

July/August Volume 84, Issue 4 2024

• 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

**W**hen I first became employed by Bell of Pennsylvania back in 1992, one of the first things that stood out to me was a statement that was plastered all throughout company buildings and vehicles. That statement read, “No job is so important, and no service is so urgent that we cannot take the time to perform our work safely.” That statement has stuck with me through the years, and I am reminded of it every time tragedy strikes a fellow CWA member.



On July 9<sup>th</sup>, 2024, Osmar Daniel Chavarria from Local 2108 in Maryland died while performing work for Verizon. Osmar is survived by his wife and three children. We have circulated this information throughout the Local to make everyone aware of this tragedy and to help support their family at this difficult time.

The reason I bring up this statement is not to highlight that something was done unsafely in this incident, but to remind everyone to work safely because we all have our families and our lives to return home to at the end of the day. And NOTHING is more important. Please remember this during your daily workday.

This August, our Local will also look to send members of our safety committee to the annual USW Health, Safety, and Environmental Conference held in Pittsburgh. We will always look for ways to educate and provide feedback to our members when it comes to the work we do throughout

the Commonwealth and the safety practices we must incorporate into our daily work habits.

Speaking of work throughout the state, many of our employers continue to upgrade their broadband networks. Federal funding for much of this work continues to be provided through ARPA and soon the IIJA. We continue to work with the state agencies overseeing these projects to provide feedback and voice our concerns to ensure our employers get the maximum number of contracts awarded so that our members can perform this work.

In Philadelphia, the city and Verizon reached an agreement on a 5-year extension of their franchise agreement to provide cable service over its FiOS network. Also included in this agreement is millions of dollars' worth of broadband build-out to city-owned properties as well as a commitment to

*(continued on page 2)*

## Message from the President

(continued from page 1)

provide services to various events the city will be hosting over the next 5 years. The Local had conversations with just about every member of the City's Public Property Committee leading up to this extension and discussed the specifics of the deal to ensure that anything that was agreed too had the public and our members' best interests in mind. As always, we will keep a close eye on the work associated with the extension to ensure that both sides, the city and Verizon, live up to the terms of this agreement.

And last but definitely not least, the Communications Workers of America has voted to endorse Vice President Kamala Harris to be the next President of the United States. President Biden decided to withdraw from the race, which opened the door for the Vice President's endorsement and eventual nomination by the Democratic Party. Together, President Biden and Vice President Harris have overseen the most pro-labor administration in any of our lifetimes.

As part of their first major bill, they saved the pensions of over a million retirees. They have passed legislation to rebuild our infrastructure that continues to create good union jobs in the process.

We are faced with two distinct options in this election. On one side is a candidate who has always taken the side of corporate interests and is advancing a policy agenda for another term that would destroy our union and take away fundamental workers' rights. On the other side is a candidate with a consistent record fighting to empower the working class and unions who has centered CWA's members' concerns in her policies. The choice is clear.

As we approach this general election, we will provide more detailed information, and as always, we encourage all active and retired members and their families to vote and make your voices heard. ■

*In unity,*



**James Gardler**  
**President CWA Local 13000**

## IN MEMORIAM

### **Donald Tubbs-Retiree**

Unit 32, Branch 01  
Deceased July 02, 2024

### **Carol Frederick**

Unit 33, Branch 02  
Deceased February 14, 2023

### **John McDougle - Retiree**

Unit 59, Branch 04  
Deceased January 06, 2017

### **Charles Priest - Retiree**

Unit 59, Branch 02  
Deceased November 12, 2021

### **Randall Bailey - Retiree**

Unit 33, Branch 07  
Deceased October 27, 2023



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CWA Local 13000 Executive Office  
2124 Race Street, 3rd Floor  
Philadelphia, PA 19103  
215-564-6169  
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#### **EXECUTIVE BOARD**

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*President*

**Jeff C. Reamer**  
*Executive Vice President*

**Joe Smolczynski**  
*Secretary - Treasurer*

**Richard R. Dezzi**  
*Vice President, Eastern Region*

**Gregg Bialek**  
*Vice President, Western Region*

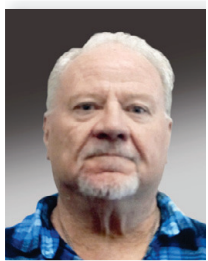
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**James J. Gardler, Editor** **Elaine Bell, Assistant Editor**



## Grey Matters



**W**ell, election time is approaching again. Social Security and Medicare are at the forefront once again. If there was ever a time for seniors to get out and vote, it is now.

Social Security under the current system is scheduled to run out in 2035. This would put 50% of seniors in the poverty range should it run out.

Medicare is also looking at a similar scenario. Soaring health care costs and prescription drug prices are to blame. Even with coverage, health care is becoming unaffordable for retirees and all working-class Americans. Now the question, starting with this election, is: What are we going to do to remedy this problem? We need a plan in place now, not 2035, to address this issue.

Now let us look at some of the proposals to fix the problems. Raising the retirement age to 70. The US would then have the highest retirement age in the free world. We already have too many Americans working to the age of 70 just to pay for health care.

Another proposal is to raise the bar on when you should stop paying Social Security tax.

And we also have corporations paying a higher amount of tax. Trump's tax cuts for corporations and the 1% have deeply hurt all government services. Once again, the middle class is carrying more than its fair share of the tax burden.

So, the choice seems clear to me this November if we want to continue our standard of living. Social Security and Medicare must be saved. The 1% and corporate America must pay their fair share of taxes. The working middle class cannot continue to carry the tax burden for this country.

Hold your politicians accountable and demand answers. So far, we have only heard the Democrats propose some changes (not enough) to address the issue. The Republicans and Trump are talking about more tax cuts for corporations and the 1%. So, the choice is clear in November if you want to continue with Social Security and Medicare. Make your voice heard, and your votes count. It is not about party politics it is about senior politics. ■

***In Solidarity***

***Mark Boehmer 2-13 RMC VP***

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“ Social Security and Medicare are at the forefront once again. ”  
If there was ever a time for seniors to get out and vote, it is now.

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## The Local Buzz The Local Buzz The Local Buzz



*Report of Executive  
Vice President,  
Jeff Reamer*

### VERIZON

On July 29, 2024, a notice was received by the Company of a surplus declaration across Local 13000 for the 3rd quarter of 2024. The notice detailed that voluntary “Special EISP” offers would be mailed to those employees affected across the various organizations with the intent to reduce force. The Company also provided a comprehensive listing of the surplus declarations and a list of those employees affected who would be receiving the offer. The volunteer period for this Special EISP will begin on August 12, 2024, and volunteers whose applications are accepted will have a last day worked as of September 28, 2024. Provisions of the Special EISP that were negotiated in 2016 bargaining include a supplemental voluntary termination bonus of \$40,000 in addition to the \$10,000 stipulated in the CBA, a raising of the caps on EISP payments from 30 years to 40 years, and a waiver of age-based pension reductions for early commencement of retirement. Details of these surplus declarations have also been distributed by the Executive Board to our Unit Councils across the state. Members are urged to discuss any questions they may have with their Unit Council officers or call their regional offices to educate themselves on both the process and all details surrounding this special EISP offer prior to making any decisions.

On a separate note, the 3% contractual wage increase that was negotiated in the 2022 contract extension bargaining will go into effect on Sunday, August 4, 2024. Members will see the raises reflected in their Friday, August 16<sup>th</sup>, paychecks. ■

### FAST MAIL

In late May, in the middle of ongoing first contract bargaining, a notice was received from Fastmail of their intent to discontinue the operations of both the Marketing and US Product Development departments, which would result in the layoffs of eight bargaining unit members. The Union demanded effects bargaining over the issue, and those bargaining talks began in early June. On June 13, 2024, an agreement was reached that provided the members affected with substantial benefits and provisions above the company’s normal practices. Details of the agreement included: upon the layoff date of June 30, 2024, those affected would receive a lump sum severance payment equal to 15 weeks of pay, receive an additional 3 months of healthcare through company-paid Cobra benefits, and receive the payout of all unused and accrued annual leave and long service leave. While those layoffs were an unforeseen and unfortunate event, our focus then turned back to the bargaining of a first contract for our remaining bargaining unit membership. Several bargaining meetings have been held with the Company over the course of the months of June and July, and while many new individual tentative agreements have been reached on various articles, economics is still unresolved at the table. The next scheduled bargaining session with the Company is scheduled for August 27, 2024. ■



# The Local Buzz The Local Buzz The Local Buzz

## WINDSTREAM

**P**reparations are in full swing as we anticipate the upcoming bargaining of all four of our Unit 103 Windstream contracts that are set to expire on September 30, 2024. A notice has already been sent to the Company of the Union’s intent to bargain successor contracts. Bargaining surveys have been sent out to the membership and are in the process of being tallied as they are returned. A bargaining committee meeting has been set for August 26, 2024, where our bargaining team members will set our bargaining agenda based on those membership survey results. The opening day of bargaining is set for September 9, 2024, in Carnegie, Pa. As in the past, our success at the bargaining table is directly tied to the engagement of our membership in the bargaining process. Members are urged to stay in contact with Union Officials for updates on upcoming bargaining and potential mobilization efforts that are needed. Bargaining updates will be relayed to the membership in real time as events occur. ■

## EVERYACTION/BONTERRA

**A**fter months of negotiations between the Union and the Company over mid-contract compensation changes, a tentative agreement was ultimately reached in late June. The agreement provides the following provisions: 75% of the Annual Bonus Target added to base salary is retroactive back to January 1, 2024, as is the \$1000 Annual Discretionary bonus added to base salary, also retroactive to January 1, 2024. In addition, effective July 1, 2024, the following provisions will go into effect: 100% of the Quarterly Bonus Target will be added to the base salary of applicable members; 98.5% of

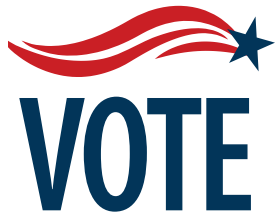
the Annualized Commission Target added to the base salary based on bookings and MBO’s for all applicable employees; and 100% of the Annualized Commission Target will be added to the base salary based on CSAT and NPS for all applicable members. The minimum salaries were also adjusted for nine of our existing titles, ranging from an additional \$2000 up to an additional \$25000 depending on the title held. Discussions are still ongoing, with no agreement as of yet between the Union and the Company regarding the Commercial Commission Plan changes the Company is looking to implement. ■

## WELLS FARGO

**P**reparations in anticipation of the upcoming first contract bargaining are now being made across the multiple CWA Districts that encompass each of the seventeen different bargaining units of newly organized Wells Fargo members. Our newest Local 13000 members in the Havertown Wells Fargo Branch are included in those preparations. Processes are being developed at the District level to hold elections to identify those members who will serve as bargaining committee members as well as those who will serve on the bargaining mobilization team. Official bargaining dates have not yet been secured with the Company at the time this article was written and are still in the scheduling stage. Updates on this process and upcoming bargaining will be relayed to the membership as events unfold. ■

*In Unity,*

**Jeff Reamer**  
**Executive Vice President**  
**CWA Local 13000**



## CWA Local 13000 2024 Endorsed Candidates

### President of the United States

Kamala Harris

### Vice President of the United States

Tim Walz

### United States Senator

Bob Casey Jr.

### Attorney General

Eugene DePasquale

### Auditor General

Malcolm Kenyatta

### Treasurer

Erin McClelland

### United States Congress

CD01	Brian Fitzpatrick
CD02	Brendan Boyle
CD03	Dwight Evans
CD04	Madeleine Dean
CD05	Mary Gay Scanlon
CD06	Chrissy Houlahan
CD07	Susan Wild
CD08	Matthew Cartwright
CD10	Janelle Stelson
CD11	James Atkinson
CD12	Summer Lee
CD13	Elizabeth Farnham
CD14	Christopher Dziados
CD15	Zacheray Womer
CD16	Preston Nouri
CD17	Christopher Deluzio

### Pennsylvania Senate

SD01	Nikil Saval
SD03	Sharif Street
SD05	Jimmy Dillon
SD07	Vincent Hughes
SD09	John Kane
SD11	Judith Schwank

### Pennsylvania Senate *(continued)*

SD13	Trex Proffitt
SD15	Patty Kim
SD17	Amanda Cappelletti
SD19	Carolyn Comitta
SD25	William McGill
SD31	Mark Temons
SD33	Cameron Schroy
SD37	Nicole Ruscitto
SD43	Jay Costa
SD45	Nick Pisciotano
SD47	Kate Lennen
SD49	Jim Wertz

### Pennsylvania House of Representatives

HD001	Patrick Harkins
HD002	Robert Merski
HD003	Ryan Bizzarro
HD006	Michael Walker
HD010	Amen Brown
HD014	Kenya Johns
HD015	Ashlee Caul
HD016	Robert Matzie
HD018	K.C. Tomlinson
HD019	Aerion Abney

### Pennsylvania House of Representatives *(continued)*

HD020	Emily Kinhead
HD021	Lindsay Powell
HD022	Joshua Siegel
HD023	Dan Frankel
HD024	La'Tasha D. Mayes
HD025	Brandon Markosek
HD026	Paul Friel
HD027	Daniel Deasy
HD028	William Petulla
HD029	Timothy Brennan
HD030	Arvind Venkat
HD031	Perry Warren
HD032	Joe McAndrew
HD033	Mandy Steele
HD034	Abigail Salisbury
HD035	Matthew Gergely
HD036	Jessica Benham
HD037	John George
HD038	John Inglis
HD039	Angela Girol
HD041	Bradford Chambers
HD042	Dan Miller
HD044	Hadley Haas
HD045	Anita Astorino Kulik



**CWA Local 13000 2024 Endorsed Candidates**

**Pennsylvania House of Representatives** *(continued)*

HD046	Alexander Taylor
HD047	Edward Ritter
HD049	Ismail Smith-Wade-El
HD051	George Rattay
HD053	Steven Malagari
HD054	Greg Scott
HD055	Davon Magwood
HD061	Liz Hanbidge
HD070	Matthew Bradford
HD072	Frank Burns
HD074	Dan Williams
HD076	Denise Maris
HD077	Scott Conklin
HD082	Paul Takac
HD088	Sara Agerton
HD092	Daniel Almoncy
HD095	Carol Hill-Evans
HD096	P. Michael Sturla
HD103	Nathan Davidson
HD104	Dave Madsen
HD105	Justin Fleming
HD106	Tom Mehaffie
HD112	Kyle Mullins
HD113	Kyle Donahue
HD114	Bridget Malloy Kosierowski
HD115	Maureen Madden
HD118	James Haddock
HD121	Eddie Day Pashinski
HD126	Jacklyn Rusnock
HD127	Manuel Guzman, Jr.
HD129	Johanny Cepeda-Freytiz

**Pennsylvania House of Representatives** *(continued)*

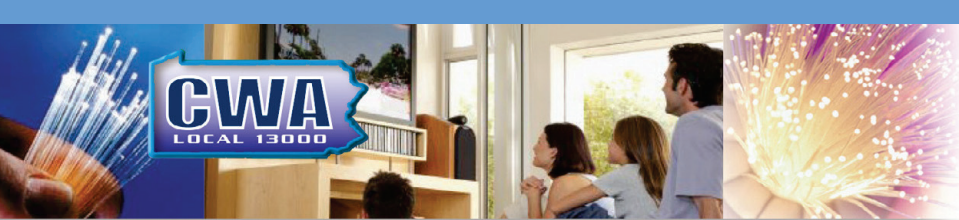
HD131	Meriam Sabih
HD132	Michael Schlossberg
HD133	Jeanne McNeill
HD134	Peter Schweyer
HD135	Stephen Samuelson
HD136	Robert Freeman
HD137	Anna Thomas
HD140	Jim Prokopiak
HD141	Tina Davis
HD144	Brian Munroe
HD145	Vera Cole
HD146	Joseph Ciresi
HD148	Mary Jo Daley
HD149	Timothy Briggs
HD150	Joseph Webster
HD151	Melissa Cerrato
HD152	Nancy Guent
HD153	Benjamin Sanchez
HD154	Napoleon Nelson
HD156	Christopher Pielli
HD157	Melissa Shusterman
HD158	Christina Sappey
HD159	Carol Kazeem
HD160	Elizabeth Moro
HD161	Leanne Krueger
HD162	David Delloso
HD163	Heather Boyd
HD164	Gina Curry
HD165	Jennifer O'Mara
HD167	Kristine Howard
HD168	Lisa Borowski

**Pennsylvania House of Representatives** *(concluded)*

HD172	Sean Dougherty
HD173	Patrick Gallagher
HD174	Ed Neilson
HD175	MaryLouise Isaacson
HD177	Joseph Hohenstein
HD178	Kristin Marcell
HD179	Jason Dawkins
HD180	Jose Giral
HD181	Malcolm Kenyatta
HD182	Benjamin Waxman
HD184	Elizabeth Fiedler
HD185	Regina Young
HD186	Jordan Harris
HD187	Stefanie Rafes
HD188	Rick Krajewski
HD189	Tarah Probst
HD190	G. Roni Green
HD191	Joanna McClinton
HD192	Morgan Cephas
HD194	Tarik Khan
HD197	Danilo Burgos
HD198	Darisha Parker
HD200	Christopher Rabb
HD201	Andre Carroll
HD203	Anthony Bellmon







**WESTERN REGION UNIT PRESIDENTS**

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



**A**s the weather continues to heat up across the region, so are the work and activities in the Western region.

Verizon has sent out a Special Enhanced Income Security plan offer to select locations in our region. This offer is above the

normal EISP offer. It includes an additional \$40,000 termination bonus, raised caps on EISP payments to now be capped at 40 years of service, waiver of age-based pension reductions for early commencement, acceleration of next pension band increases, and interest rate protection (this can be found in your contract on page 85 of the letters section). The company has sent us a list of locations, with the number totaling 77 opportunities for taking the EISP over numerous titles in the contract. By this posting, you should have received your offer if your location and title have been chosen for the surplus offer.

Windstream bargaining is set for September 9, 2024, through September 20, 2024. We have received some surveys back and have started with the proposals for these four contracts. Please make sure that your representative has a good email that is not a company email to send out updates on bargaining (some surveys were sent back with a company email, which we cannot send union information to). Make sure to talk to your representative to see what you can do to help us secure the best contract for everyone.

Also, at Windstream, we are having monthly safety meetings to address issues that we see and hear about every day. Please make sure that if you see something that is not right, you report it to your manager or at least let a union representative know so we can address it. Some items we have already addressed are members not having Foreign Voltage Detectors, proper ladder safety equipment (straps, tie-offs, safety helmets, belts, and gloves), and high grass around remotes and poles. Please help us help you by notifying us about safety issues you see.

For the American Red Cross, we met locally with upper management recently to get some local bargaining done. Market analysis and wages, guaranteed hour discussions, and PTO bidding windows were some of the items that were discussed. We are having more discussions the first week of August to try and finalize all our Local issues. Please reach out to your representative for updates.

National American Red Cross bargaining is set to get back into full swing in September. Your Unit 111 President, Jaytricia Tremel, will be heading back down to Washington, D.C., to keep fighting for the national addendum. Updates will be posted on the Facebook page, or again talk to your representative.

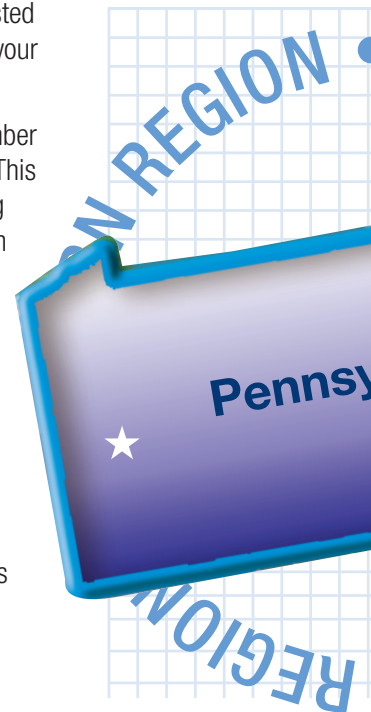
Some unfortunate news: we had a member in District 2 who had a fatality at work. This member was electrocuted while running fiber on a pole. I CANNOT stress enough that we need to follow **EVERY SAFETY PRACTICE EVERY DAY, NO SHORT CUTS**. Getting more jobs done a day does not get anyone anything extra. Our job, as a union, is to make sure every member gets home safely every day!

All grievances are up to date. We are working through the FW time grievances for Verizon and are getting them processed as quickly as possible.

I hope everyone enjoys the rest of their summer and remembers that our Labor Day parade and picnic are soon approaching, and I hope to see you all there. ■

*In Unity,*

**Gregg Bialek**  
*Western Region Vice President*





## EASTERN REGION UNIT PRESIDENTS

Unit 1	George Balzer	Unit 23	Duke McShane
Unit 11	Jaime Schools	Unit 25	Dave Gain
Unit 13	Charlie Butz	Unit 33	Craig Brasten
Unit 14	Orland Jones	Unit 34	Daisy Ellerbee
Unit 15	Sean Beal	Unit 37	Dave Baker
Unit 21	Larry Windstein	Unit 211	Megan Bach
Unit 22	Joseph Peruggia		



## Eastern Region



### Around The Region

There have been several instances where the company loaned out OPT's out of title to perform Services Technician work. The Company has the ability to do this, but only

when they cease the use of contractors. Additionally, there has been an increase in the use of contractors working in other areas throughout the Eastern Region.

Contract Labor is permitted in the OPT title as long as the company maintains at least 504 OPT's which they currently have over 540.

However, it should not be used to displace another title's work.

To add to it, management in certain locations is intentionally giving "pole hits" to contractors. Now they can give this work to contractors because of the 1991 MOU (Info Age Agreement) and the letter in the contract, but it is not saving them any money. In my opinion, the callouts for "pole hits" that are going to contractors are paid out of a different budget than their overtime budget. If the company would factor in the loaded rate of OPTs versus the rate that they pay contractors, they would realize that they are not saving any money. I have said and will continue to say that the best workers are the CWA-represented

OPT's because they are safe, and they do not rush through the job the way these shoddy contractors do.

It is concerning because, from a safety perspective, the work that the contractors are doing affects all the outside titles (Services, Splicing, and Systems Technicians). At least we know that Verizon OPT's are the best trained, whereas we have no idea what the contractors are doing, how they are trained, or if they are utilizing safety

precautions. Of course, we should always take safety precautions when working, but it is more evident now with the caliber of contractors working on the Verizon network. We have no idea what corners they cut just to get their work done, so it absolutely impacts all the other titles. and it is those titles that work on the poles, so in each and every instance where a contractor is utilized in place of our OPTs, it is a safety concern. This affects all other outside plant titles because of the natural work on poles. It is even more important now to make sure that you perform all safety precautions.

Grievances have been filed and processed by the Eastern Region Office, and we will continue to do so for any circumstances referenced above so that we can preserve the language that we have fought for over the years. It is always our intent to ascertain as much evidence and data available so that we can use it to our advantage when discussing job functions. As I indicated in previous articles, Verizon management wants to "muddy the waters" between job titles so that they can have more flexibility, which is absolutely not the Union's position because title jurisdiction provides, creates, and maintains more jobs

To complicate things, Verizon has offered an EISP to several titles throughout the Eastern Region; the locations and titles are designated by the director pursuant to Article 28. I am sure that there are employees that were considering it and are disappointed, but these numbers and locations were selected by Verizon management. There is nothing that prohibits the company from offering an EISP even when they are required to hire, but it is Regarding the 2022 MOU, Verizon must hire 550 technicians in the District 2-13 footprint. There is no guarantee of a set amount for Pennsylvania, but it being one of the largest states in the footprint would suggest that a good bit of hiring would take place. ■

*In Unity,*

**Richard R. Dezzi**  
*Eastern Region Vice President*



## WOMEN'S COMMITTEE

James Gardler (Moderator)

Jaytricia Tremel (Chair, Unit 111 President)

Dana Dialek (Secretary, Unit 54 President)

Orland Jones (Unit 14 President)

Lynn McCarthy (Unit 11 Vice President)

*Women's View****Kamala Harris***

**K**amala Harris is the 49<sup>th</sup> and current vice president of the United States. She was born on October 20, 1964, in Oakland, CA. Harris graduated from Howard University and the University of California, Hastings College of Law. Her first job was in the district attorney's office of Alameda County. Later being recruited by the city attorney of San Francisco's office. In 2003, she was elected DA of San Francisco. She was elected attorney general of California in 2010 and reelected in 2014. From 2017 to 2021, she served as a junior U.S. senator from California. Harris became the second African American woman and the first South Asian American to serve in the U.S. Senate.

As a senator, Harris advocated for stricter gun control laws, the Dream Act, and federal legalization of cannabis, as well as healthcare and taxation reform. In 2020, she sought the Democratic presidential nomination but withdrew from the race before the primaries. Biden selected her to be his running mate. Their ticket went on to defeat Trump and Pence. Harris and Biden were inaugurated on January 20, 2021. After Biden withdrew from the 2024 presidential election, Harris launched her own presidential campaign. If elected, she would be the first female and first Asian-American president of the United States, and the second African American president after Barack Obama.



**Joe Smolczynski**  
Secretary-Treasurer



**Communication Workers of America-Local 13000**

**Statement of Financial Position**

As of June 30, 2024	Total
<b>ASSETS</b>	
<b>Current Assets</b>	
<b>Bank Accounts</b>	
FIRSTRUST OPERATING	183,845.26
FIRSTRUST-PAYROLL ACCOUNT	0.00
FIRSTRUST-MEMBER DEFENSE FUND	454.30
FIRSTRUST-MEMBER RELIEF FUND	518.46
Cash on hand	389.25
Misc	(137.85)
<b>Total Bank Accounts</b>	<b>\$ 185,069.42</b>
<b>Other Current Assets</b>	
HVERFORD- MM ACCT	20,451.49
HVERFORD-US GOV'T	750,026.72
HVERFORD CORP OBLIGATIONS	1,997,282.71
HVERFORD-COMMON STOCK	3,443,581.81
MUTUAL FUNDS-	800,959.33
HVERFORD FED PRIME	245,261.51
INVESTMENT-HVERFORD CD'S	0.00
EXCHANGE	35,000.00
Inventory-East	16,587.60
Inventory West	15,243.92
Inventory Asset	130.00
Undeposited Funds	110.45
<b>Total Other Current Assets</b>	<b>\$ 7,324,635.54</b>
<b>Total Current Assets</b>	<b>\$ 7,509,704.96</b>
<b>Fixed Assets</b>	
FURNITURE & FIXTURES	162,293.47
COMPUTER EQUIPMENT	43,233.79
WEST BLDG IMPROVEMENTS	292,658.84
PHILA BLDG IMPROVEMENTS	2,814,662.27
ACCUMULATED DEPRECIATION	(2,165,845.46)
<b>Total Fixed Assets</b>	<b>\$ 1,147,002.91</b>
<b>Other Assets</b>	
SECURITY DEPOSIT	(12,395.84)
<b>Total Other Assets</b>	<b>\$ (12,395.84)</b>
<b>TOTAL ASSETS</b>	<b>\$ 8,644,312.03</b>
<b>LIABILITIES AND EQUITY</b>	
<b>Liabilities</b>	
<b>Total Liabilities</b>	—
<b>Equity</b>	
Opening Balance Equity	(28,693.78)
Retained Earnings	8,069,114.11
Net Revenue	603,891.70
<b>Total Equity</b>	<b>\$ 8,644,312.03</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$ 8,644,312.03</b>

**Statement of Activity**

	As of June 30, 2024
<b>Revenues:</b>	
TO/FROM COMMUNITY SERVICE FUND	\$ 1
4000-000 REVENUE-INVENTORY SALES-PHILA	\$ 1,604
4001-000 REVENUE-INVENTORY SALES-PITT	\$ 2,102
4006-004 REIMBURSE MAILING EXPENSES	\$ 6,468
4007-000 Reimburse Office Exp & Supplies	\$ 73
4008-000 REIMBURSED TRAVEL, HOTEL & RES	\$ 239
4008-001 REIMBURSE EXP-BOARD	\$ 1,507
4009-001 REIMBURSE WAGES-ORGANIZING	\$ 28,881
4009-002 REIMBURSE WAGES-MOBILIZING	\$ 13,226
4009-004 REIMBURSED WAGES/BARGAINING	\$ 7,808
4009-007 REIMBURSE EXPENSES-BARGAINING	\$ 1,486
4009-008 REIMBURSE EXPENSES-MOBILIZATIO	\$ 1,945
4009-019 INSURANCE REFUND	\$ 180
4009-022 REIMBURSED AMERICAN EXPRESS CHARGE	\$ 175
4010-000 MISCELLANEOUS INCOME	\$ 24
4020-000 DUES FROM NATIONAL	\$ 1,698,833
4020-001 DUES-OTHER EMPLOYEES	\$ 5,103
4020-003 UNION DUES STAFF-UFCW	\$ 264
4026-000 UTILITIES REFUND	\$ 451
4045-000 GAINS & LOSSES	\$ 107,652
4050-000 INTEREST INCOME	\$ 75,070
4055-000 DIVIDEND INCOME	\$ 78,203
4057-000 UNREALIZED GAINS/LOSSES	\$ 532,633
4072-000 INVESTMENT FEES	\$ (48,863)
4075-000 1ST FL RENTAL INCOME	\$ 53,470
4081-000 MAILING REFUND	\$ 238
Discounts given	\$ (7,220)
Unapplied Cash Payment Revenue	\$ 5,252
<b>Total Revenue</b>	<b>\$ 2,595,418</b>
<b>Expenses Paid</b>	
<b>Salaries:</b>	
Executive President, Vice President & Treasurer	\$ 280,175
Eastern Region Vice President Salary	\$ 93,488
Western Region Vice President Salary	\$ 102,471
Eastern Region Salary	\$ 43,275
Western Region Salary	\$ 25,921
Executive Board Committees Salary	\$ 18,633
Unit Business Salary Eastern Region	\$ 95,493
Unit Business Salary Western Region	\$ 97,998
Eastern Region Staff Salary	\$ 93,488
Western Region Staff Salary	\$ 89,074
Executive Board Staff Salary	\$ 140,463
Education Salary	\$ 53,490

(continued on page 12)



## Communication Workers of America-Local 13000

### Statement of Activity

(continued)

As of June 30, 2024

Organizing Salary	\$	13,430
Mobilization Salary	\$	10,054
Convention Salary Western Region	\$	21,847
Convention Salary Eastern Region	\$	19,872
Bargaining Salary	\$	12,935
Eastern Region Convention Salary	\$	—
Western Region Convention Salary	\$	—
EMPLOYER MATCH	\$	—
<b>Regional Allowances &amp; Reimbursements</b>		
Eastern Region Allowance	\$	1,384
Western Region Allowance	\$	1,608
Local Business Allowance	\$	4,311
Unit Business Allowance-Eastern	\$	4,903
Unit Business Allowance-Western	\$	7,101
Eastern Region Reimburse Expense	\$	3,104
Western Region Reimburse Expense	\$	3,317
Local Business Reimburse Expense	\$	6,341
Unit Business Reimburse-Eastern	\$	11,891
Unit Business Reimburse-Western	\$	11,633
<b>Convention Allowances &amp; Reimbursements</b>		
Convention Reimburse Expense-Eastern	\$	3,197
Convention Reimburse Expense-Western	\$	6,095
Convention Reimburse Expense-Board	\$	942
Convention Allowance- Eastern	\$	2,444
Convention Allowance-Western	\$	5,085
Convention Allowance-Board	\$	588
Convention Supplies & Expense	\$	8,177
<b>Mobilization Allowances &amp; Reimbursements</b>		
Mobilization Allowances	\$	1,235
Mobilization Reimburse Expense	\$	1,344
<b>Organizing Reimburse Expense</b>		
Organizing Reimburse Expense	\$	706
<b>Bargaining Allowances &amp; Reimbursements</b>		
Bargaining Allowance	\$	1,392
BARGAINING, MISC EXPENSES	\$	173
Bargaining Reimburse Expense	\$	2,092
<b>Subscription &amp; Membership</b>		
Subscription Eastern Region	\$	963
Subscription Western Region	\$	396
Subscription Executive Board	\$	9,661
Membership Eastern Region	\$	7,914
Membership Western Region	\$	5,375

### Statement of Activity

(continued)

As of June 30, 2024

<b>Meeting Hall Rental</b>		
Eastern Region	\$	1,250
Western Region	\$	2,343
Executive Board	\$	75
<b>Travel, Hotels &amp; Restaurant</b>		
Eastern Region	\$	4,573
Western Region	\$	4,158
Executive Board	\$	18,220
Bargaining	\$	247
Local Convention- Travel Hotel	\$	38,478
Organizing	\$	539
Education	\$	6,493
<b>Telephone:</b>		
Eastern Region	\$	12,157
Western Region	\$	13,077
Executive Board	\$	9,728
<b>Utilities:</b>		
Philadelphia-Utilities	\$	19,301
Western Region-Utilities	\$	4,087
Water & Sewer-Philadelphia	\$	2,666
Water & Sewer- West	\$	977
<b>Building Maintenance:</b>		
Philadelphia Building		
Maintenance	\$	17,636
Western Region Building		
Maintenance	\$	6,155
Protection-3rd floor	\$	3,336
Protection-Eastern Region	\$	3,336
Protection-Western Region	\$	—
Sanitation-Western Region	\$	972
MAINT AGREEMENT-WESTERN REG	\$	563
MAINT AGREEMENTS-BOARD	\$	5,400
<b>Printing &amp; Typing</b>		
Board	\$	2,573
Print & Typing -Eastern Region	\$	1,924
Print & Typing -Western Region	\$	1,462
CWA 13000News	\$	9,660
<b>Office Supplies</b>		
Board	\$	3,648
Eastern Region	\$	8,335
Western Region	\$	3,555

(continued on page 13)



**Communication Workers of America-Local 13000**

**Statement of Activity**

(continued)

	As of June 30, 2024
<b>Office Expense</b>	
Board	\$ (261)
OFFICE EXP- EASTERN REGION	\$ 270
<b>Postage &amp; Delivery</b>	
Board	\$ 14,164
Eastern Region	\$ 12,553
Western Region	\$ 1,271
<b>Equip Leasing &amp; Services</b>	
Equipment Leasing- Board	\$ 11,641
Equipment Leasing-Eastern Region	\$ 11,641
Equipment Leasing-Western Region	\$ 11,773
<b>Real Estate Tax</b>	
Philadelphia	\$ 40,068
Western Region	\$ 984
<b>Professional Fees</b>	
Legal	\$ 27,040
Accounting	\$ 30,000
Actuary	\$ 17,200
<b>Contribution</b>	
Board	\$ 7,000

**Statement of Activity**

(concluded)

	As of June 30, 2024
<b>Other</b>	
Sympathy-Board	\$ 1,658
Service Charge	\$ 1,515
Bonds & Insurance	\$ 20,534
Unemployment & SS Taxes	\$ —
Employee Benefits	\$ 112,895
Payroll Tax Expense	\$ 98,831
Payroll processing fees	\$ 8,553
Misc. Expense	\$ 40
Pension Funding	\$ 120,000
Computer Work - Philadelphia	\$ 600
Computer Work-Western Region	\$ 3,535
Payroll TAXES WITHHELD	\$ 2,650
PARKING WITHELD STAFF	\$ —
COMM SERVICE WITHHELD	\$ (60)
EMPLOYEE 401k & SAVING WITHELD	\$ (3,279)
PAC WITHHELD	\$ (80)
PAC WITHELD-UFCW	\$ —
<b>Total Expenses Paid</b>	<b>\$ 2,085,139</b>

**Operating Account**

Investments

as of 6/30/2024

	Shares	Unit Cost	Total Cost	Current Market Value
<b>Cash Equivalents</b>			0.00	0.00
<b>Money Market - Taxable - Standard</b>				
Federated Hermes Govt Obligations PS Fund 117 (GOFXX) - Principal	45,451.49	1.00	45,451.49	45,451.49
<b>Asset Total</b>	45,451.49		45,451.49	45,451.49
<b>Accrual Total</b>				195.10
<b>Grand Total</b>	45,451.49		45,451.49	45,646.59

(continued on page 14)

## Communication Workers of America-Local 13000

### Emergency Fund

as of 6/30/2024

	Shares	Unit Cost	Total Cost	Current Market Value
<b>Cash</b>				
Cash			0.00	0.00
<b>Cash Equivalents</b>				
<b>Money Market - Taxable - Standard</b>				
Federated Hermes Govt Obligations PS Fund 117 (GOFXX) - Principal	245,261.520	1.00	245,261.52	245,261.52
<b>Equity</b>				
<b>Domestic</b>				
Air Prods & Chems Inc Com (APD)	277.000	156.63	43,386.29	71,479.85
Alphabet Inc (GOOGL)	353.000	167.22	59,030.11	64,298.95
Apple Inc Com (AAPL)	1,214.000	16.42	19,939.94	255,692.68
Blackrock Inc (BLK)	163.000	152.66	24,883.92	128,333.16
Chevron Corporation (CVX)	560.000	163.36	91,480.35	87,595.20
Coca Cola Co Com (KO)	1,270.000	28.89	36,692.06	80,835.50
Costco Whsl Corp New Com (COST)	232.000	352.75	81,838.06	197,197.68
Honeywell Intl Inc Com (HON)	680.000	178.36	121,287.37	145,207.20
JPMorgan Chase & Co Com (JPM)	750.000	40.55	30,415.35	151,695.00
Johnson & Johnson Com (JNJ)	632.000	61.99	39,179.07	92,373.12
Lowes Cos Inc Com (LOW)	515.000	69.51	35,795.48	113,536.90
Mastercard Inc Class A (MA)	418.000	70.40	29,427.79	184,404.88
McKesson Corp (MCK)	140.000	439.87	61,581.77	81,765.60
Microsoft Corp Com (MSFT)	405.000	74.16	30,035.61	181,014.75
Nextera Energy Inc (NEE)	1,070.000	61.86	66,191.06	75,766.70
Nike Inc (NKE)	0.00	0.00	0.00	0.00
Nvidia Corp (NVDA)	270.000	114.81	30,998.52	33,355.80
Oracle Corp Com (ORCL)	1,072.000	50.14	53,745.46	151,366.40
Pepsico Inc Com (PEP)	794.000	68.90	54,704.00	130,954.42
RTX Corp (RTX)	1,604.000	78.08	125,245.26	161,025.56
S&P Global Inc (SPGI)	194.000	187.63	36,400.51	86,524.00
Stryker Corp (SYK)	213.000	306.98	65,387.72	72,473.25
TJX Cos Inc New Com (TJX)	1,098.000	27.74	30,462.59	120,889.80
Texas Instrs Inc Com (TXN)	585.000	185.06	108,257.98	113,800.05
Thermo Fisher Scientific Inc (TMO)	142.000	560.43	79,580.47	78,526.00
United Parcel Service Inc Cl B (UPS)	500.000	174.20	87,098.59	68,425.00
Unitedhealth Group Inc Com (UNH)	243.000	57.19	13,897.14	123,750.18
iShares S&P Midcap 400 Index (IJH)	3,105.000	34.98	108,598.07	181,704.60
iShares S&P Smallcap 600 Fnd (IJR)	1,636.000	68.58	112,204.39	174,495.76
<b>Domestic Total</b>	<b>20,135.000</b>		<b>1,677,744.93</b>	<b>3,408,487.99</b>
<b>Equity ETF</b>				
SPDR S&P 500 ETF Trust (SPY)	719.000	416.33	299,339.90	391,294.18
<b>Equity Total</b>	<b>20,854.000</b>		<b>1,977,084.83</b>	<b>3,799,782.17</b>
<b>Fixed Income</b>				
<b>Corporate Bonds &amp; Notes</b>				
Amazon.Com Inc 3.8% 12/5/24	85,000.000	100.16	85,139.42	84,394.84
American Express Co. 2.25% 3/4/2025	10,000.000	98.76	9,875.71	9,781.58
Atlantic City Electric 3.375% 9/1/24	150,000.000	99.99	149,987.17	149,532.63
BB&T Corp 2.50% 8/1/24	100,000.000	100.93	100,926.71	99,745.54
Bank Of America Corp 5.819% 9/15/29	85,000.000	100.22	85,188.96	86,768.06

(continued on page 15)





## Communication Workers of America-Local 13000

### Emergency Fund (concluded)

as of 6/30/2024

	Shares	Unit Cost	Total Cost	Current Market Value
Berkshire Hathaway 3.50% 2/1/25	50,000.000	100.58	50,291.66	49,377.10
Berkshire Hathaway Finance Corp 1.45% 10/15/2030	70,000.000	99.86	69,904.82	57,539.43
Blackrock Inc 4.75% 5/25/2033	110,000.000	98.03	107,836.17	107,846.70
Comcast Corp 3.375% 8/15/25	85,000.000	100.24	85,203.57	83,300.97
Duke Energy Carolinas 4.85% 1/15/2034	130,000.000	95.00	123,502.60	125,754.21
Freddie Mac 5.375% 3/28/2025	100,000.000	100.00	100,000.00	99,915.98
Genuine Parts Co 6.50% 11/1/2028	100,000.000	99.90	99,900.40	104,962.82
Gilead Sciences Inc 3.5% 2/1/25	60,000.000	100.69	60,416.76	59,283.57
Goldman Sachs Group Inc 3.50% 4/1/2025	100,000.000	97.82	97,820.43	98,417.49
HP Inc. 3.00% 6/17/2027	100,000.000	95.57	95,571.43	94,008.31
JPMorgan Chase & Co 3.782% 2/1/28	125,000.000	93.87	117,331.25	120,336.64
PNC Financial Services 3.45% 4/23/29	100,000.000	102.61	102,605.38	92,702.29
Texas Instruments Inc 2.25% 9/4/2029	100,000.000	89.41	89,410.51	88,427.47
Wells Fargo & Co 3.30% 9/9/24	65,000.000	100.13	65,082.74	64,680.58
<b>Corporate Bonds &amp; Notes Total</b>	<b>1,725,000.000</b>		<b>1,695,995.69</b>	<b>1,676,776.21</b>
<b>Fixed Income ETF</b>				
iShares 0-5 Year Tips Bond ETF (STIP)	2,138.000	101.50	217,012.77	212,709.62
Janus Henderson Mortgage-backed Securities ETF	1,690.000 (JMBS)	43.74	73,920.43	75,458.50
iShares Floating Rate (FLOT)	3,065.000	50.74	155,518.10	156,590.85
<b>Fixed Income ETF Total</b>	<b>6,893.000</b>		<b>446,451.30</b>	<b>444,758.97</b>
<b>Municipal Bonds &amp; Notes - Taxable</b>				
California St 3.05% 4/1/29	100,000.000	102.72	102,715.34	92,524.00
Radnor PA 1.729% 11/1/28	50,000.000	100.00	50,000.00	43,126.00
<b>Municipal Bonds &amp; Notes - Taxable Total</b>	<b>150,000.000</b>		<b>152,715.34</b>	<b>135,650.00</b>
<b>U.S. Government Agency Obligations - Mortgage-Backed Bonds</b>				
FR SD8368 6.00% 10/1/2053	107,523.424	98.98	106,423.00	107,790.51
Federal Farm Credit Banks Funding 1.33% 11/3/2026	200,000.000	100.06	200,127.17	184,856.50
G2 MA9365 Mtge 7.00% 12/20/2053	122,201.605	102.08	124,741.11	124,405.05
<b>U.S. Government Agency Obligations - Mortgage-Backed Bonds Total</b>	<b>429,725.029</b>		<b>431,291.28</b>	<b>417,052.06</b>
<b>U.S. Treasury Bonds &amp; Notes</b>				
U.S Treasury 4.00% 2/15/34	55,000.000	94.88	52,181.95	53,381.37
US Treasury Notes 2.00% 11/15/2026	175,000.000	103.76	181,573.54	164,668.16
United States Treasury 4.00% 10/31/29	305,000.000	99.05	302,103.61	299,781.63
<b>U.S. Treasury Bonds &amp; Notes Total</b>	<b>535,000.000</b>		<b>535,859.10</b>	<b>517,831.16</b>
<b>Fixed Income Total</b>	<b>2,846,618.029</b>		<b>3,262,312.71</b>	<b>3,192,068.40</b>
<b>Asset Total</b>	<b>3,112,733.549</b>		<b>5,484,659.06</b>	<b>7,237,112.09</b>
<b>Accrual Total</b>				<b>26,904.46</b>
<b>Grand Total</b>	<b>3,112,733.549</b>		<b>5,484,659.06</b>	<b>7,264,016.55</b>

# Labor Day

## EVENTS



**LABOR DAY**  
**A DAY FOR THE**  
**WORKING CLASS!**

**37TH ANNUAL TRI-STATE**  
**LABOR DAY PARADE AND**  
**FAMILY CELEBRATION**

**MONDAY, SEPTEMBER 2, 2024**  
**SHEET METAL WORKERS' LOCAL 19**  
**UNION HALL**

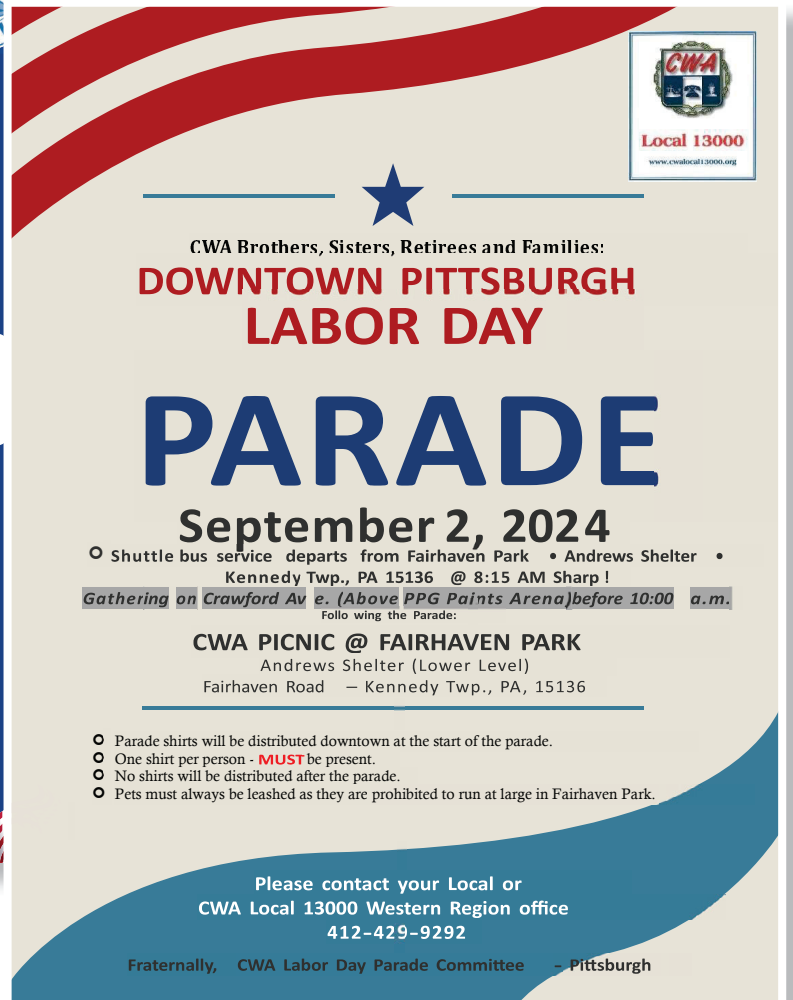
**8:30am:** Parade Gathering at Sheet Metal Workers' Local 19 -  
1301 s Columbus Blvd

**9:15am:** Pre-Parade Kickoff Rally

**10:00am:** Parade step off

**11:00am:** Philadelphia Council AFL-CIO Family Celebration -  
food, refreshments, kids' activities, make and take crafts, music,  
and more! Bring cash for our Community Connections tables and  
help support small businesses!

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



**Local 13000**  
www.cwalocal13000.org

**CWA Brothers, Sisters, Retirees and Families:**  
**DOWNTOWN PITTSBURGH**  
**LABOR DAY**

# PARADE

**September 2, 2024**

○ Shuttle bus service departs from Fairhaven Park • Andrews Shelter •  
Kennedy Twp., PA 15136 @ 8:15 AM Sharp!

**Gathering on Crawford Av e. (Above PPG Paints Arena) before 10:00 a.m.**  
Follow the Parade:

**CWA PICNIC @ FAIRHAVEN PARK**  
Andrews Shelter (Lower Level)  
Fairhaven Road – Kennedy Twp., PA, 15136

- Parade shirts will be distributed downtown at the start of the parade.
- One shirt per person - **MUST** be present.
- No shirts will be distributed after the parade.
- Pets must always be leashed as they are prohibited to run at large in Fairhaven Park.

Please contact your Local or  
CWA Local 13000 Western Region office  
412-429-9292

Faternally, CWA Labor Day Parade Committee – Pittsburgh