



January/February Volume 85, Issue 1 2025

• 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

Since the start of the new year, the Local continues to work on issues involving broadband funding throughout the state involving our various employers. Concerns still remain around whether the new administration in the White House will make changes to the current legislation that is set to provide \$1.6 billion dollars in funding for broadband build-out to unserved and underserved communities in the Commonwealth. There has been talk surrounding Elon Musk's Starlink product, which is an alternative to fixed wired fiber that provides service via low-orbiting satellites to the customers' home. This alternative absolutely cannot be an option for the Commonwealth. We will continue to monitor the situation at the federal level and push back on any attempts to cut any funding for broadband buildout, as this will have a direct impact on our members and the work that we do every day.



served as the Special Counsel for Strategic Initiatives at CWA prior to her appointment as NLRB General Counsel. As NLRB General Counsel, she held billionaire CEOs accountable for their attempts to silence workers and made sure that workers who were unjustly disciplined or fired received full compensation for their lost

wages. Wilcox stood on the side of workers whenever CEOs threatened their freedom to join unions and collectively bargain. Her illegal firing leaves the NLRB without a quorum and unable to enforce labor law. This could pose significant problems should the Local look to pursue Labor Board charges against an employer for illegal activity since the Board is, in essence, powerless to enforce an action or make any decision without a quorum.

As I mentioned earlier in this article, there is roughly \$1.6 billion still to be released for broadband build in PA, but currently today many of our members are working on projects across the state that are being funded through RDOF (Rural Digital Opportunity Fund) and ARPA (American Rescue Plan Act) dollars. As a result of this, we have seen significant growth across the Local despite surplus declarations that several of our employers have offered to the membership. Congratulations to all our retired members who were accepted for these offers. The Local thanks you for your

Another action that this new administration has taken that has the potential to be a problem for organized labor has occurred at the National Labor Relations Board, where Jennifer Abruzzo, General Counsel for the NLRB, and Gwynne Wilcox, member of the NLRB, were both fired by President Trump following his inauguration. Abruzzo is a member of our CWA family, having

(continued on page 2)

Message from the President

(continued from page 1)

years of support and service and wishes you the best in the next chapter of your life. As for our newly hired members, welcome to the Local 13000 family, and make sure to communicate with your reps and Unit officers regarding issues in the workplace.

At the state level, the Local is participating in hearings with the PA Department of Labor and Industry regarding prevailing rate work associated with the various broadband projects. Our involvement thus far is to ensure that no statements or decisions are made regarding prevailing rates in Pennsylvania that can cost our members the opportunity at work on these projects. Both District 2-13 Vice-President Mike Davis and I have been in attendance at these hearings and will keep you updated on any decisions that have an impact on our members.

And finally, included in this edition of the magazine is a QR code to provide you with a link to our new Local organizer, Justin Voelker. Please take an opportunity to save this code and share it with anyone looking to have a voice in the workplace. Justin has hit the ground running and has just recently attended a training session along with fellow member Jim McCarthy, Unit 25, who will be working with Justin on organizing opportunities across the state and within District 2-13. We look forward to growing the membership with both individuals in the coming years. ■

In Unity,




James Gardler
President CWA Local 13000

CWA

JUSTIN VOELKER

ORGANIZER



SCAN ME FOR CONTACT INFORMATION

IN MEMORIAM

Richard B. Balderson

Unit 54 Branch 2
Deceased
October 16, 2024

Francis McGinley

Unit 33 Retiree
Deceased
December 24, 2024

Rudy Kardos

Unit 33 Branch 6
Deceased
December 28, 2024

Carmelita "Carmie" Keiser

Unit 32 Branch 7
Deceased
October 12, 2024

Janet M. (Stanko) Folino

Unit 57 Branch 2
Deceased
December 20, 2024



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CWA Local 13000 Executive Office
2124 Race Street, 3rd Floor
Philadelphia, PA 19103
215-564-6169
Volume 85, Issue 1



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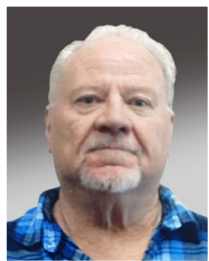
Subscription Rates: Of the amount paid as annual dues to CWA Local 13000, \$5.00 is paid as a year's subscription to CWA 13000 NEWS. To other than active members, \$10.00 per year in advance. Members have the privilege of expressing their views, but all articles must be signed. Articles detrimental to 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 **Kalyn Hughes, Assistant Editor**



Grey Matters

What Retirees Can Expect in 2025?



What is on the horizon for retirees in 2025?

As I am writing this article today, 2025 is looking very volatile for retirees. The new administration is implementing sweeping

changes across the board, and so far none look good for retirees.

Let us start with tariffs. This will affect all retirees. Economists are saying to expect to see rising costs in gas, drug prices, new cars, car parts, lumber, housing, groceries, etc. So, as you can see, it will have a major impact on your wallet.

Savings and stock markets will also be affected. No one can predict what will happen here, but again, economists are predicting a volatile year for all markets. I would recommend you contact your financial adviser to see where you stand. Healthcare, which is always an issue, should continue to see rising costs. Honestly, this must be addressed sooner rather than later. Healthcare in the last 10 years or so has gone from being a necessity to a luxury that few can afford. I know this year had seen some substantial increases, but we are lucky to have CWA contracts or most of us would be unable to afford healthcare. And last but not least, the biggest issue is Social Security and Medicare. As of this writing, no changes have been

made. Things are changing by the minute, so all we can do at the moment is just hold our breath and pray. By now, if you are still reading this article, you are saying, that is a pretty grim picture you just painted. Well, it is, and I usually lean toward being an optimist. Not to get political, but this is what Trump said he was going to do, so it should not be a shock. I know there are other issues that caused a big chunk of membership to vote for him, but I'm looking at it just from a retiree perspective.

. . . we are lucky to have CWA contracts or most of us would be unable to afford healthcare.

The next 4 years look to be very uncertain for retirees. I just cannot sugarcoat it for you; it is just my honest opinion. It feels like this country is leaving seniors behind, and it is a damn shame, and we deserve better!!

In Solidarity

Mark Boehmer
CWA RMC District 2-13 VP

The Local Buzz The Local Buzz The Local Buzz



*Report of Executive
Vice President,
Jeff Reamer*

VERIZON

On the Safety front, various topics have hit the agenda of our Local Safety Committee. We have been in discussions with Verizon regarding working around power and the availability of dielectric boots for our members. The committee has been pushing this issue to the forefront for some time now in all of our joint Safety meetings with the Company. On January 31st of this year, the Company has finally announced that those boots will now be available and open for order from our storekeepers. While these boots are not a fail safe solution from potential electrical hazards, nor is the recently released Compass meter, they will give our technicians an added layer of personal protection that may not have been readily available prior to these discussions. The Safety Committee will continue to press the Company to resolve issues that are brought to our attention. Members are urged to continue bringing any issues they feel are necessary to provide personal protection to our members and we will see to it that they are addressed immediately. ■

FAST MAIL

After almost a year of bargaining that began on March 18, 2024, and was interrupted mid-stream by the

effects bargaining that ensued after the notice of layoffs was announced by the Company, a 2-year tentative agreement on a milestone first contract was reached at the bargaining table on January 16, 2025, for our members at Fastmail. Details of the tentative agreement include guaranteed minimum wage increases for each year of the agreement, with the majority of our membership receiving over a 19% instant wage increase upon ratification. The agreement also guarantees no reduction in existing medical benefits for the life of the agreement and provides for a grievance and arbitration procedure, protections from layoffs and a guaranteed defined severance package. Enhancements to existing working conditions include additional holidays, bereavement leave, language surrounding on-call, a defined work week, safety, and protections of bargaining unit work. A contract explanation meeting was held on January 27, 2025, with the membership and on February 10, 2025, the membership overwhelmingly ratified this agreement into their 1st contract. This contract is the direct result of the dedication of our bargaining team with the full support of the membership behind them. We welcome our newest Unit 11 members to our Local 13000 family and congratulate them on securing their first contract. Now comes the time to police, enforce and protect those provisions gained in bargaining. ■

WINDSTREAM

Talks have continued between the Union and the Company surrounding the potential expansion of Windstream's footprint in the State of Pennsylvania as a result of the Rural Digital Opportunity Fund (RDOF), and growth associated through the



The Local Buzz The Local Buzz The Local Buzz

Broadband Equity Access and Deployment Program (BEAD). While several proposals have been exchanged by both sides, an agreement has yet to be reached to expand these areas. The Company continues to ask for flexibility that circumvents our existing contractual language while the Local is fighting for guarantees of expansions for our membership. The Union continues to hold firm on our position and continues to convey to the Company that without real guarantees for our membership in terms of work and work jurisdiction there can be no path to an agreement. Future talks are in the process of being scheduled with the Company. Updates will be relayed to the membership by your elected Union Officials. ■

WELLS FARGO

Bargaining has continued at the national level in Albuquerque, New Mexico for the initial 17 and now 24 different branches of the newly organized Wells Fargo members across the country who are fighting at the table for their first contract. While the Union has continued to push the Company on the concept of one national contract encompassing all branches, the Company has consistently resisted. As a result, the Union has since sent notice to the Company requesting bargaining at all local tables in connection with the main table, and to date, there has been no real commitment or actual dates offered by the Company to begin that local table bargaining. Anticipating these continued delay tactics by the Company, the Union has scaled up our mobilization efforts to both engage and educated our membership on the status of bargaining and actions needed to send the message to the Company that we stand together in this fight and we will settle for

nothing less than a fair agreement for all members. Updates on bargaining and this process will continue to be relayed to the membership. ■

COMCAST (Corliss)

Preparations are in full swing for the upcoming bargaining of our Unit 116 Comcast Corliss contract which is set to expire on May 20, 2025. Bargaining surveys have already been sent out to the membership and were due back by February 20, 2025. The results of those surveys will be used by your bargaining team to set the bargaining priorities for our agenda. As with previous rounds of bargaining with Comcast, history has shown that every members involvement will be crucial to our success at the table. The anticipation is that it will also prove true in this upcoming bargaining. While no official bargaining dates have been secured with the Company at the time this article was written, updates will be relayed to the membership as events unfold. ■

UPCOMING 2025 CONTRACT EXPIRATIONS

Unit 116-
Comcast Corliss -5/20/2025

Unit 41 Branch 11 -
EveryAction/Bonterra- 10/6/2025

Unit 25 Branch 11-
Newtown Township Municipal Workers-
12/31/202

2025 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.

Over the years, we have awarded tens of thousands of dollars to students furthering their education.

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

Scholarships are offered to students in two categories: graduating high school seniors (Class of 2025), and all post-secondary students.

Essay Contest Categories

Labor unions have a rich history of aligning with broader social justice movements, fighting for economic and social equality for all. To effectively champion workers' interests, unions must actively engage in the political arena, lobbying for pro-worker legislation, supporting progressive candidates, and educating the public on the importance of a strong labor movement.

Category 1: Graduating High School Seniors

How do Labor Unions align with broader social justice movements? In your opinion, what role do Unions play in advocating equality and equity in the workplace?

Category 2: Post-Secondary Students

Labor Unions often play a significant role in politics. How do you think unions should engage with political systems, and what should be their focus when advocating for workers' interests?



Scholarship Awards

First Place	\$2,000
Second Place	\$1,500
Third Place	\$1,000

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 not qualify.
- Titles must include the Category for which you are applying.
- Your application form (located on the back of this flyer) must be included with your essay in a PDF file, or as a separate PDF attachment.
- Entries sent in the incorrect format will not be considered.
- Entries must be sent to monica@paafcio.org by April 15, 2025.

The PDF version of this flyer is on www.paafcio.org

DEADLINE FOR SUBMISSIONS IS APRIL 15, 2025



**United Steelworkers District 10
Plumbers Local 27
Laborers Local 57
UMWA Local 1368
IBEW Local 712
IBEW Local 1319
USW Local 1196
UAW Local 1193**

**Neshaminy Federation of Teachers
Pittsburgh Metro Postal Workers
NWPALF - Venango-Clarion Chapter
IBEW Local 459
IUOE Local 66
United Association Local 524
USW Local 14693
Montgomery County CLC**

If you have questions:

***Please contact Monica Virgilio
at 717-231-2853, or email
monica@paaficio.org***

PLEASE COMPLETE THE APPLICATION BELOW IN FULL AND
INCLUDE IT WITH YOUR ESSAY SUBMISSION IN A PDF FILE.

INCOMPLETE APPLICATIONS WILL NOT BE CONSIDERED.

*IF YOU ARE CHOSEN AS A WINNER, PLEASE BE PREPARED TO SUBMIT A
HEADSHOT VIA EMAIL TO BE FEATURED ON OUR SOCIAL MEDIA CHANNELS*

NAME

ADDRESS

HOME PHONE NUMBER

EMAIL ADDRESS

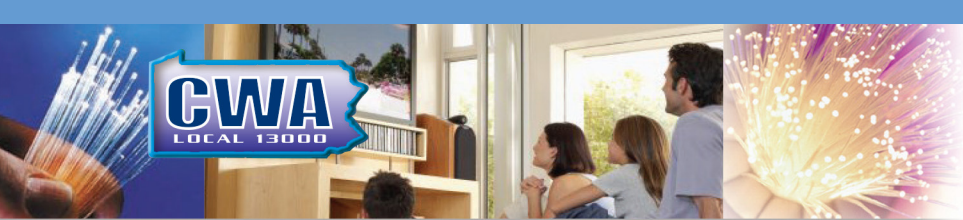
UNION AFFILIATION & LOCAL

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.

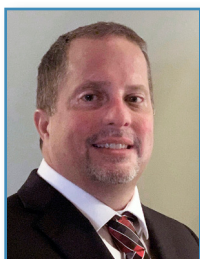
SIGNATURE OF CENTRAL LABOR COUNCIL OR LOCAL UNION



WESTERN REGION UNIT PRESIDENTS

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

Western Region



I hope everyone enjoyed their holidays this past December and January. Through the holidays we have been working to keep up with all the work in the Western Region.

At Comcast in Unit 116 (Corliss), the bargaining process has begun in the West. At the end of January, we sent out bargaining surveys to every member in Unit 116. If you have not received it, please call the Western Region office at 412-429-9292 and request a copy be sent out to you. We need these back ASAP for us to start making proposals that YOU want. Your bargaining team has already reached out to the company to see about getting bargaining dates as soon as we can because we all know it takes time to get you a great contract from this company.

As some of you may be aware, when Joe Smolczynski took over as the Secretary Treasurer in the last election, which left the Organizer position vacant in the Local. I am proud to announce that we have a new organizer for the Local and he comes from the Western Region. Justin Voelker is now the new Organizer for CWA Local 13000. He will be covering the entire state. Justin is a perfect fit for this position, as he was working at Comcast before they were organized by CWA. Justin has lived through an organizing campaign and knows what it is to fight to become a union member and obtain a first contract. In addition, Justin has been instrumental in bargaining for numerous contracts for the Corliss Comcast location. If you know someone who works for a non-union company and is tired of poor working conditions, bad wages and abuse from management, please have them contact Justin Voelker at 412-805-7195 or they can email him at organizer@cwalocal13000.org.

The American Red Cross-National Bargaining has finally been ratified by the sixth union to get it completed. We will know shortly when the payment is coming for this, which

includes wage increases and the ratification bonus. We will post when we get the information from the company regarding when the bonus payment will be distributed.

At Windstream, we have been working to secure the extra work from the RDOF and ARPA funds that were approved by Congress to build broadband service in unserved and underserved areas. These meetings have been ongoing since November 7, 2024. We are getting closer to an agreement, but we are not there yet. As details come out, your Unit 103 President Pat Catalano will get the information out to everyone.

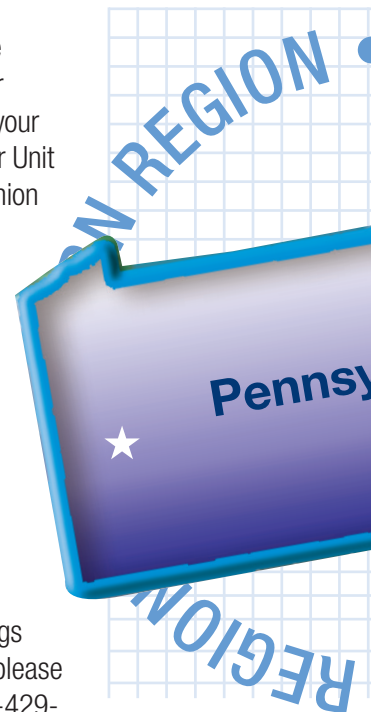
For grievances we are all up to date with having everything scheduled or heard. If you have questions about your grievances, please reach out to your Unit President or give me a call at the Union Office at 412-429-9292.

Verizon has had some prevailing wage jobs starting up and they are moving people from other garages into those areas to help get the work completed. If you have questions or concerns, please reach out to your Unit President for details.

I am looking forward to seeing you all at your unit membership meetings but if you have issues before then please feel free to reach out to me at 412-429-9292 or 412-977-0706. ■

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	Orland Jones	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

In my last article, I spoke about the repurposing agreement in the Eastern North portion of the Region. Now that it has been completed, the Company has posted job requisitions in those same areas; in fact, at the time of this article, there are jobs posted in the system both internally and externally. If you are an employee who is looking to move into an outside position or move from one outside title to another or know someone who wants to get a job working here, now is the time. I have discussed RAMP guidelines in previous articles, but I think that there is value in providing some information right now.

The Regional Associate Mobility Policy or RAMP is a job ranking system that is used by Verizon to fill available jobs that are posted through the company. They rank employees based on a series of categories so that there is a hierarchy used when selecting candidates. The purpose of this information is so that you, as the member, can become better prepared to apply for upcoming jobs and be considered for them rather than missing out because of some sort of certification or qualification.

The first column is the corresponding letter associated with the job family that a person is in; the ranking goes from left to right, so the higher the number, the higher the rating, and for the letters, the codes are L, B, C, D & E. The second column is skills, and an employee can achieve up to 3 points for this category. The third is the rating, which may either be leading or performing as well as a “meets requirements” with attendance. The fourth is job-related education and training, and there are some things to consider: if you have a college degree or some sort of additional training

certification, it only applies if that specific job considers it. You can have a doctorate in a subject, but if the job brief does not list that as the specific criterion, then it does not get considered for that specific job. The same applies to the training portion and Verizon courses, which are listed on the job brief’s last few pages. In other words, the job will dictate which courses or “adders” are used. FYI, seniority is the fifth if needed, and that is only the case when the first four are exact matches.

There have been an increased number of disciplinary cases in the area. The problem may be as simple as an employee’s timesheet not being accurate, and instead of a supervisor simply asking the employee a few questions for clarification. It becomes a full-blown investigation where the manager, director, and labor relations are involved. An indefinite suspension is the result of the investigation followed by a “termination letter” in the mail. This entire circumstance could have been avoided if the first level had done their job. As I have stated in many articles in the past, management leads by example, and that is the case with most other industries. Here they come in late, leave early, skip people on the overtime list, avoid calling customers back, and nothing happens to them. They get a lot of “Mulligans,” whereas employees are given heavy-handed discipline as if there are no mistakes allowed or no progressive discipline. One instance, or one day, does not define an employee’s career, and it should not, yet it seems as if they think that it does. The local Union officials are working diligently to change the recent cases of discipline, and we will continue to argue on the members’ behalf in each and every circumstance, but do not assume that your boss will help you out. So, my advice is to make sure that you can explain your workday because the days of your supervisor “sticking their neck out for you” are long gone. ■

In Unity,

Richard R. Dezzi
Eastern Region Vice President



WOMEN'S COMMITTEE

James Gardler (Moderator)

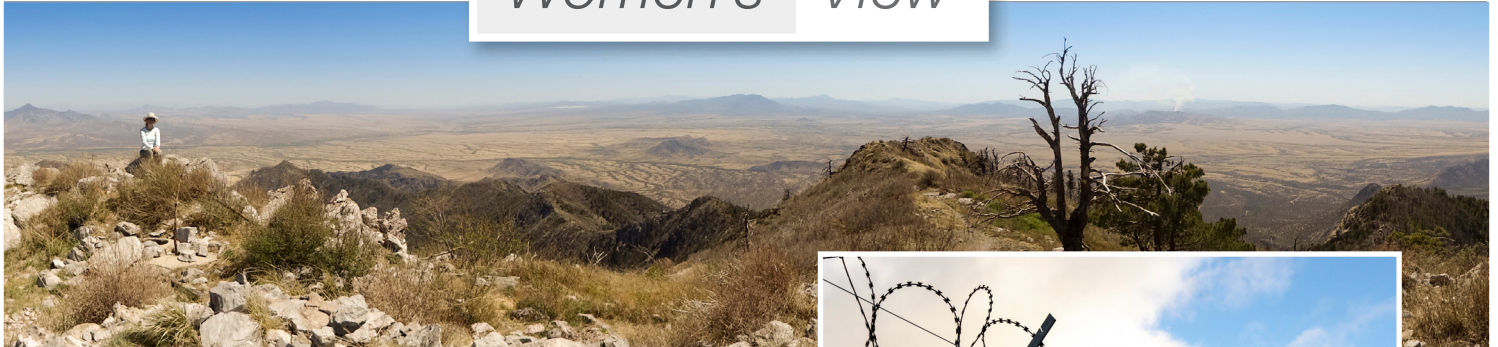
Jaytricia Tremel (Chair, Unit 111 President)

Dana Bialek (Secretary, Unit 54 President)

Orland Jones (Unit 14 President)

Lynn McCarthy (Unit 11 Vice President)

Women's View



Women Immigrants Crossing the US-Mexico Border

Women have become a larger percentage of the migrants crossing the US-Mexico border from the south. Many women cross the border for the same reasons that men do: to find higher wages to support children and other family members who remain at home, to continue their education, or to escape threats of violence.

Female migrants encounter different risks from men, including gender exploitation. When crossing the US-Mexico border, the risks that women face include sexual assault, abandonment, and death.

Women who attempt to cross undocumented into the US through northern Mexico experience sexual assault. Border patrol agents are frequent perpetrators of sexual assault and key enablers as well.

Once immigrant women enter the US, they work in kitchens or nurseries, farms, or brothels, places hidden from public sight with few protections.

Other than WIC, unauthorized immigrants are generally ineligible for federally funded supports except for emergency Medicaid, primary and preventive health care at Federally Qualified Health Centers, free/reduced school lunch for their children, and short-term access to shelters and soup kitchens in emergency situations.

Media and political discourse in the USA often depict migration as an invasion and people who cross borders as criminals who are dangerous to the nation.

"We have an invasion of drugs and criminals coming into our country."

President Donald Trump. February 15, 2019...



Joe Smolczynski
Secretary-Treasurer



Communication Workers of America-Local 13000

Statement of Financial Position

as of December 31, 2024

Total

ASSETS

Current Assets

Bank Accounts

FIRSTRUST - OPERATING	296,443.65
FIRSTRUST - PAYROLL ACCOUNT	0.00
FIRSTRUST - MEMBER DEFENSE FUND	454.30
FIRSTRUST - MEMBER RELIEF FUND	518.46
PETTY CASH - EXEC BOARD	500.00
PETTY CASH - WEST	500.00
CASH ON HAND	0.00
MISC	0.00
Total Bank Accounts	\$ 298,416.41

Other Current Assets

HAVERFORD - MM ACCT	21,607.05
HAVERFORD - US GOVERNMENT	758,444.68
HAVERFORD CORP OBLIGATIONS	1,660,137.31
HAVERFORD - COMMON STOCK	3,526,767.36
MUTUAL FUNDS	1,412,728.09
HAVERFORD FED PRIME	248,829.87
INVESTMENT - HAVERFORD CD'S	0.00
EXCHANGE	35,000.00
INVENTORY - EAST	16,685.10
INVENTORY - WEST	16,706.42
INVENTORY ASSET	130.00
UNDEPOSITED FUNDS	25.70
Total Other Current Assets	\$ 7,697,061.58

Total Current Assets

\$ 7,995,477.99

Fixed Assets

FURNITURE & FIXTURES	162,293.47
COMPUTER EQUIPMENT	44,795.99
CARNEGIE BUILDING IMPROVEMENTS	311,408.84
PHILADELPHIA BUILDING IMPROVEMENTS	2,814,662.27
ACCUMULATED DEPRECIATION	(2,165,845.46)
Total Fixed Assets	\$ 1,167,315.11

Other Assets

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

TOTAL ASSETS

\$ 9,150,397.26

LIABILITIES AND EQUITY

Liabilities

Total Liabilities

OPENING BALANCE EQUITY	(27,133.78)
RETAINED EARNINGS	9,126,777.21
Net Revenue	50,753.83
Total Equity	\$ 9,150,397.26

Total Equity

\$ 9,150,397.26

TOTAL LIABILITIES AND EQUITY

\$ 9,150,397.26

Statement of Revenue, Expenses & Changes in Net Assets

October - December 2024

Total

Revenue

REVENUE - INVENTORY SALES - PHILADELPHIA	566.00
REVENUE - INVENTORY SALES - CARNEGIE	1,143.50
REIMBURSED POSTAGE & DELIVERY	5,240.41
REIMBURSED MAILING EXPENSES	42.63
REIMBURSED WAGES - MOBILIZING	122,974.28
REIMBURSED EXPENSES - MOBILIZING	1,605.68
REIMBURSED WAGES - WESTERN REGION	84.40
REIMBURSED EXPENSES - AMERICAN EXPRESS	394.04
DUES FROM NATIONAL	714,298.20
DUES FROM OTHER EMPLOYEES	1,782.07
DUES - UNION STAFF TO UFCW	494.07
UTILITIES REFUND	307.26
PAYROLL - VOIDED CHECKS REFUND	1,623.18
GAINS & LOSSES	187,880.03
INTEREST INCOME	27,347.53
DIVIDEND INCOME	35,439.74
UNREALIZED GAINS/LOSSES	(278,289.64)
INVESTMENT FEES	(16,832.33)
ARCHETYPE RENTAL INCOME	32,500.00
UNAPPLIED CASH PAYMENT REVENUE	(138.03)
Total Revenue	\$ 838,463.02

GROSS PROFIT

\$ 838,463.02

Expenditures

PAYROLL TAXES WITHHELD	(1.08)
STAFF PARKING WITHHELD	630.00
COMMUNITY SERVICE WITHHELD	(67.50)
EMPLOYEE 401K SAVINGS WITHHELD	1,251.11
PAC WITHHELD	(100.00)
SALARY - EASTERN REGION	13,830.34
SALARY - WESTERN REGION	2,788.88
SALARY - EXECUTIVE BOARD	1,530.32
UNIT BUSINESS SALARY - EASTERN REGION	39,246.31
UNIT BUSINESS SALARY - WESTERN REGION	48,098.04
ORGANIZING SALARY	9,477.20
MOBILIZATION SALARY	100,311.21
BARGAINING SALARY	875.25
STAFF SALARY - EASTERN REGION	37,309.29
STAFF SALARY - WESTERN REGION	37,531.36
STAFF SALARY - EXECUTIVE BOARD	61,504.06

(continued on page 12)

Communication Workers of America-Local 13000

Statement of Revenue, Expenses & Changes in Net Assets

October - December 2024 (continued)

	Total
SALARY - EXECUTIVE BOARD PRES, VP, SEC-TREAS	102,690.41
SALARY - EASTERN VICE PRESIDENT	32,514.93
SALARY - WESTERN VICE PRESIDENT	30,437.93
PAYROLL - TAX EXPENSE	42,772.25
EMPLOYEE BENEFITS	43,192.43
401K EMPLOYER MATCH	16,490.59
ALLOWANCE - EASTERN REGION	216.00
ALLOWANCE - WESTERN REGION	473.00
ALLOWANCE - LOCAL BUSINESS	488.00
UNIT BUSINESS ALLOWANCE - EASTERN REGION	2,154.00
UNIT BUSINESS ALLOWANCE - WESTERN REGION	2,670.00
ORGANIZING ALLOWANCE	342.00
BARGAINING ALLOWANCE	101.86
EDUCATION SUPPLIES & EXPENSE	1,000.00
CWA NEWS	2,415.00
HALL RENTAL - EASTERN REGION	350.00
HALL RENTAL - WESTERN REGION	375.00
UNIT BUSINESS REIM - EASTERN REGION	5,538.77
UNIT BUSINESS REIM - WESTERN REGION	5,333.09
EASTERN REGION BUSINESS - REIM EXP	446.92
WESTERN REGION BUSINESS - REIM EXP	1,611.77
EXECUTIVE BOARD BUSINESS - REIM EXP	1,139.32
MOBILIZATION REIM EXPENSE	461.35
ORGANIZING REIM EXPENSE	1,609.20
LABOR DAY EXPENSE - WESTERN REGION	32.39
TRAVEL, HOTEL & RESTAURANT - EASTERN REGION	1,495.64
TRAVEL, HOTEL & RESTAURANT - WESTERN REGION	1,219.72
TRAVEL, HOTEL & RESTAURANT - EXECUTIVE BOARD	7,505.82
BARGAINING - TRAVEL, HOTEL & RESTAURANT	12,648.28
ORGANIZING - TRAVEL, HOTEL & RESTAURANT	1,814.89
REGISTRATION - EXECUTIVE BOARD	15.00
UTILITIES - PHILADELPHIA	3,921.21
UTILITIES - CARNEGIE	1,510.88
BUILDING MAINTENANCE - PHILADELPHIA	4,468.76
BUILDING MAINTENANCE - CARNEGIE	930.90
PROTECTION - EASTERN REGION	3,336.00
PROTECTION - EXECUTIVE BOARD	3,336.00
PAYROLL - PROCESSING FEES	4,153.85
SANITATION - CARNEGIE	222.01
WATER & SEWER - PHILADELPHIA	1,316.26
WATER & SEWER - CARNEGIE	261.88

Statement of Revenue, Expenses & Changes in Net Assets

October - December 2024 (concluded)

	Total
REAL ESTATE TAXES - CARNEGIE	6,052.29
CONTRIBUTIONS - BOARD	5,000.00
PROFESSIONAL FEES - LEGAL	6,000.00
PROFESSIONAL FEES - ACCOUNTING	16,000.00
POSTAGE & DELIVERY - WESTERN REGION	6,057.18
POSTAGE & DELIVERY - EXECUTIVE BOARD	246.56
OFFICE SUPPLIES - EASTERN REGION	3,519.45
OFFICE SUPPLIES - WESTERN REGION	1,323.36
OFFICE SUPPLIES - EXECUTIVE BOARD	746.21
BONDS & INSURANCE	6,859.97
PRINTING & TYPING - EASTERN REGION	1,717.99
PRINTING & TYPING - WESTERN REGION	1,152.38
PRINTING & TYPING - EXECUTIVE BOARD	912.82
TELEPHONE - EASTERN REGION	3,870.69
TELEPHONE - WESTERN REGION	3,555.23
TELEPHONE - EXECUTIVE BOARD	2,577.87
COMPUTER SYSTEM WORK - CARNEGIE	1,241.20
SYMPATHY	269.94
EQUIPMENT LEASING - EASTERN REGION	4,548.67
EQUIPMENT LEASING - WESTERN REGION	5,189.62
EQUIPMENT LEASING - EXECUTIVE BOARD	4,548.65
MAINT AGREEMENT - EASTERN REGION	2,835.00
MAINT AGREEMENT - EXECUTIVE BOARD	2,835.00
SUBSCRIPTIONS - EXECUTIVE BOARD	5,553.07
MEMBERSHIP - CLC EASTERN REGION	1,080.90
MEMBERSHIP - CLC WESTERN REGION	960.00
OFFICE EXPENSE - EASTERN REGION	57.51
OFFICE EXPENSE - EXECUTIVE BOARD	137.51
SERVICE CHARGES	194.75
BANK CHARGES & FEES (deleted)	829.17
UNAPPLIED CASH BILL PAYMENT EXPENDITURE	(3,813.90)
Total Expenditures	\$ 789,287.19
NET OPERATING REVENUE	\$ 49,175.83
Other Revenue	
AMEX REFUND INCOME	1,578.00
Total Other Revenue	\$ 1,578.00
NET OTHER REVENUE	\$ 1,578.00
NET REVENUE	\$ 50,753.83

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Communication Workers of America-Local 13000

Operating Fund
Account Summary

as of 12/31/2024

	Shares	Unit Cost	Total Cost	Current Market Value
Cash Equivalents			0.00	0.00
Money Market - Taxable - Standard				
Federated Hermes Govt Obligations PS Fund 117 (GOFXX) - Principal	46,607.05	1.00	46,607.05	46,607.05
Asset Total	46,607.05		46,607.05	46,607.05
Accrual Total				176.72
Grand Total	46,607.05		46,607.05	46,783.77

Emergency Fund

as of 12/31/2024

	Shares	Unit Cost	Total Cost	Current Market Value
Cash Equivalents				
Money Market - Taxable - Standard				
Federated Hermes Govt Obligations PS Fund 117 (GOFXX) - Principal	248,829,880.00	\$ 1.00	248,829.88	\$ 248,829.88
Equity				
Domestic				
Air Prods & Chems Inc Com (APD)	277.00	\$ 156.63	43,386.29	\$ 80,341.08
Alphabet Inc (GOOGL)	668.00	\$ 177.73	118,722.48	\$ 126,452.40
Apple Inc Com (AAPL)	895.00	\$ 16.42	14,700.37	\$ 224,125.90
Blackrock Inc (BLK)	132.00	\$ 152.66	20,151.40	\$ 135,314.52
Chevron Corporation (CVX)	560.00	\$ 163.36	91,480.35	\$ 81,110.40
Coca Cola Co Com (KO)	1,270.00	\$ 28.89	36,692.06	\$ 79,070.20
Costco Whsl Corp New Com (COST)	155.00	\$ 302.27	46,852.58	\$ 142,021.85
Honeywell Intl Inc Com (HON)	680.00	\$ 178.36	121,287.37	\$ 153,605.20
JPMorgan Chase & Co Com (JPM)	550.00	\$ 40.55	22,304.59	\$ 131,840.50
Johnson & Johnson Com (JNJ)	632.00	\$ 61.99	39,179.07	\$ 91,399.84
Lowe's Cos Inc Com (LOW)	515.00	\$ 69.51	35,795.48	\$ 127,102.00
Mastercard Inc Class A (MA)	334.00	\$ 70.40	23,514.07	\$ 175,874.38
McKesson Corp (MCK)	140.00	\$ 439.87	61,581.77	\$ 79,787.40
Microsoft Corp Com (MSFT)	405.00	\$ 74.16	30,035.61	\$ 170,707.50
Nextera Energy Inc (NEE)	1,070.00	\$ 61.86	66,191.06	\$ 76,708.30

(continued on page 14)

Communication Workers of America-Local 13000

Emergency Fund *(continued)*

as of 12/31/2024

	Shares	Unit Cost	Total Cost	Current Market Value
Nvidia Corp (NVDA)	517.00	\$ 110.62	57,188.55	\$ 69,427.93
Oracle Corp Com (ORCL)	1,072.00	\$ 50.14	53,745.46	\$ 178,638.08
Pepsico Inc Com (PEP)	794.00	\$ 68.90	54,704.00	\$ 120,735.64
RTX Corp (RTX)	1,604.00	\$ 78.08	125,245.26	\$ 185,614.88
S&P Global Inc (SPGI)	194.00	\$ 187.63	36,400.51	\$ 96,617.82
Stryker Corp (SYK)	213.00	\$ 306.98	65,387.72	\$ 76,690.65
TJX Cos Inc New Com (TJX)	1,098.00	\$ 27.74	30,462.59	\$ 132,649.38
Texas Instrs Inc Com (TXN)	585.00	\$ 185.06	108,257.98	\$ 109,693.35
Thermo Fisher Scientific Inc (TMO)	142.00	\$ 560.43	79,580.47	\$ 73,872.66
United Parcel Service Inc Cl B (UPS)	500.00	\$ 174.20	87,098.59	\$ 63,050.00
Unitedhealth Group Inc Com (UNH)	243.00	\$ 57.19	13,897.14	\$ 122,923.98
iShares Core S&P Mid-Cap ETF (IJH)	3,105.00	\$ 34.98	108,598.07	\$ 193,472.55
iShares Core S&P Small-Cap ETF (IJR)	1,636.00	\$ 68.58	112,204.39	\$ 188,499.92
Domestic Total:	19,986.00		1,704,645.28	\$ 3,487,348.31

Equity ETF

SPDR S&P 500 ETF Trust (SPY)	719	\$ 416.33	299,339.90	\$ 421,391.52
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Fixed Income Corporate Bonds & Notes

American Express Co. 2.25% 3/4/2025	10,000.00	\$ 99.37	9,937.36	\$ 9,945.37
Bank Of America Corp 5.819% 9/15/29	85,000.00	\$ 100.20	85,174.12	\$ 87,253.41
Berkshire Hathaway 3.50% 2/1/25	50,000.00	\$ 100.29	50,146.88	\$ 49,926.42
Berkshire Hathaway Finance Corp 1.45% 10/15/2030	70,000.00	\$ 99.87	69,911.83	\$ 58,484.27
Blackrock Inc 4.75% 5/25/2033	110,000.00	\$ 98.12	107,932.01	\$ 107,709.83
Comcast Corp 3.375% 8/15/25	85,000.00	\$ 100.16	85,136.67	\$ 84,274.60
Duke Energy Carolinas 4.85% 1/15/2034	130,000.00	\$ 95.09	123,615.41	\$ 125,993.19
Goldman Sachs Group Inc 3.50% 4/1/2025	100,000.00	\$ 98.90	98,895.98	\$ 99,651.09
JPMorgan Chase & Co 3.782% 2/1/28	125,000.00	\$ 93.87	117,331.25	\$ 122,321.59
Morgan Stanley 6.407% 11/1/2029	135,000.00	\$ 105.67	142,655.85	\$ 141,046.25
PNC Financial Services 3.45% 4/23/29	100,000.00	\$ 102.63	102,361.27	\$ 94,454.88
Texas Instruments Inc 2.25% 9/4/2029	100,000.00	\$ 90.27	90,271.22	\$ 89,744.12
United Health Group Inc 5.00% 4/15/2034	100,000.00	\$ 103.73	103,725.93	\$ 97,620.16
Corporate Bonds & Notes Total	1,200,000.00		1,187,095.78	\$ 1,168,425.18
FN CB7968 Mtge 5.00% 2/1/2054	169,991.49	\$ 99.03	168,344.70	\$ 164,068.75

Domestic

Janus Henderson AAA CLO ETF (JAAA)	4,930.00	\$ 50.78	250,345.40	\$ 250,000.30
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Communication Workers of America-Local 13000

Emergency Fund (concluded)

as of 12/31/2024

	Shares	Unit Cost	Total Cost	Current Market Value
Fixed Income				
Fixed Income ETF				
Janus Henderson Mortgage-backed Securities ETF (JMBS)	9,274.00	\$ 45.81	424,806.90	\$ 409,725.32
iShares 0-5 Year TIPS Bond ETF (STIP)	2,138.00	\$ 101.50	217,012.77	\$ 215,082.80
iShares Floating Rate Bond ETF (FLOT)	3,065.00	\$ 50.74	155,518.10	\$ 155,947.20
Fixed Income ETF Total	14,477.00		797,337.77	\$ 780,755.32
Municipal Bonds & Notes - Taxable				
California St 3.05% 4/1/29	100,000.00	\$ 102.46	102,458.51	\$ 94,484.00
Radnor PA 1.729% 11/1/28	50,000.00	\$ 100.00	50,000.00	\$ 43,778.50
Municipal Bonds & Notes - Taxable Total	150,000.00		152,458.51	\$ 138,262.50
U.S. Government Agency Obligations - Mortgage-Backed Bonds				
FR SD8368 6.00% 10/1/2053	97,672.22	\$ 98.98	96,672.60	\$ 98,122.12
Federal Farm Credit Banks Funding 1.33% 11/3/2026	200,000.00	\$ 100.05	200,102.07	\$ 189,380.88
G2 MA9365 Mtge 7.00% 12/20/2053	70,872.73	\$ 102.08	72,345.56	\$ 72,660.90
U.S. Government Agency Obligations-Mortgage-Backed Bonds Total	368,544.94		369,120.23	\$ 360,163.90
U.S. Treasury Bonds & Notes				
U.S Treasury 4.00% 2/15/34	125,000.00	\$ 96.96	121,202.24	\$ 119,745.70
US Treasury Notes 2.00% 11/15/2026	175,000.00	\$ 103.76	181,573.54	\$ 167,945.59
United States Treasury 4.00% 10/31/29	305,000.00	\$ 99.13	302,340.38	\$ 299,970.37
U.S. Treasury Bonds & Notes Total	605,000.00		605,116.16	\$ 587,661.66
Fixed Income Total	2,512,943.43		3,529,818.55	\$ 3,449,337.61
Asset Total	2,782,478.31		5,782,633.61	\$ 7,606,907.32
Accrual Total				\$ 22,801.99
Grand Total	2,782,478.31		5,782,633.61	\$ 7,629,709.31

CWA
LOCAL 13000

CWA LOCAL 13000 NEWS

HAPPY
PRESIDENTS DAY

BLACK
HISTORY
MONTH