



November/December Volume 83, Issue 6 2023

• 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

As we close out 2023 and prepare to enter the new year there are many things to look forward to and plenty of work to keep us all busy. First and foremost is the broadband work across Pennsylvania. Throughout the year we have been meeting at the state level to ensure commitments that were made when the "Infrastructure Investment and Jobs Act" (IIJA) was passed remain intact. This piece of legislation was intended not only to provide necessary broadband service to unserved and underserved areas, but it was also intended to create good jobs across the country. Just last month our Local working with our District 2-13 Vice-President Mike Davis, submitted final comments to the Pennsylvania Broadband Development Authority before guidelines are final and bids to fund the projects across the state are accepted. We pointed out the importance of maintaining a prevailing rate to ensure the jobs associated with this work are good paying jobs. We stressed the importance of training and safety and the fact that these are of paramount importance with



the employers where our members work. We want to make sure the employers who bid on these jobs do not have the ability to submit a bid, receive the award and then turn around and use an alternate workforce to complete this work. We want the state to push for the best product for the customers,

which is fiber-to-the home and not try to shift gears to an alternate product.

We have already seen the benefits of these Federal dollars at work in the state associated with the "American Rescue Plan Act" of 2021. Currently employers like Verizon and Windstream have been granted bids to do broadband build out in parts of the state. Both employers have been hiring new employees to handle the additional work and continue to hire in preparation for work associated with the IIJA, which should begin in 2024. The expectation is that this work will continue over a 5-year period to ensure these unserved and underserved areas receive access to the same level of broadband services as the rest of the country where these services exist today.

(continued on page 2)



Happy Holidays
from CWA Local 13000!



Message from the President

(continued from page 1)

Another big topic we will be addressing in 2024 is the renewal of the Philadelphia Verizon FiOS franchise agreement in Philadelphia. We have already had discussion with multiple members of City Council regarding this renewal and have also spoken to Verizon to find out their intention for this renewal of this agreement. We are optimistic that this will get done and our members will continue to service the customers across the city of Philadelphia.

Locally we have just finished up our triennial elections across the state and I would like to congratulate all our newly elected Local leaders and wish those who have stepped down or were unsuccessful all the best in their future endeavors. As you know we have a lot of work ahead of us and we need to ensure that our members have the best possible representation every day.

In the near future the Board will discuss the next steps for training with the newer representatives and for those who may want a refresher course but ultimately, we have to make sure you are prepared with the training and the resources you need to do the job.

I would like to thank everyone for your continued support as your Local President and look forward to continuing our work on behalf of our members over the next 3 year.

Finally, as we close this year out, I would like to wish everyone a Happy Holiday and a very Happy and Healthy New Year. Let's make 2023 better than 2024 together.

In Unity,

James J. Gardler
President CWA Local 13000

IN MEMORIAM

Douglas R. Brink-Member

Unit 44, Branch 08
Deceased October 18, 2023

Gerald Powers-Retiree

Unit 44, Branch 02
Deceased October 18, 2023

Gordon Taglieri-Retired

Unit 54, Branch 02
Deceased November 27, 2023

Frances F. Daley-Retiree

Unit 21, Branch 06
Deceased December 01, 2023

David R. Dool-Retired

Unit 21, Branch 01
Deceased November 30, 2023

Michael C. Rosfeld, Retiree

Unit 57, Branch 04
Deceased December 06, 2023



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CWA Local 13000 Executive Office
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EXECUTIVE BOARD

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





Grey Matters



This is the last article for 2023 and it's been a busy year for the RMC and 2024 looks to be even busier. We saw a lot of changes in the last year with more to come. So, let's take a look back at 2023 and what to expect in 2024.

The biggest change for the RMC was Mike Davis being elected as District 2-13 Vice President. As we welcomed Mike, we also had to say goodbye to Ed Mooney as your 2-13 Vice President. We wish Ed well in these future endeavors in 2024. I am sure we will be hearing more from Ed in the future.

The RMC also is wrapping up our election's. Jenny Sylvester was re-elected Unit 2-13 RMC President. I was re-elected as unit 2-13 RMC VP. We are currently having elections for RMC national President, VP, and Secretary. I will let you know the results when they become available.

We have added 2 new presidents in Local 13000. Kathy Massi in Unit 23 and Wynetta Ward for Unit 211. Also started a Facebook page CWA Local 13000 Retirees which is up to 500 members at the moment. Invite any retirees you know to join the group. I try to keep it updated with the latest information.

In 2024 I will be trying to add to our RMC leadership. I need to get the Western Region more involved and will be traveling there to get more chapters involved. Anyone interested in helping with any chapters can contact me at mrkb0129@aol.com or 484-695-4949.

As 2023 ends I want to wish all our RMC members Merry Christmas, Happy Hanukkah, and Happy Kwanzaa. Let 2024 find us all in good health for the New Year. So Happy New Year's and I will see you all in 2024.

In Solidarity

Mark Boehmer

Women's View

COALITION OF LABOR UNION WOMEN 22ND BIENNIAL CONVENTION



Dana Bialek (Unit 54 President) and Lynn McCarthy (Unit 11 Vice President) had the honor of representing CWA Local 13000 at the Coalition of Labor Union Women's (CLUW) 22nd Biennial Convention. The convention took place in Minneapolis, Minnesota for the weekend of November 10-12, 2023. This convention's theme was "Hear Us Roar, Ready for 2024" and that was the emotion felt throughout the weekend. There were almost 40 different Unions represented on the convention floor with 272 voting delegates.

Throughout the convention, the energy in the room was always high and uplifting; the room was never silent (CLUW has its own chorus and cheer squad). No matter where you went, you were always greeted with uplifting and encouraging words. The weekend was jammed packed with many amazing speakers

focusing not only on women's issues but issues that affect ALL workers. Many of the major issues discussed were building bonds, solidarity, reproductive rights as a community and labor issue, gender-based violence and occupational segregation, as well as mental health awareness.

The first speaker was AFL-CIO President Liz Shuler. The focus of her speech was using the power of the network and connecting with others, looking out for each other, and building bonds together. She exclaimed "when we stand together, we win!" which holds true for all workers. We need to focus more on being a united front, not only with our fellow Union members in our Local, but with members of other Unions and labor organizations to achieve more for working Americans.

Another speaker was the Minnesota AFL-CIO President Bernie Burnham. In 2020, she was able to pass pro-labor legislative which has not been done, according to her, in over a decade. The legislature included creating new union jobs and banning anti-union focus meetings at companies. In the state of Minnesota, she was able to obtain free breakfast and lunch for all children regardless of income and she is pushing for paid FMLA leave for all workers. She explained the key to success is solidarity.

(continued on page 5)

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)

The convention closed by remembering past union leaders who are no longer with us since the last convention. As we left the convention, we definitely felt energized to bring back what we learned to the membership of CWA Local 13000. It was an amazing experience to be in a room full of Union leaders with varying and similar issues across different fields of work and yet everyone was able to come together in solidarity supporting each other.

CLUW is leading the effort to empower women in the workplace, advance women in their unions and promote policies that support women and working families. Together we can make a difference at work, in our unions, at home and in our communities. Any union member can be a member of CLUW, and we encourage all members to join CLUW.



The Local Buzz The Local Buzz The Local Buzz



*Report of Executive
Vice President,
Jeff Reamer*

VERIZON

This fall brought with it something that we haven't seen in some time at Verizon, off street hiring. Across the state we have seen hiring in the various technician titles and also in the FSC, which is a direct result from provisions secured in our last round of contract negotiations. In the last meeting held on November 7, 2023 between the CWA Local 13000 Executive Board and the management team in charge of the FSC, the Company advised that they will be hiring 15 new FCSA's between the Philadelphia and Pittsburgh offices. The start dates for those hired into the FSC, once they pass the assessment, are slotted to be in the early 1st quarter of 2024. The Union will continue to push the Company for the needed increases in staffing across all titles in the State. ■

AVAYA

The extended contract deadline of September 24, 2023 has come and gone with no agreement being reached in bargaining between the T&T bargaining team and the Company. Company has advised the Union that it is not willing to extend the contract deadline and the members would now be working without a contract. In addition the Company has announced that after 12/31/2023 it will no

longer be providing retiree medical or dental benefits. Since the 2009 CBA, the Company provided retiree benefits in the form of annual HRA funding and dental coverage and in each of the extensions since that CBA, the company had agreed to funding the HRAs. The Company has advised the Union that their position is that retiree healthcare is a permissive subject of bargaining, and they are under no obligation. The Union has filed a charge with the NLRB and the Company has filed its own charge as well. At this time, no future bargaining dates have been officially scheduled. Updates will be relayed to the membership as events unfold. ■

COMCAST (Alle-Kiski)

Bargaining continues for our Unit 119 members at Comcast Alle-Kiski. In the last bargaining sessions held with the Company on November 15th and 16th, discussions at the table continue to be centered around economics, specifically wages. The Company continues to counter with sub-par proposals and refuses to be able to be able to justify them. Your Union bargaining team is steadfast in our goal to ensure our membership shares in the success Comcast enjoys, which is a direct result of the hard work and dedication of our membership. Bargaining is set to resume on December 20, 2023. Members should stay in close contact with Union Officials to get updates on potential actions needed. ■

COMCAST (South Hills)

The national anti-union de-certification campaign that Comcast has been waging across the country with its unionized workforce found its way into Unit



The Local Buzz The Local Buzz The Local Buzz

115. As a direct result of the hard work and consistent communication that our Unit 115 council did educating our membership on the tactics of empty promises the Company has continuously utilized in these campaigns, our membership voted overwhelmingly in an NLRB election to remain Union. Then the task at hand turned to our contract bargaining for the contract set to expire on November 6, 2023. Bargaining began on November 28, 2023 with both sides exchanging proposals. The Union's proposals are aimed at strengthening and improving our members lives in the workplace and the Company's aimed at stripping away at our contractual provisions. Bargaining is set to resume on January 9, 2024 and your bargaining team remains committed to settle for nothing less than a fair contract for our membership. Updates and actions needed will be relayed to the membership through elected Union Officials. ■

BRIGHTSPEED (formerly Centurylink/Lumen)

Bargaining began on October 23, 2023 in Butler, Pa for our Unit 101 members at Brightspeed whose contract was set to expire on October 31, 2023. After several days and rounds of bargaining, a 5-year tentative agreement was reached on October 26, 2023. Highlights of this tentative agreement include annual wage increases compounding to 14.8% over the life of the agreement. Improvements were made to contractual language on boot allowances, bereavement leave, layoff allowances, tour differentials and Standby pay along with many other improvements. The addition of 3 additional Holidays were

also secured. A contract explanation meeting and ratification vote was held on November 2, 2023 in Butler, Pa, where the membership overwhelmingly voted this agreement into contract. This contract is the direct result of the hard work and resolve of our bargaining team with the full support of the membership. Now comes the task of policing those provisions gained in bargaining. ■

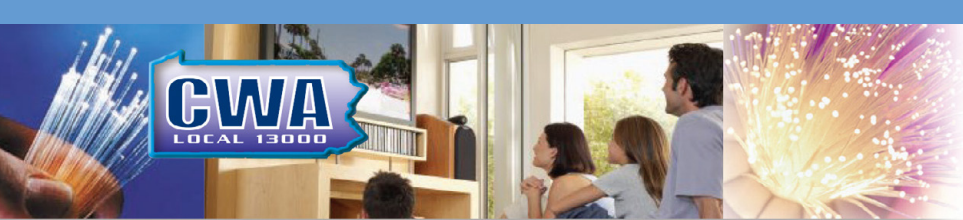
A PERSONAL HOLIDAY MESSAGE:

I would like to extend my sincerest wishes to you and your families for a Safe and Happy Holiday Season and a Happy New Year. It has been my pleasure to work with all of you over this past year in this capacity and I look forward to continuing our fight for the advancement of our working families in 2024.

Happy Holidays,

Jeff Reamer

Executive Vice President Local13000



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	Chris Meyers	Unit 116	Justin Voelker
Unit 54	Dana Bialek	Unit 119	Jamie Fetterman
Unit 56	Dan Murphy		

Western Region



As the year is coming to an end, it is time to reflect on our goals and accomplishments that we have achieved here in the Western Region.

One of our accomplishments this year was at Brightspeed (formerly Lumen and Centurylink). This

was a company that we had to fight to get maybe a 2% increase in wages. Well, we withstood their bad proposals and were able to get them a contract with several perks. First, we were able to secure a 5-year deal worth 14.8% over the 5 years. Being they have been bought out, every time we turn around, we have language that now will keep the collective bargaining agreement intact, if they are sold again. They received an increase in tour differential, boot allowance, standby time payment and an increased severance payment. We were also able to secure three more paid holidays which include the following: Martin Luther King Jr Day, the day after Thanksgiving and Christmas Eve. These were all items that the members were looking to obtain. The membership overwhelmingly ratified this contract. I would also like to give a special thanks to Joe Kopac (Unit 101 President), Todd Dunlap (Branch 2 Representative) and Sam Sena (Unit 103 Secretary), who tirelessly worked for us at the table and behind the scenes to assist us with what we needed to get this great contract.

Grievances are all up to date here in the Western Region. We have two meetings scheduled in December to have everything heard and cleaned up before the beginning of the year. I have always tried to go into the New Year with a clean slate, so we are able to focus on new issues and not having to play from behind.

We will be sending out bargaining surveys for members in Unit 111 (The American Red Cross) shortly as they are heading into early negotiations. I cannot STRESS enough the importance of filling these out. This is how we base our proposals so we can get what YOU want in the contract. This way we can get the best contract for YOU!

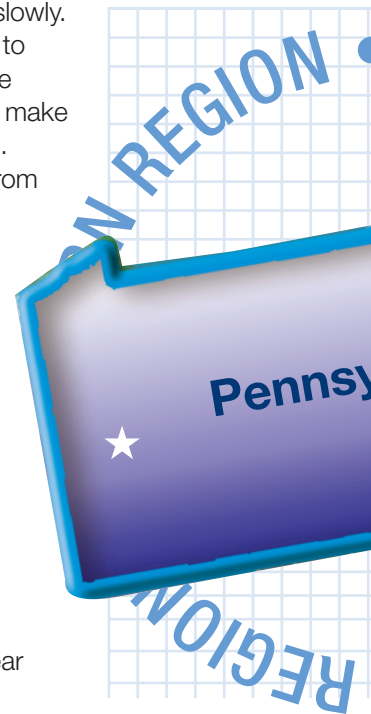
Have you ever watched The Grinch? Well, this is an exact twin of Comcast. We are in negotiations for Unit 119 (Comcast Alle-Kiski) and Unit 115 (Comcast South Hills) and are going very slow. For Unit 119 (Alle-Kiski), we have been in bargaining since May and are at the critical point of trying to get everyone the best wages that we can. The company is slow playing to try and get us back to another decertification vote. Please make sure to reach out to your representative so we can get a few job actions going to help move this process along.

For Unit 115 (South Hills), we just had our first two days of bargaining the other week, and the company is also moving along very slowly. We have presented a few proposals to help the members of this unit and the company wants no parts of trying to make things equal across the membership. While we are a few meetings away from starting on wages (non-economic issues go first), we know from the membership this is their number one issue. Please talk to your representatives and attend the union meetings for updates.

The Holidays are upon us, this is the season to be kind to one another. Spread some joy in the world. I want to wish everyone a Happy Holidays, Merry Christmas, Happy Hanukkah, and Happy Kwanzaa. I hope everyone has a good, safe, and prosperous New Year in 2024. ■

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	Chris Wackerman	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 mentioned that we were right in the middle of our triennial election and how important it is to vote for your Union leaders. Now that the election has concluded I want to inform you

that there have been some changes in the Eastern Region. I want to thank all of the outgoing Unit Presidents, council officers, and reps, their dedication and effort towards representing the membership is greatly appreciated. I have stated in previous articles regarding elections, our Union is the type of Union that elects all of its leaders. Other Unions have elections as well, but certain positions are appointed by the local president or business manager and that can cause some disdain. So, if you voted that is great, if you voted and your candidate did not win that is ok too, but if you did not vote because you did not like either candidate or because of some other reason, then you have silenced your voice.

The process of moving forward will occur because the success of the local hinges upon our ability to bind together as a cohesive entity. As for the newly elected union officials, I want to congratulate you on the decision to run for an elected office, because it is an extremely rewarding opportunity for yourself and the members that you represent, especially when you can positively affect a person's life by improving their working conditions. Former Presidents Tom Romantini, Joe Kincade, Bader Lilly, and Bill Scott have all chosen to move on, with the latter accepting a job with the National as the Legislative and Political liaison. Bill will do a

great job over there mainly because it is not only a job for him, but it is his passion. Bader is still working, and she was key in providing valuable work-at-home information to me over the years so that I was able to learn of company decisions that were not so widely publicized. Tom was pivotal in the welfare of the region by keeping relationships with the Philadelphia Unit Presidents all the while keeping a rapport with the suburban units. Joe Kincade has provided valuable information and insight over the years, his ability to manufacture an argument over pretty much anything was impressive, and I cherish those memories. These four along with the re-elected nine Unit Presidents Jaime, Charlie, Orland, Chris, Joe, Dave, Vinny, Dave B., and Daisy made up a tight-knit group that will be missed as a whole. As for the four newly elected Unit Presidents George Balzer (Unit 1), Larry Windstein (Unit 21), Duke McShane (Unit 23), and Megan Bach (Unit 211), I am confident that they will do a great job (their predecessors think so too) and they will be welcomed by the other Unit Presidents. Communication, respect, knowledge, and understanding will keep the Eastern Region focused on the membership, after all, that is why we have been elected in the first place.

A fourth quarter Special EISP was announced and accepted by several of the members in the Eastern Region from the titles of Building Custodian, Maintenance Administrator, Storeroom Keeper, and switching Equipment Technician. This is great news for them, and I want to wish them well in their future as I am sure that it was a difficult decision for them.

Finally, we should all recognize the opportunities that we have with our families and friends, because sometimes we take things for granted. I want to wish every one of you a safe and healthy holiday season with your family and friends. ■

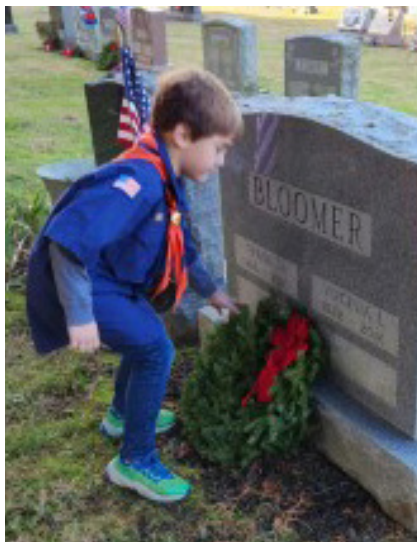
In Unity,

Richard R. Dezzi
Eastern Region Vice President



WREATHS *across* AMERICA

CWA sponsored the 2023 Wreaths Across America Event to honor our veterans who served. This event took place at Birmingham-Lafayette Cemetery in West Chester, PA. Kathy Massi-Retiree from Unit 21 was among the volunteers.





Joe Smolczynski
Secretary-Treasurer



Communication Workers of America-Local 13000

Statement of Financial Position

as of September 30, 2023

ASSETS

Current Assets

Bank Accounts

1008-000 FIRSTTRUST OPERATING	273,855.81
1015-000 FIRSTTRUST-PAYROLL ACCOUNT	(67,679.22)
1570-000 FIRSTTRUST-MEMBER DEFENSE FUND	454.30
1580-000 FIRSTTRUST-MEMBER RELIEF FUND	518.46

Total Bank Accounts **\$ 207,149.35**

Other Current Assets

1008-001 HAVERFORD- MM ACCT	14,352.01
1400-000 HAVERFORD-US GOV'T	698,368.88
1405-000 HAVERFORD CORP OBLIGATIONS	1,811,028.43
1410-000 HAVERFORD-COMMON STOCK	3,039,181.15
1411-000 MUTUAL FUNDS-	745,356.64
1412-000 HAVERFORD FED PRIME	204,581.07
1520-000 INVESTMENT-HAVERFORD CD'S	120,000.00
1705-000 EXCHANGE	35,000.00
1900-000 Inventory-East	16,567.60
1901-000 Inventory West	15,129.92
Undeposited Funds	186.45

Total Other Current Assets **\$ 6,699,752.15**

Total Current Assets **\$ 6,906,901.50**

Fixed Assets

1800-000 FURNITURE & FIXTURES	162,293.47
1801-000 COMPUTER EQUIPMENT	41,922.06
1809-000 WEST BLDG IMPROVEMENTS	292,658.84
1810-000 PHILA BLDG IMPROVEMENTS	2,814,662.27
1811-000 ACCUMULATED DEPRECIATION	(2,165,845.46)

Total Fixed Assets **\$ 1,145,691.18**

Other Assets

2100-000 SECURITY DEPOSIT	(12,395.84)
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Total Other Assets **\$ (12,395.84)**

TOTAL ASSETS **\$ 8,040,196.84**

LIABILITIES AND EQUITY

Liabilities

Total Liabilities

Equity

Opening Balance Equity	(28,957.78)
Retained Earnings	7,911,888.97
Net Revenue	157,265.65

Total Equity **\$ 8,040,196.84**

TOTAL LIABILITIES AND EQUITY **\$ 8,040,196.84**

Statement of Activity

July - September, 2023

Total

Revenue

1708-000 TO/FROM COMMUNITY SERVICE FUND	6.00
4000-000 REVENUE-INVENTORY SALES-PHILA	705.30
4001-000 REVENUE-INVENTORY SALES-PITT	402.00
4006-004 REIMBURSE MAILING EXPENSES	345.33
4009-000 REIMBURSED WAGES-ARBITRATION	269.17
4009-001 REIMBURSE WAGES-ORGANIZING	20,629.08
4009-002 REIMBURSE WAGES-MOBILIZING	5,996.83
4009-004 REIMBURSED WAGES/BARGAINING	3,576.71
4009-007 REIMBURSE EXPENSES-BARGAINING	564.98
4009-008 REIMBURSE EXPENSES-MOBILIZATIO	3,486.10
4009-022 REIMBURSED AMERICAN EXPRESS CHARGE	168.80
4020-000 DUES FROM NATIONAL	589,408.16
4020-001 DUES-OTHER EMPLOYEES	1,884.00
4020-003 UNION DUES STAFF-UFCW	(102.15)
4026-000 UTILITIES REFUND	78.50
4029-000 PAYROLL VOIDED CHECKS REFUND	738.06
4045-000 GAINS & LOSSES	(60,415.55)
4050-000 INTEREST INCOME	13,805.41
4055-000 DIVIDEND INCOME	25,767.35
4057-000 UNREALIZED GAINS/LOSSES	(217,151.87)
4072-000 INVESTMENT FEES	(19,171.39)
4075-000 1ST FL RENTAL INCOME	13,000.00
4081-000 MAILING REFUND	139.08
Discounts given	(5,157.30)
Unapplied Cash Payment Revenue	81.02

Total Revenue **\$ 379,053.62**

Gross Profit **\$ 379,053.62**

Expenditures

1925-000 P/R TAXES WITHHELD	4.22
2012-000 PARKING WITHELD STAFF	180.00
2013-000 COMM SERVICE WITHHELD	1.00
2016-000 EMPLOYEE 401k & SAVING WITHELD	2,329.72
2017-000 PAC WITHHELD	5.00
5000-100 SALARY-EASTERN REGION	19,424.21
5000-200 SALARY-WESTERN REGION	20,036.29

(continued on page 12)

Communication Workers of America-Local 13000

Statement of Activity *(continued)*

July - September, 2023

	Total
5000-500 SALARY-EXEC. BOARD COMMITTEE	3,435.03
5001-100 UNIT BUSINESS SALARY-EASTERN	20,412.04
5001-200 UNIT BUSINESS SALARY-WESTERN	21,336.22
5020-100 CONVENTION SALARY-EASTERN REG	12,533.90
5020-200 CONVENTION SALARY-WESTERN REG	12,902.40
5050-500 ORGANIZING SALARY	22,995.72
5060-500 MOBILIZATION SALARY	3,067.48
5070-500 BARGAINING SALARY	6,688.84
5100-100 STAFF SALARY-EASTERN REGION	31,206.80
5100-200 STAFF SALARY-WESTERN REGION	30,283.12
5100-500 STAFF SALARY-EXECUTIVE BOARD	42,642.68
5200-000 SALARY-EXEC BRD-PRES,TREAS,VP	99,960.85
5200-100 SALARY-EASTERN VICE PRESIDENT	30,738.14
5200-200 SALARY-WESTERN VICE PRESIDENT	26,085.10
5201-000 P/R TAX EXPENSE	33,037.01
5300-000 EMPLOYEE BENEFITS	38,892.94
5325-000 401K EMPLOYER MATCH	14,860.32
5500-100 ALLOWANCE-EASTERN REGION	702.00
6060-000 CWA NEWS	4,830.00
6070-100 HALL RENTAL-EASTERN REGION	150.00
6070-200 HALL RENTAL-WESTERN REGION	400.00
6070-500 HALL RENTAL-BOARD	254.00
6118-100 UNIT BUSINESS REIM-EASTERN	2,545.13
6118-200 UNIT BUSINESS REIM-WESTERN	1,723.18
6119-100 REIMBURSE EXPENSE-EASTERN REG	1,243.93
6119-200 REIMBURSE EXP-WESTERN REGION	2,674.03
6119-500 REIM EXP-LOCAL BUSINESS	624.82
6120-100 CONVENTION REIM EXP-EAST REG	703.84
6120-200 CONVENTION REIM EXP-WEST REG	1,510.71
6120-500 CONVENTION REIM EXP-BOARD	1,254.28
6150-500 BARGAINING REIM EXP	812.86
6180-500 ORGANIZING REIM EXP	1,262.06
6190-100 LABOR DAY EXPENSE-EASTERN REG	7,260.28
6190-200 LABOR DAY EXPENSE-WESTERN REG	5,635.57
6200-100 TRAVEL,HOTEL & REST-EASTERN	696.50
6200-200 TRAVEL,HOTEL & REST-WESTERN	1,468.91

Statement of Activity *(continued)*

July - September, 2023

	Total
6200-500 TRAVEL,HOTEL& REST- BOARD	3,068.87
6215-000 NATIONAL CONVENTION - TRAVEL, HOTEL, RESTAURANT	36,707.12
6240-500 ORGAINIZING,TRAVEL,HOTEL,REST	1,708.50
6250-500 REGISTRATION-EXECUTIVE BOARD	500.00
7010-000 UTILITIES-PHILADELPHIA	4,369.12
7015-000 UTILITIES-BOC WEST BLDG	1,725.81
7020-000 BLDG MA-PHILADELPHIA	6,426.90
7025-000 BLDG MA-BOC WEST BUILDING	1,590.32
7038-000 PAYROLL PROCESSING FEES-	4,900.76
7050-200 SANITATION-WESTERN REGION	345.37
7060-000 WATER & SEWER-PHILADELPHIA	1,650.32
7065-000 WATER & SEWER-BOC WEST BLDG	461.04
7085-000 REAL ESTATE TAX-BOC WEST BLD	7,072.43
7087-000 LOCAL TAX-	350.00
8000-000 CONTRIBUTIONS-BOARD	300.00
8005-001 PROFESSIONAL FEES-LEGAL	9,000.00
8040-100 POSTAGE-DELIVERY-EASTERN REG	3,500.00
8040-200 POSTAGE-DELIVERY-WESTERN REG	274.00
8040-500 POSTAGE & DELIVERY-BOARD	6,291.71
8050-100 OFFICE SUPPLIES-EASTERN REG	1,366.21
8050-200 OFFICE SUPPLIES-WESTERN REG	2,113.33
8050-500 OFFICE SUPPLIES BOARD	3,155.72
8060-000 BONDS & INSURANCE	5,559.11
8070-200 PRINT & TYPING-WESTERN REGION	263.73
8070-500 PRINTING & TYPING-BOARD	660.00
8080-100 TELEPHONE-EASTERN REGION	3,958.18
8080-200 TELEPHONE-WESTERN REGION	3,778.87
8080-500 TELEPHONE-EXECUTIVE BOARD	2,706.91
8092-000 COMM SERVICE EXPENSE ACCOUNT	44.00
8094-000 COMPUTER SYSTEM WORK-PHILA	1,259.90
8095-000 COMPUTER WORK-WESTERN REGION	1,011.15
8100-000 SYMPATHY	328.58
8110-100 EQUIPMENT LEASING-EASTERN REG	3,029.69
8110-200 EQUIPMENT LEASING-WESTERN REG	3,859.26
8110-500 EQUIPMENT LEASING-BOARD	3,029.69

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Communication Workers of America-Local 13000

Statement of Activity (continued)

July - September, 2023

	Total
8147-100 SUBSCRIPTIONS-EASTERN REGION	142.44
8147-500 SUBSCRIPTIONS-BOARD	3,311.51
8150-100 MEMBERSHIP-EASTERN REGION	5,751.90
8150-200 MEMBERSHIP-WESTERN REGION	1,010.00
8165-000 SERVICE CHARGES	762.35
Unapplied Cash Bill Payment Expenditure	(640.00)
Total Expenditures	\$ 665,515.93
Net Operating Revenue	\$ (286,462.31)

Other Expenditures

5500-200 ALLOWANCE-WESTERN REGION	896.00
5500-500 ALLOWANCE-LOCAL BUSINESS	425.25
5501-100 UNIT BUSINESS ALLOWANCE EAST	1,262.34

Statement of Activity (concluded)

July - September, 2023

	Total
5501-200 UNIT BUSINESS ALLOWANCE WEST	2,471.10
5510-100 CONVENTION ALLOW-EASTERN REG	3,116.00
5510-200 CONVENTION ALLOW-WESTERN REG	2,880.00
5510-500 LOCAL CONVENTION ALLOW - EXEC BOARD	4,918.35
5530-500 ORGANIZING ALLOWANCE	159.00
5550-500 BARGAINING ALLOWANCE	624.00
Total Other Expenditures	\$ 16,752.04
Net Other Revenue	\$ (16,752.04)
Net Revenue	\$ (303,214.35)

CWA Local 13000 Operating Account

Investments

as of 9/30/2023

	Shares	Unit Cost	Total Cost	Market Value
Certificates of Deposit				
Haverford Trust CD 5.00% 10/15/2023 - Principal	60,000.000	1.00	60,000.00	60,000.00
Haverford Trust CD 5.25% 11/06/2023 - Principal	60,000.000	1.00	60,000.00	60,000.00
Certificates of Deposit Total	120,000.000		120,000.00	120,000.00
Money Market - Taxable - Standard				
Federated Govt Obligations PS Fund 117 (GOFXX) - Principal	39,352.010	1.00	39,352.01	39,352.01
Cash Equivalents Total	159,352.010		159,352.01	159,352.01
Asset Total	159,352.010		159,352.01	159,352.01
Accrual Total				1,243.00
Grand Total	159,352.010		159,352.01	160,595.01

(continued on page 14)

Communication Workers of America-Local 13000

Emergency Fund				as of 9/30/2023
	Shares	Unit Cost	Total Cost	Current Market Value
Cash				
Cash			0.00	0.00
Cash Equivalents				
<i>Money Market - Taxable - Standard</i>				
Federated Govt Obligations PS Fund 117 (GOFXX) - Principal	204,581.080	1.00	204,581.08	204,581.08
Equity				
<i>Domestic</i>				
Air Prods & Chems Inc Com (APD)	277.000	156.63	43,386.29	78,501.80
Apple Inc Com (AAPL)	1,214.000	16.42	19,939.94	207,848.94
Blackrock Inc (BLK)	163.000	152.66	24,883.92	105,377.87
CVS Health Corporation (CVS)	902.000	44.44	40,083.16	62,977.64
Chevron Corporation (CVX)	560.000	163.36	91,480.35	94,427.20
Coca Cola Co Com (KO)	1,270.000	28.89	36,692.06	71,094.60
Costco Whsl Corp New Com (COST)	280.000	374.06	104,736.74	158,188.80
Honeywell Intl Inc Com (HON)	680.000	178.36	121,287.37	125,623.20
JPMorgan Chase & Co Com (JPM)	1,115.000	62.24	69,400.51	161,697.30
Johnson & Johnson Com (JNJ)	752.000	68.33	51,382.62	117,124.00
Lowes Cos Inc Com (LOW)	580.000	69.51	40,313.36	120,547.20
Mastercard Inc Class A (MA)	418.000	70.40	29,427.79	165,490.38
McKesson Corp (MCK)	140.000	439.87	61,581.77	60,879.00
Microsoft Corp Com (MSFT)	405.000	74.16	30,035.61	127,878.75
Nike Inc (NKE)	935.000	135.45	126,647.00	89,404.70
Oracle Corp Com (ORCL)	887.000	37.76	33,489.75	93,951.04
Pepsico Inc Com (PEP)	794.000	68.90	54,704.00	134,535.36
RTX Corp (RTX)	1,604.000	78.08	125,245.26	115,439.88
S&P Global Inc (SPGI)	194.000	187.63	36,400.51	70,889.54
Starbucks Corp (SBUX)	830.000	58.12	48,238.18	75,754.10
TJX Cos Inc New Com (TJX)	1,028.000	23.58	24,238.18	91,368.64
Texas Instrs Inc Com (TXN)	585.000	185.06	108,257.98	93,020.85
Thermo Fisher Scientific Inc (TMO)	142.000	560.43	79,580.47	71,876.14
United Parcel Service Inc Cl B (UPS)	500.000	174.20	87,098.59	77,935.00
Equity				
<i>Domestic</i>				
Unitedhealth Group Inc Com (UNH)	302.000	57.19	17,271.34	152,265.38
iShares S&P Midcap 400 Index (IJH)	621.000	174.88	108,598.07	154,846.35
iShares S&P Smallcap 600 Fnd (IJR)	1,636.000	68.58	112,204.39	154,323.88
Domestic Total	18,814.000		1,726,605.21	1,726,605.21
Equity ETF				
SPDR S&P 500 ETF Trust (SPY)	213.000	204.44	43,546.78	91,053.24
<i>Foreign</i>				
Aon Plc CLASS A (AON)	240.000	260.79	62,589.10	77,812.80
Eaton Corporation PLC ADR (ETN)	320.000	175.54	56,172.74	68,249.60
Medtronic PLC ADR (MDT)	995.000	79.75	79,348.36	77,968.20
Foreign Total	155,000		198,110.20	224,030.60
Equity Total	20,582,000		1,968,262.19	3348.351.38
Fixed Income				
<i>Corporate Bonds & Notes</i>				
Amazon.Com Inc 3.8% 12/5/24	85,000.000	100.48	85,411.16	83,355.25

(continued on page 15)



Communication Workers of America-Local 13000

Emergency Fund *(concluded)*

as of 9/30/2023

	Shares	Unit Cost	Total Cost	Current Market Value
American Express Co. 2.25% 3/4/2025	10,000.000	98.15	9,815.12	9,501.22
Atlantic City Electric 3.375% 9/1/24	150,000.000	99.98	149,974.53	146,103.75
BB&T Corp 2.50% 8/1/24	100,000.000	101.85	101,850.81	96,941.60
Bank Of America Corp 5.819% 9/15/29	85,000.000	100.24	85,203.15	84,050.64
Berkshire Hathaway 3.50% 2/1/25	50,000.000	100.87	50,434.36	48,505.05
Berkshire Hathaway Finance Corp 1.45% 10/15/2030	70,000.000	99.84	69,890.97	54,465.46
Blackrock Inc 4.75% 5/25/2033	110,000.000	97.90	107,690.70	102,991.57
Comcast Corp 3.375% 8/15/25	85,000.000	100.32	85,269.42	81,760.40
Federal Farm Credit Banks Funding 1.33% 11/3/2026	200,000.000	100.09	200,176.89	178,903.60
Freddie Mac 5.375% 3/28/2025	100,000.000	100.00	100,000.00	99,500.90
Genuine Parts Co. 1.75% 2/1/2025	100,000.000	96.69	96,686.29	94,318.40
Gilead Sciences Inc 3.5% 2/1/25	60,000.000	101.03	60,620.85	58,200.96
Goldman Sachs Group Inc 3.50% 4/1/2025	100,000.000	95.76	95,759.06	96,070.70
HP Inc. 3.00% 6/17/2027	100,000.000	94.22	94,224.03	90,900.10

Fixed Income

Corporate Bonds & Notes

JPMorgan Chase & Co 3.782% 2/1/28	125,000.000	93.87	117,331.25	116,501.00
PNC Financial Services 3.45% 4/23/29	100,000.000	103.08	103,083.22	87,857.10
Texas Instruments Inc 2.25% 9/4/2029	100,000.000	88.57	88,568.50	85,152.20
Wells Fargo & Co 3.30% 9/9/24	65,000.000	100.25	65,164.24	63,379.03
Corporate Bonds & Notes Total	1,795,000.000		1,767,154.55	1,678,458.93

Fixed Income ETF

iShares 0-5 Year Tips Bond ETF (STIP)	2,138.000	101.50	217,012.77	207,214.96
iShares Barclays MBS Bd (MBB)	822.000	108.78	89,413.05	72,993.60
iShares Floating Rate (FLOT)	3,065.000	50.74	155,518.10	155,977.85
Fixed Income ETF Total	6,025.000		461,943.92	436,186.41

Municipal Bonds & Notes - Taxable

California St 3.05% 4/1/29	100,000.000	103.22	103,219.64	89,732.00
Radnor PA 1.729% 11/1/28	5,000.000	100.00	50,000.00	42,837.50
Municipal Bonds & Notes - Taxable Total	150,000.000		153,219.64	132,569.50

U.S. Government Agency Obligations -

Mortgage-Backed Bonds

FFCB 0.74% 6/30/2025	140,000.000	100.00	140,000.00	129,434.76
FR SD8368 6.00% 10/1/2053	115,000.000	98.98	113,823.05	113,568.50
U.S. Government Agency Obligations - Mortgage-Backed Bonds Total	255,000.000		253,823.05	243,003.26

U.S. Treasury Bonds & Notes

US Treasury Notes 2.00% 11/15/2026	175,000.000	103.76	181,573.54	160,945.31
United States Treasury 4.00% 10/31/29	305,000.000	98.93	301,735.54	294,420.31
U.S. Treasury Bonds & Notes Total	480,000.000		483,309.08	455,365.62

Fixed Income Total	2,686,025.000		3,119,450.24	2,945,583.72
Asset Total	2,911,188.080		5,292,293.51	6,498,516.18
Accrual Total				25,825.13
Grand Total	2,911,188.080		5,292,293.51	6,524,341.31



*Wishing the Membership of CWA Local 13000
Our Friends and Your Families a Safe and
Blessed Season and All Good Things in 2024!*

James J. Gardler, President
Jeff C. Reamer, Executive Vice President
Joe Smolczynski, Secretary-Treasurer
Richard R. Dezzi, Vice President, Eastern Region
Gregg Bialek, Vice President, Western Region

