

· COMMUNICATIONS WORKERS OF AMERICA AFL-CIO·

LOCAL13000NEWS

·THE UNION FOR THE INFORMATION AGE ·

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Message from the President

he summer season is rapidly approaching and temperatures across the region are heating up. As this happens, we want to remind the membership to take the time to work safely and be wary of your health when you are working in these extreme conditions.

As expected there and many other events across the state that are heating up as well. Extension negotiations with Verizon began on My 22nd, 2025. The union and the company agreed to meet to discuss the possibility of extending the existing contract while addressing some items of importance to both the company and the union. At the time this article was prepared those negotiations were still ongoing and there are no updates that can be shared at this time. Once there are any developments in these discussions, we will share that information with the membership throughout the Local. I would like to thank the members who took the time to submit a bargaining survey to the Local over our Local app. We have calculated and read all the surveys that were submitted, and we will look to address

your priorities in these negotiations.



On a national level the union is awaiting the results of any changes the Commerce Department may implement regarding broadband build out across the country. Pennsylvania was set to announce the recipients of federal funding as a result of the "Infrastructure Bill"

later this month, but that has been put on hold, further delaying consumers access to quality broadband service in unserved/underserved areas. The hold up is to see if the Commerce Secretary, Howard Lutnick, will change requirements for building this network and give companies like Starlink an advantage to provide low earth orbiting satellites access to funding rather than provide superior service, like Verizon's FiOS to customers across the state. Clearly fiber direct to the customer is the intent by this legislation to provide the customers with superior service and now they want to change the rules and provide an inferior product and give their billionaire friend access to over 20 billion dollars of federal funding throughout the country.

(continued on page 2)



Message from the President

(continued from page 1)

In anticipation of this the Local has been contacting our allies in Congress to tell them to oppose any change to the existing requirements in this legislation and give consumers quality broadband service. Many of those we have spoken to agree and do not want to see any changes to the bill.

As I mentioned earlier in this article that we are in negotiations with Verizon, we are also continuing to discuss the need for additional staffing and fleet issues across the state. Currently our members are working on broadband projects across the state and the amount of work is surpassing the available workforce in those areas. Even though they continue to hire additional outside plant employees there is still a need for more people and vehicles to support the newly hired members. Please make sure that we check vehicles and make sure everything is working properly. No one should be working in a vehicle that is unsafe and not working properly. Many of you have communicated to us the problems with existing vehicles and equipment. We have had a few close calls already this year

and do not want anyone put in harms way for something that could have easily been avoided by getting a vehicle repaired and getting the proper equipment.

Finally, as I was preparing this edition I received a call from Kevin Scrobola, who is the stepson of retired Local 13000 President Joe Clinton. Joe has had some failing health recently and is currently in the hospital preparing to enter a rehab facility. Please keep Joe in your thoughts and prayers and wish him a speedy recovery. We will keep you updated to his condition as it becomes available.

In Unity,

James Gardler

President CWA Local 13000

Junes J. Gardler

IN MEMORIAM

Steven T. Yenik Unit 33 Branch 02 Deceased May 23, 2025 John Brown, Jr. Unit 59 Branch 01 Deceased April 16, 2025 David F. Mamrak Unit 32 Branch 02 Deceased May 4, 2025

Robert R. Lee, Sr Unit 44 Branch 09 Deceased May 7, 2025 James M. McMonigle Unit 13 Branch 03 Deceased May 14, 2025

CWA



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CWA Local 13000 Executive Office

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James J. Gardler, Editor Kalyn Hughes, Assistant Editor



"Growth is never by mere chance; it is the result of forces working together"

James Cash Penney, founder of J.C. Penney stores.

Organizing new members is about building a better future for workers' long term. Many current CWA members have benefited from past organizing efforts with better wages, improved health insurance, retirement plans, paid time off, etc.. By helping organize new members, we ensure that future workers will have the same protections. It is about leaving a legacy of better workplace standards and labor rights for the future generation of employees.

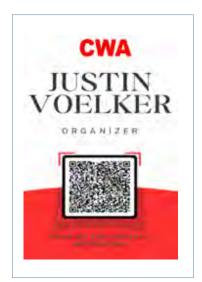
My job as the Organizer for Local 13000 is to help grow our local, but I cannot do it alone. The corporate world often invests significant resources into anti-union campaigns, attempting to intimidate or mislead workers. Management often tries to "third party" unions, but we know the truth. The union is not a third party. The union is us! We are united. We are strong. We are growing. Get involved. Be the reason someone joins. BE THE UNION!

Almost all organizing campaigns start with a simple referral from a member. When members speak from the heart and share real life experiences with a non-union

workforce, their words can have a profound impact on the outlook of having representation and the power of having a voice in the workplace.

If you have relatives, neighbors, friends or just run into an employee that works for an employer that does not have representation, have that conversation! Below is my contact information and I would ask you to please share it with anyone who is eager to stand up and have a voice in the workplace.

In Unity, Justin Voelker







The Local Buzz The Local Buzz The Local Buzz



Report of Executive Vice President, Jeff Reamer

VERIZON

n anticipation of the potential contract extension talks that were slotted to begin with the Union and Verizon on May 21, 2025, a mobilization was sent out to the Verizon membership. The mobilization itself, which was sent out by both Regions, consisted of having members sign up for the Local 13000 Union Strong App where they could fill out a bargaining survey that would allow them to rank and identify those issues important to them in priority order that would set our bargaining priorities for Local 13000 in these contract extension talks with Verizon. In order to allow ample time for the processing of the results before bargaining began, the deadline of the bargaining survey mobilization was completed on May 20th. Those issues that have been identified by the membership that participated in the bargaing surveys have been weighted and ranked in order of importance and have been incorporated into our bargaining agenda. To date, as bargaining continues, the question of whether or not there is a definative path to a contract extension is yet to be determined. Despite the May 20th deadline associated with the bargaining survey mobilization, members are still urged to sign up for the Local 13000 Union Strong App if they have not already done so. Future bargaining updates as well as any potential actions needed going forward will continue to be posted in the App.

WINDSTREAM

reliminary discussions were held with the Company in late April over the Company's notice that was received by the Union to enter into bargaining talks for a potential agreement to bring 2 new Local Community Connections sales positions (LCCs) into the Kittanning and Export markets. Currently, the position only exists in the Ridgway Contract. At the meeting held on April 23, 2025, the Union raised various questions and requests for information regarding the Company provided proposal that differed considerably from our existing agreement in Ridgway. After over a month of silence, with no information provided that was previously committed, the Company advised the Union on May 30, 2025, that it will not be adding the LCC positions to the Kittanning and Export markets. The Union has requested a follow-up meeting to discuss the Company's reasoning that has yet to be scheduled. Updates will be provided on this issue as events occur.

COMCAST (Corliss)

he opening day of bargaining began on April 29, 2025, for our Unit 116 members at Comcast Corliss whose contract is set to expire on May 20, 2025. The Union passed numerous proposals across the table aimed at improving the working conditions, earning potential and work life balance for our membership with no clear response at the table from the Company. In addition, at the mid- May bargaining sessions the Union presented a second round of proposals that have still not been answered or addressed by the Company at the table. While the Company's opening statement in bargaining referenced a desire to work with the Union and come to a fair agreement for the membership



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as quickly as possible. Their actions and their lack of response to our requests for information at the table have shown otherwise. Bargaining is set to resume with the Company on June 12th and 13th. Updates on bargaining will continue to be relayed to the membership in real time.

EVERYACTION/BONTERRA

he outstanding issue of the Company's NGP VAN reorganization proposal. which includes the creation of new titles and various title changes to our already existing titles, remains unresolved. The last bargaining meeting over the reorganization was held on April 17, 2025, with the Company. The Company has yet to commit to future bargaining dates over this issue. The Union continues to impress upon the Company that the roadblock that exists and is preventing an agreement is the lack of a clear path in terms of movement in like titles from the Bonterra side of the shop to NGP VAN and vice versa. At this point, our sites now turn to the upcoming bargaining for the contract that is set to expire on September 30, 2025. Bargaining surveys are now being prepared to be sent to the membership to set our bargaining agenda as we look to begin negotiations for a successor contract for our membership that is comprised of 3 different CWA Locals. At the time this article was written, no formal bargaining dates have been set with the Company to begin these negotiations. Updates will be relayed to the membership as events unfold.

AVAYA

t the time of the last edition of the Local 13000 newsletter, the membership ratification process was underway for the tentative agreement reached in bargaining with AVAYA in mid-March of 2025. After all of the respective Locals with AVAYA members held individual ratification votes and sent those results to the National T&T Office to be included in the final ratification count, the tentative agreement was overwhelmingly ratified into contract. The ratification of this agreement not only included the previously detailed economic provisions that were included in the agreement but also restored all bargained for items that were not included in the Company's previously imposed contract in late 2023. Now comes the task of protecting and enforcing those contractual provisions gained in bargaining.

NEWTOWN TOWNSHIP (Municipal Workers)

reparations have now begun for the upcoming bargaining of our Unit 25 Newtown Township Municipal Workers contract that is set to expire on December 31, 2025. The notice of our intent to bargain a new contract under the Public Employees Relations Act No. 195 was sent to the Township on June 10, 2025. A membership meeting of the full Bargaining Unit is in the process of being set up to discuss our upcoming bargaining and to collect bargaining surveys from the membership to set our priorities for that upcoming bargaining is now in the scheduling process. Members are urged to stay in contact with elected Union Officials for updates on the bargaining process as a whole and for the specific date and time scheduled for that upcoming membership meeting.

In Unity,

Jeff Reamer Executive Vice President CWA Local 13000



Grey Matters

Do not get Scammed!!!!



Prevention Tips for Retirees

Trust your instincts; hang up or delete suspicious contacts. Never give personal or financial information to an unexpected caller or email. Government agencies (Medicare, Social Security, police, IRS) will never demand payment by gift card, prepaid card, or wire transfer. If someone presses you urgently (even citing authority), pause say you will call them back on an official number and then verify independently.

Beware high-pressure tactics. Scammers use fear (threats of arrest, deportation, lawsuits) and urgency ("Act now!") to cloud judgment. Always take time to think or consult family before sending money. Never let a caller rush you. As one PA official noted, "callers often prey on fear and urgency to trick unsuspecting individuals."

Verify before you trust. Independently look up contact information for any company or agency. If an email or letter looks official, do not click any links — go to the real website

instead. For example, the PA Treasury urges seniors to log into the official "Where's My Rebate?" portal or call the Revenue Department's published number to check status.

Secure your personal data. Shred documents with sensitive info, use unique passwords, and enable two-factor authentication on accounts. Never respond to "confirm your Social Security/Medicare number" requests. As a rule, Medicare and Social Security communications come in the mail, not by random call or text.

Avoid unusual payment methods. Legitimate businesses and agencies will not require gift cards, wire transfers to unknown accounts, or cryptocurrency payments to settle debts. If a caller insists on these, it is a clear scam.

Monitor accounts regularly. Check bank and credit card statements often. Set up alerts for large withdrawals or suspicious activity. Early detection of fraud can limit losses.

Talk to family or friends. Scammers often isolate victims. Before making large gifts or sharing confidential info (like bank details or Medicare numbers), discuss with a trusted relative or friend to get a second opinion.

Stay informed. Sign up for free scam alerts. (AARP offers text alerts via the Fraud Watch Network – text "FWN" to 50757 – and you can call 1-877-908-3360 for guidance). Pennsylvania's Office of Attorney General also provides consumer alerts by email/text if you subscribe.

Resources & Reporting Contacts

If you suspect a scam or abuse, report it. Pennsylvania has several dedicated hotlines and programs for seniors:

PA Attorney General – Consumer Protection: Call 1-800-441-2555 or email <u>scams@attorneygeneral.gov</u> to report scams or get assistance. The AG's Senior Protection Unit investigates fraud against older adults and coordinates with federal agencies.



FBI Internet Crime Complaint Center (IC3): File an online complaint at www.ic3.gov. The FBI urges all victims to report fraud so trends can be tracked.

Pennsylvania Senior Medicare Patrol (SMP): For suspected Medicare/healthcare scams, call the PA SMP at 1-800-356-3606 or visit the CARIE Elderly Advocates SMP website. SMP volunteers help beneficiaries identify and report Medicare fraud.

PA MEDI – Medicare Counseling: Call 1-800-783-7067 for free, unbiased Medicare information and assistance. MEDI counselors can verify legitimate communications and explain benefits.

AARP Fraud Watch Network: AARP offers a toll-free helpline at 1-877-908-3360 for fraud guidance, and an interactive Scam Tracking Map. (Even non-AARP members may call for support and referrals.)

Department of Aging – Elder Abuse Line: Pennsylvania's Adult Protective Services can be reached 24/7 at 1-800-490-8505 to report elder abuse or financial exploitation. Calls may be anonymous, and help is available for investigations or guardianship.

PA Department of Human Services – Benefits Fraud: If you suspect Medicaid or SNAP fraud, call 1-844-DHS-TIPS (1-844-347-8477). DHS also has fraud hotlines for other assistance programs.

Social Security Administration: Report SSA impostor scams or identity theft to 1-800-772-1213 or visit oig.ssa. gov (Office of Inspector General). The SSA warns that it will never call demanding information — hang up on such calls.

Local Law Enforcement: Never hesitate to call 911 or your local police if you fear for your safety. Many local police departments and District Attorney's offices also accept fraud reports and may collaborate on sting operations (as in the Hempfield case).

Staying vigilant and using these resources can help protect seniors from fraud. Even if no crime was completed, reporting attempted scams helps authorities shut down schemes and warn others. Pennsylvania's elder care agencies, consumer protection offices, and community organizations all stand ready to assist seniors and their families in staying safe.

On another issue The CWA RMC Convention is in Pittsburgh 8/9 at the Westin Hotel 1000 Penn Ave Pittsburgh. All retirees are invited to attend. If interesting in attending drop me an email at mrkb0129@aol.com so I can register you as a guest and give you all the details.

See you all in Pittsburgh!

In Solidarity
Mark Boehmer 2-13 RMC VP





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	Shawn Langan	Unit 116	Larry Coyne
Unit 54	Dana Bialek	Unit 119	Jamie Fetterman
Unit 56	Dan Murphy		

Western Region



ell, it is a typical summer here in Western Pennsylvania; rain, cold, hot, sunny, tornados and everything else that normally happens here. Safety is of utmost importance when out working, traveling or on vacation. Please remember downed

lines can be live and should be treated as live. Execute the utmost caution when we are out working around downed lines, especially when it is dark out. You may not know the conditions down the road where something can be electrified. Our job is to be done safely, so please when there has been a storm, make sure that you are checking everything out before working on anything; weather conditions could change in seconds.

Unit 116 Comcast Corliss's bargaining is still ongoing. We have had four dates with the company, and they are slow playing. Anyone that works for Comcast is aware of how they play this game. At the end of every session, please look for bargaining updates, they will be posted on Facebook or reach out to your representative for the latest bargaining news.

At numerous companies that we represent, they are using different systems to check on your driver's license status. Some systems are same or next day notifications. These notifications can be a loss of driver's license, non-renewal of driver's license and other items. Verizon has been giving out terminations for people that have let their license expire and they come in and drive a company vehicle. Now we have been able to get people back, it still causes issues. We would like to remind everyone that on your birthday please look at your license because it normally expires the next day. The company looks at this as a serious offense and an insurance liability if you get into an accident that may not even be your fault. Please make sure to set a reminder on your phone when your license is set to expire.

American Red Cross had some payroll issues that I have previously spoken about, and everything should be corrected

at this point. If you have any other payroll issues, please reach out to Unit 111 President Jaytricia Tremel to discuss.

Consolidated Communications had a membership meeting the other day and we have all your issues written down for an agenda when we meet with the company on June 24, 2025, for our quarterly common interest forum meeting. We have these meetings with the company to try and correct actions/items that are not necessarily contractual issues but problems that the members feel need some action on. So, if you were not in attendance at the membership meeting (thanks to all those that did

attend) please reach out to your Unit 54
President Dana Bialek (412-298-5803) to
discuss those issues.

RS Bellco Community Credit Union in Unit 54 has purchased a new building and is hoping their new location opens by the end of the year. This new location is still in New Brighton PA, and it will be a state-of-the-art facility for our members to work in.

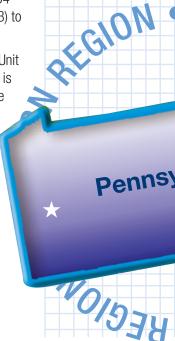
Hopefully, this will create new union jobs in this branch (Unit 54 Branch 5).

All Grievances at the Regional level have either been scheduled or heard and if they were heard with the employer then responses have been sent out to update the grievant on the status of the grievance.

I would like to thank all of you for your continued support. Hopefully, I will be seeing you soon at your next membership meeting. ■

In Unity,

Gregg Bialek Western Region Vice President



EASTERN REGION UNIT PRESIDENTS

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



Eastern Region

Joseph Peruggia

Unit 22



Around the Region

have stated in many articles over the past decade that we as "union members" are the only ones in the company who are accountable, and it seems to be more prevalent now than

ever before. It is rewarding to know this, but it is also disappointing to know that management is allowed to

make mistakes with little or no repercussions, EASTERN yet when an employee does not comply, it becomes a severe problem. In most corporations, management leads by example, meaning

that they are the ones who set the bar for expectations for others to follow along.

That is not the case with two of the largest employers in the eastern part of the state. A lot of finger-pointing from management towards employees can only mean one of two things. There are either a bunch of new employees or there are a bunch of new managers. Seeing that the workforce has not flipped over, the issues are more based on the management and how they focus on the negatives and not

I will start with AT&T Mobility and how their management under the current Director of Sales has changed. They used to have what was called "skip level" meetings where

employees could meet with the ARSM (2nd level) without the manager (1st level) present. This policy was extremely productive because mid-level management would learn directly from the employees about any problems that they were experiencing. That has not been the case as of late because the Director of Sales has no interest in fostering a healthy work-life balance, nor is she interested in any sort of productive Union Company relationship. This is

the positives.

bad for morale, because the employees can provide valuable customer feedback directly to management so that the information can find its way to the decision makers. The good news is that both AT&T Unit councils (14 & 37) are strong with experienced employees serving as Union officials, so that the employees will remain secure with their knowledge.

In Verizon, there is no such thing as "Skip Level" meetings, because in my opinion, mid-level management does not want to hear from the employees. They do have what is called "Pulse Surveys," where an employee can answer a survey and provide comments about work issues so that upper-level management can gauge the sentiment of the employees. So, the only reason that supervisors and managers want the employees to do it is because the directive is from above. At first, it seemed like a good idea because I have always said, "being a Union member provides a voice in the workplace" so naturally, participating in a pulse survey is a way to convey an employee's information directly to management. Except that it is no longer effective, all that management cares about are that the employee participates in the surveys so that the manager's superior is no longer pressuring them.

In Closing, I want to thank a person who has been part of the Eastern Region Council of Unit Presidents since 2010. Unit 14 President Orland Jones has officially retired from AT&T Mobility and resigned as the 14 Unit President as well. She was instrumental in representing hundreds of members over the past 15 years with passion and integrity, and she will be missed.

In Unity,

Richard R. Dezzi Eastern Region Vice President





Happy Retirement Orland!



















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)

CWALOCAL13000 NEWS



Women's View

he mission of the CWA Local 13000 Women's Committee is to educate, inspire and empower women while identifying issues unique to women workers. In an effort to follow our mission, for 2025 the women's committee will be reaching out to charities across the state of Pennsylvania to help empower working women. We feel incorporating the labor movement into our communities will give women the encouragement they need to be successful in their careers.

In today's society, more and more women are being introduced into the workplace. Unfortunately, things happen where working women are forced to face unforeseen circumstances such as domestic violence, abuse and inequality which could hinder their success in their careers. According to the centers for disease control and prevention and the National Institute of Justice, nearly 25% of women experience at least one physical assault during adulthood by a partner; 22% of the women had been subject to domestic violence during some period of their life. To this day, there are still positions that are classified as male dominated, not just in the workplace but in society as well. We feel it is time to step up to the plate and assist our fellow working women through community outreach.

Throughout 2025, the women's committee will be conducting donation drives and support for various charities across Pennsylvania. The Women's Committee members are already involved with organizations throughout our communities, in the upcoming year we have made it our mission to promote our Union's values and spread the communal mission of outreach within these communities.

There have been two shelters chosen, so far, to benefit from our donation drive. The first is Family Promise of Indiana, whose focus is helping homeless and low-income families achieve sustainable independence through a multifaceted response. They provide advice, education, and advocacy for all at-risk families to prevent their becoming homeless which includes providing food, shelter, and case management. The second is Arise of Lawrence County, whose focus is providing leadership initiatives that contribute to ending physical, sexual, and emotional violence. They provide education, help with medical appointments and court hearings, assist with developing plans for personal safety, offer counseling and provide emergency housing services. We are asking each member to watch for future literature to support these efforts.









Safety News

CWA Weighs In on OSHA Heat Regulations

June 12, 2025

The Occupational Safety and Health Administration (OSHA) will hold a virtual Heat Hearing regarding their proposed "Heat Injury and Illness Prevention in Outdoor and Indoor Work Settings," which begins Monday, June 16, and runs through July 2.

CWA's panel, led by CWA's National Deputy Director for Occupational

CWA's panel, led by CWA's National Deputy Director for Occupational Safety and Health, Micki Siegel de Hernandez, is scheduled to present on June 25th in the afternoon session (after 1pm EDT). CWA's panel will include CWA member representatives from IUE-CWA, Telecommunications, and Airline Passenger Service. Information about

The hearing and links for public viewing can be found on YouTube.

To access this page for further viewing please the follow link below or scan QR Code.



https://cwa-union.org/news/cwaweighs-osha-heat-regulations



Pennsylvania Advocacy Day Harrisburg, PA



District 2-13 Vice President Mike Davis addresses the crowd at Advocacy Day.





Unit 35 VP Tony Boyle spent some time speaking with House Rep's Twardszik, Barton, and Senator Argall while attending PA Advocacy Day in Harrisburg!







VETERANS COMMITTEE T-SHIRT

THE CWA LOCAL 13000 VETERANS COMMITTEE IS TAKING ORDERS FOR T-SHIRTS TO BENEFIT THE VALOR CLINIC. ALL PROCEEDS FROM THE SALE OF THESE SHIRTS WILL DIRECTLY BE DONATED TO THE VALOR CLINIC, WHICH PROVIDES VETERANS WITH ASSISTANCE ACCESSING BENEFITS, SECURING SHELTER, AND PROVIDING LONG-LASTING POST TRAUMATIC STRESS RESOURCES. TO ORDER YOUR SHIRT PLEASE USE THE QR CODE OR LINK BELOW. YOU WILL BE NOTIFIED WHEN THE SHIRTS WILL BE AVAILABLE THROUGH YOUR UNIT BRANCH REPRESENTATIVE. PAYMENT FOR THE SHIRTS CAN BE CASH OR CHECK MADE PAYABLE TO: CWA LOCAL 13000 COMMUNITY SERVICES FUND. PAYMENT WILL BE ACCEPTED WHEN THE SHIRTS ARE DISTRIBUTED.

SCAN ME





LOCAL 13000 VETERAN'S COMMITTEE



SCAN QR CODE ABOVE OR VISIT
HTTPS://FORMS.OFFICE.COM/R/8ILGUNPAIM





SAVE THE DATE! PHILADELPHIA LABOR DAY PARADE



SEPTEMBER 1, 2025

SHEET METAL WORKERS' LOCAL 19 UNION HALL

WISHING YOU A HAPPY LABOR DAY!







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