



September/October Volume 84, Issue 5 2024

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

Journal of
Local 13000
IN THIS ISSUE

- Message from the President
- In Memoriam
- Grey Matters
- The Local Buzz
- CWA Local 13000 2024 Endorsed Candidates
- Western Region
- Eastern Region
- Women's View
- Financials

Message from the President

With the general election just days away, we ask everyone to carefully look at our list of endorsed candidates included again in this edition of the magazine. Over the last 4 years, we have seen a tremendous amount of improvement in the work for our members all throughout the Commonwealth. With the support of our endorsed candidates, we expect that to continue for years to come with the broadband build-out set to begin in the coming months as a result of the Infrastructure Investment and Jobs Act.



This legislation has earmarked 1.6 billion dollars in funding for broadband build-out in Pennsylvania for unserved and underserved areas. Many of our employers are steadily making preparations for the increased work because of this funding. Hiring has increased with several of our larger telecommunications employers, and even with the announcement of a few surplus declarations, we continue to see increased hiring and jobs posted in areas throughout Pennsylvania.

One such title where we have seen a substantial increase in staffing is in the Auto Mechanic title in Verizon, which has been a bone of contention for several years now. Over the last 8+ years Verizon had approached us about modifying our contract

to allow for newer lower-paid mechanic titles, but we had no interest in making changes to our Local contract when language already existed for the staffing and performance of this work. Many of the members at Verizon communicated their frustration with the contractors that Verizon was hiring to perform this work in

place of the previous fleet division that had done this work in the past and were members of this Local. Through multiple conversations at both the Local and District level, our complaints were finally making them listen, and as a result, we have members being hired into our auto mechanic title across the state.

We welcome all these new members into the Local 13000 family and anticipate additional increased hiring as more and more of these projects get awarded to our employers. But that can only continue with the support of our elected officials who helped pass this legislation to fund this build-out broadband across the country. This increase in work is what is going to help grow the membership in the Local and provide job security for our membership for years to come.

Along with this increased work, we have seen a tremendous increase in interest in representation with the Communications Workers of America. Organizing leads have

(continued on page 2)



Message from the President

(continued from page 1)

been coming in very steady over the last few years, several of which have led to successful organizing drives, as you will see later in Vice President Reamer's report, where he is providing updates on multiple contract negotiations.

We have seen so much interest in organizing in Pennsylvania that we just received approval from Tom Smith, CWA's Director of Organizing, to provide funding from the National for a new 75/25 organizer at Local 13000. Starting next month, Justin Voelker, our Unit 116 President with Comcast, will be taking over as the organizer for our Local. Justin has worked on several organizing campaigns to date and has also helped fight off two decertification attacks orchestrated by Comcast. We welcome Justin to this new role and look forward to many more successful organizing drives in Local 13000.

Finally, as I mentioned earlier, there were a few surplus declarations, none of which resulted in any layoffs, but they did offer incentive packages for members to retire or move on to other careers. Congratulations to all those who applied and were accepted for these offers. We wish you the best in retirement or whatever journey you choose in this next chapter of your life for you and your families. ■

In unity,



James Gardler
President CWA Local 13000

IN MEMORIAM

Diane DiBucci - Retiree

Unit 41, Branch 04
Deceased July 18, 2024

Stephen Clement - Retiree

Unit 13, Branch 03
Deceased September 13, 2024

Mark D. Mattocks

Unit 33, Branch 04
Deceased April 10, 2024

William McElhany - Retiree

Unit 44, Branch 03
Deceased October 05, 2024

Richard Swartz - Retiree

Unit 44, Branch 02
Deceased August 08, 2024

Earl Beidler, Jr. - Retiree

Unit 33
Deceased September 13, 2024

Elizabeth M. Gunsallus - Retiree

Unit 21, Branch 02
Deceased March 08, 2024

Mattie England - Retiree

Unit 41, Branch 03
Deceased September 10, 2024

Rosemary Overhulser - Retiree

Unit 21, Branch 02
Deceased June 11, 2024

Clifford Sands - Retiree

Unit 41, Branch 10
Deceased September 17, 2024

Norman Theodore Moulder Jr. - Retiree

Unit 23, Branch 06
Deceased April 22, 2024

James Sykes - Retiree

Unit 42, Branch 04
Deceased September 29, 2024

Mark R. Sewter - Retiree

Unit 23, Branch 03
Deceased July 21, 2024

Gordon Taglieri - Retiree

Unit 54, Branch 02
Deceased November 27, 2023

Marlene Bodner - Retiree

Unit 18, Branch 03
Deceased August 11, 2024



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CWA Local 13000 Executive Office
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Philadelphia, PA 19103
215-564-6169
Volume 84, Issue 5



EXECUTIVE BOARD

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James J. Gardler, Editor Kalyn Hughes, Assistant Editor





Grey Matters



By now you have all received your 2025 Verizon Benefits enrollment booklet. You have seen the rate increase for pre-Medicare retiree coverage. Also, for all retirees, the switch from

Express Scripts to CVS Caremark (another mail order pharmacy) is effective 1/1/2025.

The cost of health care in this country is becoming a luxury few can afford. The average cost in Pennsylvania for a single person is \$576 per month with high deductibles. The Affordable Care Act is \$133 per month, but to qualify, you must be below a certain income. This comes with very high deductibles.

The United States health care costs are the highest in the world of developed countries, at a per capita cost of \$12,555, almost double the world average. We also pay an average of 278% more for your prescription drug prices than the rest of the world.

Now the reason I am writing this is because we have an election approaching in a few weeks. A lot of noise is coming from both parties, but not a lot about healthcare.

This issue has been kicked down the road for years while costs are skyrocketing. As retirees, we need this addressed now, not 20 years from now. Other countries have socialized healthcare, but I don't see that being the solution here. We need some bipartisan legislation to cap healthcare and prescription costs to get them in line and we need this legislation NOW before no one

can afford it. Before you vote, get your candidate's plan for healthcare reform and let them know we need relief NOW!!!!

“We need some bipartisan legislation to cap healthcare and prescription costs to get them in line and we need this legislation NOW”

Lastly this coming November will be the last meeting for RMC Chapter 23 President Marie MacCrory. Marie will be retiring from her position as Chapter President. She has been an invaluable leader in her RMC to me since I took this job. I cannot

thank her enough for all she has done for this union, the RMC, and me personally. Good luck in your second retirement, and to say you will be missed is an understatement. You're an OG Girl. Love You. ■

In Solidarity

Mark Boehmer district 2-13 RMC VP

The Local Buzz The Local Buzz The Local Buzz



*Report of Executive
Vice President,
Jeff Reamer*

VERIZON

In late August, an agreement was reached between the Union and the Company over the rise in healthcare premium share affecting pre-medicare retirees. These increased costs are a direct result of healthcare costs now rising above the previously negotiated caps established in bargaining. The agreement that was reached now provides an option, beginning with the 2025 benefit year, for pre-medicare retirees to either continue with present coverage and pay the increases or select a qualifying Non-Company sponsored plan and be reimbursed through a newly established Health Reimbursement Account (HRA). Reimbursement amounts funded into the HRAs of pre-medicare retirees are calculated differently for post-2008 and pre-2008 retirees, respectively, depending on coverage and tier levels selected. Medicare-eligible retirees are not affected by these increases. Retirees with questions or issues navigating the open enrollment process should contact our Retiree Healthcare Benefits Coordinator, Tom Ballek. ■

FAST MAIL

Bargaining has been ongoing for our newest members at Fastmail who are fighting for their first contract. At the last

bargaining session held in Philadelphia on September 6, 2024, considerable progress was seen at the table in the form of various individual tentative agreements that will add to the building blocks of a first contract. While there is still a long way to go on various other issues and economics have not yet been agreed to at the table, our bargaining team is steadfast in our commitment to secure nothing less than a fair contract for our members. Bargaining is set to resume with the Company on November 21, 2024. Updates will be relayed to the membership as events unfold. ■

WINDSTREAM

After months of preparation, bargaining began on September 9, 2024, for all four of our Windstream contracts covering our membership in Unit 103 slotted to expire on September 30, 2024. On September 20, 2024, 3-year tentative agreements were reached for all 4 contracts. Highlights of those agreements include annual wage increases of 4%, 3%, and 3% for each year of the agreement and a modification of the Wage Schedule 2 table from a 9-year progression to an 8-year progression that includes additional individual wage adjustments for each member on the scale prior to the year one wage increase percentages being applied. On healthcare, despite the Company's efforts to lower our membership to the existing non-bargained standards, our bargaining team fought back and held the line. For the life of the contract, the cost share for the lowest deductible HSA eligible plan shall be 70%/30% Company/Employee share. Enhancements were also made to the contractual language covering vacation accrual, overtime meals, per diems, and union orientation. On the construction side, enhancements were made to our existing



The Local Buzz The Local Buzz The Local Buzz

MOA covering our construction technicians that now ensures that every three weeks on an out-of-area loan our technicians may return home at the Company's expense for a period of 72 hours, which shall include a weekend. The newly negotiated MOA that added the titles of Buried Drop Technician and Cable Locator into the bargaining unit was also permanently incorporated into all 4 contracts. These tentative agreements are the direct result of the hard work and dedication of our bargaining team, backed by the solidarity of the membership. Individual contract explanation meetings were held with the membership in each of the 4 contracts during the week of September 23rd. On October 21, 2024, the Unit 103 membership ratified each of these 4 tentative agreements into contracts. Now comes the ongoing task of policing those provisions gained in bargaining. ■

EVERYACTION/BONTERRA

Talks continue to be held with the Company at the District level surrounding the Company's newest tactic of attempting to move members out of the bargaining unit. Several grievances have been filed over the issue and are in the process of being heard at the first step. Members who are approached by management and advised that their functions are now incorporated into another title outside of the bargaining unit and given an ultimatum to move out of the bargaining unit or face layoff should immediately reach out to Union officials in real time to have addressed. While labeling itself as a union-friendly Company to the public, its continued anti-union actions in the workplace definitely show otherwise. Updates on this newest development will be relayed to the membership as events unfold. ■

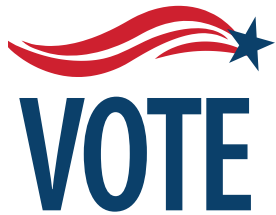
AMERICAN RED CROSS

Negotiations continue at the national level via the coalition of Unions representing workers at the American Red Cross. Bargaining for this National Addendum is being chaired by our own Unit 111 President, Jaytricia Tremel, and we thank her for her continued hard work and dedication on behalf of the membership. While progress has been seen at the table, there are still various issues that remain unresolved. Bargaining updates will be relayed to the membership as bargaining progresses.

On a separate note, the Unit 111 council has been in constant discussions with several of the unrepresented groups at the Johnstown, Pa. location. Those talks have now resulted in those members wanting to unionize and be represented by CWA Local 13000. A representation petition has been filed with the NLRB, and a representation election is now scheduled for October 24, 2024. We wish these potential members the best of luck in their pursuit of having a voice in the workplace. ■

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)*

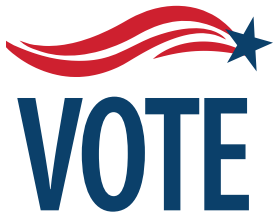
SD13	Trex Proffitt
SD15	Patty Kim
SD17	Amanda Cappelletti
SD19	Carolyn Comitta
SD25	William McGill
SD31	Mark Temons
SD33	Cameron Schroy
SD37	Nicole Ruscitto
SD43	Jay Costa
SD45	Nick Pisciotano
SD47	Kate Lennen
SD49	Jim Wertz

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 Kinkead
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

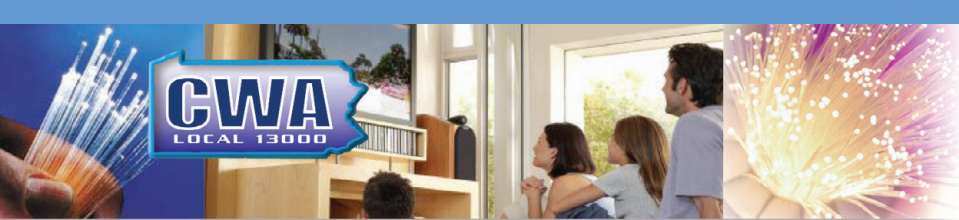
Pennsylvania House of Representatives *(continued)*

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 Guenst
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 *(continued)*

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



Fall has arrived in the Western Region, and temperatures are starting to drop. Please make sure to use caution for slippery conditions, power outages, down trees, and power lines. This is the time of year for accidents to happen easily.

Bargaining for Windstream members was a long two weeks. The bargaining committee worked long and hard from early morning to late into the evening every day. At the end of the two weeks, it was worth the challenging work. We have reached tentative agreements on all four contracts!

In this tentative agreement, we managed to get a three-year contract. Wage increases are 4%, 3%, and 3% for the 3 years of the agreement plus CSTs in the first 4 years of the last pay scale bumped to the next increase on the new scale. Along with that, the benefits we secured are a 70/30 split for the entire contract. Just these two items are huge for our membership. We also decreased the CST pay scale from a 9-year scale to an 8-year scale. Other items include increased time for new member meetings with the union, a vacation scale moved up one year for the 3rd and 4th weeks of vacation, increased overtime meal allowance and per diems, and better out-of-town language for our members to come back home. We just had the vote for ratification on Monday, October 21, 2024, and the members have ratified all four Windstream contracts.

There have also been some safety issues at Windstream that Unit 103 President Pat Catalano and I have been addressing. If you have worksite issues, improper tools to do a job safely, etc., please let your local representative know, as we are having quarterly meetings with the company to cover safety items.

Unit 111 represents the workers at the American Red Cross. Even though local bargaining has been completed, we are still working on the National Agreement. We are going through a lot of issues and have many tentative agreements signed; there are still a few issues out there on the table. Your representatives will be in touch when this is completed.

Along with that, we are looking at adding some new groups to the union at the American Red Cross in Johnstown, PA. The

Distribution and Courier group, Quarantine and Labeling, as well as the Components group. Unit 111 President Jaytricia Tremel, Vice President Robert Chernicky, Secretary Lisa Connor, and Local 13000 Secretary/Treasurer Joe Smolczynski have been working tirelessly to talk to all these departments about the benefit of having a Union. If they vote to Unionize, we will have fifty new members in that location. The vote will be occurring on October 24th of this year.

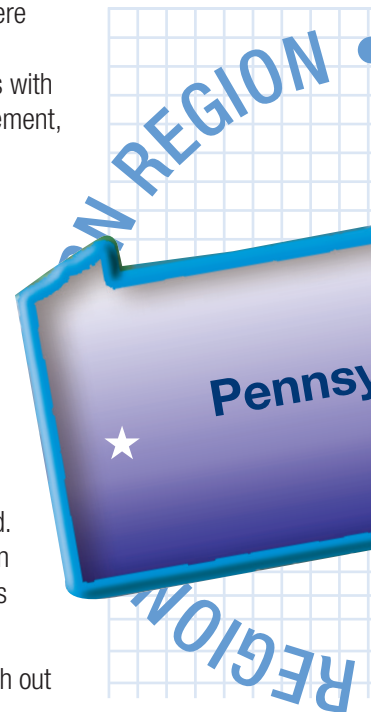
Consolidated Communications is another group we have been having quarterly Common Interest Forum (CIF) meetings with. As Consolidated Communications is under some new management, there have been many moves with upper management. During these meetings with the new directors and upper management, Unit 54 President Dana Bialek, Staff Representative Jon Remington, and myself have accomplished getting more test equipment and other items that all the members have been asking to do their jobs better. If there is something any member needs, please reach out to your Unit President.

All grievances for every company have been scheduled or already heard. We are staying on top of things here in the Western Region as we get into this busy holiday season.

If anyone needs anything, please reach out to me at 412-429-9292. ■

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		

CWALOCAL13000NEWS



Eastern Region



Around the Region

Over the past two months, the Company has initiated Article 39 meetings for switching Equipment Technicians in the Eastern and Philadelphia operating areas. This will mark the third time in four years that the Company has made changes to those administrative groups. They have dissolved, created, restructured, and combined administrative groups in an attempt to best suit the Company's needs. In the past, they have given reasons such as geographical identity, proximity to other locations, office coverage, overtime elimination, training and now the most recent is because of the lack of coverage on callouts. They believe that the newly composed administrative groups will foster more callouts, but that is highly unlikely because there are simply not enough SETs. They can reorganize as many times as they want, but there is too much work and not enough workers. It is 8 for 8, eight hours of work for eight hours of pay. So conducting tours in smaller or bigger administrative groups will not accomplish any more work being done. The workforce is experienced and aware of the job functions, so the only true solution is to hire more employees through RAMP or by offering Systems and Splicing Technicians since they are an equivalent title.

A third-quarter special EISP went out to several locations across the footprint, but not in as many as expected. In my opinion, the company should have included more titles and more locations if they wanted to reduce the number of employees. For instance, there are locations in

Philadelphia that have shared administrative groups with other locations, and one group received the offer and the other did not. For example, two employees from the same administrative group but different payroll locations can be teamed up in two-man areas, but only one of the locations was named. This example is in West Philadelphia and Island Avenues and Byberry Rd. and Oakley St. This did not just occur in the city; this also occurred in a few suburban locations as well. Article 28 of the CBA permits the director to name the titles and locations for the EISP, so they are allowed to do it, but it does not make any sense based on the two examples. When I questioned the director, the response was feebly defended by blaming the area manager instead of considering my request to offer it to everyone and then limit the volunteers if necessary. At the time of this article, my understanding is that they did not achieve the number of volunteers that they expected, and I can say that I am not surprised. For those who volunteered and were accepted, I wish you the best of luck with your plans. As for any future "Special EISP," there is one offer per employee per year, which does not rule out the fourth quarter for those who did not receive the offer.

Verizon has hired auto mechanics throughout many locations in the Eastern Region. To be clear, this is not a newly organized job title. The job title has been part of Local 13000 for many years, with garages being staffed with unionized mechanics sparsely located throughout the Commonwealth. This year the Company has elected to bolster the title with unionized employees. We welcome the decision by the Company, and of course, we welcome them into the CWA Local 13000. ■

In Unity,

Richard R. Dezzi
Eastern Region Vice President



WOMEN'S COMMITTEE

James Gardler (Moderator)

Jaytricia Tremel (Chair, Unit 111 President)

Dana Bialek (Secretary, Unit 54 President)

Orland Jones (Unit 14 President)

Lynn McCarthy (Unit 11 Vice President)

Women's View

BREAST CANCER AWARENESS MONTH



For the month of October, we raise awareness for Breast Cancer which began in 1985 as a week-long campaign by the American Cancer Society, where they promoted mammography as the most effective weapon in the fight against breast cancer. In 1992, the pink ribbon came into play after Alexandra Penney (*SELF* magazine's Editor-in-Chief) partnered with Evelyn Lauder (Estee Lauder's Senior Corporate Vice President and breast cancer survivor) to distribute pink ribbons after the magazine's second annual Breast Cancer Awareness Month issue.

In 2024, more than 360,000 people will be diagnosed with breast cancer. When caught in its earliest stages, the 5-year relative survival rate of breast cancer is 99%. This not only affects women but also men and can be prevented with early detection. Male breast cancer, which is rare, is typically overlooked. Typically, male breast cancer occurs in older men but can occur at any age. In other words, this is a cancer that affects both women and men. The current age for breast cancer screening starts at 40 years of age, but with family history or having a genetic mutation, you may be eligible to obtain a mammogram earlier.

Up to half of all women will experience breast lumps in their lifetime; while finding a lump can be concerning, keep in mind that not all breast lumps are cancer. However, all breast lumps need to be checked immediately by your healthcare provider. The advancements made to detect breast cancer have prolonged a patient's life expectancy if caught early enough. Please reach out to your current health care provider to schedule a breast cancer screening. If you are unsure if the screening will be covered, contact your insurance provider.

As you see the pink ribbon displayed everywhere, please take this as a reminder to do monthly self-breast examinations and to schedule a yearly mammogram appointment. Both could save the lives of yourself, your parent, your spouse, your sibling, your child, etc. Please spread the word of good health and continued health screenings! If you or your family have any questions about healthcare coverage, please reach out to your union representative for the proper contact information for your benefits coordinator or human resources personnel.



Joe Smolczynski
Secretary-Treasurer



Communication Workers of America-Local 13000

Statement of Financial Position

As of September 30, 2024	Total
ASSETS	
Current Assets	
Bank Accounts	
FIRSTRUST OPERATING	202,840.47
FIRSTRUST-PAYROLL ACCOUNT	1.68
FIRSTRUST-MEMBER DEFENSE FUND	454.30
FIRSTRUST-MEMBER RELIEF FUND	518.46
Cash on hand	389.25
Misc	(137.85)
Total Bank Accounts	\$ 204,066.31
Other Current Assets	
HAVERFORD- MM ACCT	21,052.09
HAVERFORD-US GOV'T	740,736.34
HAVERFORD CORP OBLIGATIONS	1,643,532.45
HAVERFORD-COMMON STOCK	3,774,334.68
MUTUAL FUNDS	1,277,340.09
HAVERFORD FED PRIME	215,973.38
INVESTMENT-HAVERFORD CD'S	—
EXCHANGE	35,000.00
Inventory-East	16,685.10
Inventory West	16,706.42
Inventory Asset	130.00
Undeposited Funds	110.45
Total Other Current Assets	\$ 7,741,601.00
Total Current Assets	\$ 7,945,667.31
Fixed Assets	
FURNITURE & FIXTURES	162,293.47
COMPUTER EQUIPMENT	43,233.79
WEST BLDG IMPROVEMENTS	311,408.84
PHILA BLDG IMPROVEMENTS	2,814,662.27
ACCUMULATED DEPRECIATION	(2,165,845.46)
Total Fixed Assets	\$ 1,165,752.91
Other Assets	
SECURITY DEPOSIT	(12,395.84)
Total Other Assets	\$ (12,395.84)
TOTAL ASSETS	\$ 9,099,024.38
LIABILITIES AND EQUITY	
Liabilities	
Total Liabilities	—
Equity	
Opening Balance Equity	(27,133.78)
Retained Earnings	8,069,114.11
Net Revenue	1,057,044.05
Total Equity	\$ 9,099,024.38
TOTAL LIABILITIES AND EQUITY	\$ 9,099,024.38

Statement of Revenue, Expenses & Changes in Net Assets

October 2023 - September 2024	Total
Revenue	
TO/FROM COMMUNITY SERVICE FUND	1.00
REVENUE - INVENTORY SALES - PHILADELPHIA	2,134.30
REVENUE - INVENTORY SALES - CARNEGIE	2,965.00
REIMBURSED POSTAGE & DELIVERY	5,426.74
REIMBURSED MAILING EXPENSES	1,168.67
REIMBURSED OFFICE EXPENSES & SUPPLIES	73.48
REIMBURSED TRAVEL, HOTEL & RESTAURANT	9,261.33
REIMBURSED EXPENSES - BOARD	2,143.73
REIMBURSED WAGES - ORGANIZING	28,364.98
REIMBURSED WAGES - MOBILIZING	13,226.20
REIMBURSED WAGES - BARGAINING	7,807.81
REIMBURSED EXPENSES - CONVENTION	6,290.00
REIMBURSED EXPENSES - BARGAINING	1,485.75
REIMBURSED EXPENSES - MOBILIZING	1,945.24
REIMBURSED WAGES - EASTERN REGION	215.13
REIMBURSED WAGES - WESTERN REGION	26.71
REIMBURSED EXPENSES - OFFICERS	1,465.25
REIMBURSED WAGES - BOARD	173.50
INSURANCE REFUND	180.00
REIMBURSED EXPENSES - EDUCATION	2,752.72
REIMBURSED EXPENSES - AMERICAN EXPRESS	175.23
REIMBURSED WAGES - EDUCATION	29,224.53
MISCELLANEOUS INCOME	23.83
DUES FROM NATIONAL	2,509,870.17
DUES FROM OTHER EMPLOYEES	6,272.02
DUES - UNION STAFF TO UFCW	(38.13)
UTILITIES REFUND	501.08
INSURANCE CLAIM INCOME	19,759.99
PAYROLL - VOIDED CHECKS REFUND	(482.51)
GAINS & LOSSES	128,454.52
INTEREST INCOME	101,636.60
DIVIDEND INCOME	102,465.59
UNREALIZED GAINS/LOSSES	892,013.60
INVESTMENT FEES	(64,469.46)
ARCHETYPE RENTAL INCOME	72,969.84
MAILING REFUND	82.68
DISCOUNTS GIVEN	(6,704.49)
UNAPPLIED CASH PAYMENT REVENUE	97.52
Total Revenue	\$ 3,878,960.15
Gross Profit	\$ 3,878,960.15
Expenditures	
PAYROLL TAXES WITHHELD	2,642.36
STAFF PARKING WITHHELD	(542.91)
COMMUNITY SERVICE WITHHELD	(60.00)

(continued on page 12)

Communication Workers of America-Local 13000

Statement of Revenue, Expenses & Changes in Net Assets

(continued)

October 2023 - September 2024	Total
EMPLOYEE 401K SAVINGS WITHHELD	(105.43)
PAC WITHHELD	(80.00)
SALARY - EASTERN REGION	57,600.96
SALARY - WESTERN REGION	38,688.70
SALARY - EXECUTIVE BOARD	23,282.13
UNIT BUSINESS SALARY - EASTERN REGION	126,468.51
UNIT BUSINESS SALARY - WESTERN REGION	118,240.87
CONVENTION SALARY - EASTERN REGION	19,871.93
CONVENTION SALARY - WESTERN REGION	21,847.10
NATIONAL CONVENTION SALARY	2,477.92
EDUCATION SALARY	53,490.00
ORGANIZING SALARY	15,243.89
MOBILIZATION SALARY	27,833.64
BARGAINING SALARY	13,551.38
LABOR DAY SALARY - EASTERN REGION	564.00
LABOR DAY SALARY - WESTERN REGION	629.00
STAFF SALARY - EASTERN REGION	125,706.85
STAFF SALARY - WESTERN REGION	130,280.05
STAFF SALARY - EXECUTIVE BOARD	197,179.63
SALARY - EXECUTIVE BOARD - PRESIDENT, VP, SEC-TREAS	377,521.94
SALARY - EASTERN VICE PRESIDENT	124,545.06
SALARY - WESTERN VICE PRESIDENT	131,378.75
PAYROLL - TAX EXPENSE	131,121.97
EMPLOYEE BENEFITS	152,969.68
EMPLOYEE BENEFITS - REIM EXPENSE	1,292.00
401K EMPLOYER MATCH	53,372.19
NATIONAL CONV/COM ALLOWANCE	1,104.00
EDUCATION SUPPLIES & EXPENSE	27,004.77
LOCAL CONVENTION SUPPLIES & EXPENSE	9,483.85
CWA NEWS	14,490.00
HALL RENTAL - EASTERN REGION	1,350.00
HALL RENTAL - WESTERN REGION	2,818.10
HALL RENTAL - EXECUTIVE BOARD	75.00
UNIT BUSINESS REIM - EASTERN REGION	15,986.69
UNIT BUSINESS REIM - WESTERN REGION	15,183.25
EASTERN REGION BUSINESS - REIM EXP	3,569.93
WESTERN REGION BUSINESS - REIM EXP	4,428.83
EXECUTIVE BOARD BUSINESS - REIM EXP	8,647.89
CONVENTION REIM EXPENSE - EASTERN REGION	3,196.95
CONVENTION REIM EXPENSE - WESTERN REGION	6,095.05
CONVENTION REIM EXPENSE - EXECUTIVE BOARD	1,203.68
MOBILIZATION REIM EXPENSE	1,410.58
NATIONAL CONV/COM REIM EXPENSE	550.76
BARGAINING REIM EXPENSE	5,049.00
EDUCATION REIM EXPENSE	8,558.65

Statement of Revenue, Expenses & Changes in Net Assets

(continued)

October 2023 - September 2024	Total
ORGANIZING REIM EXPENSE	969.98
LABOR DAY EXPENSE - EASTERN REGION	5,962.38
LABOR DAY EXPENSE - WESTERN REGION	5,780.56
TRAVEL, HOTEL & RESTAURANT - EASTERN REGION	5,167.72
TRAVEL, HOTEL & RESTAURANT - WESTERN REGION	4,995.70
TRAVEL, HOTEL & RESTAURANT - EXECUTIVE BOARD	20,606.49
BARGAINING - TRAVEL, HOTEL & RESTAURANT	8,157.83
NATIONAL CONVENTION - TRAVEL, HOTEL, & RESTAURANT	7,101.08
LOCAL CONVENTION -TRAVEL, HOTEL & RESTAURANT	43,647.42
EDUCATION - TRAVEL, HOTEL & RESTAURANT	6,492.53
ORGANIZING - TRAVEL, HOTEL & RESTAURANT	539.10
REGISTRATION - EASTERN REGION	60.00
REGISTRATION - WESTERN REGION	120.00
REGISTRATION - EXECUTIVE BOARD	4,030.00
UTILITIES - PHILADELPHIA	23,607.51
UTILITIES - CARNEGIE	6,045.35
BUILDING MAINTENANCE - PHILADELPHIA	27,043.38
BUILDING MAINTENANCE - CARNEGIE	7,960.76
PROTECTION - EASTERN REGION	3,336.00
PROTECTION - WESTERN REGION	104.33
PROTECTION - EXECUTIVE BOARD	3,660.00
PAYROLL - PROCESSING FEES	12,545.65
SANITATION - WESTERN REGION	1,648.97
WATER & SEWER - PHILADELPHIA	3,069.54
WATER & SEWER - CARNEGIE	1,242.15
REAL ESTATE TAXES - PHILADELPHIA	40,067.87
REAL ESTATE TAXES - CARNEGIE	2,544.50
LOCAL TAX	350.00
CONTRIBUTIONS - BOARD	7,300.00
PROFESSIONAL FEES - LEGAL	36,165.30
PROFESSIONAL FEES - ACCOUNTING	30,000.00
PROFESSIONAL FEES - ACTUARY	17,200.00
POSTAGE & DELIVERY - EASTERN REGION	12,553.37
POSTAGE & DELIVERY - WESTERN REGION	1,553.40
POSTAGE & DELIVERY - EXECUTIVE BOARD	14,216.57
OFFICE SUPPLIES - EASTERN REGION	9,965.98
OFFICE SUPPLIES - WESTERN REGION	5,300.91
OFFICE SUPPLIES - EXECUTIVE BOARD	6,793.48
BONDS & INSURANCE	23,443.35
PRINTING & TYPING - EASTERN REGION	2,385.32
PRINTING & TYPING - WESTERN REGION	2,468.23
PRINTING & TYPING - EXECUTIVE BOARD	3,052.49
TELEPHONE - EASTERN REGION	15,760.56
TELEPHONE - WESTERN REGION	16,270.84
TELEPHONE - EXECUTIVE BOARD	12,536.37

(continued on page 13)



Communication Workers of America-Local 13000

Statement of Revenue, Expenses & Changes in Net Assets

(continued)

October 2023 - September 2024	Total
COMPUTER SYSTEM WORK - PHILADELPHIA	600.00
COMPUTER SYSTEM WORK - WESTERN REGION	4,546.43
SYMPATHY	1,780.33
EQUIPMENT LEASING - EASTERN REGION	14,852.32
EQUIPMENT LEASING - WESTERN REGION	14,350.74
EQUIPMENT LEASING - EXECUTIVE BOARD	14,852.31
MAINT AGREEMENT - WESTERN REGION	563.16
MAINT AGREEMENT - EXECUTIVE BOARD	5,400.00
SUBSCRIPTIONS - EASTERN REGION	962.74
SUBSCRIPTIONS - WESTERN REGION	395.62
SUBSCRIPTIONS - EXECUTIVE BOARD	13,862.37
MEMBERSHIP - EASTERN REGION	8,994.60
MEMBERSHIP - WESTERN REGION	6,896.70
CLC DINNERS - WESTERN REGION	2,000.00
CLC DINNERS - EXECUTIVE BOARD	280.00
OFFICE EXPENSE - EASTERN REGION	381.51
OFFICE EXPENSE - EXECUTIVE BOARD	520.60
SERVICE CHARGES	1,865.04
PENSION FUNDING	120,000.00
BANK CHARGES & FEES	1,700.11
UNAPPLIED CASH BILL PAYMENT EXPENDITURE	4,133.90
UNCATEGORIZED EXPENSE	14,754.08
Total Expenditures	\$ 2,774,734.68
Net Operating Revenue	\$ 1,104,225.47

Statement of Revenue, Expenses & Changes in Net Assets

(concluded)

October 2023 - September 2024	Total
Other Expenditures	
ALLOWANCE - EASTERN REGION	1,913.00
ALLOWANCE - WESTERN REGION	2,794.12
ALLOWANCE - LOCAL BUSINESS	5,625.37
UNIT BUSINESS ALLOWANCE - EASTERN REGION	6,647.02
UNIT BUSINESS ALLOWANCE - WESTERN REGION	9,041.00
CONVENTION ALLOWANCE - EASTERN REGION	2,444.25
CONVENTION ALLOWANCE - WESTERN REGION	5,085.28
LOCAL CONVENTION ALLOW - EXECUTIVE BOARD	588.00
EDUCATION ALLOWANCE	6,339.75
ORGANIZING ALLOWANCE	109.00
MOBILIZATION ALLOWANCE	1,235.26
BARGAINING ALLOWANCE	5,146.00
BARGAINING MISC EXPENSE	173.30
MISC EXPENSE	40.07
Total Other Expenditures	\$ 47,181.42
Net Other Revenue	\$ (47,181.42)
Net Revenue	\$ 1,057,044.05

Operating Account

Account Summary

as of 9/30/2024

	Shares	Unit Cost	Total Cost	Current Market Value
Cash Equivalents			0.00	0.00
Money Market - Taxable - Standard				
Federated Hermes Govt Obligations PS Fund 117 (GOFXX) - Principal	46,052.09	1.00	46,052.09	46,052.09
Asset Total	46,052.09		46,052.09	46,052.09
Accrual Total				191.19
Grand Total	46,052.09		46,052.09	46,243.28

(continued on page 14)

Communication Workers of America-Local 13000

Emergency Fund

as of 9/30/2024

	Shares	Unit Cost	Total Cost	Current Market Value
Cash Equivalents				
Money Market - Taxable - Standard				
Federated Hermes Govt Obligations PS Fund 117 (GOFXX) - Principal	215,973.39	\$ 1.00	215,973.39	\$ 215,973.39
Equity				
Domestic				
Air Prods & Chems Inc Com (APD)	277	\$ 156.63	43,386.29	\$ 82,473.98
Alphabet Inc (GOOGL)	668.00	\$ 177.73	118,722.48	\$ 110,787.80
Apple Inc Com (AAPL)	1214	\$ 16.42	19,939.94	\$ 282,862.00
Blackrock Inc (BLK)	132.00	\$ 152.66	20,151.40	\$ 125,335.32
Chevron Corporation (CVX)	560	\$ 163.36	91,480.35	\$ 82,471.20
Coca Cola Co Com (KO)	1,270.00	\$ 28.89	36,692.06	\$ 91,262.20
Costco Whsl Corp New Com (COST)	232	\$ 352.75	81,838.06	\$ 205,672.64
Honeywell Intl Inc Com (HON)	680	\$ 178.36	121,287.37	\$ 140,562.80
JPMorgan Chase & Co Com (JPM)	750	\$ 40.55	30,415.35	\$ 158,145.00
Johnson & Johnson Com (JNJ)	632.00	\$ 61.99	39,179.07	\$ 102,421.92
Lowe's Cos Inc Com (LOW)	515	\$ 69.51	35,795.48	\$ 139,487.75
Mastercard Inc Class A (MA)	418	\$ 70.40	29,427.79	\$ 206,408.40
McKesson Corp (MCK)	140	\$ 439.87	61,581.77	\$ 69,218.80
Microsoft Corp Com (MSFT)	405	\$ 74.16	30,035.61	\$ 174,271.50
Nextera Energy Inc (NEE)	1070	\$ 61.86	66,191.06	\$ 90,447.10
Nvidia Corp (NVDA)	517	\$ 110.62	57,188.55	\$ 62,784.48
Oracle Corp Com (ORCL)	1072	\$ 50.14	53,745.46	\$ 182,668.80
Pepsico Inc Com (PEP)	794.00	\$ 68.90	54,704.00	\$ 135,019.70
RTX Corp (RTX)	1604	\$ 78.08	125,245.26	\$ 194,340.64
S&P Global Inc (SPGI)	194	\$ 187.63	36,400.51	\$ 100,224.28
Stryker Corp (SYK)	213.00	\$ 306.98	65,387.72	\$ 76,948.38
TJX Cos Inc New Com (TJX)	1098	\$ 27.74	30,462.59	\$ 129,058.92
Texas Instrs Inc Com (TXN)	585	\$ 185.06	108,257.98	\$ 120,843.45
Thermo Fisher Scientific Inc (TMO)	142	\$ 560.43	79,580.47	\$ 87,836.94
United Parcel Service Inc Cl B (UPS)	500	\$ 174.20	87,098.59	\$ 68,170.00
Unitedhealth Group Inc Com (UNH)	243	\$ 57.19	13,897.14	\$ 142,077.24
iShares Core S&P Mid-Cap ETF (IJH)	3105	\$ 34.98	108,598.07	\$ 193,503.60
iShares Core S&P Small-Cap ETF (IJR)	1,636.00	\$ 68.58	112,204.39	\$ 191,346.56
Domestic Total:	20,666.00		1,758,894.81	\$3,746,651.40
Equity ETF				
SPDR S&P 500 ETF Trust (SPY)	719	\$ 416.33	299,339.90	\$ 412,533.44
Fixed Income Corporate Bonds & Notes				
Amazon.Com Inc 3.8% 12/5/24	85,000.00	\$ 100.16	85,139.42	\$ 84,832.10
American Express Co. 2.25% 3/4/2025	10,000.00	\$ 99.37	9,937.36	\$ 9,890.00
Bank Of America Corp 5.819% 9/15/29	85,000.00	\$ 100.20	85,174.12	\$ 89,467.78
Berkshire Hathaway 3.50% 2/1/25	50,000.00	\$ 100.29	50,146.88	\$ 49,882.27
Berkshire Hathaway Finance Corp 1.45% 10/15/2030	70,000.00	\$ 99.86	69,904.82	\$ 60,587.74

(continued on page 15)



Communication Workers of America-Local 13000

Emergency Fund *(concluded)*

as of 9/30/2024

	Shares	Unit Cost	Total Cost	Current Market Value
Blackrock Inc 4.75% 5/25/2033	110,000.00	\$ 98.03	107,836.17	\$ 113,043.48
Comcast Corp 3.375% 8/15/25	85,000.00	\$ 100.16	85,136.67	\$ 84,483.46
Duke Energy Carolinas 4.85% 1/15/2034	130,000.00	\$ 95.09	123,615.41	\$ 133,046.47
Goldman Sachs Group Inc 3.50% 4/1/2025	100,000.00	\$ 97.82	97,820.43	\$ 99,395.75
JPMorgan Chase & Co 3.782% 2/1/28	125,000.00	\$ 93.87	117,331.25	\$ 123,654.70
PNC Financial Services 3.45% 4/23/29	100,000.00	\$ 102.61	102,605.38	\$ 97,069.16
Texas Instruments Inc 2.25% 9/4/2029	100,000.00	\$ 90.27	90,271.22	\$ 92,236.28
United Health Group Inc 5.00% 4/15/2034	100,000.00	\$ 103.76	103,755.00	\$ 103,341.46
Corporate Bonds & Notes Total	1,150,000.00		1,128,674.13	\$1,140,930.65
FN CB7968 Mtge 5.00% 2/1/2054	170,719.54	\$ 99.03	169,065.69	\$ 170,639.52
Domestic				
Janus Henderson AAA CLO ETF (JAAA)	3,944.00	\$ 50.78	200,276.32	\$ 200,670.72
Fixed Income				
Fixed Income ETF				
Janus Henderson Mortgage-backed Securities ETF	6,833.000	\$ 46.05	314,681.18	\$ 318,759.45
iShares 0-5 Year TIPS Bond ETF (STIP)	2,138.000	\$ 101.50	217,012.77	\$ 216,622.16
iShares Floating Rate Bond ETF (FLOT)	3,065.000	\$ 50.74	155,518.10	\$ 156,437.60
Fixed Income ETF Total	12,036.000		687,212.05	\$ 691,819.21
Municipal Bonds & Notes - Taxable				
California St 3.05% 4/1/29		\$ 102.72	102,715.34	\$ 96,918.00
Radnor PA 1.729% 11/1/28		\$ 100.00	50,000.00	\$ 44,835.00
Municipal Bonds & Notes - Taxable Total	150,000.000		152,715.34	\$ 141,753.00
U.S. Government Agency Obligations - Mortgage-Backed Bonds				
FR SD8368 6.00% 10/1/2053	105,125.520	\$ 98.98	104,049.63	\$ 107,447.62
Federal Farm Credit Banks Funding 1.33% 11/3/2026	200,000.000	\$ 100.06	200,127.17	\$ 190,209.28
G2 MA9365 Mtge 7.00% 12/20/2053	95,191.529	\$ 102.08	97,169.73	\$ 97,562.41
U.S. Government Agency Obligations - Mortgage-Backed Bonds Total	400,317.049		401,346.53	\$ 395,219.31
U.S. Treasury Bonds & Notes				
U.S Treasury 4.00% 2/15/34	55,000.000	\$ 95.00	52,252.24	\$ 55,935.00
US Treasury Notes 2.00% 11/15/2026	175,000.000	\$ 103.76	181,573.54	\$ 169,160.74
United States Treasury 4.00% 10/31/29	305,000.000	\$ 99.05	302,103.61	\$ 310,630.57
U.S. Treasury Bonds & Notes Total	535,000.000		535,929.39	\$ 535,726.31
Fixed Income Total	2,422,016.584		3,275,219.45	\$3,276,758.72
Asset Total	2,659,374.974		5,549,427.55	\$7,651,916.95
Accrual Total				\$ 25,653.00
Grand Total	2,659,374.974		5,549,427.55	\$7,677,569.95



★ ★ ★ ELECTION 2024 ★ ★ ★

VOTE

★ ★ ★ NOVEMBER 5 ★ ★ ★

Please be sure to vote for the CWA Local 13000 endorsed candidates listed inside.

For more information, contact Local 13000 at 215-564-6169, 215-561-1321, or 412-429-9292

HARRIS

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WALZ

★★★★★ 2024 ★★★★★