



March/April Volume 85, Issue 2 2025

• 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

Over the last 2 years I have written about the importance of the Infrastructure Investment and Jobs Act (IIJA). At the end of 2024 there were serious concerns about whether the funding for this broadband project was ever going to get off the ground, due to the change in Administration in the White House and the appointment of the new Secretary of Commerce, Howard Lutnick. Secretary Lutnick has been very vocal commenting in the media about making changes to the Act and opening up the door to alternate means of providing broadband service throughout the country. All signs seem to point to the company of the President's friend, Elon Musk, and his Starlink satellite service. As I was preparing to write this article I received an update from Pennsylvania's Broadband Development Authority.



At this time, the NTIA is reviewing BEAD requirements which may impact key elements of the program. Further guidance from NTIA is necessary before PBDA can announce provisionally selected BEAD projects that ensure compliance and alignment with potential federal changes.

We remain in close coordination with NTIA and are prepared to adjust the Pennsylvania BEAD Program as needed. We appreciate your interest and will share updates as soon as new information becomes available.

While the changes to the requirements have not been officially communicated, they are halting any award announcements. Any changes to the program requirements cannot be good news, based on previous statements from the Secretary of Commerce.

This is not only bad news for our members and the work that we do, this is also bad news for consumers. Studies have shown that fiber to the home is the fastest most reliable product to provide broadband service to consumers vs. low earth orbiting satellites (LEOS), that Starlink provides. Suspected changes to the existing requirements and legislation would amend and broaden

The update states the following:

On February 7, 2025, the PBDA closed the application window for Round One of the BEAD Program. Details on proposed projects were published on the PA Broadband Map, and PBDA has since completed a comprehensive review of all submissions in accordance with current NTIA requirements.

(continued on page 2)



Message from the President

(continued from page 1)

the definition of **“reliable broadband service”** to include any broadband service that meets the applicable performance criteria without regard to the type of technology by which service is provided. This will enable LEO and unlicensed fixed wireless providers to participate more broadly in the BEAD program as providers of **“reliable broadband service,”** which could not be further from the truth.

Any changes to the current program at this point could add additional delays and possibly years to the deployment.

Elon Musk must be salivating over the prospect of steering BEAD dollars to his companies. Just this month the Wall Street Journal reported Musk’s SpaceX and Starlink (**which by the way is a completely non-union workforce**), could receive up to \$20 billion worth of BEAD funding under new plans being developed inside the Commerce Department.

That is \$20 billion dollars that is currently allocated for broadband deployment over fiber networks. Networks that our members are building every day across the country.

As more information becomes available, we will share it with the membership to keep everyone updated on the impact of any changes.

Finally, our largest employer, Verizon, has reached out to our Union and the IBEW to have discussions about early bargaining. While there are no guarantees that we will reach any type of agreement through these discussions, we are always open to hearing what they have to say and review any proposals that they have in mind. At the time of preparing this article there are no specific details to share with the membership. We are setting up to begin discussion on May 21st, 2025. Once there is more information available to share, we will provide updates to the membership. ■

In Unity,

James Gardler
President CWA Local 13000

IN MEMORIAM

Frank Carl Barrette

Unit 35 Branch 5
Deceased
March 3, 2025

Thomas Schoepflin

Unit 14 Branch 6 Retiree
Deceased
February 13, 2025

Jacqueline Frances Kostelnick

Unit 33 Branch 2 Retiree
Deceased
February 18, 2025

Richard Allan Pannutti

Unit 54 Retiree
Deceased
March 20, 2025

Marguerite McKay

Unit 22 Branch 10
Deceased
October 2, 2024



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CWA Local 13000 Executive Office
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Philadelphia, PA 19103
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James J. Gardler, Editor **Kalyn Hughes, Assistant Editor**





Grey Matters

I Do – I Will



So, I got married last month after a 27-year engagement. I know what you are all asking why the rush. Well one of the reasons is the need to do a will. Both my financial advisor and lawyer advised me at our age and with a blended family a will is necessary

and getting married saves us a 15% PA inheritance tax. So let me go over some of the reasons why all retirees should have a will.

As retirees enter a new phase of life, financial and estate planning become more important than ever. One of the most critical elements of that planning is creating a legally valid will. In Pennsylvania, having a will ensures that an individual's wishes are respected after their passing, and it provides peace of mind for both the retiree and their loved ones.

Without a will, the state determines how assets are distributed according to intestate succession laws. This can lead to unintended outcomes, such as assets being divided among distant relatives or disputes among heirs. For retirees who have worked hard to build their estate, it is essential to make clear decisions about how property, money, and personal belongings should be distributed. A will allows them to do just that.

In addition to asset distribution, a will in Pennsylvania can designate guardians for minor children or dependents, appoint executors to handle the estate, and even make arrangements for pets. These decisions can help prevent family conflict and ensure that trusted individuals handle important responsibilities. Retirees can also include instructions for charitable donations or special gifts to friends and organizations that matter to them.

Creating a will also help retirees avoid delays and costs associated with probate court. Although most estates in Pennsylvania go through probate, having a clear and valid will simplifies the process. It provides guidance to the court and reduces the likelihood of legal challenges, which can drain time and resources from the estate.

In conclusion, every retiree in Pennsylvania should consider a will a vital part of their estate plan. It not only protects their assets but also honors their personal wishes and reduces stress for their family. Consulting with an estate attorney or financial advisor can make the process straightforward and ensure that the will meets all state requirements.

*... every retiree in
Pennsylvania should
consider a will a vital part
of their estate plan ...*

So, there you have it. Save your family the burden of sorting through your financials, update your beneficiaries, have a will, keep all documents together including your Verizon life insurance and death benefit with phone numbers. Make life easier on your loved ones in their time of grief.

In Solidarity,

Mark Boehmer, 2-13 RMC VP

The Local Buzz The Local Buzz The Local Buzz



*Report of Executive
Vice President,
Jeff Reamer*

VERIZON

CWA and the IBEW have agreed to have discussions with Verizon regarding early bargaining and official announcement was released on April 9, 2025. The discussion are set to begin on May 21, 2025. Despite the fact that our contract does not expire until August 1, 2026, these talks are geared toward finding and determining whether there is a path to an early contract extension. If no agreement is reached through these discussions our existing expiration date will remain intact next year. We are always willing to listen to hear what the Company is interested in discussing. As events unfold in these talks we will relay information when it is available for release. ■

WINDSTREAM

The negotiations that have been occurring for months between the Union and the Company surrounding the potential expansion of Windstream's footprint in the State of Pennsylvania as a result of the Rural Digital Opportunity Fund (RDOF), and the Broadband Equity Access and Deployment Program (BEAD), have resulted in agreements being reached in early March for all 4 of our Windstream contracts in the form of 4 separate signed Memorandum of Agreements (MOAs).

These MOAs provide guarantees of new future work and work jurisdictions for our membership in these expansion areas while giving the Company a temporary relief period while these new areas are provisioned. That temporary relief period consists of no payments for certain non-overnight meal allowances and less restrictive cross over language in these new areas until November 1, 2026. Once the temporary relief period expires, all provisions of the CBA shall apply to these new areas. These MOAs also provide language that preserves our existing construction technician MOAs in their entirety, and they are unaffected by these new agreements. Issues that may arise surrounding the implementation of these MOAs should be reported to Union Officials to be addressed in real time. ■

COMCAST (Corliss)

Preparations continue for the upcoming bargaining for our members in Unit 116 at Comcast Corliss whose contract is set to expire on May 20, 2025. Bargaining surveys have been sent out and received back from the membership. The preliminary review of those surveys has a consistent theme of wage improvements, stronger job security and safety in the workplace. Now that the recent election for Unit 116 President is completed, a bargaining council meeting is in the process of being scheduled to formally review those surveys and set our bargaining agenda. The opening dates of bargaining have been secured with the Company to begin on April 29th and 30th. Members are urged to stay in contact with Union Officials for updates and any actions needed as we enter into the bargaining process. ■



The Local Buzz The Local Buzz The Local Buzz

EVERYACTION/BONTERRA

The multiple proposed changes from the Company have continued to be the topics of ongoing negotiations between the Union and the Company. A new NGP VAN commission plan was introduced and after several rounds of negotiations, the Union has agreed to that new plan which went into effect on April 1, 2025. The Company proposal to add a new job title for the Senior Visual Designer to the bargaining unit was also discussed and agreed to. The Company also had initially proposed a new 2025 commission plan for everyone outside of NGP VAN and after discussions were held on the issue, the Company ultimately withdrew that proposal. Still outstanding and unresolved is the issue of the Company's NGP VAN reorganization proposal, which includes the creation of new titles and various title changes of our already existing titles. A bargaining meeting over the reorganization was held on April 17, 2025, with the Company. The Union made it clear to the Company the roadblock that exists and is preventing an agreement is the lack of a clear path in terms of movement in like titles from the Bonterra side of the shop to NGP VAN and vice versa. Also, along those same lines, the lack of recall provisions that would allow a member who was laid-off from being recalled into a like title with the same qualifications on either side of the shop prior to hiring off the street. The Company is now reviewing the Union's position and has committed to follow up and respond to that request. Updates on future negotiations surrounding this reorganization will be relayed to the membership by Union officials. ■

AVAYA

Since December of 2023, our members at AVAYA have been working under a unilaterally imposed contract by the Company after previous rounds of bargaining ended in a stalemate. Talks with the Company though the CWA T&T office have resumed and in mid-March a tentative agreement was reached on a new contract extension. Highlights of the agreement include wage increases of 5.5% upon ratification, 4.5% on the 1-year anniversary and 4% on the 2-year anniversary of the contract. The agreement also includes a \$1500 ratification bonus, a \$500 annual performance bonus and a no-split healthcare plan where the Company pays 100% of the annual premium and the employee pays zero. Ratification of this agreement would restore all bargained for items that were not included in the Company's previously imposed contract. Ratification ballots have been sent out and received back from the membership in Local 13000 and those results have been sent to the CWA T&T office to be included in the final count encompassing all the Locals in CWA with AVAYA members. ■

In Unity,

Jeff Reamer

Executive Vice President

CWA Local 13000

CWA Endorsed Candidates for the 2025 Pennsylvania Primary

Philadelphia County:

City Controller: Christy Brady

Judge of the Court of Common Pleas:

- Will Braveman
- Brian Kisielewski
- Irina Ehrlich
- Anthony Stefanski
- Deborah Watson-Stokes
- Sarah Jones
- Kia Ghee

Judge of the Superior Court: Brandon Neuman

Judge of the Commonwealth Court: Stella Tsai

Judge of the Municipal Court:

- Amanda Davidson
- Cortez Patton
- Shawn Page



Allegheny-Fayette County:

Allegheny County Sheriff:

- Kevin Kraus

Allegheny County Council:

- District 1 - Carl Villella
- District 3 - Lissa Geiger Shulman
- District 4 - Patrick Catena
- District 8 - Michelle Naccarati-Chapkis
- District 9 - Aaron Adams
- District 12 - Robert Palmosina

Allegheny Common Pleas Court:

- Julie Capone
- Anthony DeLuca
- Amanda Green-Hawkins
- Jaime Hickton
- Dan Miller
- Michele Santicola
- Heather Schmidt Bresnahan
- Sarra Terry

Pittsburgh City Council:

- District 2 - Kim Salinetto
- District 4 - Anthony Coghil
- District 6 - Daniel Lavelle
- District 8 - Erika Strassburger

Pittsburgh Public Schools Board:

- District 7 - Mahdi Bey
- District 9 - Allie Petonic

Magisterial District Judges:

- District 5.2.13 - Joseph Pero
- District 5.2.14 - Richard Olasz
- District 5.2.18 - Candace Seymour
- District 5.2.26 - Beth Mills
- District 5.2.28 - Oscar Petite
- District 5.3.17 - Jack Kearney

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

50th Anniversary Achievement Awards

Hosted by Philly CLUW

WOW, What an amazing night. Lynn McCarthy, Unit 11 Vice President, and member of the Women's Committee along with Jaime Schools, Unit 11 President and Leah Gindle, Unit 23 Vice President, had the honor of attending the 50th Anniversary Achievement Awards Friday, March 28. The Philly CLUW Chapter was formed in 1975 by Carol Rosenblatt and Sylvia Liberman. The primary purpose of CLUW is to unify all union women in a strong organization to determine and seek remedies to our common problems and concerns and to develop action programs with the framework of the labor movement to effectively promote our objectives.

Honorees for the evening:

- **Community Engagement** – Selena Hodge – PASNAP/TUHAHP – As an enthusiastic contributor to community outreach and civil engagement, she aided nonprofit organizations on behalf of a large scope of healthcare issues, supporting equal rights for all, fundraising, and addressing food deserts across the city.
- **Union Empowerment** – Donnell Martin AFSCME DC47 – He has committed over 31 years to the City of Philadelphia's department of Parks & Recreation. His primary aim has been to foster engaging and beneficial activities, programs, and special events that enrich the lives of both the youth and families across the city.
- **Rising Star** – Jeeva Muhil APALA – As Garment Campaign Organizer, Jeeva works to co-strategize and execute powerful transnational labor rights campaigns with Global Justice's core garment supply chain partners.
- **Union Woman of the Year** – Elaine McGuire IBEW Local 98 – Elaine started an organization called WITTs (Women in the Trades) after her and a group of women realized they did not have the support that was needed in the trades. She continues to advocate for women and minorities in trades.



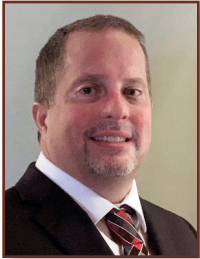
"Congratulations to all the Honorees. Make Sure you get involved in your Local CLUW Chapter."



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	Vacant	Unit 111	Jaytricia Tremel
Unit 43	Troy Scott	Unit 115	Mark Onofrey
Unit 44	Vacant	Unit 116	Larry Coyne
Unit 54	Dana Bialek	Unit 119	Jamie Fetterman
Unit 56	Dan Murphy		

Western Region



April showers bring May flowers, or miserable working conditions for anyone working outside. We have been busy the last two months in the Western Region, contract bargaining, new representative training, and elections for Comcast Corliss Unit 116, are just some of the exciting things going on.

Windstream Communications extra territory bargaining has been ongoing since November 2024. We finally have an agreement that will grow the existing territory in our collective bargaining agreements. What does this mean for our members? It means that we will have an expanded work area for each of the four contracts that will supply us with more work and provide job security for our members at Windstream. When this is finalized, we will get the details out to the membership.

The American Red Cross has ratified their national contract. We are going through the process of making sure all the changes go into the agreement. Once that is done, we will get them out to the membership. I would like to thank Unit 111 President Jaytricia Tremel for her work as the co-chair and now Chair of national bargaining. It is best that we have someone in charge of the coalition that is a boot on the ground person.

In April, we did another round of new representative training for a few companies. This was a class of representatives that had missed the last training and brand-new representatives. That was a good mix as the ones that have been doing the job had some experience and brought questions that a new person may not have experienced yet. This was a two-day class in which the first day was all training and the second day was questions and answers along with how processes work through the grievance procedures. I would like to thank President Jim Gardler, Executive Vice President Jeff Reamer, and Secretary-Treasurer Joe Smolczynski for the help with educating our new representatives.

Consolidated Communications has had a few changes in their upper management as of late. Joan Beard was a Senior Labor Relations Specialist and has been replaced by John Arris. Additionally, Eddie Mendonca is replacing the Senior Director of Operations Ron Fischer Jr. With these new management changes, we will need to keep an eye on what changes they try to make in the workplace so please keep an eye out for changes that do not follow our normal practices and our contracts.

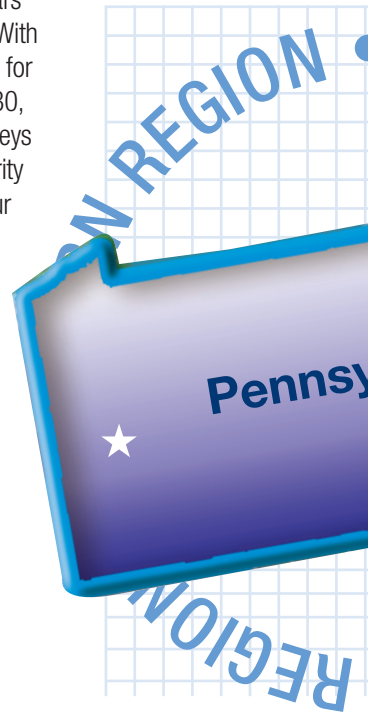
Unit 116 Comcast Corliss recently had an election for a new Unit president. I would like to congratulate and welcome Larry Coyne. Larry has been your Unit Vice President since 2020. Larry brings almost 30 years of experience at Comcast to the table. With that, we have our first bargaining dates for Unit 116, which are April 29 and April 30, 2025. Some of the items from the surveys you sent back include wages, job security and safety. We will be meeting with your bargaining representatives on April 22, 2025, to discuss the proposals we have written.

Unit 41, Every Action, has a contract expiring September 30, 2025. Executive Vice President, Jeff Reamer will be handling this bargaining. They have already started having committee meetings and are working on making their first contract a better one. As we get more updates, we will get them out to everyone. ■

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

In March, the Local's Executive Board met with the new VP, Scott Wyatt, and his directors. These meetings occur annually, and they are designed to listen to the Company's results and plans of work for the upcoming year. As the representative from the Eastern Region, I mentioned heavy-handed discipline, including indefinite suspensions without any paperwork, and increased contract labor in outside plants. These meetings seldom produce immediate results for the Union, but it is an important opportunity for us to let them know that the members are unhappy with the current situation.

When the Company is forced to use discipline, it should always be progressive so that it enables an employee to learn from the circumstance. It is customary for managers to discuss an employee's actions or work habits, but everything does not have to result in discipline.

It is not uncommon for employees to stray off the mark from time to time, and when that happens, the company should reiterate policies, procedures, and implementations with a conversation if necessary. If, after that, there is a need for the company to impose discipline, it should be at a minimum so that it changes behavior and does not punish the employee.

Over the past year, the use of contractors in outside plant placing and replacing poles has increased drastically. They have the ability to use contractors because they are over the 504 number, but they are using them more than necessary, and they are not saving the company any money. Currently, in the Eastern North area, they are using

contractors to set a pole, aka "Set and Jet," at night or on the weekend only to have the Verizon OPTs return the next day or so and transfer the facilities and then send the contractors back out later to remove the old pole. There is no way that this method saves the company money, nor does it make any sense. I recently learned that the Company now makes the statement that Verizon OPTs do not set rear property poles anymore. This is not true, nor is it ever something that we will agree to. In fact, the only way that I see that happening is if all facilities in every neighborhood become roadside.

The Eastern Region Office has received a tremendous amount of grievances regarding contract labor over the past year. We will continue to process them, and when contractual violations occur, they will be advanced through the system. Remember grievances are not just about winning and losing; a lot of grievances are informational in nature and provide a paper trail for the Union for future reference in bargaining and negotiations.

Finally, when the Company wants to show their appreciation for their employees, it takes a little more than a breakfast sandwich and a cup of coffee. Especially when they are combing through an employee's GPS when working overtime, suspending employees instead of having discussions, and giving work away to contractors. Employee Appreciation is valuing them for the work that they perform safely each and every day. It is the revenue that the employee generates for the Company through the services that they provide, not the supervisors. ■

In Unity,

Richard R. Dezzi
Eastern Region Vice President

Communication Workers of America-Local 13000

Statement of Financial Position

As of March 31, 2025 *(continued)*

Distribution account	Total
ASSETS	
Current Assets	
Bank Accounts	
FIRSTRUST - OPERATING	87,772.22
FIRSTRUST - PAYROLL ACCOUNT	—
FIRSTRUST - MEMBER DEFENSE FUND	454.30
FIRSTRUST - MEMBER RELIEF FUND	518.46
PETTY CASH - EXEC BOARD	478.01
PETTY CASH - WEST	500.00
CASH ON HAND	—
MISC	—
Total for Bank Accounts	\$ 89,722.99
Accounts Receivable	
Other Current Assets	
HAVERFORD - MM ACCT	21,607.05
HAVERFORD - US GOVERNMENT	758,444.68
HAVERFORD CORP OBLIGATIONS	1,660,137.31
HAVERFORD - COMMON STOCK	3,526,767.36
MUTUAL FUNDS	1,412,728.09
HAVERFORD FED PRIME	248,829.87
INVESTMENT - HAVERFORD CD'S	—
EXCHANGE	35,000.00
INVENTORY - EAST	23,978.58
1901-000 INVENTORY - WEST	23,500.70
INVENTORY ASSET	130.00
UNDEPOSITED FUNDS	25.70
Total for Other Current Assets	\$ 7,711,149.34
Total for Current Assets	\$ 7,800,872.33

Statement of Financial Position

As of March 31, 2025 *(concluded)*

Distribution account	Total
Fixed Assets	
FURNITURE & FIXTURES	162,293.47
COMPUTER EQUIPMENT	46,144.19
CARNEGIE BUILDING IMPROVEMENTS	311,408.84
PHILADELPHIA BUILDING IMPROVEMENTS	2,834,151.90
ACCUMULATED DEPRECIATION	(2,165,845.46)
Total for Fixed Assets	\$ 1,188,152.94
Other Assets	
SECURITY DEPOSIT	(12,395.84)
Total for Other Assets	\$ (12,395.84)
TOTAL FOR ASSETS	\$ 8,976,629.43
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	—
Credit Cards	—
Other Current Liabilities	—
Total for Current Liabilities	0.00
Long-term Liabilities	—
Total for Liabilities	0.00
Equity	
RETAINED EARNINGS	9,126,777.21
Net Income	(125,283.70)
OPENING BALANCE EQUITY	(24,864.08)
Total for Equity	\$ 8,976,629.43
TOTAL FOR LIABILITIES AND EQUITY	\$ 8,976,629.43



Joe Smolczynski
Secretary-Treasurer



Communication Workers of America-Local 13000

Statement of Activity

October 1, 2024 - March 31, 2025

Distribution account	Total
Revenue	
TO/FROM COMMUNITY SERVICE FUND	(433.31)
REVENUE - INVENTORY SALES - PHILADELPHIA	2,286.60
REVENUE - INVENTORY SALES - CARNEGIE	1,524.50
REIMBURSED POSTAGE & DELIVERY	5,240.41
REIMBURSED MAILING EXPENSES	63.64
REIMBURSED WAGES - ORGANIZING	25,215.94
REIMBURSED WAGES - MOBILIZING	122,974.28
REIMBURSED EXPENSES - MOBILIZING	1,605.68
REIMBURSED WAGES - WESTERN REGION	84.40
REIMBURSED EXPENSES - EDUCATION	4,958.26
REIMBURSED EXPENSES - AMERICAN EXPRESS	394.04
DUES FROM NATIONAL	1,223,113.03
DUES FROM OTHER EMPLOYEES	3,708.44
DUES - UNION STAFF TO UFCW	(110.03)
UTILITIES REFUND	325.08
PAYROLL - VOIDED CHECKS REFUND	1,623.18
GAINS & LOSSES	187,880.03
INTEREST INCOME	27,347.53
DIVIDEND INCOME	35,439.74
UNREALIZED GAINS/LOSSES	(278,289.64)
INVESTMENT FEES	(16,832.33)
ARCHETYPE RENTAL INCOME	52,000.00
DISCOUNTS GIVEN	(6,303.99)
UNAPPLIED CASH PAYMENT REVENUE	(138.03)
Total for Income	\$ 1,393,677.45
Cost of Goods Sold	—
Gross Profit	\$ 1,393,677.45
Expenses	
PAYROLL TAXES WITHHELD	(1.08)
STAFF PARKING WITHHELD	810.00
COMMUNITY SERVICE WITHHELD	—
EMPLOYEE 401K SAVINGS WITHHELD	—
PAC WITHHELD	—
SALARY - EASTERN REGION	26,892.03
SALARY - WESTERN REGION	15,655.78

Statement of Activity

October 1, 2024 - March 31, 2025 (continued)

Distribution account	Total
SALARY - EXECUTIVE BOARD	5,037.56
UNIT BUSINESS SALARY - EASTERN REGION	69,412.44
UNIT BUSINESS SALARY - WESTERN REGION	77,786.58
EDUCATION SALARY	5,662.56
ORGANIZING SALARY	33,272.88
MOBILIZATION SALARY	100,311.21
BARGAINING SALARY	3,318.82
STAFF SALARY - EASTERN REGION	67,935.69
STAFF SALARY - WESTERN REGION	69,803.00
STAFF SALARY - EXECUTIVE BOARD	105,464.84
EXECUTIVE BOARD PRES, VP, SEC-TREAS	181,958.78
SALARY - EASTERN VICE PRESIDENT	63,589.22
SALARY - WESTERN VICE PRESIDENT	76,626.98
PAYROLL - TAX EXPENSE	76,418.71
EMPLOYEE BENEFITS	85,801.73
EMPLOYEE BENEFITS - REIM EXPENSE	1,500.00
401K EMPLOYER MATCH	30,693.58
ALLOWANCE - EASTERN REGION	384.00
ALLOWANCE - WESTERN REGION	1,247.50
ALLOWANCE - LOCAL BUSINESS	2,027.50
UNIT BUSINESS ALLOWANCE - EASTERN REGION	4,374.50
UNIT BUSINESS ALLOWANCE - WESTERN REGION	4,385.00
EDUCATION ALLOWANCE	1,138.00
ORGANIZING ALLOWANCE	680.00
BARGAINING ALLOWANCE	125.86
EDUCATION SUPPLIES & EXPENSE	2,658.04
CWA NEWS	7,245.00
HALL RENTAL - EASTERN REGION	500.00
HALL RENTAL - WESTERN REGION	1,050.00
UNIT BUSINESS REIM - EASTERN REGION	10,112.78
UNIT BUSINESS REIM - WESTERN REGION	8,815.00
EASTERN REGION BUSINESS - REIM EXP	698.32
WESTERN REGION BUSINESS - REIM EXP	2,687.67
EXECUTIVE BOARD BUSINESS - REIM EXP	2,818.58
MOBILIZATION REIM EXPENSE	461.35
BARGAINING REIM EXPENSE	50.00

(continued on page 12)

Communication Workers of America-Local 13000

Statement of Activity

October 1, 2024 - March 31, 2025 (continued)

Distribution account	Total
EDUCATION REIM EXPENSE	824.62
ORGANIZING REIM EXPENSE	3,410.25
LABOR DAY EXPENSE - WESTERN REGION	32.39
TRAVEL, HOTEL & RESTAURANT - EASTERN REGION	5,063.95
TRAVEL, HOTEL & RESTAURANT - WESTERN REGION	5,555.15
TRAVEL, HOTEL & RESTAURANT - EXECUTIVE BOARD	18,440.68
BARGAINING - TRAVEL, HOTEL & RESTAURANT	13,000.85
EDUCATION - TRAVEL, HOTEL & RESTAURANT	117.40
ORGANIZING - TRAVEL, HOTEL & RESTAURANT	4,480.18
REGISTRATION - EXECUTIVE BOARD	1,475.00
UTILITIES - PHILADELPHIA	15,589.87
UTILITIES - CARNEGIE	3,046.59
BUILDING MAINTENANCE - PHILADELPHIA	14,827.84
BUILDING MAINTENANCE - CARNEGIE	2,372.62
PROTECTION - EASTERN REGION	3,336.00
PROTECTION - WESTERN REGION	34,112.34
PROTECTION - EXECUTIVE BOARD	3,336.00
PAYROLL - PROCESSING FEES	10,187.46
SANITATION - CARNEGIE	731.56
WATER & SEWER - PHILADELPHIA	2,039.45
WATER & SEWER - CARNEGIE	533.73
REAL ESTATE TAXES - PHILADELPHIA	34,814.43
REAL ESTATE TAXES - CARNEGIE	7,390.08
LOCAL TAX	350.00
CONTRIBUTIONS - BOARD	7,450.00
PROFESSIONAL FEES - LEGAL	18,029.71
PROFESSIONAL FEES - ACCOUNTING	30,000.00
PROFESSIONAL FEES - MISCELLANEOUS	4,750.20
POSTAGE & DELIVERY - EASTERN REGION	153.53
POSTAGE & DELIVERY - WESTERN REGION	9,119.64
POSTAGE & DELIVERY - EXECUTIVE BOARD	2,533.99
OFFICE SUPPLIES - EASTERN REGION	4,174.97
OFFICE SUPPLIES - WESTERN REGION	2,193.62
OFFICE SUPPLIES - EXECUTIVE BOARD	2,216.12
BONDS & INSURANCE	28,835.84
PRINTING & TYPING - EASTERN REGION	2,118.99

Statement of Activity

October 1, 2024 - March 31, 2025 (concluded)

Distribution account	Total
PRINTING & TYPING - WESTERN REGION	1,152.38
PRINTING & TYPING - EXECUTIVE BOARD	2,329.73
TELEPHONE - EASTERN REGION	7,418.87
TELEPHONE - WESTERN REGION	7,442.93
TELEPHONE - EXECUTIVE BOARD	5,667.89
COMPUTER SYSTEM WORK - PHILADELPHIA	418.84
COMPUTER SYSTEM WORK - CARNEGIE	2,369.60
SYMPATHY	618.00
EQUIPMENT LEASING - EASTERN REGION	8,428.87
EQUIPMENT LEASING - WESTERN REGION	9,096.90
EQUIPMENT LEASING - EXECUTIVE BOARD	8,428.84
MAINT AGREEMENT - EASTERN REGION	2,835.00
MAINT AGREEMENT - WESTERN REGION	571.13
MAINT AGREEMENT - EXECUTIVE BOARD	2,835.00
SUBSCRIPTIONS - EASTERN REGION	50.62
SUBSCRIPTIONS - EXECUTIVE BOARD	6,497.30
MEMBERSHIP - CLC EASTERN REGION	6,832.80
MEMBERSHIP - CLC WESTERN REGION	3,325.60
OFFICE EXPENSE - EASTERN REGION	172.53
OFFICE EXPENSE - EXECUTIVE BOARD	252.53
SERVICE CHARGES	1,872.23
UNAPPLIED CASH BILL PAYMENT EXPENDITURE	(4,133.90)
Total for Expenses	\$ 1,520,539.15
NET OPERATING INCOME	\$ (126,861.70)
Other Income	
AMEX REFUND INCOME	1,578.00
Total for Other Income	\$ 1,578.00
Other Expenses	—
NET OTHER INCOME	\$ 1,578.00
NET INCOME	\$ (125,283.70)



Communication Workers of America-Local 13000

Operating Account

Account Summary

as of 3/31/2025

Asset Composition

	Ending Market Value	% of Account	Estimated Annual Income
Cash Equivalents	\$ 47,108.25	100%	\$ 2,012.65
Accrued Income	\$ 170.16		
Ending Mkt Value + Accrued Inc.	\$ 47,278.41		
Starting Value	\$ 46,954.58		\$ 46,607.05
Deposits	\$ 0.00		\$ 0.00
Withdrawals	\$ 0.00		\$ 0.00
Dividends and Interest	\$ 153.67		\$ 501.20
Transfers	\$ 0.00		\$ 0.00
Change in Value of Investments	\$ 0.00		\$ 0.00
Ending Market Value on 3/31/25	\$ 47,108.25		\$ 47,108.25

	Shares	Unit Cost	Total Cost	Current Share Price	Current Market Value
Cash					
Cash Equivalents					
Money Market - Taxable - Standard			\$ 0.00		\$ 0.00
Federated Hermes Govt Obligations					
PS Fund 117 (GOFXX) - Principal	\$ 47,108.25	\$1.00	\$ 47,108.25	\$1.00	\$ 47,108.25
	\$ 47,108.25		\$ 47,108.25		\$ 47,108.25
					\$ 170.16
Asset Total Accrual Total					
Grand Total	\$ 47,108.25		\$ 47,108.25		\$ 47,278.41

Communication Workers of America-Local 13000

Emergency Fund

as of 3/31/2025

	Shares	Unit Cost	Total Cost	Current Market Value
Cash Equivalents				
Money Market - Taxable - Standard				
Federated Hermes Govt Obligations PS Fund 117 (GOFXX) - Principal	342,068.890	1.00	342,068.89	342,068.89
Equity				
Domestic				
Air Prods & Chems Inc Com (APD)	277.000	156.63	43,386.29	81,692.84
Alphabet Inc (GOOGL)	668.000	177.73	118,722.48	103,299.52
Apple Inc Com (AAPL)	895.000	16.42	14,700.37	198,806.35
Blackrock Inc (BLK)	132.000	152.66	20,151.40	124,935.36
Chevron Corporation (CVX)	560.000	163.36	91,480.35	93,682.40
Coca Cola Co Com (KO)	1,270.000	28.89	36,692.06	90,957.40
Costco Whsl Corp New Com (COST)	155.000	302.27	46,852.58	146,595.90
Honeywell Intl Inc Com (HON)	680.000	178.36	121,287.37	143,990.00
JPMorgan Chase & Co Com (JPM)	550.000	40.55	22,304.59	134,915.00
Johnson & Johnson Com (JNJ)	632.000	61.99	39,179.07	104,810.88
Lowes Cos Inc Com (LOW)	515.000	69.51	35,795.48	120,113.45
Mastercard Inc Class A (MA)	334.000	70.40	23,514.07	183,072.08
McKesson Corp (MCK)	140.000	439.87	61,581.77	94,218.60
Microsoft Corp Com (MSFT)	405.000	74.16	30,035.61	152,032.95
Nextera Energy Inc (NEE)	1,070.000	61.86	66,191.06	75,852.30
Nvidia Corp (NVDA)	517.000	110.62	57,188.55	56,032.46
Oracle Corp Com (ORCL)	1,072.000	50.14	53,745.46	149,876.32
Pepsico Inc Com (PEP)	794.000	68.90	54,704.00	119,052.36
RTX Corp (RTX)	1,604.000	78.08	125,245.26	212,465.84
S&P Global Inc (SPGI)	194.000	187.63	36,400.51	98,571.40
Stryker Corp (SYK)	213.000	306.98	65,387.72	79,289.25
TJX Cos Inc New Com (TJX)	1,098.000	27.74	30,462.59	133,736.40
Texas Instrs Inc Com (TXN)	585.000	185.06	108,257.98	105,124.50
Thermo Fisher Scientific Inc (TMO)	142.000	560.43	79,580.47	70,659.20
Unitedhealth Group Inc Com (UNH)	243.000	57.19	13,897.14	127,271.25
iShares Core S&P Mid-Cap ETF (IJH)	3,105.00	34.98	108,598.07	181,176.75
iShares Core S&P Small-Cap ETF (IJR)	1,636.00	68.58	112,204.39	171,076.52
Domestic Total:	19,486.00		1,617,546.69	3,353,307.28
Equity ETF				
SPDR S&P 500 ETF Trust (SPY)	719.000	416.33	299,339.9	402,201.41
Foreign				
Aon Plc CLASS A (AON)	148.000	382.23	56,570.32	59,065.32
Equity Total:	20,353.00		1,973,456.91	3,814,574.01
Fixed Income				
Corporate Bonds & Notes				
Bank Of America Corp 5.819% 9/15/29	85,000.000	100.19	85,158.85	88,004.35
Berkshire Hathaway Finance Corp 1.45% 10/15/2030	70,000.000	99.87	69,911.83	60,286.45
Blackrock Inc 4.75% 5/25/2033	110,000.000	98.12	107,932.01	109,851.79

(continued on page 15)



Communication Workers of America-Local 13000

Emergency Fund (concluded)

as of 3/31/2025

	Shares	Unit Cost	Total Cost	Current Market Value
Comcast Corp 3.375% 8/15/25	85,000.000	100.08	85,068.69	84,744.84
Duke Energy Carolinas 4.85% 1/15/2034	130,000.000	95.29	123,875.56	128,191.91
Goldman Sachs Group Inc 3.50% 4/1/2025	100,000.000	98.90	98,895.98	100,000.00
JPMorgan Chase & Co 3.782% 2/1/28	125,000.000	93.87	117,331.25	123,322.45
Morgan Stanley 6.407% 11/1/2029	135,000.000	105.67	142,655.85	142,498.28
PNC Financial Services 5.492% 5/14/2030	100,000.000	101.14	101,137.00	102,610.76
Texas Instruments Inc 2.25% 9/4/2029	100,000.000	91.15	91,151.05	91,548.04
United Health Group Inc 5.00% 4/15/2034	100,000.000	103.73	103,725.93	99,517.01
Corporate Bonds & Notes Total:	1,140,000.000		1,126,844.00	1,130,575.88
Corporate Bonds & Notes - Mortgage-Backed				
FN CB7968 Mtge 5.00% 2/1/2054	169,136.414	99.03	167,497.91	166,008.40
Domestic				
Janus Henderson AAA CLO ETF (JAAA)	4,930.000	50.78	250,345.40	250,000.30
Fixed Income Fixed Income ETF				
Janus Henderson Mortgage-backed Securities ETF (JMBS)	9,274.00	45.81	424,806.90	419,184.80
iShares 0-5 Year TIPS Bond ETF (STIP)	2,138.00	101.50	217,012.77	221,218.86
iShares Floating Rate Bond ETF (FLOT)	3,065.00	50.74	155,518.10	156,468.25
Fixed Income ETF Total:	14,477.00		797,337.77	796,871.91
Municipal Bonds & Notes - Taxable				
California St 3.05% 4/1/29	100,000.00	102.46	102,458.51	94,981.00
Radnor PA 1.729% 11/1/28	50,000.00	100.00	50,000.00	44,831.00
Municipal Bonds & Notes - Taxable Total:	150,000.00		152,458.51	139,812.00
U.S. Government Agency Obligations - Mortgage-Backed Bonds				
FR SD8368 6.00% 10/1/2053	95,119.935	98.94	94,114.02	96,682.13
Federal Farm Credit Banks Funding 1.33% 11/3/2026	200,000.000	100.05	200,102.07	191,360.28
G2 MA9365 Mtge 7.00% 12/20/2053	60,409.829	102.08	61,665.22	62,424.84
U.S. Government Agency Obligations - Mortgage-Backed Bonds Total:	355,529.764		355,881.31	350,467.25
U.S. Treasury Bonds & Notes				
U.S Treasury 4.00% 2/15/34	125,000.000	97.07	121,337.83	123,254.89
US Treasury Notes 2.00% 11/15/2026	175,000.000	103.76	181,573.54	169,673.44
United States Treasury 4.00% 10/31/29	305,000.000	99.13	302,340.38	305,648.13
U.S. Treasury Bonds & Notes Total:	605,000.000		605,251.75	598,576.46
Asset Total	2,801,495.068		5,771,142.45	7,588,955.10
Accrual Total				29,218.25
Grand Total	2,801,495.068		5,771,142.45	7,618,173.35



CWA
LOCAL 13000



CWALocal13000 NEWS

2025 PRIMARY

ELECTION DAY



Vote for the Future.

MAY 20TH, 2025