



• 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**

In this edition of our Local magazine, I would like to discuss the recent extension negotiations we entered into with Verizon. As you know, we agreed to have discussions with this employer in hopes of getting an extension of the existing agreement, similar to the two other extensions that were ratified following the strike and new contract in 2016. From the outset of these discussions, it was clear to our bargaining team as well as our colleagues in District 1 and the IBEW that Verizon was not prepared nor interested in addressing the unions' issues in these talks. We presented proposals that the membership communicated to the union up and down the East Coast and, more specifically, what you communicated to the Leadership right here in our Local.



Your Executive Board reviewed every survey that was submitted, including all the added comments, in order to put together meaningful proposals that you, the membership, considered your top priorities.

We spent several weeks exchanging proposals, even going past the agreed-upon deadline to give Verizon's CEO a chance to speak with District VP Davis

so that he could understand the important issues our membership needed to have addressed in these negotiations. Following this meeting we agreed to continue negotiations only to see no meaningful changes in the company proposals. Seeing this, we had no choice

but to end these discussions because we are not willing to bargain against ourselves to get where the company wanted us to be.

Following these negotiations, our Executive Board held a meeting with all the Verizon Unit Presidents in the state to bring the Units up to speed and answer any questions they may have been getting about the results of these talks.

Since these talks ended, the Executive Board has been attending membership meetings throughout the state to bring the members up to speed and to also let everyone know that we are inside the one-year window of the expiration of this contract.

Keep an eye out for upcoming meetings in your Unit, and if one is not currently scheduled, reach out to your Branch

*(continued on page 2)*

## Message from the President

(continued from page 1)

Representative or Unit Council Officers to find out when the next Unit membership meeting will be taking place.

We do not have the luxury of the membership being in the dark about how difficult a fight this will be, and we want to be in front of all of you to answer any/all of the questions you may have in the coming months as we prepare for 2026 negotiations. Not to mention we have many new members joining our Local because of continued broadband buildout across the state, and they need to experience and participate in their Unit's meeting, so they know that they have a voice in this Union.

My office has communicated this to the rest of the Local Executive Board and most, if not all Units across the state so that we can make ourselves available to attend every meeting to hear from you.

Our District 2-13 office is already scheduling meetings with the Local Leadership across our District to begin preparing

for the August 2026 expiration. So, as you can see, there is a ton of work ahead of us, and we all need to be prepared and involved if we all want to reach a contract we can support.

As I stated earlier in this report, look for updates on your next Unit meetings and take the time to come out and have your voice heard.

I look forward to seeing you at the next meeting at some point, wherever that may be in the state. ■

*In unity,*



**James J. Gardler**

**President CWA Local 13000**

## IN MEMORIAM

**Shari Binkney**

Unit 41 Branch 09

Deceased: 09/16/2025



(ISSN:1050-0154)

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2124 Race Street, 3rd Floor  
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215-564-6169  
Volume 85, Issue 5



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CWA 13000 NEWS is published bi-monthly by Local 13000, CWA, AFL-CIO. CWA Local 13000 Executive Board offices are located at 2124 Race Street, Third Floor, Philadelphia, PA 19103. Telephone (215) 564-6169. CWA 13000 NEWS business and editorial offices are located at the same address.

Subscription Rates: Of the amount paid as annual dues to CWA Local 13000, \$5.00 is paid as a year's subscription to CWA 13000 NEWS. To other than active members, \$10.00 per year in advance. Members have the privilege of expressing their views, but all articles must be signed. Articles detrimental to the Union will be subject to review by the Executive Board. Second-class postage paid at Philadelphia, Pennsylvania. Postmaster: Send address changes to: CWA 13000 NEWS, CWA Local 13000, AFL-CIO, 2124 Race Street, Third Floor, Philadelphia, PA 19103.

**James J. Gardler, Editor** **Kalyn Hughes, Assistant Editor**



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**Dana Bialek** (Secretary, Unit 54 President)

**Megan Bach** (Unit 211 President)

**Lynn McCarthy** (Unit 11 Vice President)

*Women's View*

**Remember Angel Babies**



For many, October is a wonderful time of year. When the crisp weather sweeps in, pumpkin spice lattes, leaf piles, football

season, trick-or-treating, and all things that make this month memorable. For the families who have lost babies in utero, at birth, or in early infancy, however, October is a time of mourning or remembrance. It may also bring feelings of sadness, as people reflect upon the most precious thing in the world being taken from them.

October 15th is Pregnancy, Infant, and Child Loss Awareness Day, which is recognized around the world. A remembrance ceremony can take place in your own home or in a group setting. All you have to do is light a candle at 7 p.m. your local time and leave it burning for an hour. Doing this in honor of your child or friend's child contributes to the wave of light that is created by others doing the same in their time zone on October 15th in remembrance of all the children who left us too soon.

October is observed as Pregnancy and Infant Loss Awareness Month. Roughly one in four pregnancies ends in loss, while one in 160 pregnancies ends in stillbirth (stillbirth is when fetal death occurs after 20 weeks of pregnancy). During this month we can help support a friend or family member who is enduring this

heartbreaking journey. Do you have a friend or family member whose baby died? Maybe she took a healthy baby home, and months later, her son died tragically of SIDS. Or maybe he never got to meet his baby awake outside of the womb because his daughter was stillborn. Maybe you have a friend who suffered a miscarriage more than once, but even once is enough pain to endure. Maybe you have a friend whose toddler, school-age child, or teenager tragically died.

In 1988, President Ronald Reagan declared October Pregnancy and Infant Loss Awareness Month to recognize the unique grief of parents who have lost a baby through miscarriage, stillbirth, and infant loss. Doing this was a way to show support for families who have lost infants—often called angel babies—due to miscarriage, ectopic pregnancy, stillbirths, birth defects, and sudden infant death. It is also an opportunity to raise awareness and educate about pregnancy and infant loss.

The most important thing for them to know is they do not have to mourn or remember alone and that we are there if they need a shoulder to lift them up. We can all take a few minutes of time to acknowledge their child in other ways, such as sending them a card or simply checking in on them during October. If you do know someone who has been shaken to their core by the loss of their child, no matter what age, please take a moment, support a grieving parent, and honor their child by remembering them this October.



# The Local Buzz The Local Buzz The Local Buzz



*Report from Executive  
Vice President,  
Jeff Reamer*

## VERIZON

**A**s outlined in President Gardler's article, our focus now turns toward our contract expiration in August 2026. While there is no substitute for the face-to-face membership meetings that are now being set up across the Local when it comes to communicating with our membership, the various digital avenues we have to get information out to the membership in real time are also a valuable tool. Whether it be through our Local 13000 website, our Facebook page, and now our Union Strong Local 13000 App. Unlike the potential public access associated with the website and our Facebook page, the Union Strong App allows us to post information that is only viewable to verified CWA Local 13000 members. With all the ongoing new versions in devices and smartphones, we've been advised by the Company that hosts our App, that the software version of our App also must be upgraded to a new version to keep up with that technology. As a result, from late October to mid-November, a link will be posted in the App that will allow existing users to download the new version of our App. Users will need to download it, use their personal email as their username, and then reset their password. Once finished and the new version is operational, the old version of the App can be deleted from your device. As a secondary option, existing users will also receive an email at the original email that was used to sign up for the old version of the App with that same link to perform that download and password reset. The old version of the App will sunset and cease to be operational at the end of November 2025. Members are urged to watch for both the link in the app and the email and perform this upgrade as soon as received to ensure you are up-to-date and able to receive the latest content and updates. ■

## COMCAST (Corliss)

**B**argaining has continued through the month of September and now into October for our Unit 116 members at Comcast Corliss. While many issues are tentatively agreed to, the outstanding roadblocks at the table continue to be economics as well as the Company's insistence on pushing their retrogressive proposals, which the Union is not interested in entertaining. At the latest bargaining sessions held with the Company on October 7th and 8th, 2025, the Company continued to push their major concessionary demands before it would even entertain discussions on the economic proposals presented by the Union. It has become evident that member involvement will be necessary to move our issues forward in this bargaining process. Members are urged to continue to stay in contact with elected Union officials for potential actions that may be needed in the near future. The next bargaining date scheduled with the Company is November 5, 2025. ■

## EVERYACTION/BONTERRA

**T**he opening day of bargaining began on September 3, 2025, for our Unit 41 members at EveryAction, and after ratifying their first contract three years ago that was set to expire on September 30, 2025, bargaining is now underway for a successor contract. Bargaining continued throughout the month of September, and as the contract expiration date neared, it became evident that an agreement would not be reached by the deadline. A contract extension agreement was signed to extend the contract deadline until November 5, 2025. While this extension is in effect, all of our contractual provisions remain fully intact. Bargaining continued into October, and as of the last bargaining date held with the Company on October 10, 2025, we are far from seeing a path to full agreement. The Union continues to push our agenda based on your bargaining surveys, aimed at securing future work, limits on contracting, and ensuring job security for our present and future membership. While the Company proposals at the table are not only geared at eroding the job security of our existing members but



## The Local Buzz The Local Buzz The Local Buzz

also bar any future EveryAction employees from being included in the bargaining unit. Economics has yet to be discussed at the table. Members are urged to stay in contact with Union officials for updates on bargaining and future mobilization actions needed. The next bargaining dates with the Company are scheduled for October 16th and 17th. ■

### NEWTOWN TOWNSHIP (Municipal Workers)

**O**ur members in Unit 25 Branch 11 continue bargaining for their contract that is set to expire on December 31, 2025. At the last bargaining session held with the Township on August 26, 2025, the Township rejected the majority of the proposals the Union placed on the table at our August 6, 2025, meeting that were all aimed at contractual enhancements and title upgrades for our membership. The Union bargaining team remains steadfast in our goal to continue to push our agenda based on your bargaining surveys and secure these enhancements for the membership. The Union has placed our full economic package on the table and is reviewing the RFI data received by the Township related to their retrogressive proposals they continue to push. The next bargaining dates scheduled with the Township are set for October 29th and November 3rd. It has become evident that if we are to be successful in this round of bargaining, the membership will need to be engaged in this process and send the message to the Township that they will not settle for less and will do what it takes to move our issues forward at the table. We will provide the membership with updates on future bargaining as events unfold. ■

### PA UNITED

**O**ur newly organized members at PA United continue their fight at the bargaining table for a first contract. Negotiations have been productive at the table over the months of September and October and have resulted in tentative agreements on the majority of our non-economic proposals. Our bargaining focus is now mainly down to

economics. At the September 25, 2025, bargaining session, the Union placed our full economic package on the table that included wages, medical benefits, and retirement. Discussions held at the October 10, 2025, bargaining session focused on that economic package, with the Company asking clarifying questions surrounding the various pieces in the Union's proposal. The Company now has a full understanding of the Union's proposal and has committed to provide a counterproposal to the Union at the next scheduled bargaining session, which is set for October 17, 2025, in Carnegie, Pa. Updates on that upcoming bargaining session will be relayed to the membership in real time. ■

### WELLS FARGO

**B**argaining for a first contract continues for our newly organized members at the Havertown, PA, Wells Fargo branch. The last bargaining sessions with the Company were held on October 8th and 9th in Newtown Square, Pa. Productive discussions were held with the Company at the table in those sessions and yielded several more tentative agreements being reached on individual contract articles. A review of all the outstanding issues at the table was also discussed, and the Union bargaining team clearly expressed to the Company the need to have our unanswered proposals addressed to continue to move forward. While we are seeing progress on select individual proposals, we are still far from securing a full agreement. Economics have yet to be discussed, and we are still waiting for answers or counters on the majority of our proposals. The next scheduled bargaining session with the Company is scheduled for December 11, 2025. ■

*In Unity,*

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

## LOCAL 13000 ENDORSED CANDIDATES FOR NOV. 4<sup>TH</sup> 2025 GENERAL ELECTIONS

### STATEWIDE RACES:

#### Pennsylvania Supreme Court:

CWA recommends voting YES to  
RETAIN:

**Hon. Christine Donohue**

**Hon. Kevin Dougherty**

**Hon. David Wecht**

#### Pennsylvania Superior Court

CWA recommends voting YES to  
RETAIN:

**Hon. Alice Beck Dubow**

CWA recommends voting to ELECT:

**Hon. Brandon Neuman**

#### Pennsylvania Commonwealth Court

CWA recommends voting YES to  
RETAIN:

**Hon. Michael Wojcik**

CWA recommends voting to ELECT:

**Hon. Stella Tsai**

### BUCKS COUNTY:

#### SHERIFF:

Re-elect:

**Fred Harran**

### PHILADELPHIA COUNTY:

#### CITY CONTROLLER:

Re-elect:

**Christy Brady**

#### DISTRICT ATTORNEY:

Elect:

**Pat Dugan (R)**

#### COURT OF COMMON PLEAS:

CWA recommends voting YES to  
Retain:

**Gwendolyn Bright**

**Ann Butchart**

**Micheal Fanning**

**Diane A Grey Jr.**

**Christopher Mallios**

**Walter J Olszewski**

**Frank Palumbo**

**Rainy Papademetriou**

**Tracy Roman**

**Stephanie Sawyer**

**Susan I Schulman**

#### MUNICIPAL COURT:

CWA recommends voting YES to  
Retain:

**David H Conroy**

**Jacquelyn Frazier-Lyde**

**Henry Lewandowski**

**Wendy L Pew**

**Francis Shield**





Endorsements

ALLEGHENY-FAYETTE COUNTY

ALLEGHENY COUNTY SHERIFF:

Kevin Kraus

ALLEGHENY COUNTY COUNCIL:

District 1: Kathleen Madonna Emmerling

District 3: Lisa Geiger Shulman

District 4: Patrick Catena

District 8: Michelle Naccarati-Chapkis

District 9: Aaron Adams

District 12: Robert Palmosina

District 13: Jordan Botta

COMMON PLEAS COURT – ELECTION:

Quita Bridges

Julie Capone

Anthony Deluca

Amanda Green-Hawkins

Jaime Hickton

Dan Miller

Matt Rudzki

Heather Schmidt-Bresnahan

COMMON PLEAS COURT – RETENTION:

CWA recommends voting YES to  
RETAIN:

Edward Borkowski

Alan Hertzberg Beth Lazzara

Jennifer Staley-Mccrady

Hugh McGough

Daniel Regan

Dwayne Woodruff

PITTSBURGH CITY MAYOR:

Corey O'Connor

PITTSBURGH CITY COUNCIL:

District 2: Kim Salinetto

District 4: Anthony Coghill

District 6: Daniel Lavelle

District 8: Erika Strassburger

MAGESTERIAL DISTRICT JUDGES:

District 5.2.13: Joseph Pero

District 5.2.14: Richard Olasz

District 5.2.18: Candace Seymour

District 5.2.25: Michele Santicola

District 5.2.26: Beth Mills

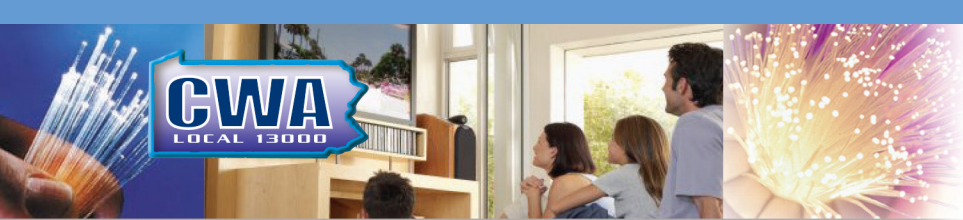
District 5.2.28: Oscar Petite

District 5.3.17: Jack Kearney



PA Supreme Court Justice Dougherty at ACLC with CWA

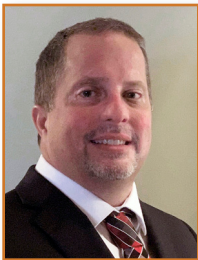




## WESTERN REGION UNIT PRESIDENTS

Unit 31	Mike Bowman	Unit 57	Bob Gourdie
Unit 32	Mike Reeder	Unit 59	Andy Miller
Unit 35	Anthony D'Angelo	Unit 101	Joseph Kopeck
Unit 41	Justin Felt	Unit 103	Patrick Catalano
Unit 42	Vacant	Unit 111	Jaytricia Tremel
Unit 43	Troy Scott	Unit 115	Mark Onofrey
Unit 44	Shawn Langan	Unit 116	Larry Coyne
Unit 54	Dana Bialek	Unit 119	Jamie Fetterman
Unit 56	Dan Murphy		

## Western Region



**T**his fall there will be a lot of activity in the Western Region. I will be involved in contract bargaining, membership meetings, and grievance meetings; it is a busy time in the local.

PA United is getting closer to a **FIRST** contract. We have had six

sessions with the company, and we have built a great base for their contract. During our first five sessions, we were able to reach tentative agreements on recognition, Union security, payroll deduction of Union dues, no strike-no lockout, Union representation, separability, grievance procedures, arbitration, sick leave, non-discrimination, and work schedules. At our last session, we heavily emphasized all outstanding economic issues, which included holidays, vacation, wages, benefits, and layoff and recall. We are set to meet with the company again on October 10, 2025, and October 17, 2025.

Comcast Corliss (Unit 119) has been in bargaining with the company since April of this year, and we are still at the table with them. Their contract expired on May 20, 2025. Currently, we are stuck on wages, which has been a battle with Comcast in each of the Comcast Units. We are looking to get everyone, including the members in the warehouse, wage increases. Your bargaining team is fighting to get **YOU** the best contract we can. Please reach out to your representatives for the latest update and look for the bargaining updates on FACEBOOK. Our next bargaining dates are scheduled for November 5, 2025, and November 6, 2025.

At Consolidated Communications (Unit 54-104), we have our quarterly common interest forum (CIF) meeting scheduled for December 5, 2025, in Gibsonia at the garage. If you have issues you would like to have discussed, please reach out to your representative Dana Bialek at 412-298-5203 to give her your concerns/issues. These meetings have been effective in getting items corrected before they hit the membership or get to the point where we need to file grievances. Also, at Consolidated Communications, their CLEC Contract will expire on February 28, 2026. We are going to be gearing up soon to start negotiations with the company. Please be sure to check

your mailbox for the bargaining survey. It is of the utmost importance that you fill these out and get them mailed back ASAP. We base the proposals for **YOUR** new contract on what you put in the surveys. Your bargaining team looks forward to bargaining for your new contract.

With the early talks at Verizon ending, we are pushing for membership meetings everywhere to have open communication with the membership to deliver any new bargaining updates out to you in a timely manner. It was great for the meetings we had already to see everyone and have some great conversations about pre-bargaining, retiree benefits, and the BEAD monies Verizon is getting.

All Grievances for every company have been heard, and letters have been sent to the grievant to let them know where it is in the process. We will continue being timely with all grievances we receive and keep every member up-to-date with where everything is.

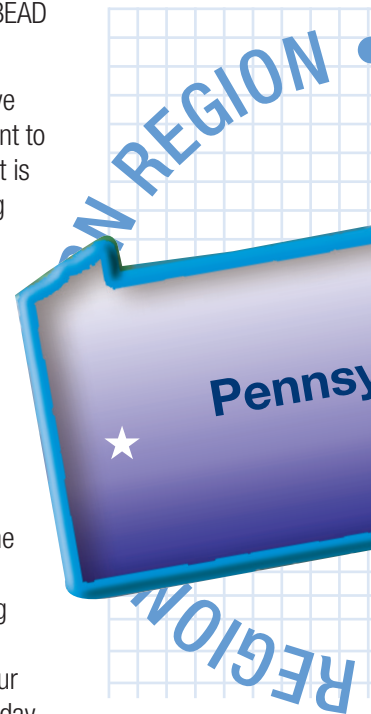
Safety is one of the most important things that I talk about at most meetings. We have had some accidents in the Western Region lately, and most have not been our fault or avoidable. As we come into the winter months, please consider using more caution with driving and walking while at work; conditions can change quickly. At the Local, we want all of our members to get home safely **EVERY** day.

I look forward to seeing everyone soon at a membership meeting in your Unit. ■

*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	Vacant	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

The grievances filed in the Eastern Region over the past year have increased throughout most of the 11 Units. AT&T Legacy T, Fastmail, and Newtown Township have some issues, but for the most part, those issues are handled in real time without a grievance. Practically all of the grievances that are filed come from AT&T Mobility and Verizon.

AT&T Mobility grievances are mostly discipline-type cases, including counseling, written warnings, final written warnings, and terminations. Although there may be credence in some cases, most of them could have been resolved if the supervisors were more hands-on and coached instead of handing out some form of discipline. The change in upper-level management over the past year has made it more difficult to accomplish a productive Union-Company relationship because they are not interested in what the Union has to say. The Unit Presidents have frequent meetings with the Director of Sales in an effort to resolve the issues prior to them happening so that they can nullify the potential of a grievance.

Most of the wireless technicians in AT&T Mobility have been trained on FirstNet and its deployment throughout areas along the eastern seaboard. The problem is that the Company has implemented it without any discussion with the Union. The grievance was initiated in Local 13000, but it involves all of the locals in the Orange Contract; therefore, the impact of the grievance is paramount. At the time of this article, the grievance was heard and processed at both steps and is currently being reviewed for arbitration consideration.

Verizon grievances are both disciplinary and non-disciplinary. Suspensions for motor vehicle accidents, alleged work rule violations, and several terminations for attendance-related issues are what make up the discipline. As for the non-disciplinary, we have seen an influx of grievances regarding Fios routers being shipped directly to the customer for them to install in lieu of CWA Local 13000 Services Technicians. This poses a problem since our 2008 Buried Loop agreement gives the Local exclusive rights to the inside work on Fios installations. The Company's reluctance to dispatch Splicing Technicians to Locates, as well as their unwillingness to dispatch OPTs on Pole hits, has generated a multitude of grievances. The Eastern Region office, along with the Regional Council of Unit Presidents, processes the grievances through the process and prepares them for the next level.

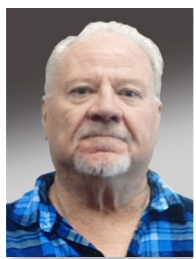
Finally, when a member is checking on the status of their grievance, it is important to understand the information associated with that grievance. Grievances are, in essence, paper trails for the Union to use when gathering, obtaining, and justifying information. In its simplest form, the grievance is what we use to question the company's past, current, and future decisions. The Eastern Region office is the final arbiter for all the grievances filed within the 13 Units and every grievance that is filed is reviewed on its merit. Just because the grievance is closed at a level does not mean that it was insignificant. In fact, most grievances gain relevance by their presentation to management, because it is a "voice in the workplace." Eventually, every grievance filed will either be settled or closed because it must have closure. Although most get closed, it serves a purpose because they get reviewed and possibly considered for arbitration. ■

### *In Unity,*

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

## Grey Matters

## Rising Health Care Costs Hit Local 13000 Retirees



**H**ealth care has long been one of the most important benefits our members fought for and earned through decades of service. But for many Verizon retirees, the cost of maintaining that coverage has become a growing challenge. Each year, premiums, deductibles, and out-of-pocket expenses rise faster than retiree income. With company “caps” limiting Verizon’s

contribution, many retirees now face higher bills just to keep their existing coverage.

### Company Caps Push Costs to Retirees

Company contribution limits (CAPS) that have been in place for years are now being exceeded for pre-Medicare retirees. When the cost of a pre-Medicare retiree plan exceeds the company cap, retirees pay the difference out of pocket — a “cap excess.”

Starting January 1, 2026, the projected costs for pre-Medicare retiree tiers — individual, +1, and family — are expected to exceed the caps by an even higher amount. Thus, further increasing these groups’ upfront costs to stay in the MCN plan.

### Union Negotiates additional Relief Options

CWA’s Advisory Committee on Health Care has negotiated a relief option for retirees. Members can choose to opt out of Verizon coverage and receive an HRA contribution equal to the company cap, or enroll in alternative, lower-up front cost plans such as Surest. The Surest plan is a good option for pre-Medicare retirees who are in relatively good health. The rates are basically half of the MCN Plan with a larger out of pocket MAX. So, shop and compare, you always have the option next October to switch back to the MCN Plan. President Gardler and the bargaining team continue to fight for a system where retirees are not forced to sacrifice quality coverage just to afford it.

### Today’s Premiums — and What’s Ahead

Beginning in 2026 pre-Medicare retirees in the MCN will be paying \$406.33 per month for individual coverage and \$812.67 per month for retiree + 1 and over \$1000 per month for the family plans. Those rates have exceeded CAPS, now going on its 3rd year. Extension negotiation with Verizon did not produce any new contact for our members and thus these CAPS will remain the same until something can be addressed in 2026 negotiations.

Post-Medicare retirees fare better under the company’s Medicare Advantage and reimbursement programs, but they too face inflation and prescription drug price pressures. Every retiree tier will feel the effects unless Verizon commits to fairer cost sharing

and recognizes that increased healthcare costs affect every active and retired member.

### Impact on Families and Younger Retirees

The hardest hit will be pre-Medicare retirees and those covering dependents. Without Medicare support, this group bears the brunt of premium spikes and plan changes. Many retirees have already had to consider dropping spousal coverage or moving to less comprehensive plans. CWA’s benefits coordinators, Local and retiree chapters have been hearing from more and more retirees who are feeling the impact of these increased costs.



### Union Leadership Standing Strong

President Gardler and District VP Davis have made retiree health care a top bargaining priority. The Local continues to press Verizon to reopen cost-sharing discussions and prevent unfair cost shifting to retirees.

As District VP Mike Davis recently emphasized, “Our retirees built this company. They deserve affordable, reliable health care — not broken promises and ballooning bills.”

CWA District 2-13, Local 13000 and the national bargaining team remain united in this fight.

### Stay Informed and Get Involved

All retirees are urged to review their plan details, attend Local 13000 meetings, and read union updates carefully as 2026 approaches. If you are nearing retirement, contact your Unit Representative, your Health Care Benefits Coordinator or Retiree Council representative to review your health care options and understand how CAP changes could affect you.

### Together We Protect What We Earned

Retiree health care is not a gift — it is a right our members earned through years of hard work, loyalty, and collective bargaining. Local 13000 will continue to hold Verizon accountable and ensure that retirees receive the fair and affordable coverage they deserve.

Solidarity is our strength — and we will need it more than ever in 2026. ■

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



**Joe Smolczynski**  
Secretary-Treasurer



## Communication Workers of America-Local 13000

### Statement of Financial Position

10/1/2024 to 9/30/2025	Total
<b>ASSETS</b>	
<b>Current Assets</b>	
<b>Bank Accounts</b>	
FIRSTTRUST - OPERATING	138,323.55
FIRSTTRUST - PAYROLL ACCOUNT	0.00
FIRSTTRUST - MEMBER DEFENSE FUND	454.30
FIRSTTRUST - MEMBER RELIEF FUND	518.46
PETTY CASH - EXEC BOARD	525.05
PETTY CASH - WEST	500.00
CASH ON HAND	0.00
MISC	0.00
<b>Total Bank Accounts</b>	<b>\$ 140,321.36</b>
<b>Other Current Assets</b>	
HAVERFORD - MM ACCT	(110,886.27)
HAVERFORD - US GOVERNMENT	748,641.60
HAVERFORD CORP OBLIGATIONS	1,601,326.19
HAVERFORD - COMMON STOCK	3,621,280.63
MUTUAL FUNDS	1,514,779.52
HAVERFORD FED PRIME	383,772.88
INVESTMENT - HAVERFORD CD'S	0.00
EXCHANGE	35,000.00
INVENTORY - EAST	25,193.83
INVENTORY - WEST	23,549.45
INVENTORY ASSET	146.25
UNDEPOSITED FUNDS	25.70
<b>Total Other Current Assets</b>	<b>\$ 7,842,829.78</b>
<b>Total Current Assets</b>	<b>\$ 7,983,151.14</b>
<b>Fixed Assets</b>	
FURNITURE & FIXTURES	162,293.47
COMPUTER EQUIPMENT	46,144.19
CARNEGIE BUILDING IMPROVEMENTS	311,408.84
PHILADELPHIA BUILDING IMPROVEMENTS	2,958,521.27
ACCUMULATED DEPRECIATION	(2,165,845.46)
<b>Total Fixed Assets</b>	<b>\$ 1,312,522.31</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>\$ 9,283,277.61</b>
<b>LIABILITIES AND EQUITY</b>	
<b>Liabilities</b>	
<b>Total Liabilities</b>	
<b>Equity</b>	
OPENING BALANCE EQUITY	(23,583.83)
RETAINED EARNINGS	9,126,777.21
Net Revenue	180,084.23
<b>Total Equity</b>	<b>\$ 9,283,277.61</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$ 9,283,277.61</b>

### Statement of Activity

10/1/2024 to 9/30/2025	Total
<b>Revenue</b>	
TO/FROM COMMUNITY SERVICE FUND	(433.31)
REVENUE - INVENTORY SALES - PHILADELPHIA	4,185.05
REVENUE - INVENTORY SALES - CARNEGIE	1,968.75
REIMBURSED POSTAGE & DELIVERY	5,240.41
REIMBURSED MAILING EXPENSES	90.80
REIMBURSED WAGES - ORGANIZING	79,850.46
REIMBURSED WAGES - MOBILIZING	127,018.46
REIMBURSED WAGES - BARGAINING	5,211.05
REIMBURSED EXPENSES - BARGAINING	184.80
REIMBURSED EXPENSES - MOBILIZING	1,605.68
REIMBURSED WAGES - WESTERN REGION	84.40
INSURANCE REFUND	286.50
REIMBURSED EXPENSES - EDUCATION	6,508.58
REIMBURSED EXPENSES - AMERICAN EXPRESS	436.20
REIMBURSED WAGES - EDUCATION	10,657.79
DUES FROM NATIONAL	2,632,784.04
DUES FROM OTHER EMPLOYEES	6,347.47
DUES - UNION STAFF TO UFCW	(220.06)
UTILITIES REFUND	553.14
PAYROLL - VOIDED CHECKS REFUND	1,623.18
GAINS & LOSSES	236,974.52
INTEREST INCOME	77,776.58
DIVIDEND INCOME	94,374.49
UNREALIZED GAINS/LOSSES	(139,778.17)
INVESTMENT FEES	(49,901.90)
ARCHETYPE RENTAL INCOME	72,214.08
DISCOUNTS GIVEN	(19,962.63)
UNAPPLIED CASH PAYMENT REVENUE	(138.03)
<b>Total Revenue</b>	<b>\$ 3,155,542.33</b>
<b>Gross Profit</b>	<b>\$ 3,155,542.33</b>
<b>Expenditures</b>	
PAYROLL TAXES WITHHELD	(12.73)
STAFF PARKING WITHHELD	765.00
COMMUNITY SERVICE WITHHELD	0.00
EMPLOYEE 401K SAVINGS WITHHELD	(49.64)
PAC WITHHELD	130.00
PAC WITHHELD - UFCW	-130.00
SALARY - EASTERN REGION	62,848.94
SALARY - WESTERN REGION	51,617.16
SALARY - EXECUTIVE BOARD	5,969.88
UNIT BUSINESS SALARY - EASTERN REGION	119,783.87
UNIT BUSINESS SALARY - WESTERN REGION	121,959.27
CONVENTION SALARY - EASTERN REGION	12,203.31
CONVENTION SALARY - WESTERN REGION	9,183.04

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## Communication Workers of America-Local 13000

### Statement of Activity (continued)

10/1/2024 to 9/30/2025

Total

EDUCATION SALARY	33,419.32
ORGANIZING SALARY	84,024.88
MOBILIZATION SALARY	105,467.14
BARGAINING SALARY	16,683.86
LABOR DAY SALARY - EASTERN REGION	569.52
LABOR DAY SALARY - WESTERN REGION	368.20
STAFF SALARY - EASTERN REGION	135,187.49
STAFF SALARY - WESTERN REGION	146,025.02
STAFF SALARY - EXECUTIVE BOARD	203,383.19
SALARY - EXECUTIVE BOARD PRES, VP, SEC-TREAS	379,908.75
SALARY - EASTERN VICE PRESIDENT	132,593.38
SALARY - WESTERN VICE PRESIDENT	131,493.20
PAYROLL - TAX EXPENSE	145,822.31
EMPLOYEE BENEFITS	171,541.56
EMPLOYEE BENEFITS - REIM EXPENSE	3,400.00
401K EMPLOYER MATCH	62,319.13
ALLOWANCE - EASTERN REGION	1,152.00
ALLOWANCE - WESTERN REGION	2,861.50
ALLOWANCE - LOCAL BUSINESS	3,264.24
UNIT BUSINESS ALLOWANCE - EASTERN REGION	7,443.70
UNIT BUSINESS ALLOWANCE - WESTERN REGION	7,155.00
CONVENTION ALLOWANCE - EASTERN REGION	3,989.00
CONVENTION ALLOWANCE - WESTERN REGION	2,752.00
CONVENTION ALLOWANCE - EXECUTIVE BOARD	1,857.00
EDUCATION ALLOWANCE	6,284.00
ORGANIZING ALLOWANCE	680.00
MOBILIZATION ALLOWANCE	216.00
BARGAINING ALLOWANCE	1,020.66
EDUCATION SUPPLIES & EXPENSE	15,598.97
CWA NEWS	14,637.00
HALL RENTAL - EASTERN REGION	1,675.00
HALL RENTAL - WESTERN REGION	2,250.00
BARGAINING MISC EXPENSE	225.00
UNIT BUSINESS REIM - EASTERN REGION	20,039.83
UNIT BUSINESS REIM - WESTERN REGION	13,035.45
EASTERN REGION BUSINESS - REIM EXP	2,481.61
WESTERN REGION BUSINESS - REIM EXP	5,972.15
EXECUTIVE BOARD BUSINESS - REIM EXP	4,088.97
CONVENTION REIM EXPENSE - EASTERN REGION	6,290.38
CONVENTION REIM EXPENSE - WESTERN REGION	2,288.55
MOBILIZATION REIM EXPENSE	1,204.12
BARGAINING REIM EXPENSE	535.21
EDUCATION REIM EXPENSE	7,787.50
ORGANIZING REIM EXPENSE	7,111.85
LABOR DAY EXPENSE - EASTERN REGION	5,355.20
LABOR DAY EXPENSE - WESTERN REGION	4,452.59

### Statement of Activity (continued)

10/1/2024 to 9/30/2025

Total

TRAVEL, HOTEL & RESTAURANT - EASTERN REGION	7,874.54
TRAVEL, HOTEL & RESTAURANT - WESTERN REGION	6,861.87
TRAVEL, HOTEL & RESTAURANT - EXECUTIVE BOARD	26,127.26
BARGAINING - TRAVEL, HOTEL & RESTAURANT	14,334.66
CONVENTION - TRAVEL, HOTEL & RESTAURANT	38,025.71
EDUCATION - TRAVEL, HOTEL & RESTAURANT	3,128.03
ORGANIZING - TRAVEL, HOTEL & RESTAURANT	4,966.01
REGISTRATION - EXECUTIVE BOARD	1,475.00
UTILITIES - PHILADELPHIA	25,283.45
UTILITIES - CARNEGIE	5,278.78
BUILDING MAINTENANCE - PHILADELPHIA	37,021.51
BUILDING MAINTENANCE - CARNEGIE	10,248.54
PROTECTION - EASTERN REGION	3,361.00
PROTECTION - WESTERN REGION	34,669.23
PROTECTION - EXECUTIVE BOARD	3,685.00
PAYROLL - PROCESSING FEES	21,396.43
SANITATION - CARNEGIE	1,441.77
WATER & SEWER - PHILADELPHIA	3,604.68
WATER & SEWER - CARNEGIE	1,063.77
REAL ESTATE TAXES - PHILADELPHIA	34,814.43
REAL ESTATE TAXES - CARNEGIE	9,058.01
LOCAL TAX	350.00
CONTRIBUTIONS - BOARD	14,450.00
PROFESSIONAL FEES - LEGAL	36,084.71
PROFESSIONAL FEES - ACCOUNTING	30,000.00
PROFESSIONAL FEES - MISCELLANEOUS	4,750.20
POSTAGE & DELIVERY - EASTERN REGION	2,369.54
POSTAGE & DELIVERY - WESTERN REGION	11,674.55
POSTAGE & DELIVERY - EXECUTIVE BOARD	4,718.99
OFFICE SUPPLIES - EASTERN REGION	7,594.33
OFFICE SUPPLIES - WESTERN REGION	3,429.67
OFFICE SUPPLIES - EXECUTIVE BOARD	5,145.41
BONDS & INSURANCE	32,559.92
PRINTING & TYPING - EASTERN REGION	2,850.78
PRINTING & TYPING - WESTERN REGION	1,152.38
PRINTING & TYPING - EXECUTIVE BOARD	2,364.10
TELEPHONE - EASTERN REGION	15,392.93
TELEPHONE - WESTERN REGION	13,511.46
TELEPHONE - EXECUTIVE BOARD	11,643.47
COMPUTER SYSTEM WORK - PHILADELPHIA	1,263.75
COMPUTER SYSTEM WORK - CARNEGIE	5,966.53
SYMPATHY	1,628.76
EQUIPMENT LEASING - EASTERN REGION	17,149.92
EQUIPMENT LEASING - WESTERN REGION	17,402.38
EQUIPMENT LEASING - EXECUTIVE BOARD	17,149.89
MAINT AGREEMENT - EASTERN REGION	2,835.00

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## Communication Workers of America-Local 13000

### Statement of Activity (continued)

10/1/2024 to 9/30/2025	Total
MAINT AGREEMENT - WESTERN REGION	571.13
MAINT AGREEMENT - EXECUTIVE BOARD	2,835.00
SUBSCRIPTIONS - EASTERN REGION	304.89
SUBSCRIPTIONS - EXECUTIVE BOARD	11,607.87
MEMBERSHIP - CLC EASTERN REGION	8,026.20
MEMBERSHIP - CLC WESTERN REGION	5,807.60
OFFICE EXPENSE - EASTERN REGION	434.95
OFFICE EXPENSE - EXECUTIVE BOARD	541.45
SERVICE CHARGES	3,703.03

### Statement of Activity (continued)

10/1/2024 to 9/30/2025	Total
PENSION FUNDING	100,000.00
UNAPPLIED CASH BILL PAYMENT EXPENDITURE	(4,133.90)
<b>Total Expenditures</b>	<b>\$ 2,977,036.10</b>
<b>NET OPERATING REVENUE</b>	<b>\$ 178,506.23</b>
<b>Other Revenue</b>	
AMEX REFUND INCOME	1,578.00
<b>Total Other Revenue</b>	<b>\$ 1,578.00</b>
<b>Net Other Revenue</b>	<b>\$ 1,578.00</b>
<b>NET REVENUE</b>	<b>\$ 180,084.23</b>

## CWA Local 13000 Operating Account

### Account Summary

Asset Composition	Ending Market Value	% of Account	Estimated Annual Income
Cash Equivalents	\$ 23,121.84	100%	\$ 942.12
Accrued Income	\$ 107.68		
<b>Ending Mkt Value + Accrued Inc.</b>	<b>\$ 23,229.52</b>		
<b>Starting Value</b>	<b>\$ 47,950.17</b>		<b>\$ 46,607.05</b>
Deposits	\$ 0.00		\$ 0.00
Withdrawals	\$ (25,000.00)		\$ (25,000.00)
Dividends and Interest	\$ 171.67		\$ 1514.79
Transfers	\$ 0.00		\$ 0.00
Change in Value of Investments	\$ 0.00		\$ 0.00
<b>Ending Market Value On 9/30/25</b>	<b>\$ 23,121.84</b>		<b>\$ 23,121.84</b>

	Shares	Unit Cost	Total Cost	Current Share Price	Current Market Value
Cash			0		0
<b>Equivalents</b>					
<b>Money Market - Taxable - Standard</b>					
Federated Hermes Govt Obligations					
PS Fund 117 (GOFXX) - Principal	\$ 23,121.840	\$1.00	\$ 23,121.84	\$1.00	\$ 23,121.84
<b>Asset Total</b>	\$ 23,121.840		\$ 23,121.84		\$ 23,121.84
<b>Accrual total</b>					\$ 107.68
<b>Grand total</b>	<b>\$ 23,121.840</b>		<b>\$ 23,121.84</b>		<b>\$ 23,229.52</b>

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## Communication Workers of America-Local 13000

### Emergency Fund

	Shares	Unit Cost	Total Cost	Current Market Value
<b>Cash Equivalents</b>				
<b>Money Market - Taxable - Standard</b>				
Federated Hermes Govt Obligations				
PS Fund 117 (GOFXX) - Principal	285482.04	1.00	285,482.04	285,482.04
<b>Equity</b>				
<b>Domestic</b>				
Air Prods & Chems Inc Com (APD)	171.000	156.63	26,783.59	46,635.12
Alphabet Inc (GOOGL)	668.000	177.73	118,722.48	162,390.80
Apple Inc Com (AAPL)	713.000	16.42	11,711.02	181,551.19
Blackrock Inc (BLK)	117.000	152.66	17,861.47	136,406.79
Chevron Corporation (CVX)	560.000	163.36	91,480.35	86,962.40
Coca Cola Co Com (KO)	853.000	21.41	18,262.73	56,570.96
Costco Whsl Corp New Com (COST)	155.000	302.27	46,852.58	143,472.65
Honeywell Intl Inc Com (HON)	680.000	178.36	121,287.37	143,140.00
JPMorgan Chase & Co Com (JPM)	550.000	40.55	22,304.59	173,486.50
Johnson & Johnson Com (JNJ)	632.000	61.99	39,179.07	117,185.44
Lilly Eli & Co Com (LLY)	98.000	695.07	68,117.06	74,774.00
Lowes Cos Inc Com (LOW)	515.000	69.51	35,795.48	129,424.65
Mastercard Inc Class A (MA)	289.000	70.40	20,346.01	164,386.09
McKesson Corp (MCK)	107.000	439.87	47,066.07	82,661.78
Meta Platforms Inc Class A (META)	87.000	747.17	65,003.49	63,891.06
Microsoft Corp Com (MSFT)	357.000	74.16	26,475.83	184,908.15
Nextera Energy Inc (NEE)	1,070.000	61.86	66,191.06	80,774.30
Nvidia Corp (NVDA)	517.000	110.62	57,188.55	96,461.86
Oracle Corp Com (ORCL)	474.000	37.76	17,896.44	133,307.76
Pepsico Inc Com (PEP)	794.000	68.90	54,704.00	111,509.36
RTX Corp (RTX)	1,604.000	78.08	125,245.26	268,397.32
S&P Global Inc (SPGI)	93.000	187.63	17,449.73	45,264.03
Stryker Corp (SYK)	213.000	306.98	65,387.72	78,739.71
TJX Cos Inc New Com (TJX)	1,098.000	27.74	30,462.59	158,704.92
Texas Instrs Inc Com (TXN)	585.000	185.06	108,257.98	107,482.05
Thermo Fisher Scientific Inc (TMO)	142.000	560.43	79,580.47	68,872.84
Waste Mgmt Inc Del (WM)	154.000	233.61	35,975.88	340,007.82
iShares Core S&P Mid-Cap ETF (IJH)	3,105.000	34.98	108,598.07	202,632.30
iShares Core S&P Small-Cap ETF (IJR)	1,636.000	68.58	112,204.39	194,405.88
<b>Domestic Total:</b>	<b>18,037.000</b>		<b>1,656,391.33</b>	<b>3,528,407.73</b>
<b>Equity ETF</b>				
SPDR S&P 500 ETF Trust (SPY)	719.000	416.33	299,339.90	478,983.42
<b>Foreign</b>				
Accenture PLC ADR (CAN)	351.000	243.10	85,328.63	865,556.60
Aon Plc CLASS A (AON)	148.000	382.23	56,570.32	\$52,773.84
Linde Plc (LIN)	55.000	474.77	26,112.28	\$26,125.00
<b>Equity Total:</b>	<b>19,310.000</b>		<b>2,123,742.46</b>	<b>4,172,846.59</b>
<b>Fixed Income</b>				
<b>Corporate Bonds &amp; Notes</b>				
Bank Of America 5.015% 7/22/2033	60,000.000	100.36	60,217.37	61,362.89
Bank Of America Corp 5.819% 9/15/29	85,000.000	100.17	85,143.14	88,874.03

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## Communication Workers of America-Local 13000

### Emergency Fund (concluded)

	Shares	Unit Cost	Total Cost	Current Market Value
Berkshire Hathaway Finance Corp 1.45% 10/15/2030	70,000.000	99.88	69,918.88	61,925.30
Blackrock Inc 4.75% 5/25/2033	110,000.000	98.21	108,030.36	112,432.73
Duke Energy Carolinas 4.85% 1/15/2034	130,000.000	95.49	124,142.88	131,601.28
FN FA1559 Mtge 5.50% 5/1/2055	159,021.348	98.78	157,078.83	160,362.20
JPMorgan Chase & Co 3.782% 2/1/28	125,000.000	93.87	117,331.25	124,448.68
Merck & Co., Inc. Mkcinc 6.5 12/01/2033 Var USD Corporate	130,000.000	111.44	144,873.46	174,566.59
Morgan Stanley 6.407% 11/1/2029	135,000.000	105.25	142,083.64	143,426.32
PNC Financial Services 5.492% 5/14/2030	100,000.000	101.08	101,075.95	104,116.15
Texas Instruments Inc 2.25% 9/4/2029	100,000.000	92.05	92,050.42	93,693.81
United Health Group Inc 5.00% 4/15/2034	100,000.000	103.57	103,566.69	101,627.18
<b>Corporate Bonds &amp; Notes Total:</b>	<b>1,304,021.348</b>		<b>1,305,512.87</b>	<b>1,331,437.16</b>
<b>Corporate Bonds &amp; Notes - Mortgage-Backed</b>				
FN CB7968 Mtge 5.00% 2/1/2054	165,817.194	99.03	164,210.84	164,569.17
<b>Fixed Income Fixed Income ETF</b>				
Janus Henderson AAA CLO ETF (JAAA)	7,352.000	50.78	373,383.00	373,338.56
Janus Henderson Mortgage-backed Securities ETF (JMBS)	11,472.00	45.75	524,870.41	523,926.24
iShares 0-5 Year TIPS Bond ETF (STIP)	2,138.00	101.50	217,012.77	220,983.68
<b>Fixed Income ETF Total:</b>	<b>20,962.00</b>		<b>1115266.18</b>	<b>1,118,244.48</b>
<b>Municipal Bonds &amp; Notes - Taxable</b>				
California St 3.05% 4/1/29	100,000.00	102.20	102,198.52	97,285.00
Radnor PA 1.729% 11/1/28	50,000.00	100.00	50,000.00	45,897.50
<b>Municipal Bonds &amp; Notes - Taxable Total:</b>	<b>150,000.00</b>		<b>152,198.52</b>	<b>143,182.50</b>
<b>U.S. Government Agency Obligations - Mortgage-Backed Bonds</b>				
FR SD8368 6.00% 10/1/2053	88,235.002	98.94	87,301.90	90,167.85
Federal Farm Credit Banks Funding 1.33% 11/3/2026	200,000.000	100.04	200,076.80	194,373.68
G2 MA9365 Mtge 7.00% 12/20/2053	45,785.289	102.08	46,736.76	47,185.97
<b>U.S. Government Agency Obligations - Mortgage-Backed Bonds Total:</b>	<b>334,020.297</b>		<b>334,115.46</b>	<b>331,727.50</b>
<b>U.S. Treasury Bonds &amp; Notes</b>				
U.S Treasury 4.00% 2/15/34	125,000.000	97.20	121,504.94	124,678.71
US Treasury Notes 2.00% 11/15/2026	175,000.000	103.76	181,573.54	171,720.12
United States Treasury 4.00% 10/31/29	305,000.000	99.21	302,580.77	308,447.93
<b>U.S. Treasury Bonds &amp; Notes Total:</b>	<b>605,000.000</b>		<b>605,659.25</b>	<b>604,846.76</b>
<b>Asset Total</b>	<b>2,884,612.873</b>		<b>6,086,187.62</b>	<b>8,152,336.20</b>
<b>Accrual Total</b>				<b>33,950.83</b>
<b>Grand Total</b>	<b>2,884,612.873</b>		<b>6,086,187.62</b>	<b>8,186,287.03</b>

# Labor Day 2025

