go.

As we look forward to additional appointments by the Biden administration, we are hopeful to see more labor friendly leaders in these positions to make the necessary corrections to the unjust acts that occurred under the previous administration.

Locally here in Pennsylvania we are facing another challenge in the form of judicial gerrymandering. Ever since partisan control of the Pennsylvania Supreme Court tipped following the 2015 Election, there has been an effort to eliminate the statewide election of Judges and Justices to Pennsylvania's appellate courts. A constitutional amendment to create judicial districts passed the legislature first in the 2019-2020 legislative session and is poised to pass again this session as HB38. This power grab would allow the legislature to draw the judicial districts for the Commonwealth, Superior, and Supreme Courts, injecting an unprecedented level of partisanship into the judicial branch. These courts write decisions that set legal precedent for all lower courts in Pennsylvania, and every voter in Pennsylvania should have an equal voice in electing each member of these courts. The Pennsylvania AFL-CIO strongly opposes any effort to change the method by which we elect statewide Judges and Justices in Pennsylvania. We will keep everyone posted on this issue and if we

(continued on page 2)

Message from the President

(continued from page 1)

need the membership to take action on this matter, we will get the message out to everyone.

On the Covid-19 front we continue to have dialogue with the employers across the state. We have approached many of them to discuss vaccine availability and what if any plans are in place for the membership to expedite this process. Many of the employers are deferring to the state and the process that they are rolling out to vaccinate workers in the state. We will continue to look for alternatives as it relates to the vaccine in order to get this to our members as quickly as possible.

The existing agreements we have because of the pandemic continue to be extended to protect our members and their families. In one instance an employer is attempting to end home garaging and we are in discussions to have them back off this until the vaccine is more accessible to people to contain this pandemic.

Finally, we are seeing several of our employers going back to some of their old tricks causing hardship for the membership. We will be reinforcing this fact with the Units and the Branch Reps so that our members are represented properly in all our locations and we will not let any of these employers take advantage of the membership throughout the state.

Lastly, I would ask every one of you and your families to stay safe. We are hopefully getting to the end of this pandemic and working back to a normal lifestyle. ■

In Unity,



James Gardler

President CWA Local 13000

IN MEMORIAM

William N. Moyer, III-Retiree

Unit 33, Branch 01
Deceased December 01, 2020

Clayton Koltz-Retiree

Unit 33,
Deceased December 26, 2020

Richard L. Myers-Retiree

Unit 14, Branch 16
Deceased November 11, 2020

Ernest Stewart-Retiree

Unit 33, Branch 06
Deceased January 02, 2021

Betty Ulerick-Retiree

Unit 32, Branch
Deceased November 03, 2020

Charles Ewer-Retiree

Unit 25, Branch 07
Deceased January 08, 2021

Gary L. Black-Retiree

Unit 32, Branch 02
Deceased December 07, 2020

Shirley J. Emery-Retiree

Unit 33, Branch 06
Deceased January 13, 2021

Bruce H. Winter-Retiree

Unit 32, Branch 03
Deceased December 11, 2020

Jacqueline Kester-Retiree

Unit 211, Branch 04
Deceased January 17, 2021

John Stettner-Retiree

Unit 33, Branch 06
Deceased December 31, 2020

Toni R. Jancart-Retiree

Unit 41, Branch 09
Deceased January 12, 2021



(ISSN:1050-0154)

CWA Local 13000 Executive Office
2124 Race Street, 3rd Floor
Philadelphia, PA 19103
215-564-6169
Volume 81, Issue 1



EXECUTIVE BOARD

James J. Gardler
President

Jeff C. Reamer
Executive Vice President

Marisa MacCrory
Secretary – Treasurer

Richard R. Dezzi
Vice President, Eastern Region

Gregg Bialek
Vice President, Western Region

CWA 13000 NEWS is published bi-monthly by Local 13000, CWA, AFL-CIO. CWA Local 13000 Executive Board offices are located at 2124 Race Street, Third Floor, Philadelphia, PA 19103. Telephone (215) 564-6169. CWA 13000 NEWS business and editorial offices are located at the same address.

Subscription Rates: Of the amount paid as annual dues to CWA Local 13000, \$5.00 is paid as a year's subscription to CWA 13000 NEWS. To other than active members, \$10.00 per year in advance. Members have the privilege of expressing their views, but all articles must be signed. Articles detrimental to the Union will be subject to review by the Executive Board. Second-class postage paid at Philadelphia, Pennsylvania. Postmaster: Send address changes to: CWA 13000 NEWS, CWA Local 13000, AFL-CIO, 2124 Race Street, Third Floor, Philadelphia, PA 19103.

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





IN MEMORIAM

Jacqueline A. Kester

Jacqueline A. Kester, 68 a resident of Clifton Heights passed away on January 17, 2021.



Jackie was born in Chester to the late Aldine Wright. She was a graduate of Chester High School. Jackie worked for Verizon for 40 years until her retirement. She was forced to AT&T at divesture but able to return to Bell Atlantic (Verizon) in 1994. Jackie was appointed Unit 211 Vice-President on 8-11-2004 and held that position until her retirement on 12-17-2008. She attended CWA Local 13000 convention as a delegate in 2008. Jackie was elected to the Retired Members Council as President for RMC Local 13020 from the day it was formed. Jackie conducted some of the best retiree meetings for the members of her council and always provided the most up to date information at these meetings.

Jackie enjoyed spending time at the beach and casinos. She loved and rescued animals. Jackie was a loving wife who will be dearly missed by all of her family and friends.

Survived by her husband of 47 years, Joseph W. Kester; siblings, Irene Myers, Joann (Pito) Santana, Winfield (Sharon) Wright, David (Twila) Wright and Steven (Carolyn) Wright; brother in law, Bill (Kelly) Kester. Also survived by many nieces and nephews.



Grey Matters RAY BUNTING

Moving forward



Unions are our best solution to most of the problems that workers have to deal with every day. The newest promise to raise the minimum wage to \$15.00 has been compromised for years by the lie that workers would lose their jobs. Workers have jobs that need to be done! The boss is not going to take off his suit and dirty his hands by doing honest labor, that is what we do, and it is necessary. Let us hope that the promise of raising the wage becomes a reality!

The year 2020 had a lot of protests and demonstrations that probably helped the democratic process turn around toward a path that may help workers get better wages, health care and retirement packages. Tax laws may be increased for the wealthy so the Government can afford the improvements for workers benefits.

Education is another area that needs improvement and has been one of the recent demands. Including training that leads to good paying union jobs would benefit everyone and do a lot to eliminate poverty.

All Americans need the benefit of good jobs, good education, and good health care. Unions and civil rights organizations have made these demands constantly and now it seems we may be moving in the right direction! We cannot however be distracted by promises we must look for results and be diligent in our demands "And so, we lift our gaze, not to what stands between us, but what stands before us". This is "The hill we must climb. "All of us together can bring our Democracy to our side and bring prosperity to all Americans and have the world look at us again in our favor. Several years ago, Tony Blair the Prime minister of Great Britain said, The measure of a country is by how many people want to get in, we have a lot of people who want to come here. Many immigrants come here and get college degrees and then stay, that's a win. Our population is growing older, Social Security is costing more, and we need younger people to come and have good paying jobs and pay taxes. Unions are the way to ensure the jobs pay well.

Our union is always negotiating or preparing to negotiate a contract, Verizon comes up in 2023 and our last one involved a strike, but we did have a good contract. Before the union went on strike the retired members had "informational picket lines" for months and this was part of our success. One of the leaders of this successful endeavor was Jackie Kester who was on that picket line every day leading her members and encouraging their participation. Jackie passed away January 17, 2021 we will all miss her. Jackie had 40 years before her retirement and was always an active participant in union activities. I am sure we will all miss her she helped us all.

In the future we may have picket lines and demonstrations we will need good attendance. I have been to many events and we had no problems with police. One demonstration I was at we were crossing City Line Ave. and the police were holding traffic for us(necessary.) I thanked the officers as we waked past them. Police have a union, we had a permit, no problem! So, if the union has a demonstration, they want you to attend it will be safe.

I am optimistic about the future but all of us must be sure to vote, write to congress people and be active. The last thing you want to hear is a politician say is, "What the American people want is" when there is no poll or any evidence, he had any contact with any person or group of people. Just another lie, Another familiar lie is the ad on TV where they say "And it's free." Believe me it is not. We must be able to know when a lie is a lie and demand what we want. The more we are all together the more we will succeed. We all need a living wage good health care and better education that leads toward a job.

Ray Bunting

President RMC 13021



RETIRED MEMBERS COUNCIL IN PENNSYLVANIA

CHAPTER PRESIDENTS	EMAIL
13000 JACK CALDWELL.....	jackbarb992@verizon.net
13017 JOE KINCADE	jck422@comcast.net
13019 JAMES STURGES.....	ozsturge@yahoo.com
13020 VACANT.....	N/A
13021 RAYMOND BUNTING	raybunting007@gmail.com
13022 VACANT.....	N/A
13023 MARIE MACCRORY	mariee1017@msn.com
13025 JACK SANTRY	jmsantry@ymail.com
13031 JOHN LLOYD	jllell@verizon.net
13032 LIZ DENN	windmill7@verizon.net
13033 THOMAS MILLER.....	mux54@aol.com
13035 AUDREY YAKIMOWICZ	audreyyak@yahoo.com
13044 DAVID EVANS	judith_l_evans@hotmail.com
13054 JERRY MARKOWITZ.....	markowitzga@verizon.net
13056 ROBERT BOLAND	veb378@hotmail.com
13057 STEPHEN YOKOPENIC	stevey2@comcast.net
13059 DAVID P HUGHES.....	dave194765@msn.com

If you are a recently retired member and are interested in joining your local chapter please reach out to the chapter president or the local offices in Philadelphia and Carnegie.

The Local Buzz The Local Buzz The Local Buzz



*Report of Executive
Vice President,
Jeff Reamer*

VERIZON

In late January, talks resumed with the Company surrounding both the “Home Garaging” and “Work From Home” agreements that were both set to expire at the end of January. As a result, the Home Garaging agreement has been extended through February 28, 2021 and the Work From Home agreement was extended through April 30, 2021. With the promise of increased vaccine availability in the near future, members must not get a false sense of security and let their guard down. Ensure that you are following all safety protocols and are continuing to utilize all the proper PPE.

Talks between the Union and Company began in mid January over the Company’s announcement of a need to temporarily loan specific titles into the FSC. While these loans on the surface are not a violation of our contract, the Union’s intent in these talks was to hear the Company’s plan and ensure the Company follows the guidelines outlined in the contract as well as ensure the fairness to employees. To date, there is no agreement from the Union on the Company’s outlined plan. While the issue continues to be unresolved, updates will be relayed to the membership as events unfold. The membership should report issues surrounding these potential loans to Union officials in real time. ■

AT&T MOBILITY

Preliminary talks between the Union and the Company have resulted in an extension being reached in late December for our Orange contract set to expire on February 12, 2021. This 1-year extension will now be in full effect through February 11, 2022. Included in this negotiated extension agreement is a 2.5% wage increase at the top of the wage scale with the lower steps of the scale increased exponentially effective on February 13, 2021. Additionally, all existing contractual provisions and letters of agreement will continue in full force, unchanged throughout the entire duration of the agreement. The Medical Benefits piece of the agreement also keeps our members premium contribution percentages unchanged. ■

COMCAST

Currently, two of our three Comcast Units are still fighting at the bargaining table for a fair contract. Our Unit 119 members in Alle-Kiski whose original contract expiration was in May of last year and our Unit 115 members in South Hills whose expiration came and went in November of last year. The Company’s proposals on area jurisdiction and movement between bargaining units continues to be a main roadblock at both tables. In addition, proposals surrounding various workplace enhancements that the Union has on the table as well as the main economic issues are also unresolved at both tables. Bargaining has continued through late January and is scheduled to resume in early February. Both of our bargaining teams remain committed to settle for nothing less than a fair contract for our membership. Bargaining updates will continue to be relayed to the membership as events occur. ■



The Local Buzz The Local Buzz The Local Buzz

WINDSTREAM

Despite the ongoing pandemic, notice was received by the Company in late January that effective on February 1st they will be ending home garaging and technicians will now need to report to the workplace at the start of their day. The notice added that technicians will still be required to do health screening, wear masks and adhere to social distance guidelines. When safety concerns were raised by the Union, the Company's response was their position is they are ending home garaging in order to operate more efficiently. However, they are allowing technicians to go directly from their personal cars to their work vehicles bypassing the building all together, which makes no logical sense to support their position. On the arbitration front, the grievance filed over the Company's refusal to include the FST title in the negotiated contractual annual wage increases is scheduled to be heard in front of an arbitrator on March 30, 2021. ■

AVAYA

Contract talks between the Union and the Company have resulted in a two-year contract modification and extension agreement being reached in late December 2020, prior to the upcoming 2021 contract expiration. Details of this new agreement include wage increases of 2% each year, guaranteed no layoffs through 3/31/2021, enhanced union orientation language, design changes to the medical expense plan, and negotiated HRA funding for present and future retirees. All other contractual language and provisions remain in full effect and are unchanged. This extension agreement was overwhelmingly ratified by the membership on a national scale into contract and is now in full effect until June 24, 2023. ■

CONSOLIDATED COMMUNICATIONS (CLEC)

After bargaining preparations were already in full swing for our Unit 104 members in the CLEC contract that was set to expire at the end of February, early pre-bargaining talks with the Company have yielded a 1-year extension agreement. This extension agreement provides a 1.5% wage increase with all other contractual provisions remaining intact. The extension agreement is now in effect through February 28, 2022. Updates on future talks occurring between the Company and the Union over issues outside of contract talks will continue to be relayed to the membership in real time. ■

Upcoming 2021 Contract Expirations:

Verizon Select Service-
Unit 22 Branch 11- 5/15/2021

American Red Cross, Johnstown -
Unit 111- 9/30/2021

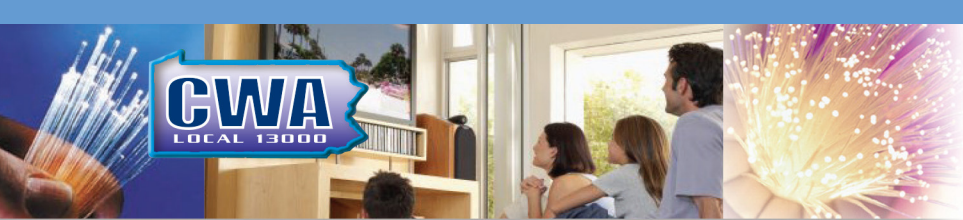
Windstream, Brookville, Enon, Knox-
Unit 103 – 9/30/2021

Windstream, Kittanning, Murrysaville-
Unit 103- 9/30/2021

Windstream, Ridgway-
Unit 103- 9/30/2021

Windstream, Muncy, Lansford-
Unit 103- 9/30/2021

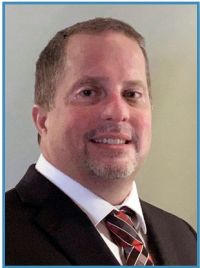
Newtown Township Firefighters-
Unit 25 Branch 11- 12/31/2021



WESTERN REGION UNIT PRESIDENTS

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

Western Region



I would like to take this opportunity to wish everyone a Happy New Year; hopefully, this year will be a better year than 2020.

Your Western Region office has been open and will continue to operate through the pandemic to serve the membership. All

grievances have been kept current and we are ready for what 2021 will bring us.

Bargaining handled out of the Western Region Office has been on-going through the pandemic via conference calls and video calls. Comcast Unit 119 Alle-Kiski bargaining continues; the company has made little movement towards our concerns and only is worried about what they can take away from our members. We have slowly been chipping away at the company to have our demands heard. Please feel free to talk to your Union Representatives to discuss how you can get involved in the fight against corporate greed!

Comcast Unit 115 South Hills has been having the same issues with Comcast. You would think that with two other contracts in front of this Unit things would get easier, but they actually get harder. The company thinks of other items that they did not think of asking for in the other contracts which cause new fights for us across the virtual bargaining table.

Consolidated Communications CLEC contract was set to expire on February 28, 2021. The bargaining team spoke with the members to discuss concerns they were having in the workplace, as well as, sending bargaining surveys out to the membership. We had a few discussions with the company about bargaining and agreed to a one-year contract extension with a 1.5 percent wage increase and with nothing else in the contract being touched. This extension will expire on February 28, 2022. We plan on addressing other concerns that the members had in the upcoming quarterly CIF meeting.

Now with some good news. Our American Red Cross members have begun receiving the COVID-19 vaccines,

voluntarily. If a member has any side effects from the vaccine, they are not holding any points against the member nor are they moving anyone on the attendance policy. We appreciate the American Red Cross doing right by our members.

Covid-19 is still out there and still hitting us in the workplace on a daily basis. Please remember to wear your masks when entering any company location (CO, garage etc.) and use your company supplied PPE. If for some reason you do not have PPE available, please reach out to your local representative and let them know.

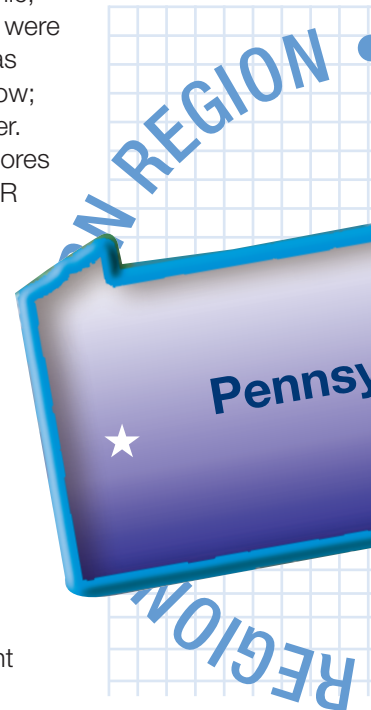
For a brief period during the pandemic, some of the AT&T Mobility locations were temporarily closed. AT&T mobility has been back working for some time now; this is the only UNION wireless carrier. Please make sure to stop into the stores and purchase your phones from OUR CWA members.

Windstream has canceled their home garaging agreement, effective February 1, 2021. Their excuse for doing so was it will improve operational efficiency by starting their workday from the work center as they have done in the past. Again, I cannot stress enough for the need to social distance and the use of proper PPE while being at the work centers.

Verizon's work from home agreement has been extended to April 30, 2021 while the home garaging agreement was extended to February 28, 2021. As we get updates, we will send e-mails to your Unit Presidents, the Facebook page, and the Union Strong App.

As always, please continue to stay safe and healthy!

Gregg Bialek
Western Region Vice President



EASTERN REGION UNIT PRESIDENTS

Unit 1	Tom Romantini	Unit 23	Bill Scott
Unit 11	Jaime Schools	Unit 25	Dave Gain
Unit 13	Charlie Butz	Unit 33	Craig Brasten
Unit 14	Orland Jones	Unit 34	Daisy Ellerbee
Unit 15	Chris Wackerman	Unit 37	Dave Baker
Unit 21	Joe Kincade	Unit 211	Wynnetta Ward
Unit 22	Joseph Peruggia		

CWALOCAL13000NEWS



Eastern Region



Around the Region

Covid-19 Agreements for Verizon employees have been extended through at least the end of February. At this time, it is unclear if these agreements will extend beyond that date, but what is clear is the safety concern of the employees. We should not be in work locations flooded with other employees unless it is absolutely necessary. If you have to then please practice safe social distancing and wear a mask. It may not be the best circumstance, but it will at least reduce chances, especially since we can spread it to others. One would hope that through the vaccine and additional safety measures, we might be able to get back to normal at some point in 2021.

Constant modifications and adjustments to Covid-19 policies raise many questions for the employees understandably since they appear to be ever-changing.

Nine months ago, notifications from the company went to the employees in a swift effective manner and that provided us with a certain level of security. Now it seems that we are finding out about positive cases from our peers several days after exposure and that is extremely frustrating.

The Local 13000 Executive Board has informed upper-level management on several occasions and it has not been resolved. This is why I tell employees that any situation that becomes unclear regarding contact, exposure involving Covid-19 should be directed to HR. Any question or concern that seems unclear to you can be directed to your Union Representative once HR has been contacted.

Over the past year, we have had several employees investigated both on and off the job regarding their posts on social media. According to Verizon, they believe that if you announce that you work for Verizon on a social media page, then they reserve the right to view these posts when they can obtain it from a public domain, another employee, or a friend. According to a Labor Arbitration Institute periodical from December 2019, "When an employee is on-the-job, the employee should not expect any privacy when it comes to the use of the employer's equipment". In fact, it is best to assume that the employer is monitoring all of its equipment while an employee is on the job. Many of us have already been operating with that mindset but where the issue becomes ambiguous is when an employee is using personal equipment outside of work hours. There have been cases where the employee has been disciplined for posts on social media and arbitrators have upheld the discipline. In other words, off-duty cases have been tested where the employee is at home and communicating to work colleagues or friends and the company has been able to view the private posts usually by way of a "friend" or "another employee" arbitrators have ruled that the employer is empowered to act.

The purpose of this article is to provide the information to the membership so that they are aware of instances that have occurred in the past, not to start a debate. Unfortunately, there is no exact blueprint on what an employee can post versus what they cannot post, but employees should always be mindful of their posts, even if it is a repost of someone else's.

In Unity,

Richard R. Dezzi
Eastern Region Vice President



Protecting the Right to Organize Act

PRO-Act FACT SHEET

The American economy is not working for most Americans. While corporations and the wealthy continue to capture the rewards of a growing economy — working families and middle-class Americans are being left behind. From 1980 to 2017, average incomes for the bottom 90 percent of households increased just 1.1 percent, while average incomes for the wealthiest 1 percent **increased more than 184 percent**.

This inequality is not a natural product of a functioning economy. It is the result of policy choices that have stripped workers of the power to join together and negotiate for decent wages, benefits, and working conditions. The *Protecting the Right to Organize (PRO) Act* restores fairness to the economy by strengthening the federal laws that protect workers' right to join a union.

Unions are critical to increasing wages and creating an economy that rewards hardworking people, but special interest-funded attacks on labor laws have eroded union membership. In 1956, roughly one in every three workers were union members. After a decades-long effort to weaken and exploit toothless labor laws, just 10 percent of American workers are unionized today.

The Protecting the Right to Organize Act protects the basic right to join a union by:

1. Introducing meaningful, enforceable penalties for companies and executives that violate workers' rights
2. Expanding workers' collective bargaining rights and closing loopholes that corporations use to exploit workers
3. Strengthening workers' access to fair union elections and requiring corporations to respect the results.

Introducing Meaningful, Enforceable Penalties for Companies that Violate Workers' Rights

Under the National Labor Relations Act (NLRA), the federal law that protects workers' right to join together and negotiate with their employers, there are no monetary penalties for companies that violate workers' rights and no assurance that workers will have timely access to justice. In response, the Protecting the Right to Organize Act:

- **Authorizes meaningful penalties for companies and executives for violating workers' rights.** The bill authorizes the National Labor Relations Board (NLRB) to assess monetary penalties for each violation in which a worker is wrongfully terminated or suffers serious economic harm. The bill also permits the Board to impose personal liability on corporate directors and officers who participate in violations of workers' rights or have knowledge of and fail to prevent such violations.
- **Streamlines access to justice for workers who suffer retaliation for exercising their rights.** Rather than enduring a long period of unemployment waiting for their case to be heard, the bill requires the NLRB to immediately seek an injunction to reinstate the employee while their case is pending. It also gives the NLRB the power to enforce its own rulings, like other federal agencies, instead of waiting for a decision from the Court of Appeals.
- **Authorizes a private right of action for violations of workers' rights.** The bill allows workers to seek justice in court when employers unlawfully interfere with their rights or retaliate against them for exercising their rights, if the NLRB's General Counsel fails to prosecute their case. Under current law, workers have no recourse if the NLRB's General Counsel fails to take their case.

Expanding Workers' Collective Bargaining Rights and Closing Loopholes that Corporations Use to Exploit Workers

In the Supreme Court, in Congress, and in state legislatures, conservative ideologues have attacked workers' rights, allowing greedy corporations to deprive workers of their pay, benefits, and rights. In response, the PRO Act:

- **Gives workers the power to override so-called "right-to-work" laws that prevent unions from collecting dues from the workers they represent.** To prevent free-riders from benefitting from the representation and services unions must provide without paying their fair share for those services, the PRO Act allows employers and unions to enter into a contract that allows unions to collect fair-share fees that cover the costs of collective bargaining and administering the agreement.
- **Enhances workers' right to support boycotts, strikes, or other acts of solidarity.** The bill protects workers' First Amendment Rights by removing prohibitions on workers acting in solidarity with workers at other companies. Also, the bill safeguards the right to strike by clarifying that "intermittent" strikes don't lose their federal protection, and by prohibiting companies from permanently replacing workers who participate in a strike.
- **Closes loopholes in labor law that erode workers' rights.** The bill prevents employers from misclassifying their employees and prevents workers from being denied remedies due to their immigration status. It also sets a "joint employer" standard that ensures employees across the country have the right to collectively bargain with all of the companies that control the terms and conditions of their employment.
- **Safeguards workers' access to justice** by overturning Justice Gorsuch's assault on workers in *Epic Systems v. Lewis*. The bill will clarify that employers may not force employees to waive their right to engage in collective or class-action litigation.

Strengthening Workers' Access to Fair Union Elections and Requiring Corporations to Respect the Results

Workers seeking to form a union are forced endure a process that is rigged against them from start to finish. As a result, many workers do not have a real opportunity to exercise their basic rights. In response, the PRO Act:

- **Prevents employers from interfering in union elections.** The bill prohibits employers from requiring workers to attend meetings designed to persuade them against voting in favor of a union. If a violation takes place or the employer otherwise interferes with a union representation election, the NLRB will be empowered to issue an order that requires the employer to bargain with the union. The bill also prevents employers from interfering in representation cases, which exist to determine workers' free choice, not corporations' preference about how their employees should exercise protected rights. Furthermore, the bill permits employees to vote off their employers' premises, in a neutral, non-coercive environment of their choosing.
- **Facilitates initial collective bargaining agreements.** Even when workers succeed in forming a union, nearly half of newly formed unions fail to ever reach a contract with the employer. The bill facilitates first contracts between companies and newly certified unions by requiring mediation and arbitration to settle disputes.
- **Increases transparency in labor-management relations.** The bill requires employers to post notices that inform workers of their rights under the National Labor Relations Act, and to disclose contracts with consultants hired to persuade employees on how to exercise their rights.



Pennsylvania AFL-CIO 2021 Scholarship Essay Contest

2020 Contest Winners

CATEGORY I

GRADUATING SENIORS

1st Place

MATTHEW NIEDBALA

Steamfitters Local U/A 449

2nd Place

SARAH HECK

Insulators Local #2

3rd Place

KIMBERLY WILSONCROFT

UFCW 1776KS

"Almost 150 years after the first major American union was formed, unions are still an effective method of improving the lives of our workers. Union workers still get better benefits, higher wages, and work under better conditions than non-union workers."

- MATTHEW NIEDBALA

CATEGORY II

POST-SECONDARY STUDENTS

1st Place

FAITH GONGAWARE

PSEA

2nd Place

JOSEPHINE PARSONS

SEIU 668

3rd Place

JACQUELINE SCOBONIA

AFSCME 462

"This dedication to continual improvement is the key to success. The exponential growth of information and the ever-changing world requires agility and adaptation in the workforce, regardless of someone's chosen path. Basic skills and knowledge aside, whoever is ready to put forth the effort is the one who is ready for success."

- FAITH GONGAWARE

2020 Scholarship Sponsors

USW Local 14693

Steamfitters Local 420

AFSCME Local 3101

IBEW Local 81

JNESO DC 1, IUOE

IBEW Local 712

Allegheny Labor Council

NE PA Trades Council

Education Committee Members

Jerry Jordan

Chairman

AFT

Gregory Vogt

Vice Chair

IBEW

Tara Wilson

Secretary

AFSCME

Dennis Andrews

USW

Craig Bialek

CWA

Sylvia Hovington

UFCW

Rich Howell

IAM

Jim Irwin

AFSCME

2021

SCHOLARSHIP ESSAY CONTEST

PENNSYLVANIA
AFL-CIO



Pennsylvania AFL-CIO 2021 Scholarship Essay Contest

PLEASE COMPLETE THE APPLICATION AND INCLUDE IT WITH YOUR ENTRY

NAME

ADDRESS

HOME PHONE NUMBER

EMAIL ADDRESS

UNION AFFILIATION & LOCAL

CENTRAL LABOR COUNCIL (if known)

PLEASE STATE THE NAME & ADDRESS OF THE SCHOOL AND/OR PROGRAM YOU CURRENTLY ATTEND

☐ I agree to provide proof of school acceptance or enrollment, should I become a scholarship recipient

SIGNATURE OF CENTRAL LABOR COUNCIL OR LOCAL UNION

2021 ESSAY QUESTIONS

CATEGORY I

GRADUATING HIGH SCHOOL SENIORS

COVID-19 and Unions: A Historical Perspective

One of the primary purposes of unions throughout history has been to defend workers' rights, health, and safety. How has the presence of unions manifested throughout the pandemic? Health benefits, hazard pay, sick pay/leave, PPE, etc.

CATEGORY II

ALL POST-SECONDARY STUDENTS

Government and Unions: Effects from COVID-19

The Labor Movement has been responsible and contributed to creating many government agencies and worker-friendly legislation, such as OSHA, FMLA, and overtime provisions. How were these and other protections tested and vital to the well-being of the country throughout the pandemic?

SCHOLARSHIP AWARDS

FIRST PLACE \$2,000

SECOND PLACE \$1,000

THIRD PLACE \$500

WHAT IS THE SCHOLARSHIP ESSAY CONTEST?

The Pennsylvania AFL-CIO Scholarship Essay Contest is a chance for students to learn more about the importance of Organized Labor in America. For over a decade, we have awarded thousands of dollars to students furthering their education.

Scholarships are available exclusively to Pennsylvania AFL-CIO affiliated union members and their families.

Scholarships are offered to students in two categories: graduating high school seniors (Class of 2021), and all post-secondary students.

HOW TO APPLY

- Essays must be a minimum of 1,500 words on the topic in your respective category. Essays less than 1,500 words will be disqualified.
- Essays must be typed and neatly prepared.
- Titles must be kept as they are on the brochure.
- Entries must be formatted as a PDF file and emailed to president@paafcio.org.
- Your application form must be included in essay PDF file, or attached to your email as a separate PDF.
- Entries must be emailed by February 28, 2021.
- A PDF version of this brochure is available online at paafcio.org.

WOMEN'S COMMITTEE

Marisa MacCrory, Moderator
Wynnetta Ward (Unit 211 President)
Jaytricia Tremel (Unit 111 President)
Dana Bialek (Unit 54 VP)
Jennifer Thomas (Unit 11 VP)



Women's View

As we enter 2021, we would ask that you applaud the 2020 members of the CWA Local 13000 Women's committee for all their hard work throughout the year in spite of the COVID-19 pandemic.

Marisa MacCrory	Moderator
Wynnetta Ward	Unit 211 President
Dana Bialek	Unit 54 Vice President
Jaytricia Tremel	Unit 111 President
Jennifer Thomas	Unit 11 Vice President

We would also ask that you welcome two of our newest members to the Women's Committee for 2021.

Jaime Schools	Unit 11 President
Orland Jones	Unit 14 President

We look forward to working with our 2021 Women's Committee and are hopeful to return back to our normal lifestyles.

— Stay Safe —



LOCAL 13000 COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO

Consolidated Statement of Assets, Liabilities and Net Assets (Modified Cash Basis)

September 30, 2020 (With Summarized Consolidated Totals as of September 30, 2019)

	Without Donor Restrictions	
	2020 Consolidated Total	2019 Consolidated Total
ASSETS		
Cash	\$ 732,670	\$ 326,652
Member Relief/Member Defense	\$ 973	\$ 1,973
	\$ 733,643	\$ 328,625
Investments		
Short-term investments	223,560	120,294
U.S. government and agency securities	688,231	726,766
Corporate bonds	1,779,518	1,725,744
Mutual funds	154,685	166,486
Common stock	2,623,153	2,289,226
Total investments - fair value	5,469,147	5,028,516
Investments - other		
Certificates of deposit	170,000	170,000
Total investments	5,639,147	5,198,516
Property and equipment		
Buildings and improvements	2,988,254	2,979,754
Furniture and equipment	195,329	189,353
Accumulated depreciation	(2,092,036)	(2,020,994)
Net property and equipment	1,091,547	1,148,113
Inventory	51,348	58,061
Total assets	\$ 7,515,685	\$ 6,733,315
LIABILITIES AND NET ASSETS		
Liabilities		
Deposits and other liabilities	\$ 12,396	\$ 12,396
Payroll withholdings	22,249	3,471
Total liabilities	34,645	15,867
Net assets without donor restrictions	7,481,040	6,717,448
Total liabilities and net assets	\$ 7,515,685	\$ 6,733,315

Consolidated Statement of Revenues, Expenses and Changes in Net Assets (Modified Cash Basis)

(With Summarized Consolidated Totals for the Year Ended September 30, 2019)

	Without Donor Restrictions	
	2020 Consolidated Total	2019 Consolidated Total
Revenue		
Dues	\$ 2,716,217	\$ 2,884,311
Fees and fines	1,411	244
Rental income	73,776	85,889
Investment income		
Emergency Fund	405,900	199,623
Haverford Interest and dividends	114,884	116,173
Other income	9,427	5,515
Promotional materials sales	6,251	7,001
Total revenues	3,327,866	3,298,756
Expenses		
Salaries		
General	1,413,285	1,490,292
Bargaining	19,847	11,849
Convention	6,355	58,772
Education	1,270	56,686
Mobilization	26,657	63,495
Organizing	102,557	111,526
(Reimbursed salaries)	(96,247)	(202,731)
Payroll taxes	77,098	157,449
Payroll fees	38,417	27,729
Pension funding	110,137	166,075
Payroll 401k match	42,070	43,222
Other employee benefits	83,848	88,958
Loss on disposal of fixed asset	—	389
Allowances and reimbursed expenses:		
General	64,730	104,618
Bargaining	3,965	8,631
Convention	—	19,496
Education	1,981	18,163
Mobilization	7,872	18,288
Organizing	3,441	12,509

(continued on page 15)



Marisa MacCrory
Secretary-Treasurer



LOCAL 13000 COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO

Travel, hotels, and restaurants:

General	38,413	40,689
Bargaining	3,509	16,282
Convention	—	48,145
Education	1,628	21,228
Organizing	(57)	(10,446)
Registration	1,150	4,775
Dues and subscriptions	24,185	56,632
Rent	2,520	5,542

Office supplies and expense

General	23,780	25,874
Convention	2,995	2,075
Education	8,350	10,785
Mobilization	2,371	436
Postage and printing	47,322	59,345
Insurance	41,412	49,701
Bank charges and investment fees	3,276	62,026
Haverford Emergency Fund fees	60,153	
Utilities	37,466	36,399
Telephone	42,521	41,356

Equipment leasing and maintenance

Equipment leasing	48,962	53,662
Building maintenance	31,613	26,809
Real estate tax	46,841	45,513

Professional fees

Accounting	29,000	34,390
Actuary	9,800	9,600
Legal	39,340	38,662
Other	—	781
Donations and contributions	7,547	7,805
Labor Day	—	7,418
Cost of promotional materials sold	6,318	7,373
Security	5,934	5,744
COVID-19 expense	2,424	—
Depreciation	71,041	88,914
Information technology	17,177	34,085

Total expenses	2,564,274	3,087,016
Change in net assets	763,592	211,740
Net assets		
Beginning of period	6,717,448	6,505,708
End of period	\$ 7,481,040	\$ 6,717,448

Investments as of September 30, 2020 and 2019 and consisted of the following:

	September 30, 2020		September 30, 2019	
	Cost	Carrying Value	Cost	Carrying Value
Short-Term Investments	223,560	223,560	120,294	120,294
U.S. Government and agency securities	659,968	688,231	720,962	726,766
Corporate bonds	1,683,755	1,779,518	1,681,724	1,725,744
Mutual Funds	121,275	154,685	121,275	166,486
Common Stock	1,299,699	2,623,153	1,229,084	2,289,226
Total investments at fair value	3,988,257	5,469,147	3,873,339	5,028,516
Certificates of deposit-other investments	170,000	170,000	170,000	170,000
Total investments	4,158,257	5,639,147	4,043,339	5,198,516



February is Black History Month

The Voting Rights Act of 1965 is a landmark piece of federal legislation in the United States that prohibits racial discrimination in voting. It was signed into law by President Lyndon B. Johnson during the height of the American Civil Rights Movement on August 6, 1965, and Congress later amended the Act to expand its protections. Designed to enforce the voting rights guaranteed by the Fourteenth and Fifteenth Amendments to the United States



Constitution, the Act allowed for a mass enfranchisement of racial minorities throughout the country, especially in the South. According to the U.S. Department of Justice, the Act is considered to be the most effective piece of civil rights legislation ever enacted in the country.*

* "Introduction to Federal Voting Rights Laws: The Effect of the Voting Rights Act". U.S. Department of Justice. June 19, 2009.