



November/December Volume 81, Issue 6 2021

• 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

The membership of our great Union has suffered some of the most trying times over the last 2 years. Who would have thought that some of the most important issues that we still face on a daily basis are a result of the COVID-19 pandemic? We continue to see the impact it has on the lives of our members and their families every day. Throughout the Local and the District fatalities are still occurring, and our thoughts and prayers go out to those members and their families who have lost loved ones because of this deadly pandemic. We are hopeful that we can get out from under the devastation this pandemic has caused as we enter 2022 and begin to move forward and resume some sense of our normal home and work life.



Employers across the country and many here in Pennsylvania where our members work have taken steps because of the ongoing pandemic. There have been policies implemented by several employers to require vaccine mandates. When these mandates were announced we entered

effects bargaining over these policies with the employers. As many of you know that while the Communications Workers of America encourage our members to get vaccinated, we are opposed to a vaccine mandate for our members. During the effects bargaining with the employers, it became clear to us that there was little interest from the companies in addressing our members concerns. They were going to move forward with implementing their policy regardless of our position on the issues and our alternatives that we presented at the bargaining table.

Once the various policies were announced we had our legal team review the policies to assess our next steps, since there were several legal challenges in many states throughout the country. Just recently one of those legal challenges in Georgia has stayed the federal mandates for employers who have federal contracts. As a result of that position several of our employers have taken a step back from their policies while this issue is sorted out in the courts.

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Message from the President

(continued from page 1)

Keep in mind this is no guarantee that employers will not look to move forward with this or some other policy in the future since it is enjoined by the courts right now until further notice. Moving forward if any member encounters a problem as a result of a policy implemented by their employer, they should immediately contact their union representative and file a grievance. We will be handling everyone's individual situation on a case-by-case basis since the circumstances may be different for everyone. We will continue to work with our attorneys on these issues as things transpire to see what if any impact the legal challenges or company mandated policies may have on our members. Local Managements explanations on these issues seem to be all over the map and very confusing to the membership. We encourage every member to contact the employer Human Resource department regarding any questions about mandated policies. If their response doesn't answer your question contact your Local Representative, Unit Council, Regional and/or Executive offices.

On a separate note, the Local has been informed that our colleague and good friend Rick Bloomingdale, President of the Pennsylvania AFL-CIO, will be retiring at the end of this

term in March. Many of you know and have stood shoulder to shoulder with Rick during the last quarter century as President and Secretary-Treasurer of our State AFL-CIO. Rick has walked numerous picket lines with our members over the years and supported our fight against anti-worker legislation like right to work and deregulation bills introduced in the state House. We wish Rick and his family all the best in retirement and next chapter in his life which I am sure will involve assisting others with the challenges that they face.

Finally, I would like to remind the membership to take some time and enjoy the holidays with your family and friends. Happy Holidays to all of our active and retired CWA family and here's to looking forward to a much better New Year in 2022.

In Unity,



James J. Gardler

IN MEMORIAM

| | | | |
|---|---|--|---|
| Harry H. Hollinger, III-Retiree Unit 33, Branch 06 Deceased October 16, 2021 | Russell Worthy-Member Unit 41, Branch 7 Deceased October 31, 2021 | Thomas Fornof-Member Unit 59, Branch 03 Deceased October 31, 2021 | Peter O'Donnell-Member Unit 21, Branch 01 Deceased November 03, 2021 |
| Stanley J. Ryback, Retiree Unit 13, Branch 12 Deceased November 04, 2021 | Vincent M. Demaro-Retiree Unit 41 Branch 10 Deceased November 29, 2021 | Patrick W. Tremel Sr. Husband of Unit 111 President Jaytricia Tremel Deceased October 28, 2021 | Kent Thomson-Retiree Unit 23, Branch 6 Deceased December 03, 2021 |



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



LEGISLATIVE REPORT

2021 — Year in Review:

During the first year of the 2021-2022 Pennsylvania legislative cycle, we've fought hard battles and challenged what we consider wins in the immediate aftermath of the 2020 election cycle. Now more than ever, we know the importance that joint investments we make as a movement in elections and lobbying have on the issues we face.

While the make-up of our current legislature is less than ideal, we've continued to strengthen labor relationship across the aisle and build new ones with the incoming freshman class. While these efforts have proved invaluable in defeating legislation that is harmful to working Pennsylvanians and to unions, it's also started to create more dialogue and support on individual issues. Below is a list of legislative highlights from the 2021 session.

Anti-Public Sector Union Bills

In the last quarter of the 2021 session, a partisan slate of anti-public sector union legislation was introduced in the House Labor & Industry Committee and brought into public hearing virtually overnight. The investments made by the state federation and each of our affiliates in building and strengthening key individual relationships stopped these bills almost immediately. With the Democratic members of the committee remaining unanimously against, five Republicans also spoke out to the Chairman against running these bills, which include:

- **HB 844 (Rowe)** - Prohibiting social security numbers and home addresses of public sector employees from being proper subjects of collective bargaining.
- **HB 845 (Rowe)** - Providing public notice of public employee collective bargaining agreements prior to approval.
- **HB 2042 (Klunk)** - Public employees who are not union members would be notified annually that they're not required to pay money to the union unless they agree to do so; new employees for public jobs would be notified of their right to choose whether to join the union.
- **HB 2036 (Rothman)** - Amends the Public Employee Relations Act to allow members of public sector unions to terminate their membership at any time.
- **HB 2037 (Keefer)** - Provides public-sector employees with the opportunity to regularly vote on their professional representation; requires recertification votes every six years. HB 2048 (Ryan Mackenzie) - Prohibits payroll deductions from public sector employees for PAC contributions; does not impact the deduction of regular union dues.
- **HB1993 (Knowles)**: Providing for exclusive representation and for separate bargaining.
- **HB1991 (Knowles)**: Provides for reporting of dues and for annual report; in Pennsylvania Labor Relations Board, providing for report availability; and, in collective bargaining agreement, providing for forwarding agreement to board.

Public Sector OSHA

During the 2021 session, we've strengthened our commitments across the board to digging deep and building forward on public sector OSHA. Starting with a small working group (which I plan to extend and host hybrid starting in January), we've made significant headway in creating measures to address and support the case for the importance of implementing public sector OSHA in PA. We've worked closely with the Senate Labor & Industry Chairs Bartolotta and Tartaglione and their Executive Directors — particularly Minority ED Noah Erwin — to gain unanimous stakeholder support to create a resolution through the Legislative Budget & Finance Committee. This resolution aims to address the lack of empirical data currently available in the state, providing insight on potential costs, savings, and impact.

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LEGISLATIVE REPORT *(continued from page 3)*

Additionally, we currently do not have mandated reporting standards for injuries and deaths in the private sector. Needing this data, we are in the beginning steps of working with House L&I subcommittee Chair Nelson to introduce language on reporting standards in PA. With our list of bipartisan co-sponsors, policy brief, and talking points in place, we are prepared to discuss next steps forward, including a focus on how a strategic campaign focused on educating members and the general public about the lack of public sector safety standards can effectively help support the work we're doing in the legislature.

Judicial Gerrymandering

With the threat of judicial gerrymandering looming in the first half of the 2021 session, we've worked hard alongside a number of labor affiliates to put pressure on the importance of defeating judicial gerrymandering and the horrifically detrimental (and blatantly unconstitutional, lifetime) repercussions that come with it. The lobbying efforts from all opposing stakeholders effectively killed this legislation this cycle, but we are continually monitoring and prepared to act should this bill find renewed interest in the 2022 session.

Renewable Fuel Standard

With concern for the stability of America's energy supply, our national security, and the thousands of union jobs which depend on the refining industry in the Northeast — particularly right here in Pennsylvania — we supported Senate Resolution 139, requesting that the EPA use its waiver authority to provide relief to independent refiners from Renewable Fuel Standard (RFS) compliance obligations. This resolution addressed concerns with the implementation of the RFS compliance trading system used by the EPA, the Renewable Identification Number (RIN) market, which fluctuated wildly as a result of various market forces, including reduced demand for oil and gas due to COVID. This resolution passed with strong bipartisan support.

PRO Act

The PRO Act is the most significant piece of Pro-worker legislation in our lifetimes. For the second session in a row, the Protecting the Right to Organize (PRO) Act has passed through the US House with bipartisan support. Over the past year, the Pennsylvania AFL-CIO in coordination with our CLCs and some affiliates have worked hard to educate our members and lobby our representatives from both chambers of Congress to pass the PRO Act. While the bill is currently sitting in the Senate, we will continue to champion this piece of legislation on behalf of the hundreds of thousands of workers in PA and the millions more across our nation.

2022 — Year Ahead:

Moving into the 2022 legislative session, there are a number of priorities we expect to face, including the continued work in addressing the ongoing legislative issues noted above. As we enter an absolutely critical election year in PA, we expect to see legislation relating to the erosion of voting rights, similar to those seen in 2021. Additionally, we are working with the appropriate affiliates to track and monitor any legislation that seeks to harm public sector unions, try to privatize our liquor stores to the detriment of the state, and ensuring that TABOR legislation and the harmful repercussion to state funding it brings does not come to a floor vote.

In addition to continuing to push forward on public sector OSHA, we are actively looking to lobbying pro-worker legislation outlines in the Pennsylvania AFL-CIO's Workers' Bill of Rights. This includes encouraging a living wage increase to address increases in the cost of living; fighting to ensure that striking workers can receive the UC Benefits they already pay into but currently are unable to utilize while on strike; championing both paid and unpaid FMLA options to assist workers in times of injury, illness, or crisis; and strengthening the rights of every Pennsylvanian employee to collectively bargain.

As we enter 2022 with these goals in mind, we will continue to strive to carry out the most information and efficient lobbying meetings possible. We will be looking to pick up more individual meetings, with a particular focus on facilitating discussions with potentially laborfriendly officials who are key to shutting down anti-worker legislation and taking strides forward on good, meaningful legislative wins.

Additionally, with the support of the working groups noted above, we are striving to continue to move forward on legislation that not only uplifts worker voices, experiences, and outcomes, but also to ensure that we're promoting the importance of unions and achievements that can be made through education and ongoing support.

WOMEN'S COMMITTEE

Marisa MacCrory, Moderator

Jaime Schools (Unit 11 President)

Jaytricia Tremel (Unit 111 President)

Dana Bialek (Unit 54 VP)

Orland Jones (Unit 14 President)



Women's View

21st Biennial CLUW Convention

On October 7-9, 2021, the 21st Biennial Convention of the Coalition of Labor Union Women (CLUW) was held virtually due to the ongoing risks presented by the Covid-19 pandemic. Unit 11 President Jaime Schools and Unit 54 Vice President Dana Bialek were honored to attend this event on behalf of CWA Local 13000. Despite being unable to gather in person, the joy in being able to be together was evident, even through a computer screen.

The theme of the convention was “A vision! A vote! A victory!”, and since the last convention in 2019, there have been groundbreaking victories for women everywhere. The first female Vice President of the United States, Kamala Harris, was elected in 2020 and Liz Shuler was elected President of the AFL-CIO, after Richard Trumka’s unexpected death earlier this year. Shuler addressed the convention celebrating the women who helped her achieve her goals and pledging to help women who aspire to move up the ranks and break the glass ceiling, so that she will not be the last woman in this role. Delegates also recognized the dedication of essential workers throughout the pandemic and reflected on the many actions and strikes that were taking place throughout the country.

While there was much to celebrate, it was also acknowledged that we have suffered devastating loss in a pandemic that has disproportionately affected women. Working women, especially women of color, have lost more jobs during the pandemic than men. Representative Katie Porter (D-CA) discussed the childcare crisis that is affecting the ability of parents to return to the workplace. Fran Drescher, newly elected President of the Screen Actors’ Guild-American Federation of Television and Radio Artists (SAG-AFTRA), gave an inspirational presentation on “Union Women’s Health and Well-Being”, urging women to prioritize and advocate for their health, especially after a pandemic when care was more likely to be delayed.

Along with these presentations by our guest speakers, delegates passed several resolutions including passing the Protecting the Right to Organize Act (PRO Act), the climate crisis, voting rights reform and gun violence. The re-election of CWA member Elise Bryant as CLUW President was also a highlight. The convention left us energized and dedicated to advocating for women in the workplace. We encourage everyone to get involved with your local CLUW chapter!

The convention left us energized and dedicated to advocating for women in the workplace. We encourage everyone to get involved with your local CLUW chapter!



The Local Buzz The Local Buzz The Local Buzz



*Report of Executive
Vice President,
Jeff Reamer*

VERIZON

On October 14, 2021, Verizon notified both the CWA and IBEW of its intent to institute a mandatory COVID-19 vaccine policy for its unionized workforce unless an individual has a medical or religious exemption. Both Unions immediately demanded bargaining over the effects of this policy on the membership. Effects Bargaining talks between the Unions and the Company began on October 28, 2021. After several sessions of bargaining, the Company placed its Last, Best, Final offer on the table on November 16, 2021. On November 18th, 2021, after formally rejecting the Union's counterproposal to its Last, Best, Final offer, the Company announced that the parties were at impasse. Additionally, they also communicated on that same date that their intent was to impose the terms of their Last, Best, Final offer which would be communicated to employees the following day. In short, this imposed policy requires employees to be vaccinated or at least have their first dose of a 2-shot vaccination by February 1, 2022. Those employees who do not meet those requirements by the deadline may be placed on a 60-day non-paid leave. In the event they do not get vaccinated by the end of the 60-day leave period they may be separated from the payroll.

In early December, a Federal Judge issued a temporary injunction against the federal mandate surrounding the vaccination requirement for federal contractors. Shortly thereafter, the Company has communicated to the Union it will inform employees that as a result of those temporary injunctions, the vaccination requirement for employees will be suspended until further notice. Updates on this issue will be relayed to the membership in real time as events unfold. ■

AT&T MOBILITY

Preparations for the bargaining of our upcoming Orange contract set to expire on February 11, 2022, are now ramping up. On December 8, 2021, a bargaining committee meeting was held to run through our plans and details for upcoming bargaining. Bargaining is set to kick off with the Company on January 24, 2022, via zoom and face to face bargaining in the future would be re-

evaluated based upon COVID-19 developments. Electronic bargaining surveys have been sent out to the membership to identify those issues that rank as our top priorities in this round of bargaining. On the surface, prior to even entering into bargaining, we are anticipating the IHX and work from home titles to be heavily discussed in this round of bargaining. In addition, the Company's obvious intent of converting more and more of our core stores into authorized retailers will no doubt be a contentious issue at the table. Members are urged to fill out and submit their bargaining surveys as soon as received and stay in contact with Union officials for updates and actions connected to our upcoming bargaining. ■

COMCAST

On October 5, 2021, after almost a full year of bargaining past expiration, a tentative agreement was reached at the table for our Unit 115 members at South Hills. Highlights of this 3-year tentative agreement include general wage increases of 2% each year, wage adjustments prior to the first GWI, full wage retroactivity back to November of 2020 and additional lump sum payments of \$500. Contractual enhancements include improvements to the language governing meal breaks, training, bereavement leave and stand-by pay. New language was secured establishing a summer overtime trial as well as new language on shift differential and temporary assignment. On October 13, 2021, a contract explanation and ratification meeting was held with the membership where the members overwhelmingly ratified this tentative agreement into contract. This new contract is a direct result of the unwavering commitment of our bargaining team backed by the full support of the membership determined settle for nothing less than a fair contract. ■

WINDSTREAM

Bargaining began on September 20, 2021, in Carnegie, Pa for all four of our Unit 103 Windstream contracts set to expire on September 30, 2021. Just minutes prior to the midnight expiration on September 30th, a 3-year tentative agreement was reached in bargaining for all four bargaining units. Multiple contract explanation meetings were held with the membership and after individual mail in ratification votes were tallied by bargaining unit, 2 of our four bargaining units initially ratified their agreements into contract. Meetings were then subsequently held with the remaining unit members in the unratified agreements to identify those issues they wanted resolved or enhanced. After several additional attempts through bargaining sessions with the Company to try to secure enhancements on those additional issues identified by the membership were unsuccessful, motions were made in follow-up meetings held with the membership to put the remaining tentative agreements out for a re-vote. Ultimately, all four agreements were



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ratified into contract by the membership in their respective bargaining units. Highlights included in these four contracts include general wage increases of 2% for each year of the contract, the elimination of the lower paid FST title by converting those holding that title the higher paid CST title which now guarantees a path to the top rate of the CST title. Also secured was the preservation of the unlimited sick time benefit and the short- and long-term disability language for all those currently on the payroll, which the Company was intent on gutting throughout the bargaining process. Also secured was the inclusion into the contracts, the 3 recently negotiated MOAs first of which establishes construction titles that bring construction work back into the bargaining units, secondly the Material Coordinator title that supports them, and third the establishment of a Retail Sales position to sell the products offered by the Company. Contractual language enhancements include bereavement leave, emergency time, personnel records, and contract labor notification. New language was also secured on voluntary termination offers, training differential and union orientation. On healthcare, the movement from our existing PPO plan to the Company's high deductible plan at reduced negotiated rates was included and will ultimately cost our membership less out of pocket year over year and save them significant money in terms of cost share in each paycheck. Now comes the time to protect and enforce those contractual enhancements and provisions gained in bargaining. ■

NEWTOWN TOWNSHIP (Firefighters)

From the onset of the agreed to limited scope bargaining, which began on September 15, 2021, the Union bargaining team has continued to press upon the Township the importance of our issues being addressed at the table if we are to reach an agreement. While negotiations continue to show the potential of progress towards a new agreement, the Union has protected our rights under PA Act 111 by sending notice of our intent to move to binding arbitration should negotiations at the table fail. The next bargaining session is set for December 15, 2021, where we anticipate a favorable resolve from the Board of Supervisors on our last counter offer presented to the Township at the last bargaining session held on November 17, 2021. Updates on bargaining will be relayed to the membership in real time by Union Officials. ■

AMERICAN RED CROSS

The National Addendum Bargaining continues for our Johnstown members in Unit 111 by way of the bargaining team made up of the Coalition of Unions representing American Red Cross workers across the country. Most recently, the decision was made

for a strike vote to be sent out to the membership in attempts to put pressure on the Company to bargain in good faith at the table. In Local 13000, that strike vote has been sent out to the members of Unit 111 and is slotted to be counted on December 13, 2021. In the last bargaining session, the Union has placed a comprehensive proposal on the table and is awaiting a response from the Company. Additionally, an agreement was reached to extend the addendum through March of 2022 while bargaining continues. With that extension the Red Cross has agreed to pay the increase in healthcare cost through the end of March. Updates related to bargaining as well as the results of that strike vote will be sent to the membership as soon as events unfold. Members are urged to stay engaged on these updates and participate in ALL mobilization efforts surrounding bargaining. United We Bargain! Divided we Beg! ■

SALSA/EVERY ACTION

Our newly organized members at Salsa in Western Pa, now under the parent company of Every Action have begun bargaining for their first contract since winning their representation election. Bargaining began on November 16, 2021, and spans across 3 locals and 2 CWA Districts. In District 2-13, it includes our members here in Local 13000 and members in Local 2336 in Washington D.C. In District 1 the members are in Local 1400 in New England. Bargaining sessions have continued into December and are slotted to be ongoing. The negotiation of a first contract is time consuming, tedious and at times the most challenging round of bargaining as all existing practices and enhancements must be captured in contract language. Your bargaining team is committed to settle for nothing less that a fair contract for our membership. Updates on bargaining will be relayed to the membership as bargaining progresses. ■

A PERSONAL HOLIDAY MESSAGE:

I would like to extend my sincerest wishes to all of 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 and I look forward to continuing our fight for the advancement of our working families in 2022.

Happy Holidays,

*Jeff Reamer
Executive Vice President Local13000*



WESTERN REGION UNIT PRESIDENTS

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

Western Region



Happy Holidays from the Western Region Office! Hopefully, everyone had a great Thanksgiving and is geared up for the upcoming Holidays.

Comcast South Hills finally has a contract. It was overwhelmingly passed by the membership. Some of the details are as follows: a 3-year contract, good wage increases, a bridge payment, upgrades in training language, increases in both meal payments and standby pay, better bereavement leave language and updates to their summer overtime plan. Congratulations to all members of the South Hills group on securing a great contract.

The American Red Cross bargaining is still ongoing. For a humanitarian company, they surely do not seem to want to treat their workers fairly. The company has asked for cutbacks everywhere, while putting these front-line workers out in the public every day, facing the possible exposure to Covid-19 with every donor that comes in to donate. The biggest cutback the company is looking for is cutting our members benefits. In this day and age, this is something we cannot stand for. We have secured another extension for your contract until March 31, 2022. Jaytricia Tremel, Unit 111 President, is leading the way for our bargaining team. Updates will be posted on your Facebook page, emailed out, or feel free to reach out to one of your representatives.

Consolidated Communications' contract is expiring on February 28, 2022, after a one-year extension due to Covid-19. Bargaining surveys are out and due back in soon. Please make sure to fill them out and return them back into the office ASAP as we are getting ready to prepare proposals to pass across the table to the company. Please reach out to your Unit President Scott Efferin or Representative Vic Shaffer for updates.

Windstream has now ratified all four of its contracts. Some of the items reached in the contract include the following: a 3-year contract, 2% increase every year, construction and retail sales positions are now solidified in the contracts, bereavement improvements, voluntary termination offers, reduced time for write-ups in your file, training differential, better contract labor notifications, elimination of the lower wage FST title, and savings in healthcare. Congratulations to everyone at Windstream on their new contract.

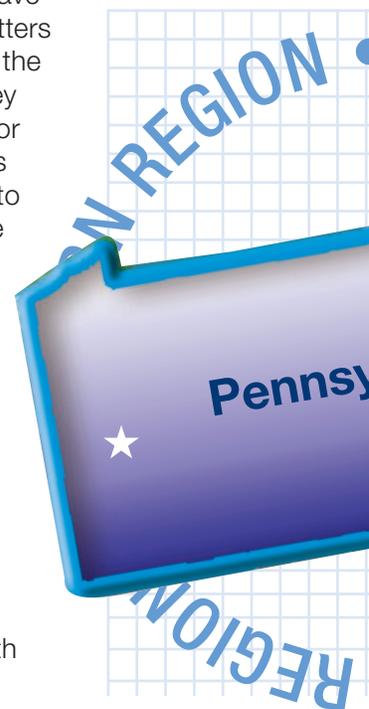
All grievances for all companies have been heard at Labor and either letters have been written explaining why the grievances were closed out or they have been moved to the District for review for arbitration. Through this busy pandemic we have kept up to date on all grievances. If you have any questions, please call us in the office at 412-429-9292.

Unfortunately, in the Western Region we have lost a few good members in the last year. Please see the in-memoriam section of this magazine.

I would like to wish everyone a happy, healthy, and safe holiday season and a Happy New Year. It has been my pleasure to work with and for all of you in the past year. Hopefully, next year will be an even better year for us. ■

In Unity,

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

Over the past year, most of the AT&T disciplinary cases have included interviews from fellow employees to help impose discipline on other employees. It is bad enough that the revolving door of managers in AT&T embellish and misrepresent facts when administering discipline. Now they are supporting their cases with unionized employees as witnesses. If you are ever asked by management to participate in an interview, you need to contact your union representative immediately so that they can advise you accordingly. It may seem innocent at first but once you are questioned, the landscape of that meeting can change unexpectedly, and then it may be too late. In my last two grievance meetings with AT&T Labor Relations, they used testimony from co-workers to help them justify the terminations. It is hard to say whether the coworkers knew what they were getting themselves into at the time, but once it happened there is no turning back. One of the most difficult things to do as a Union official is to defend a member-on-member allegation since we represent both parties. Lately, there have been multiple situations where the company will discipline both employees so be mindful of your actions and always contact your Union representative first.

Verizon has changed the introduction portion of their Code of Conduct to include that it is the employees' obligation to report any situation to the Ethics Office including any sort of wrongdoing from their supervisor. Additionally, they expect employees to blow the whistle on their supervisors and now their co-workers and chalk it up as a "see something say something" policy. This is ludicrous in my opinion, employees are supposed work with their head on a swivel, knowing when coworkers arrive late and leave early and then report it. We are wage-earners we come to work do our job and generate revenue for the company.

In my last article, I reported information about the 27th Annual Jim Willer Golf Outing, the winners, the volunteers, the sponsors, and donors. What I was not able to do was provide a final tally of money that was raised. Ironically enough, we were able to raise \$13,000 dollars to go to Fox Chase Cancer Center with this year's proceeds going towards breast cancer research. It is a substantial amount of money that we were able to raise in a short amount of time. The pandemic posed a lot of ambiguous challenges that caused a lot of hesitation. Once the decision was made the participant list grew and I thank all of you that played a part in that. The most deserving thanks goes to the Eastern Region Office Staff Christine and Lori for their creativity and dedication towards the entire event. Simply put without them the event would not be successful.



Finally, we may not always agree on every issue in and outside of work but that is a good way for us to grow as an organization. If we all think exactly the same, then there is no opportunity to for growth because we never consider alternatives. Conversation that involves participation from both parties are most productive. Afterall, as Union members we have a right to equity and a voice in the workplace.

I would like to wish each and every one of you, your family, and friends a safe and happy holiday season, and a healthy 2022 year. ■

In Unity,

*Richard R. Dezzi
Eastern Region Vice President*



FROM THE DESK OF RICK BLOOMINGDALE

5770 NESBIT DRIVE
HARRISBURG, PA 17112

Dear Sisters and Brothers:

On November 9, I shared with our full Executive Committee and Council, my plan to retire at the end of my term as President. I will not be seeking re-election at our Constitutional Convention in Pittsburgh March 29 – March 31, 2022.

It has been an honor and a privilege to serve the Pennsylvania AFL-CIO for a quarter century as President and prior to that, Secretary-Treasurer. I'm proud of the work we did together, and my career with AFSCME. Today, I am looking ahead to my retirement, a great security the union movement has afforded me.

I'm also proud that the leadership that comes behind me is ready to deliver day one - a seamless transition into a team committed to the core mission, and ready to help advance a fresh vision that will allow the PA AFL-CIO take on the opportunities and challenges that lie ahead.

That team is a dynamic combination of experience and energy led by Frank Snyder, who is partnering with Angela Ferritto to lead the PA AFL-CIO into its next chapter – I wholeheartedly endorse Frank and Angela.

As our Secretary-Treasurer and COPE Director for the past eleven years, Frank Snyder is well-prepared to serve as President to the members of our Federation – his dedication and strong commitment to union values will serve you well. A lifelong union member, belonging to the American Federation of Musicians while he was still in high school, Frank spent most of his career as steelworker at a mill in western Pennsylvania, where he served as Local President. Frank is well respected among his USW brothers and sisters, many of whom he organized into the USW, before going to work for the National AFL-CIO. I am confident that Frank will be a strong leader.

Frank has found an equally strong partner in Angela Ferritto, who is running to succeed him as Pennsylvania AFL-CIO Secretary-Treasurer. Angela is one of AFSCME's rising stars, committed to advancing the labor movement through education and organizing. Angela is a member of AFSCME, where she served as the President of her Local Union before joining Council 13 staff in 2010. Angela is a trusted part of the AFSCME team where she has served as Organizer, Staff Representative in the Grievance and Arbitration Department, and most recently in the Education & Resources Department.

Angela is committed to service and education, serving as an instructor at the Northeast Regional Union Women's Summer School; Council 13's Next Wave Steering Committee, which is a program designed to recruit and engage younger members; Coalition of Labor Union Women (CLUW) as the statewide President, and has been active in Central Labor Councils in Erie, Crawford and around the Harrisburg region.

Angela has worked closely with Frank on a variety of political campaigns in various positions, through the State Fed. Angela is well-known for organizing and training workers on the issues that matter. Angela and Frank are deeply committed to the labor movement and their unique combination of experience and heart will attract new activists to our Central Labor Councils in the years ahead.

I feel confident Frank and Angela, working together, are a team to take our State Federation into the future. The stakes are high in Pennsylvania, and the opportunities just as significant. I hope you will share my confidence and support them to be the next officers of our Pennsylvania AFL-CIO.



In Solidarity,

Rick



Grey Matters RAY BUNTING

The Broader View



I get e-mails every day and articles in the newspaper that clearly point out that our pensions and Social Security are in danger! There is not just one source but a broader series of plans that come into play that all have one purpose; suppression of the working class to near poverty and control of the Government to the point of making Democracy irrelevant! The reason for this is , the very rich do not want to pay anything to anyone that would help workers and increase taxes on the wealthy. Fixed costs are what rich folks want to avoid!

Voter suppression is widespread and in the news in Texas to name one State. Gerrymandering is a tool to control the outcome of elections. This is just one scheme that works and has been around for a long time, (1812). State legislators control the borders on legislative districts based on the census taken every 10 years.

By making some districts predominately one party they can predict the outcome of an election and be sure their candidate gets elected. If one party controls the most State legislatures, they can control National elections. This cannot be emphasized enough, “Every Election is Important”.

Another prevalent and popular technique is lying. “Tell a big enough lie often enough and everyone one will believe it”. The best lie is when you say something that is true but what you don’t say changes everything; for example: “They took away our freedom.” What was not said, the government closed businesses and schools to prevent an all-out catastrophe from the Covid 19. Other countries did the same thing, so the reality is the Government “Took away our freedom “to save our lives! The best lie is when what you say is true but incomplete and twists what is really happening.

Demographics are used more in this computer age, a recent example was Cambridge Analytics was used in the UK to work in favor of Brexit. Then the same technique has become popular in American elections. You spread the lies where they will be most believed by that population, getting people to feel emotional about a given topic is the very art of politics, i.e., “getting people to vote against their own best interests.”

Anthony Downs book, an economic theory of Democracy, (1957) claimed voters base their decisions on what will give them the greatest benefit! This is what I am prompting in this article! Vote for the candidate that will work toward better medical benefits and a secure pension plan. As retired people this is where our best interest lies. Anthropologist Margaret Mead said, “Never doubt that a small group of thoughtful, committed citizens can change the world”. Indeed, it’s the only thing that ever has. We can win and get better medical and pension benefits, but we must be able to see the lies and not fall for them!

The union is the organization that most certainly best represents us, and they are fighting to keep our pensions and 401K’s from companies that want to reduce them. The CWA news has several bargaining issues with companies and are fighting every day to better the lives of workers. Our President said he wants to reduce the price of prescription drugs and we (in the US) pay 3 times as much for the same drug as other countries. Sounds like he has our best interests at heart!

The average Congressman has 20 lobbyist’s that try to influence them, we have a union and a vote! Look for the politician that has our interests and don’t listen to the endless lies about him or her! Vote in every election they are all important!

Yours fraternally,

***Ray Bunting
President RMC 13021***



Community Service:

Unit 41 Members helping out in Carnegie!





Marisa MacCrory
Secretary-Treasurer



Local 13000 Communication Workers of America, AFL-CIO

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

September 30, 2021

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

| | Without Donor Restrictions | | | 2021 Consolidated Total | 2020 Consolidated Total |
|--|----------------------------|--------------------------------------|---------------------|-------------------------------|-------------------------------|
| | Operating Fund | Member Defense and Relief Fund | Emergency Fund | | |
| ASSETS | | | | | |
| Cash and cash equivalents | \$ 804,922 | \$ 973 | \$ — | \$ 805,895 | \$ 733,643 |
| Investments | | | | | |
| Short-term investments | 7,929 | — | 123,607 | 131,536 | 223,560 |
| U.S. government and agency securities | — | — | 756,223 | 756,223 | 688,231 |
| Corporate bonds | — | — | 1,619,836 | 1,619,836 | 1,779,518 |
| Mutual funds | — | — | 878,005 | 878,005 | 154,685 |
| Common stock | — | — | 3,137,075 | 3,137,075 | 2,623,153 |
| <i>Total investments - fair value</i> | <u>7,929</u> | <u>—</u> | <u>6,514,746</u> | <u>6,522,675</u> | <u>5,469,147</u> |
| Investments - other | | | | | |
| Certificates of deposit | 170,000 | — | — | 170,000 | 170,000 |
| <i>Total investments</i> | <u>177,929</u> | <u>—</u> | <u>6,514,746</u> | <u>6,692,675</u> | <u>5,639,147</u> |
| Property and equipment | | | | | |
| Buildings and improvements | 3,092,721 | — | — | 3,092,721 | 2,988,254 |
| Furniture and equipment | 198,072 | — | — | 198,072 | 195,329 |
| Accumulated depreciation | (2,165,845) | — | — | (2,165,845) | (2,092,036) |
| <i>Net property and equipment</i> | <u>1,124,948</u> | <u>—</u> | <u>—</u> | <u>1,124,948</u> | <u>1,091,547</u> |
| Inventory | <u>53,190</u> | <u>—</u> | <u>—</u> | <u>53,190</u> | <u>51,348</u> |
| Total assets | <u>\$ 2,160,989</u> | <u>\$ 973</u> | <u>\$ 6,514,746</u> | <u>\$ 8,676,708</u> | <u>\$ 7,515,685</u> |
| LIABILITIES AND NET ASSETS | | | | | |
| Liabilities | | | | | |
| Deposits and other liabilities | \$ 12,396 | \$ — | \$ — | \$ 12,396 | \$ 12,396 |
| Payroll withholdings | 21,972 | — | — | 21,972 | 22,249 |
| <i>Total liabilities</i> | <u>34,368</u> | <u>—</u> | <u>—</u> | <u>34,368</u> | <u>34,645</u> |
| Net assets without donor restrictions | <u>2,126,621</u> | <u>973</u> | <u>6,514,746</u> | <u>8,642,340</u> | <u>7,481,040</u> |
| Total liabilities and net assets | <u>\$ 2,160,989</u> | <u>\$ 973</u> | <u>\$ 6,514,746</u> | <u>\$ 8,676,708</u> | <u>\$ 7,515,685</u> |

(continued on page 14)

Local 13000 Communication Workers of America, AFL-CIO

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

Year Ended September 30, 2021

(With Summarized Consolidated Totals for the Year Ended September 30, 2020)

| | Without Donor Restrictions | | | 2021 Consolidated Total | 2020 Consolidated Total |
|-------------------------------------|----------------------------|--------------------------------------|-------------------|-------------------------------|-------------------------------|
| | Operating Fund | Member Defense and Relief Fund | Emergency Fund | | |
| Revenue | | | | | |
| Dues | \$ 2,661,239 | \$ — | \$ — | \$ 2,661,239 | \$ 2,716,217 |
| Fees and fines | 215 | — | — | 215 | 1,411 |
| Rental income | 78,806 | — | — | 78,806 | 73,776 |
| Investment income | | | | | |
| Net appreciation | — | — | 604,369 | 604,369 | 405,900 |
| Interest and dividends | 379 | — | 121,059 | 121,438 | 114,884 |
| Other income | 17,932 | — | — | 17,932 | 9,427 |
| Insurance claim reimbursement | 34,661 | — | — | 34,661 | — |
| Promotional materials sales | 1,600 | — | — | 1,600 | 6,251 |
| Total revenues | 2,794,832 | — | 725,428 | 3,520,260 | 3,327,866 |
| Expenses | | | | | |
| Salaries | | | | | |
| General | 1,304,210 | — | — | 1,304,210 | 1,413,285 |
| Bargaining | 20,613 | — | — | 20,613 | 19,847 |
| Convention | 14,146 | — | — | 14,146 | 6,355 |
| Education | 13,535 | — | — | 13,535 | 1,270 |
| Mobilization | 2,567 | — | — | 2,567 | 26,657 |
| Organizing | 96,143 | — | — | 96,143 | 102,557 |
| (Reimbursed salaries) | (115,008) | — | — | (115,008) | (96,247) |
| Payroll taxes | 118,309 | — | — | 118,309 | 77,098 |
| Payroll fees | 43,481 | — | — | 43,481 | 38,417 |
| Pension funding | 89,981 | — | — | 89,981 | 110,137 |
| Payroll 401k match | 46,591 | — | — | 46,591 | 42,070 |
| Other employee benefits | 86,003 | — | — | 86,003 | 83,848 |
| Allowances and reimbursed expenses: | | | | | |
| General | 34,923 | — | — | 34,923 | 64,730 |
| Bargaining | 1,239 | — | — | 1,239 | 3,965 |
| Convention | 50 | — | — | 50 | — |
| Education | 936 | — | — | 936 | 1,981 |
| Mobilization | 300 | — | — | 300 | 7,872 |
| Organizing | 1,330 | — | — | 1,330 | 3,441 |
| Travel, hotels, and restaurants: | | | | | |
| General | 15,958 | — | — | 15,958 | 38,413 |
| Bargaining | 95 | — | — | 95 | 3,509 |
| Convention | 4,015 | — | — | 4,015 | — |
| Education | — | — | — | — | 1,628 |
| Organizing | 3,016 | — | — | 3,016 | (57) |
| Registration | 50 | — | — | 50 | 1,150 |

(continued on page 15)



Local 13000 Communication Workers of America, AFL-CIO

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

Year Ended September 30, 2021

(With Summarized Consolidated Totals for the Year Ended September 30, 2020)

| | Without Donor Restrictions | | | 2021 Consolidated Total | 2020 Consolidated Total |
|------------------------------------|----------------------------|--------------------------------------|---------------------|-------------------------------|-------------------------------|
| | Operating Fund | Member Defense and Relief Fund | Emergency Fund | | |
| Expenses (continued) | | | | | |
| Dues and subscriptions | \$ 20,056 | \$ — | \$ — | \$ 20,056 | \$ 24,185 |
| Rent | 1,521 | — | — | 1,521 | 2,520 |
| Office supplies and expense | | | | | |
| General | 15,581 | — | — | 15,581 | 23,780 |
| Convention | — | — | — | — | 2,995 |
| Education | 652 | — | — | 652 | 8,350 |
| Mobilization | 393 | — | — | 393 | 2,371 |
| Postage and printing | 26,335 | — | — | 26,335 | 47,322 |
| Insurance | 34,649 | — | — | 34,649 | 41,412 |
| Bank charges and investment fees | 3,122 | — | 72,279 | 75,401 | 63,429 |
| Utilities | 38,331 | — | — | 38,331 | 37,466 |
| Telephone | 38,711 | — | — | 38,711 | 42,521 |
| Equipment leasing and maintenance | | | | | |
| Equipment leasing | 45,940 | — | — | 45,940 | 48,962 |
| Building maintenance | 30,085 | — | — | 30,085 | 31,613 |
| Real estate tax | 46,027 | — | — | 46,027 | 46,841 |
| Professional fees | | | | | |
| Accounting | 29,000 | — | — | 29,000 | 29,000 |
| Actuary | 7,300 | — | — | 7,300 | 9,800 |
| Legal | 36,772 | — | — | 36,772 | 39,340 |
| Other | 2,000 | — | — | 2,000 | — |
| Donations and contributions | 10,469 | — | — | 10,469 | 7,547 |
| Labor Day expense | 6,322 | — | — | 6,322 | — |
| Cost of promotional materials sold | 1,416 | — | — | 1,416 | 6,318 |
| Security | 6,432 | — | — | 6,432 | 5,934 |
| COVID-19 expense | — | — | — | — | 2,424 |
| Depreciation | 73,810 | — | — | 73,810 | 71,041 |
| Information technology | 29,274 | — | — | 29,274 | 17,177 |
| Total expenses | 2,286,681 | — | 72,279 | 2,358,960 | 2,564,274 |
| Change in net assets | 508,151 | — | 653,149 | 1,161,300 | 763,592 |
| Intrafund transfers | (400,000) | — | 400,000 | — | — |
| Net assets | | | | | |
| Beginning of period | 2,018,470 | 973 | 5,461,597 | 7,481,040 | 6,717,448 |
| End of period | \$ 2,126,621 | \$ 973 | \$ 6,514,746 | \$ 8,642,340 | \$ 7,481,040 |



HAPPY HOLIDAYS

*Wishing the Membership
of CWA Local 13000
Our Friends and Your Families
a Safe and Blessed Season
and All Good Things in 2022!*

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

