

July/August Volume 82, Issue 4 2022

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

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Message from the President

The last few months have been a bit of a rollercoaster ride in Local 13000. Negotiations at several of our employers all seemed to peak at the same time. Fortunately, we reached tentative agreements in 3 of those negotiations, ratified 2 of the contracts with one vote still to come. The membership affected in these contract needs to be commended for their patience as some of the discussions went longer than originally anticipated. Also, the assistance from the Units across the state securing data and information was very helpful in reaching the agreements. We have additional negotiations ongoing with several other employers and will be preparing for more before the years end. Our goal in all of these negotiations is to bring a contract back to the membership that they not only can ratify but one that they can support in the years ahead.



As we move on in 2022, we still have much work ahead of us. Namely the general elections taking place in November. Every cycle you hear someone say that this is the most

important election of your life. Well, this year it may just be the most important election of our lives in Pennsylvania. What with the Governors office up for election and one of the two Pennsylvania Senate seats, being vacated by Pat Toomey, up for

election, there is a lot at stake. If you have not heard this yet you will be hearing it over and over for the next few months, ***"IF JOSH SHAPIRO LOSES THIS ELECTION PENNSYLVANIA, WILL BE THE NEXT RIGHT TO WORK STATE IN THIS COUNTRY"***. We have come out early in support of Attorney General Shapiro for Governor and we must show up on election day to elect him our next Governor. AG Shapiro has been a friend of CWA going back to his days as county commissioner in Montgomery County and we are confident he an excellent and the only choice to replace our term limited Governor Tom Wolf.

Also, on the ballot in our other endorsed candidate for Senate, the current Lieutenant Governor John Fetterman. This election could

(continued on page 2)

Message from the President

(continued from page 1)

determine the balance of power in Congress to help establish policy supporting working men and women throughout this country.

Over the next several months your Local will be providing the necessary literature so that you can clearly understand that there are no other candidates to fill these positions in our Commonwealth. We will be asking you to not only vote but to also come out and assist these candidates in their campaigns so that we can secure a decisive victory. Elections have consequences and the outcomes of these 2 very important will have significant consequences for every one of our members in Pennsylvania. Stay tuned for more detail on our website, Facebook page and on the CWA STRONG app.

Also included in this edition are details for the upcoming Labor Day parade and celebrations in Pennsylvania. Please take the time this year to stand shoulder to shoulder with not only your CWA brothers

and sisters but with union members from all industries and sectors from across the state. The 2 high profile parades occur in Philadelphia and Pittsburgh, but activities will be occurring in towns across the state and our Local does it's best to support all of these events. Over the last 2 years the Pandemic had caused the turn out to be significantly lower than we are used too, but I am confident this year those numbers will begin to spike, and we will see a return to our normal turnout.

Enjoy the rest of your summer and we look forward to seeing all of you on Labor Day.

In unity,



James J. Gardler

President CWA Local 13000

IN MEMORIAM

William Haney-Retiree

Unit 13, Branch 12
Deceased July 13, 2022

William Rowe-Retiree

Unit 33, Branch 03
Deceased October 11, 2021

Robert Seip-Retiree

Unit 33, Branch 07
Deceased May 27, 2022

Clarence G. Schultz-Retiree

Unit 44, Branch 01
Deceased April 21, 2022



(ISSN:1050-0154)

CWA Local 13000 Executive Office
2124 Race Street, 3rd Floor
Philadelphia, PA 19103
215-564-6169
Volume 82, Issue 4



EXECUTIVE BOARD

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Jeff C. Reamer
Executive Vice President

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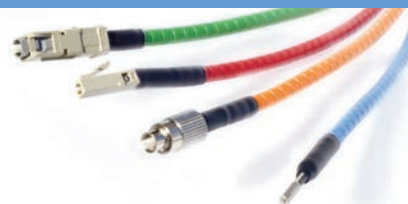
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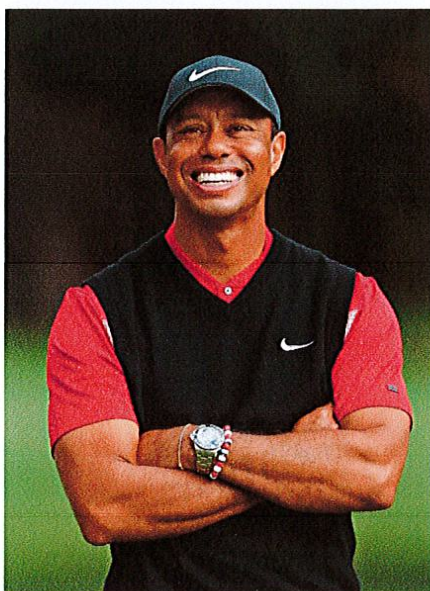
CWA 13000 NEWS is published bi-monthly by Local 13000, CWA, AFL-CIO. CWA Local 13000 Executive Board offices are located at 2124 Race Street, Third Floor, Philadelphia, PA 19103. Telephone (215) 564-6169. CWA 13000 NEWS business and editorial offices are located at the same address.

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**



SAVE THE DATE!



*28th Annual Jim Willer Golf
Tournament*

Friday, September 23, 2022

Located at:

*Walnut Lane Golf Club
800 Walnut Lane
Philadelphia, PA 19128*



AN IMPORTANT MESSAGE FROM CWA LOCAL 13000

Why are costs going up?

From groceries to gas, higher prices are taking a toll on working families.



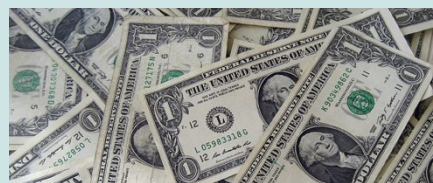
Disrupted supply chains.

The pandemic disrupted our supply chains that were focused on squeezing out more corporate profits instead of being resilient.



Overseas manufacturing.

With much of our manufacturing overseas, supply disruptions are even more painful and vulnerable to international events.



Corporate greed.

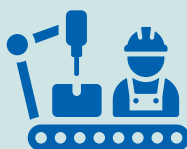
Corporate profits are at record highs and billionaires added \$2 trillion to their wealth during the pandemic. Even as oil prices come down, gas prices have stayed high. Big corporations are squeezing working families so Wall Street gets richer.

How do we fix this?



Upgraded infrastructure.

We need to complete repairs and construction to our bridges, roads and ports to make our supply chains stronger and prevent disruptions.



American manufacturing.

We need to bring manufacturing jobs back home to create good union jobs and shorten our supply chains.



Higher wages.

We also need to raise wages so that working people can afford everyday necessities. Workers organizing can check corporate greed and help build a more fair economy.

Higher costs are one of many issues that we all care about.

What else matters to you?

Take the survey.

Use the QR code or the link below to fill out the Union Member Issue Survey and tell us what issues matter to YOU!



aflcio.org/MemberSurvey



AN IMPORTANT MESSAGE FROM CWA LOCAL 13000

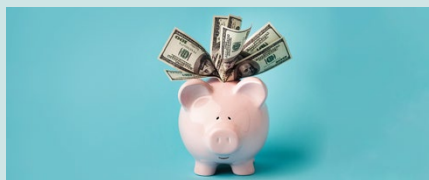
Fixing a Broken Economy

We know how broken the economy is for working people. That's why we fight together to take back the power from big corporations, both in the workplace and in the halls of government. And we've won key victories. Just in the past two years, we've:



Saved Essential Public Services.

We prevented drastic cuts to essential public services by securing \$350 billion in the American Rescue Plan that saved jobs for America's front-line workers.



Protected Pensions.

Union members fought to rescue the pensions of more than 1 million workers who were at risk of losing their hard-earned retirement. We made sure the pension fix made it into the American Rescue Plan.



Invested in Critical Infrastructure.

We led the push for infrastructure funding to create hundreds of thousands of good-paying union jobs and repair our roads and bridges, improve internet access, and upgrade our water and sewer systems.

We've seen some real improvements. But we can't stop when there's so much more to do:



Make Organizing Easier.

Big corporations have brazenly violated labor laws for decades to try and stop workers from organizing. We need tough new labor laws that will seriously penalize union-busting and make organizing easier.



Grow American Manufacturing.

Corporations have been shipping jobs overseas for too long, and we saw how it put America at risk with supply chain disruptions and rising prices during the pandemic. We need to bring good union manufacturing jobs back home.



Your Top Priority!

We want to hear from you and other union members to learn what our top priority for fixing the broken economy should be.

What else matters to you?

Take the survey.

Use the QR code or the link below to fill out the Union Member Issue Survey and tell us what issues matter to YOU!



aflcio.org/MemberSurvey

The Local Buzz The Local Buzz The Local Buzz



*Report of Executive
Vice President,
Jeff Reamer*

VERIZON

After several deadline extensions on the talks that began back on May 16, 2022 for a potential contract extension with Verizon, a tentative agreement was ultimately reached on July 1, 2022. The 3 year extension agreement provides a compounded 18.23% wage increase over the life of the agreement, a \$750 ratification bonus, COLA language in year 3 of the agreement, pension band increases of 1.5% in years 2023, 2024, and 2025, and preserves the lump sum pension cashout as well as the “Additional Temporary Pension Lump Sum Basis” Letter of Agreement of November 12, 2020 for the life of the agreement. The agreement includes modest cost share changes in healthcare for existing employees, increases the annual retiree health benefit to \$576 for each year of completed service up to a maximum of 25 years for retirees with an NCS date on or after August 3, 2008 in addition to establishing an HRA for those same retirees who may choose to opt out of Company sponsored healthcare plan. The agreement provides a guarantee of 1125 Union jobs to be created over the life of the agreement, 900 technicians and 225 Sales and Service and Tech Support hires across the Mid-Atlantic footprint. The agreement also provides a Work-at-Home Memorandum of Agreement which would be effective upon ratification. In addition, it includes commitments for our members to perform the majority of the 5G I&M work across the footprint, and the assignment of 5G Sales and Service and Tech support work to be assigned to our bargaining unit members.

This agreement was ratified into contract by the membership on July 29, 2022. Now comes the task of policing those provisions gained in bargaining. ■

AT&T MOBILITY

On June 24, 2022, after 5 months of bargaining, a tentative agreement was reached for our members at Mobility covered by the “Orange” contract. This 4 year tentative agreement includes wage increases of 5% in 2022 retroactive to the original date of expiration back in February, and 3% for each subsequent year of the agreement. In connection with years 2023 through 2025 a COLA adjustment formula is also factored in which caps out at a potentially 2 % additional increase for each of the last 3 years of the agreement. A new RSC wage scale was also negotiated that provides additional increases at every level of the scale bringing the total year 1 contractual wage increase to 7.5% for RSCs. On healthcare, all employees hired prior to January 1, 2023 have now been grandfathered into the lower cost share bracket which was held at 29%. Also on healthcare, a new option 3 was negotiated that has lower cost share but higher deductible and includes a Healthcare Savings Account (HRA) in which the Company will match employee contributions of \$250 annually. Enhancements to contractual provisions in the agreement include new stronger language on requirements of schedule change notice to employees, overtime now paid after 8 hours rather than after 11 hours, the addition of Martin Luther King Day as a paid holiday, new mandatory overtime caps of 8 hours per week, improved bereavement language, increases to on-call pay and minimum callout language, stronger language on retail holiday scheduling, and a new calculation for Sales Relief in LOA 11 that ensures our members get credit toward commission payout while on vacation or in training. On job security, enhancements were made to the Employment Security Commitment MOA that now includes all titles in the bargaining



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unit being eligible for a guaranteed job offer due to an involuntary surplus for any reason. Also, a new MOA was reached on Retail Store Operations that now guarantees a total percentage of 20% of all stores operating within the "Orange" footprint must be COR bargaining Unit stores. Furthermore, if the Company falls below that threshold, there can be no involuntary surplus in any of the "Orange" COR bargaining unit stores. Ballots for ratification were sent out to the membership in early July and on July 29th those ballots were tallied, and this agreement was ratified into contract by the membership across the "Orange" footprint. ■

SALSA/EVERY ACTION

At EveryAction, bargaining continues for our membership who are still fighting for their first contract. While tentative agreements have been reached on items covering various working conditions and terms of employment, economics still remain unresolved at the table. The Union bargaining team has placed our economic proposals on the table at previous meetings and we are now awaiting an answer from the Company. The next scheduled bargaining session with the Company is slotted for August 11, 2022. Updates on bargaining and potential mobilization efforts will be relayed to the membership through Union Officials. ■

COMCAST (Corliss)

Our Unit 116 members at Comcast Corliss continue bargaining for their contract that was originally set to expire back in May. The contract has been extended while bargaining continues. Economics continue to be the major hold up at the table. While tentative agreements have been reached on several issues, we are still far apart from a fair agreement. Our bargaining team remains committed to settle for nothing less than a fair contract that our members deserve. Bargaining dates are set for August and updates will be relayed to the membership as events unfold. ■

AMERICAN RED CROSS (Johnstown)

On June 20, 2022, after a year of bargaining, the Coalition of American Red Cross Unions reached a tentative agreement on the National Addendum that also covers our Unit 111 members. Details of the agreement include lump sum payments of \$1350 for full-time and \$500 for part-time employees, wage increases of 6% in September of 2022, 3% in September of 2023, and additional lump sum payments of \$365 for full-time and \$200 for part-time employees in September of 2024. On healthcare, the TeamCare will continue through the end of 2022 and effective January 1, 2023, it will switch to the United Steelworker Health and Welfare plan. New language was secured to promote health and safety as well as new language on site suitability for collections staff. Additional provisions were secured for the Company to provide 5 sets of new scrubs for full timers and 3 sets for part timers. The existing National Addendum has been extended until September 15, 2022 to allow for outstanding local agreements to finish bargaining. The bargaining of our Unit 111 Johnstown local contract is now ongoing, and updates will be relayed to the membership as bargaining progresses. ■

NEWTOWN TOWNSHIP (Municipal Workers)

In June, notice was sent to the Township of the Union's intent to enter into bargaining for our Municipal contract covering our members in Unit 25 Branch 11 that is set to expire on December 31, 2022. A membership meeting is scheduled with the membership on August 11, 2022 to gather bargaining surveys and set our bargaining agenda. All members are urged to attend to have their concerns addressed. The first day of bargaining is set for August 17, 2022 at the Township building. ■



WESTERN REGION UNIT PRESIDENTS

Unit 31	Mike Bowman	Unit 57	Bob Gourdie
Unit 32	Mike Reeder	Unit 59	Andy Miller
Unit 35	Anthony D'Angelo	Unit 101	Joseph Kopeck
Unit 41	Justin Felt	Unit 103	Patrick Catalano
Unit 42	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	Brett McElhatten		

Western Region



What beautiful weather we have had lately. I hope everyone is enjoying their summer so far. We have been super busy this summer with contracts, and we have had numerous movements at a few companies we represent.

At AT&T Mobility, we have ratified a new contract. Some of the highlights are a 4-year contract, a five hundred dollar signing bonus, good wage increases along with the possibility of COLA adjustments, improvements to compensation and paid time off, caps on mandatory overtime of 8 hours, time and a half paid for working in excess of 8 hours and increased call flow to promote work by union members.

Red Cross workers came to a National TA. In that agreement, Team Care is extended thru 12/31/22 and the new United Steelworkers health and welfare plan will be in effect 1/1/23 thru 12/31/24. Lump sum payments to full and part time employees, wage increases, scrub allowances, new language to promote health and safety, new site suitability language for collections staff and a new expiration date of 12/31/2024.

Verizon members also ratified a new contract. Some of the items include, wage increases under the current extension with increases for the new extension, ratification bonus payment, CPS and Pension Lump Sum Cash out are still in the contract. Pension band increases, stock together plan, minimal increases in benefit payments, jobs in 5G, 550 new jobs in District 2-13, 225 new call center jobs and a new work from home agreement.

Congratulations to all members on their new agreements. It was good to see everyone at the contract meetings on Zoom or in person. I know we have membership meetings starting up again, so I hope to see everyone there.

Other Western Region business, we have all grievances up to date that we have received. Windstream, Comcast, and Verizon have all been completed that we have received. Letters have been

sent to every member that filed a grievance to keep them up to date on their status.

Consolidated Communications meetings have been started on the testing procedures in the CLEC contract. As there are updates, your representatives will be getting that information out. We have also scheduled a Common Interest Forum meeting to have general discussions with the company about your issues on both the ILEC and CLEC side.

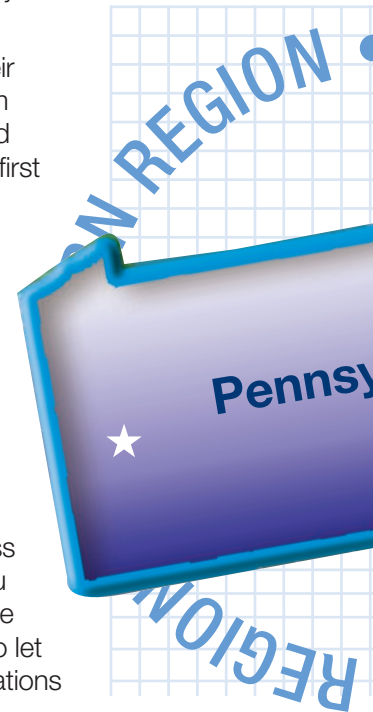
At R-S Bellco, we have had some discussions with the new CEO and are working on a few items there. Please reach out to your representative if you have any questions or concerns.

Every Action is still negotiating their first contract. Jeff Reamer and Jim Gardler have been working toward getting these new members their first contract. As we get updates on this new contract, we will keep all members up to date.

At Bright Speed (Former Century Link and Lumen) we have had dirty conditions in numerous Central Office locations. Joe Kopac, Unit 101 President, and I have meetings scheduled with Labor Management Joe Basile to discuss these deplorable conditions. If you run across this in any office, please reach out to your representative to let us know so we can get these locations taken care of.

Please remember, if management asks to talk to you about **"ANYTHING,"** make sure you ask for a representative to be present. Especially if you are working from home, make sure to ask. We have seen some members lately not asking for a representative and getting themselves in trouble.

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	Bader Lilley
Unit 22	Joseph Peruggia		

CWALOCAL13000NEWS



Eastern Region



Around the Region

Contract ratification votes for the two largest employers (AT&T and Verizon) in the Eastern Region were held at the end of July. As a Union member, you have the right to vote on accepting the

terms of a tentative agreement negotiated by the Union. A tentative agreement is reached when both parties believe that they have achieved terms during bargaining that both sides can live with. If you received a ballot and did not vote, then your voice has been silenced of your own volition. If you never received a ballot for whatever reason, you had the option to contact the Eastern Region Office for a second ballot during those two weeks. I know the timeframes were tight, but it was certainly enough time to cast a vote.

For the record, as a member of this local and an employee of Verizon, I was provided with a ballot for the ratification vote, and I voted yes. There are certain items that I would have wanted to be increased and other items that I would have wanted to be reduced.

However, bargaining is a negotiation, where both parties presumably walk away with the feeling that they both gained something and lost something.

Contracts are often associated with “boom and bust” cycles where workers are often rewarded more in the boom cycles because of the healthy economic conditions. Conversely, bust cycles provide less than favorable opportunities for the workers, often resulting in concessions. If the economic conditions trend towards a recession, would the primary issues

such as increased wages and reduced premiums on healthcare be available? That answer would not be available until August 2023, and I am not sure that it can ever be answered because we did not get to the expiration of the contract.

What we do know is that we ratified the 2011 Contract in October of 2012 after roughly a three-week strike and a year and a half of bargaining. 2015 bargaining brought us into another strike, but this occurred in April 2016 and lasted for 7 weeks. Through both of those circumstances, we paid more for our healthcare than in the previous contract. Furthermore, we achieved it while being without wages for 3 weeks in 2011 and 7 weeks in 2016. 2018 we were able to negotiate an extension and now another extension has been ratified. In this year, we were able to dip into already agreed-upon wages for the years 2022 & 2023 and increase those wages by 1.25% & 1% respectively without having to pay more for healthcare in those same two years. In other words, we were able to get something more without giving up more. Aside from that, a signing bonus for this year exceeds the healthcare increases throughout the life of this contract. So yes, maybe we could have gotten more, who knows, but we did not give anything up. In closing, I am grateful for all that have voted regardless of your opinions or views. A voice in the workplace is something that we all should enjoy since many cannot.

In Unity,

Richard R. Dezzi
Eastern Region Vice President



WOMEN'S COMMITTEE

Marisa MacCrory, Moderator
Orland Jones (Unit 14 President)
Jaytricia Tremel (Unit 111 President)
Dana Bialek (Unit 54 VP)
Lynn McCarthy (Unit 11 VP)

Women's View



*M*y name is Orland Jones, and I started my career with AT&T Mobility in 1997 as a Call Center Representative in King of Prussia. I went on to do office administration in the Deptford Mall, Retail Sales Consultant

at the Christiana, and Plymouth Meeting Malls. I took the title of Sales Support Representative in the Sproul Rd store in Springfield and ultimately went back to the Plymouth Meeting Mall.

In 2006, there were complaints about management which led me to begin working with CWA as I wanted to make a difference for myself and my co-workers in the workplace. In 2008, I formally began representing members in my Unit. In 2010, I was acting Vice President for Unit 14 until 2011 elections, when I became the Unit 14 President and continue to hold that position today. I currently represent members in the AT&T Mobility Retail Stores, Wireless Technicians, AT&T Communications along with Avaya Technicians covering the Eastern Part of Pennsylvania.

I gained my labor education by attending District 2-13 training sessions. I am currently on the CWA Local 13000 Women's Committee. I have worked on the Constitution Committee and have attended CWA National Convention as a delegate.

I graduated from Darby Township High School and attended the Keystone School of Business. I reside in Sharon Hill with my son Antonio.



*M*y name is Lynn McCarthy and my career at Bell Atlantic started in 1999 as a summer hire in Ardmore, Pennsylvania. In June of 1999, I was offered a full-time position as a Senior Field Clerk in the CCIC. In 2000, I

also obtained my Associates Degree in Business Administration from Manor College. February of 2004, I received a transfer to the Levittown DRC as a Maintenance Administrator. In 2006, I received my Bachelor's degree in communications and applied technologies from Drexel University. After graduation from Drexel, I enrolled in Holy Family University's Master's program for Business Management Graduating in 2009. In 2016 our office was transferred to 9th and Race, where in 2017 I was elected to Unit 11 Branch 6 Rep. I was also offered the opportunity to represent Unit 11 Branch 4 during 2018 and took the role on without hesitation. During the 2020 election I was elected Unit 11 Vice-president and continued as Branch 6 Rep.

Being a union officer is not always easy, but it is a challenge that I face head on and always perform to the best of my ability. I pride myself on being honest with my members and putting their needs ahead of my own. A union official position is not to be entered into lightly and should be held with selflessness and dedication. But the most important thing I learned is that being a union official means being a person of your word.



Marisa MacCrory
Secretary-Treasurer



Communication Workers of America-Local 13000

Statement of Financial Position

As of June 30, 2022

ASSETS	
Current Assets	
Bank Accounts	
Firsttrust Operating	350,298.12
Firsttrust-Payroll Account	0.00
Firsttrust-Member Defense Fund	454.30
Firsttrust-Member Relief Fund	518.46
Total Bank Accounts	\$ 351,270.88
Other Current Assets	
Haverford-MM Acct	8,125.28
Haverford-US Gov't	709,581.05
Haverford Corp Obligations	1,567,454.39
Haverford-Common Stock	2,950,612.62
Mutual Funds	869,424.07
Haverford Fed Prime	285,511.66
Investment-Haverford CD's	170,000.00
Investments-Uninvested Cash	(0.18)
Exchange	0.00
Undeposited Funds	21,052.78
Total Other Current Assets	\$ 6,581,761.67
Total Current Assets	\$ 6,933,032.55
Fixed Assets	
Furniture & Fixtures	162,293.47

Statement of Financial Position (concluded)

As of June 30, 2022

Computer Equipment	41,922.06
West Bldg Improvements	292,658.84
Phila Bldg Improvements	2,800,062.27
Accumulated Depreciation	(2,165,845.46)
Total Fixed Assets	\$ 1,131,091.18
Other Assets	
Pitts Inventory	25,658.18
Phila Inventory	26,716.95
Security Deposit	(12,395.84)
Total Other Assets	\$ 39,979.29
TOTAL ASSETS	\$ 8,104,103.02
LIABILITIES AND EQUITY	
Liabilities	
Total Liabilities	
Equity	
Opening Balance Equity	0.00
Retained Earnings	8,642,340.69
Change in Net Assets	(538,237.67)
Total Equity	\$ 8,104,103.02
TOTAL LIABILITIES AND EQUITY	\$ 8,104,103.02

Statement of Activity

October 2021 - June 2022

Revenue	
Invoice Offset	578.28
Revenue-Inventory Sales-Phila	1,280.14
Revenue-Inventory Sales-Pitt	1,816.20
Reimbursed Postage & Delivery	11.00
Reimburse Mailing Expenses	618.38
Reimbursed Travel, Hotel & Res	112.38
Reimburse Wages-Organizing	53,975.82
Reimburse Wages-Mobilizing	9,857.60
Reimbursed Wages/Bargaining	3,516.72
Reimburse Convention Expense	5,983.53
Reimburse Expenses-Bargaining	28.08
Reimburse Wages/Eastern Reg	274.24
Reimburse Wages/Western Region	79.72

Statement of Activity (continued)

October 2021 - June 2022

Insurance Refund	175.00
Reimbursed American Express Charge	1,785.72
Miscellaneous Income	300.00
Dues From National	1,872,783.36
Dues-Other Employees	5,729.56
Union Dues Staff-UFCW	3.46
All Fines Income	10,647.09
Insurance Claim Income	37,074.65
Payroll Voided Checks Refund	614.00
Locality Payroll Taxes Refund	6,218.41
Gains & Losses	146,015.91
Interest Income	45,806.52
Dividend Income	55,319.20
Unrealized Gains/Losses	(718,923.17)

(continued on page 12)

Communication Workers of America-Local 13000

Statement of Activity (continued)

	October 2021 - June 2022
Investment Fees	(60,184.99)
1st Fl Rental Income	45,271.44
Mailing Refund	223.00
Discounts given	(4,957.28)
Services	38.10
Unapplied Cash Payment Revenue	0.00
Total Revenue	\$ 1,522,072.07

Cost of Goods Sold

Cost of Goods Sold	1,419.90
Total Cost of Goods Sold	\$ 1,419.90
Gross Profit	\$ 1,520,652.17

Expenditures

P/R Taxes Withheld	(12,783.12)
Parking Witheld Staff	180.00
Comm Service Withheld	(448.29)
Employee 401K & Saving Witheld	(9,224.23)
PAC Withheld	(483.00)
Pac Witheld-UFCW	126.00
Salary-Eastern Region	74,940.71
Salary-Western Region	74,631.56
Salary-Exec. Board Committee	9,290.50
Unit Business Salary-Eastern	69,912.44
Unit Business Salary-Western	48,225.46
Convention Salary-Eastern Reg	22,481.76
Convention Salary-Western Reg	26,710.36
Education Salary	1,820.70
Organizing Salary	72,393.49
Mobilization Salary	13,917.49
Bargaining Salary	11,496.91
Staff Salary-Eastern Region	92,455.33
Staff Salary-Western Region	91,850.84
Staff Salary-Executive Board	130,582.69
Salary-Exec Brd-Pres,Treas,VP	278,099.11
Salary-Eastern Vice President	83,825.48
Salary-Western Vice President	80,754.60
P/R Tax Expense	100,810.15
Employee Benefits	79,634.92
401K Employer Match	34,932.92
Education Supplies & Expense	10,579.95
Local Convention Supplies & Expense	3,822.77
Organizing Supplies & Expense	133.75
CWA News	9,538.00

Statement of Activity (continued)

	October 2021 - June 2022
Hall Rental-Eastern Region	965.00
Hall Rental-Western Region	1,425.00
Hall Rental-Board	283.86
Unit Business Reim-Eastern	7,226.14
Unit Business Reim-Western	3,936.17
Reimburse Expense-Eastern Reg	4,998.51
Reimburse Exp-Western Region	4,407.19
Reim Exp-Local Business	3,281.15
Convention Reim Exp-East Reg	2,106.98
Convention Reim Exp-West Reg	5,230.30
Convention Reim Exp-Board	777.01
Mobilization Reim Exp	133.39
Bargaining Reim Exp	854.74
Education Reim Exp	304.70
Organizing Reim Exp	629.49
Travel,Hotel & Rest-Eastern	5,184.64
Travel,Hotel & Rest-Western	2,319.26
Travel,Hotel& Rest- Board	21,058.93
Bargaining,Travel,Hotel,Rest	1,710.00
Local Convention-,Travel,Hotel	39,894.64
Orgainizing,Travel,Hotel,Rest	1,741.99
Registration-Executive Board	2,320.00
Utilities-Philadelphia	16,346.47
Utilities-BOC West Bldg	5,268.49
Bldg MA-Philadelphia	24,906.70
Bldg MA-BOC West Building	6,184.11
Protection-Eastern Region	3,395.00
Protection-Western Region	381.05
Protection-Board	3,195.00
Payroll Processing Fees-	36,345.47
Sanitation-Western Region	9,374.81
Water & Sewer-Philadelphia	2,280.28
Water & Sewer-BOC West Bldg	1,077.03
Real Estate Tax-Philadelphia	39,128.61
Real Estate Tax-BOC West Bld	2,767.13
Contributions-Board	10,720.00
Professional Fees-Legal	28,950.00
Professional Fees-Accounting	30,250.00
Professional Fees-Actuary Exp	7,300.00
Professional Fees-Misc.	1,750.00
Postage-Delivery-Eastern Reg	6,808.43
Postage-Delivery-Western Reg	11,623.81
Postage & Delivery-Board	10,763.53

(continued on page 13)



Communication Workers of America-Local 13000

Statement of Activity (continued)

October 2021 - June 2022

Office Supplies-Eastern Reg	5,324.82
Office Supplies-Western Reg	4,615.56
Office Supplies Board	6,450.36
Bonds & Insurance	41,299.70
Print & Typing-Western Region	988.89
Printing & Typing-Board	3,306.03
Telephone-Eastern Region	9,024.25
Telephone-Western Region	9,817.36
Telephone-Executive Board	9,257.97
Computer System Work-Phila	14,338.51
Computer Work-Western Region	3,560.32
Sympathy	1,290.84
Equipment Leasing-Eastern Reg	10,118.23
Equipment Leasing-Western Reg	9,827.72
Equipment Leasing-Board	9,749.81
Maint Agreement-Western Reg	555.59
Subscriptions-Eastern Region	525.61
Subscriptions-Board	2,038.24
Membership-Eastern Region	6,673.40
Membership-Western Region	8,484.30
AFL-CIO Membership	968.40
CLC-Dinners-Western Region	500.00
Office Expense-Board	576.00
Service Charges	2,449.04
Pension Funding	100,000.00

Statement of Activity (concluded)

October 2021 - June 2022

Ask My Accountant	(49.60)
Total Expenditures	\$ 2,031,505.61
Net Operating Revenue	\$ (510,853.44)
Other Revenue	
Dues Refund Income	(3,299.55)
Total Other Revenue	\$ (3,299.55)
Other Expenditures	
Allowance-Eastern Region	2,932.40
Allowance-Western Region	2,269.00
Allowance-Local Business	2,353.60
Unit Business Allowance East	4,076.10
Unit Business Allowance West	5,033.52
Convention Allow-Eastern Reg	2,091.00
Convention Allow-Western Reg	2,607.00
Local Convention Allow - Exec Board	830.66
Education Allowance	217.00
Organizing Allowance	61.00
Mobilization Allowance	329.00
Bargaining Allowance	1,158.40
Misc Expense	126.00
Sympathy-Board	0.00
Total Other Expenditures	\$ 24,084.68
Net Other Revenue	\$ (27,384.23)
Change in Net Assets	\$ (538,237.67)

Operating Account

as of 06/30/2022

	Shares	Unit Cost	Total Cost	Current Mkt Value
Certificates of Deposit				
Haverford Trust CD .25% 08/02/2022	\$ 50,000.00	1	\$ 50,000.00	\$ 50,000.00
Haverford Trust CD .30% 08/05/2022	\$ 60,000.00	1	\$ 60,000.00	\$ 60,000.00
Haverford Trust CD .70% 08/13/2022	\$ 60,000.00	1	\$ 60,000.00	\$ 60,000.00
Certificates of Deposit Total	\$ 170,000.00		\$ 170,000.00	\$ 170,000.00
Money Market				
Federated Govt Obligations (PS Fund 117)	\$ 8,125.28	1	\$ 8,125.28	\$ 8,125.28
Cash Equivalents Total	\$ 178,125.28		\$ 178,125.28	\$ 178,125.28
Asset Total	\$ 178,125.28		\$ 178,125.28	\$ 178,125.28

Communication Workers of America-Local 13000

Emergency Fund

as of 06/30/2022

	Shares	Unit Cost	Total Cost	Current Mkt Value
Money Market				
Federated Govt Obligations	\$ 285,512.00	1	\$ 285,512.00	\$ 285,512.00

Equity Domestic

Aon Plc Class A (AON)	240	\$ 260.79	\$ 62,589.10	\$ 64,723.20
Air Prods & Chems Inc Com (APD)	277	\$ 156.63	\$ 43,386.29	\$ 66,612.96
Apple Inc Com (AAPL)	1,214	\$ 16.42	\$ 19,939.94	\$ 165,978.08
Baxter Intl Inc Com (BAX)	1,783	\$ 64.92	\$ 115,755.10	\$ 114,522.09
Becton Dickinson & Co Com (BDX)	326	\$ 106.58	\$ 34,745.21	\$ 80,368.78
Blackrock Inc (BLK)	163	\$ 152.66	\$ 24,883.92	\$ 99,273.52
CVS Health Corporation (CVS)	1,692	\$ 54.87	\$ 92,843.62	\$ 156,780.72
Coca Cola Co Com (KO)	1,270	\$ 28.89	\$ 36,692.06	\$ 79,895.70
Costco Whsl Corp New Com (COST)	280	\$ 374.06	\$ 104,736.74	\$ 134,198.40
Dollar General Corp (DG)	630	\$ 140.46	\$ 88,487.20	\$ 154,627.20
Dupont De Nemours INC (DD)	1,756	\$ 60.57	\$ 106,367.39	\$ 97,598.48
Embecka Corp (EMBC)	65	\$ 12.56	\$ 816.16	\$ 1,645.80
Honeywell Intl Inc Com (HON)	680	\$ 178.36	\$ 121,287.37	\$ 118,190.80
JPMorgan Chase & Co Com (JPM)	1,115	\$ 62.24	\$ 69,400.51	\$ 125,560.15
Johnson & Johnson Com (JNJ)	752	\$ 68.33	\$ 51,382.62	\$ 133,487.52
Lowe's Cos Inc Com (LOW)	580	\$ 69.51	\$ 40,313.36	\$ 101,308.60
Mastercard Inc Class A (MA)	418	\$ 70.40	\$ 29,427.79	\$ 131,870.64
Microsoft Corp Com (MSFT)	405	\$ 74.16	\$ 30,035.61	\$ 104,016.15
Nike Inc (NKE)	810	\$ 141.06	\$ 114,256.69	\$ 82,782.00
Oracle Corp Com (ORCL)	887	\$ 37.76	\$ 33,489.75	\$ 61,974.69
PepsiCo Inc Com (PEP)	794	\$ 68.90	\$ 54,704.00	\$ 132,328.04
Raytheon Technologies Corp (RTX)	1,604	\$ 78.08	\$ 125,245.26	\$ 154,160.44
S&P Global Inc (SPGI)	194	\$ 187.63	\$ 36,400.51	\$ 65,389.64
Starbucks Corp (SBUX)	830	\$ 58.12	\$ 48,238.18	\$ 63,403.70
TJX Cos Inc New Com (TJX)	1,028	\$ 23.58	\$ 24,238.18	\$ 57,413.80
Texas Instrs Inc Com (TXN)	585	\$ 185.06	\$ 108,257.98	\$ 89,885.25
Thermo Fisher Scientific Inc (TMO)	142	\$ 560.43	\$ 79,580.47	\$ 77,145.76
Unitedhealth Group Inc Com (UNH)	302	\$ 57.19	\$ 17,271.34	\$ 155,116.26
iShares S&P Midcap 400 Index (IJH)	621	\$ 174.88	\$ 108,598.07	\$ 140,488.83
iShares S&P Smallcap 600 Fnd (IJR)	1,636	\$ 68.58	\$ 112,204.39	\$ 151,182.76
SPDR S&P 500 ETF Trust (SPY)	213	\$ 204.44	\$ 43,546.78	\$ 80,354.25
Equity Domestic Total	23,292		\$ 1,979,121.59	\$ 3,242,284.21

Fixed Income

Corporate Bonds & Notes

3M Company 3.0% 8/7/25	100,000	\$ 99.12	\$ 99,117.00	\$ 98,501.10
Amazon.Com Inc 3.8% 12/5/24	85,000	\$ 100.79	\$ 85,673.72	\$ 85,957.78

(continued on page 15)



Communication Workers of America-Local 13000

Emergency Fund (concluded)

as of 06/30/2022

	Shares	Unit Cost	Total Cost	Current Mkt Value
American Express Co 2.65%B 12/2/22	75,000	\$ 100.20	\$ 75,147.83	\$ 74,965.80
Apple Inc 2.40% 5/3/23	75,000	\$ 97.40	\$ 73,052.44	\$ 74,674.28
Atlantic City Electric 3.375% 9/1/24	150,000	\$ 99.96	\$ 149,943.00	\$ 148,175.70
BB&T Corp 2.50% 8/1/24	100,000	\$ 104.61	\$ 104,605.45	\$ 97,467.50
Bank of America Corp 4.125% 01/22/24	85,000	\$ 101.83	\$ 86,557.38	\$ 85,835.72
Berkshire Hathaway 3.50% 2/1/25	50,000	\$ 101.70	\$ 50,850.34	\$ 49,708.80
Berkshire Hathaway Finance Corp 1.45% 10/15/2030	70,000	\$ 99.82	\$ 69,877.31	\$ 56,914.55
Comcast Corp 3.375% 8/15/25	85,000	\$ 100.54	\$ 85,460.80	\$ 83,895.85
Federal Farm Credit Banks Funding 1.33% 11/3/26	200,000	\$ 100.11	\$ 200,225.97	\$ 184,879.20
Gilead Sciences Inc 3.5% 2/1/25	60,000	\$ 102.03	\$ 61,216.40	\$ 59,339.04
PNC Financial Services 3.45% 4/23/29	100,000	\$ 103.55	\$ 103,547.57	\$ 93,348.90
Pepsico Inc 2.75% 4/30/25	85,000	\$ 98.56	\$ 83,780.00	\$ 83,654.88
Wells Fargo & Co 3.30% 9/9/24	65,000	\$ 100.62	\$ 65,401.49	\$ 64,238.79
Corporate Bonds & Notes Total	1,385,000		\$ 1,394,456.70	\$ 1,341,557.89

Fixed Income ETF

iShares Barclays MBS Bd (MBB)	\$ 2,145.00	\$ 109.57	\$ 235,030.20	\$ 209,116.05
iShares Floating Rate (FLOT)	\$ 3,065.00	\$ 50.74	\$ 155,518.10	\$ 153,004.80
iShares Lehman US Tres Tips (TIP)	\$ 1,893.00	\$ 126.76	\$ 239,957.05	\$ 215,631.63
Fixed Income ETF	\$ 7,103.00		\$ 630,505.35	\$ 577,752.48

Municipal Bonds & Notes

California St 3.05% 4/1/29	\$ 100,000.00	\$ 103.95	\$ 103,711.70	\$ 94,956.00
Radnor PA 1.729% 11/1/28	\$ 50,000.00	\$ 100.00	\$ 50,000.00	\$ 43,631.50
Virginia College 1.635% 2/1/2029	\$ 100,000.00	\$ 101.46	\$ 101,460.51	\$ 87,309.00

US Government Agency Obligations- Mortgage Backed Bonds

FFCB 0.74% 6/30/2025	\$ 140,000.00	\$ 100.00	\$ 140,000.00	\$ 130,540.20
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U.S. Treasury Bonds & Notes

US Treasury N/B 1.625% 2/15/26	160,000	\$ 99.58	\$ 159,333.84	\$ 152,100.00
US Treasury Note 0.125% 10/31/2022	100,000	\$ 100.01	\$ 100,008.56	\$ 99,343.80
US Treasury Note 2.25% 3/31/2026	165,000	\$ 99.84	\$ 164,743.25	\$ 160,307.90
US Treasury Notes & Bonds 2.00% 11/15/26	175,000	\$ 103.76	\$ 181,573.54	\$ 167,289.15
U.S. Treasury Bonds & Notes Total	600,000		\$ 605,659.19	\$ 579,040.85

Fixed Income Total

2,382,103.00

3,025,793.45

2,854,787.92

CWA
LOCAL 13000

CWA LOCAL 13000 NEWS



35TH ANNUAL TRI-STATE LABOR DAY PARADE AND FAMILY CELEBRATION

**MONDAY, SEPTEMBER 5, 2022
SHEET METAL WORKERS' LOCAL 19 UNION HALL
AND PENN'S LANDING GREAT PLAZA**

8:30am Tri-State Labor Day Parade Gathering at Sheet Metal Workers' Local 19 Union Hall
9:15am Pre-Parade Kickoff Rally
10:00am Parade to Penn's Landing Great Plaza, Columbus Blvd. & Market St.
11:00am - 2pm Philadelphia Council AFL-CIO Family Celebration - with food, refreshments, kids' activities, make and take crafts, and the Urban Gorilla Orchestra (UGO)

Hosted by the Philadelphia Council AFL-CIO
and the Tri-State Labor Day Parade Committee
215-665-9800



LABOR DAY PARADE ~ PITTSBURGH, PA

ATTENTION: CWA Brothers, Sisters, Retirees and Families:

On Monday, September 5 marks the 37th Anniversary of the Labor Day Parade in Pittsburgh. Perfect day for us to walk side by side supporting the Labor Movement; uniting us for the largest participant parade in the country. You are what makes this Parade a success. Please gather at Crawford Avenue, the old Mellon Arena location before 10:00 AM. Using the same route as previous. (Look for the "CWA SEA OF RED")

CWA PICNIC - HELD AT FAIRHAVEN PARK

Andrews Shelter (Lower Level) Fairhaven Road Kennedy Township PA

SHUTTLE BUS SERVICE AVAILABLE

DEPARTURE FROM FAIRHAVEN PARK PROMPTLY @ 8:15 AM

Free shuttle bus service from Fairhaven Picnic area to parade location. After CWA group march ends - IMMEDIATELY go to designated pick-up area to return to Fairhaven Park.

- 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 parade.
- Pets are prohibited to run at large in Fairhaven Park. Pets must be leashed at all times.
- Picnic will end at 5:00 PM.

Please contact your Local or CWA Local 13000 Western Region office at 412-429-9292 for additional information.

Fraternally, CWA Labor Day Parade Committee - PITTSBURGH

Created and printed in-house by staff 